Hiring and Training Best Practices for 2021 Secret Weapon: Pre-Employment Skills Tests

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The global health crisis has upended business as usual. From the staggering rise in remote work to sudden shifts in operating models, there is currently no "business as usual." Not surprisingly, these abrupt changes have exacerbated the already growing skill gaps organizations grapple with daily.

While most business leaders are aware of the growing skill gaps in their organization, many do not know how to fix them. Gartner recently reported that the majority (68%) of human resources (HR) leaders identify building critical skills and competencies as their top priority for 2021. But with nearly four in 10 admitting they do not know what skills their employees lack, HR leaders have their work cut out for them.

To balance today's pressing skill shortages with a return to long-term competitiveness, organizations need to focus on scalable strategies. HR leaders must look to technology-driven tools to develop the resilient and sustainable hiring and training practices they need now.

Transform your talent management strategies to keep pace in today's rapidly evolving business environment. Leverage pre-employment tests to identify skill gaps, develop targeted training programs, redeploy internal workers, and secure talent with the skills you need most.

Adopt a Collaborative Approach to Determine the Skills You Need

Strong leadership is critical during times of significant change. And today's business landscape is undeniably a time of significant change. The skills employees need for jobs continue to change at an accelerating rate, which means the skills your workforce needs could change at a moment's notice.

Business leaders must adopt a collaborative approach to identifying emerging critical skills — one in which all company stakeholders work together to anticipate shifting skill needs. When HR leaders partner with peers, future skill needs can be determined faster, and targeted training, talent redeployment, and effective hiring approaches can begin sooner.

Map Your Workforce's Skills

Skills mapping gives organizations a snapshot of their workforce's skills. An eSkill Assessment Export can help you with the process. When a skills map is complete, company stakeholders can easily see a breakdown of the skills and proficiency level required by job compared with the skills held by existing employees throughout the organization.

eSkill's easy-to-use platform enables staffing firms to:

- Implement effective training programs

- Mobilize internal talent

- Fill skill gaps using pre-employment tests to hire talent with specific skills

HR professionals must carefully consider how they obtain the employee data used to complete a skills map. While great sources of anecdotal information, performance reports are not reliable indicators of skill level. Instead, organizations should administer job-relevant skills tests. Skills testing provides organizations with an objective, data-driven approach to quantifying and charting their workforce's skill sets.

eSkill's user-friendly employment testing platform enables HR professionals to easily select, configure, and automate the administration and scoring of skills tests. With the most extensive library of pre-employment assessment tests in the industry, eSkill makes it easy to measure the specific skills required to succeed in any position across industries. And with eSkill's dedicated U.S.-based Client Success Managers providing unlimited support and training, accurately evaluating employees' skills is simple and effective.
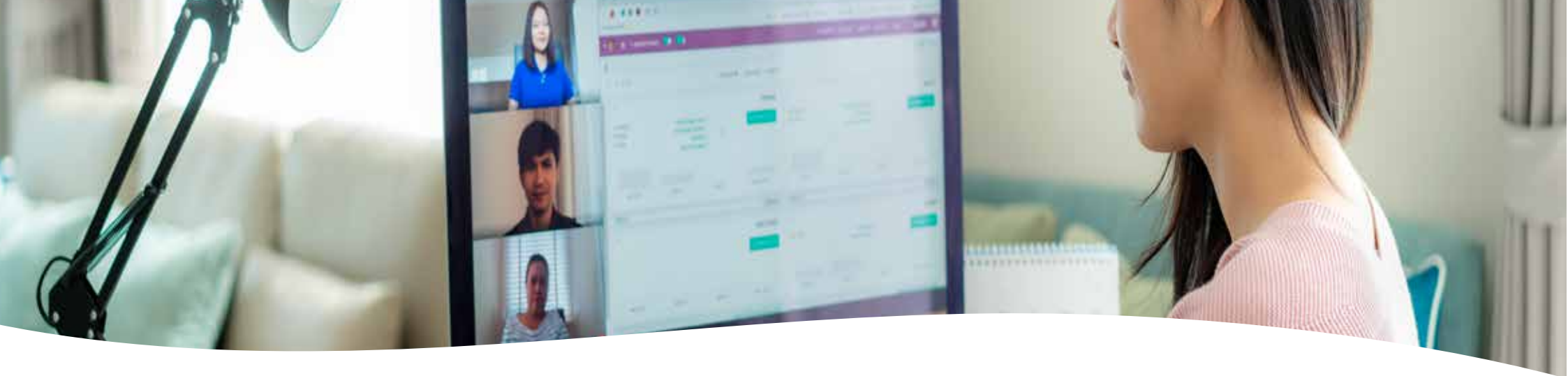
Implement Effective Training Programs

With 53% of business leaders reporting that more than half of their workforce will need to learn new skills over the next three years, HR and learning and development leaders must establish training programs that work. Organizations can develop the targeted training programs they need using eSkill's employment tests. eSkill's user-friendly platform produces easy-to-read yet detailed score reports for each test-taker. These score reports reveal the exact skills and proficiency levels individual test-takers possess, which enables HR professionals to determine who is best suited for training efforts to fill newly created or significantly altered roles. Organizations can then use this determination and the respective score report to establish individualized training pathways that focus on the skills needed most.

Mobilize Internal Talent

The coronavirus pandemic highlighted the need for agile workforce strategies that support the expedited redeployment of talent. Applying the principles of the gig economy, organizations can create an internal marketplace of talent so they can match and deploy employees using the skill profiles eSkill automatically creates for each test-taker.

Fill Skill Gaps With Targeted Pre-Employment Tests

Traditionally, hiring efforts focused on rigid requirements, like years of experience in a role or a specific college degree. Today, as new skills are required at an ever-increasing rate, leading organizations have shifted to a modern hiring approach. Industry giants like IBM, Google, Bank of America, and Apple have dropped college degree requirements from job postings, and many more are following in their footsteps. Instead, leading companies have adopted a skills-based hiring method. These companies use pre-employment assessment tests to verify candidates' skills and proficiency levels and make informed hiring decisions.

Organizations can easily mimic this innovative approach to hiring. When organizations use eSkill's job-specific pre-employment assessment tests, they can make hiring decisions based on the skills they need rather than on subjective measures.

Further, when HR professionals combine eSkill's Pre-Employment Assessment Tests and an on-demand video interviewing solution, they create a robust and objective process for identifying top talent. Unlike traditional interviews, on-demand video interviews reduce subjectivity by taking the interviewer out of the interview. Instead, candidates self-record responses to a predetermined and prerecorded set of questions.

eSkill's on-demand video interviews facilitate an accurate and objective evaluation of candidates' skills by:

• Providing the framework for a structured interview. Because the hiring team prerecords the questions, every candidate responds to the same questions in the same order, without variation.

• Establishing scoring criteria for candidate responses. Standardized scoring criteria help ensure hiring teams evaluate candidates' responses fairly and objectively.

• Enabling the anonymization of candidates' personal identifying information. The platform allows for typed responses, voice-only responses, and the ability to hide candidates' names, resumes, and previous test scores. Doing so nearly eliminates the chance that unconscious bias will play a role in reviewers' evaluations.

In 2021, organizations must leverage skills testing to prepare their workforce for what lies ahead, whatever that may be. Organizations that adopt modern, agile talent management practices driven by objective data can better handle market disruptions and changing business demands as they arise.

Interested in Pre-Employment Tests for Hiring and Training

Learn more about the benefits of using eSkill's Pre-Employment Assessment Tests, behavioral assessments, and on-demand video interviewing solution to find qualified candidates quickly.

Request a Demo Today

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