

**eSkill**

# **Buyer's Guide: How to Select the Best Skills Testing Provider for Your Company**



# Buyer's Guide: How to Select the Best Skills Testing Provider for Your Company

Companies can use skills testing in a variety of ways:

1

**Pre-employment  
skills assessment  
tests**

2

**Benchmarking  
current skills sets**

3

**Evaluating  
internal talent for  
new positions**

4

**Identify skills  
gaps**

5

**Assess results of  
training**

A skills test provides a standardized and objective method for evaluating job candidates and employees.

Human resources (HR) teams and hiring managers also find that skills testing can significantly decrease the amount of time and cost it takes to hire someone. For example, companies using eSkill for their skills assessment tests can reduce the time-to-hire by 60% and the cost of evaluations by up to 70%.

Using a skills test can also lead to faster onboarding and training. When recruits have the right skills for the job, they get up to speed faster.

How do you go about selecting the best skills testing provider for your company? Here are the things to look for and the key questions to ask.



# How to Select the Best Skills Testing Provider

Choosing the right skills testing provider to work with will make a significant difference for your organization. When evaluating a company to use for [skills assessment tests](#), here are the areas to examine.

## Quality and Validation

Skills testing provides an objective assessment of candidates if the right questions are asked in the right way. You need to work with a quality skills test provider that has been vetted by testing professionals for accuracy and predictive capability. You should only work with a company that has a perfect compliance and legal challenge record and can provide validation services upon request, such as eSkill.

## Comprehensive and Customizable Test Library

The best skills testing provider will have a vast library of off-the-shelf skills test from industry experts. You should also be able to customize testing any way you want. You should be able to add or delete questions, choose additional questions from a library, or create your own. This is the best way to ensure your skills assessment tests match your unique needs.

## Testing for Remote Skills

While remote work environments grew rapidly in 2020, the number of workers permanently [working from home](#) is expected to double in 2021. You need skills tests that can measure a candidate's potential to perform at a high level while working at home.

eSkill tests can measure a candidate's software and internet skills, along with the skills remote employees need in a less structured environment, such as organizing and planning work, time management, and collaborative skills.

## On-Demand Video Capabilities

Asynchronous (or on-demand) video can help you assess a candidate's verbal skills. [On-demand video interviewing](#) also standardizes the interviewing process by making sure each candidate answers the same questions to help provide a more objective process.

This has become especially important as more employees work remotely since much of their collaboration will be conducted by video conferencing.

## Ease of Use

A skills testing platform should be intuitive and let you get to work right away. This is one place where eSkill excels. More than half of eSkill's clients are able to [go live within the first day](#). Eighty-two percent are up and running before the first month is over.





## Integration Options

Integrating your testing program results with your Applicant Tracking System (ATS) or Learning Management System (LMS) can save you time. Make sure your skills test provider can integrate with your system.

## Expert Guidance

There may be times where you need a little bit of extra help. Perhaps you have a skills test already and want it digitized to work in the platform. Maybe you need someone to help you craft a question or make sure you are using the system properly. Verify that any provider you work with has a strong customer support team and trained experts to help you.



# Key Questions to Ask When Selecting a Skills Testing Provider

When evaluating skills testing providers, here are the key questions you should ask:

## Skills Assessment Tests

- How big is your test library?
- Do you have pre-built tests that have been validated by experts?
- Do you have a perfect compliance and legal challenge record?
- Can I customize tests?
- Can I add questions or mix-and-match modules?

## Test Content

- Does the test library contain job-based and subject-based tests?
- Does the library have behavioral and cognitive testing?
- Are there tests to assess job fit?
- Do you have specific tests for remote workers?
- Can you add simulations and scenarios?
- Are tests available for different competency levels?

## Video Interviewing

- Can you create on-demand video interviews within tests?
- Can you easily share videos with hiring managers?
- Can you administer group interviews?

## Test Management

- Can you easily sort results to identify top candidates?
- Can you automate testing scoring?
- Are you able to do team or group scoring of open-ended questions and interviews?
- Can you share results with team members and hiring managers?
- Can you see which questions candidates missed?

### Technical Features

- Are tests optimized for all mobile devices?
- Can visually impaired applicants take your skills tests?
- Can company logos and colors be used?
- Does your platform integrate with your ATS and LMS systems?

### Support and Training

- Do you provide self-help support and training?
- Will you provide a dedicated assessment expert for our account?
- Do you provide chat, email, and phone support beyond regular business hours?

### Cost

- Do you offer flexible pricing options, such as unlimited subscriptions or pay-per-score?
- Is training or support provided at no additional cost?

# Interested in skills tests?

Once you have reviewed these tips on selecting a skills testing provider, we recommend you browse the [largest skills test library available](#) and see the eSkill Talent Assessment Platform in action.

**Request a Demo Today**

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