SKILLSURVEY

A fast and easy way to gain the insights you need to hire the best candidates.

Reduce turnover and save time with our patented, data-driven solution.

Your people are your organization, and the people you attract, manage and develop will be – by far – the single biggest driver of your success. But too often, hiring is based on 'gut feel' and unreliable data because obtaining real feedback from references is hard.

SkillSurvey Reference® is a cloud-based, data-driven solution that helps you quickly access relevant feedback from people who know how your job candidate performs on the job, their references. Much of the criteria you use in hiring decisions is limited to the information the job candidates provide to you – so having the perspective of those who have worked with your candidates in the past will help you better understand if they will be a fit for the position you are trying to fill.

You can select the referencing model that meets your hiring needs. The Pre-Hire 360® workflow is a scientifically validated, job specific process that has been proven to reduce turnover for cause. We also offer a customer configured capability which allows your organization to define the referencing process to meet the unique needs of certain workforce segments.

KEY FACTS:

— 30 million candidates and references have experienced SkillSurvey Reference

— 85% of references provide assessment feedback

— 4 plus references typically respond per candidate

— 2 business days, typical turnaround to access the feedback report

— Hundreds of job-specific surveys cover map to nearly 10,000 job titles

— 6 languages are available

— Predictive analytics validated by published, peer-reviewed research

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Better hiring insight. Greater business results.

Leveraging the Pre-Hire 360® workflow within SkillSurvey Reference, you can assess and evaluate your candidates on core competencies and behaviors that are key predictors of job success. Research has proven that effective use of the Pre-Hire 360 workflow reduces turnover and results in better post-hire performance while adding efficiency to the recruiting process. Allowing you to hire smarter, faster and more effectively.

Reduce turnover
Client research results show involuntary turnover can be reduced by over 35% (in just the first year).

Increase efficiency and cost-effectiveness
Free your recruiting teams from phone-tag, data collection and reporting tasks - so they can focus on finding more great candidates. When you add up the significant staff time-savings, lower potential turnover costs and reduced third-party expenses, the solution provides a significant return on investment.

Improve the hiring journey
Use data-driven insight to guide the interview process and make more strategic decisions.

Enhance satisfaction of hiring managers
Provide hiring managers with detailed job-specific reference feedback, candidate summaries and behavioral interview guides.

Expand your talent network
Tap into a new source of passive candidates by inviting references to join your talent community and requesting candidates to provide referrals to discover a new, and ever-growing talent pipeline.

Convenient, cloud-based and mobile solution

Makes it easy to get started and for candidates and references to respond anytime, anywhere—even via text messages.

Online dashboard management and reports

Helps recruiters manage open positions, survey selection, and communications regardless of the workflow chosen.

Tailor the entire process to meet your needs.

With the customer configured capability available with SkillSurvey Reference, your organization can tailor how you reference check for different jobs and levels of employees to provide a best fit solution that matches your organization's reference checking needs. Using this feature, you define both the reference process and questions used by your organization for specific groups, segments or types of jobs.

Confidential
You determine if responses are confidential or not.

References
You determine the number of references required.

Questions
Customers can author the questions asked of references or leverage questions from the Pre-Hire 360 library.

We would love to speak with you about how we can help you improve your candidate selection and hiring process with online reference checking.

TO LEARN MORE
VISIT OUR WEBSITE:

www.sourceandrecruit.com/shop-services/reference-survey

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