



GE Renewable Energy Uses Customized Skills Tests to Qualify Technical Candidates

THE SITUATION

GE Renewable Energy is a \$15 billion business that provides end-to-end solutions for customers that need reliable and affordable green power products. It employs around 40,000 employees in more than 80 countries and has deployed more than 400+ gigawatts of clean renewable energy installations. It combines onshore and offshore wind, blades, hydro, storage, utility-scale solar, and grid solutions as well as hybrid renewables and digital services offerings to equip more than 90% of the world's utility companies with its grid solutions.

Since its project portfolio was expanding rapidly, GE Renewable Energy needed to fill a large number of Wind Technology Specialist roles to service new and existing equipment. Naturally, the company wanted to hire the best-qualified candidates and get them out in the field as quickly as possible. This meant it needed a way to screen applicants efficiently as well as provide technical training.

THE SOLUTION

Since the HR team at the corporate office was familiar with and liked eSkill, GE Renewable Energy decided to use it to create both hiring assessments that evaluated applicants' technical knowledge and aptitude, and provide product training for new and existing hires.

IMPLEMENTATION

GE Renewable Energy created skills tests that met its specific needs by choosing questions from the eSkill Test Library, added questions of their own, and then used the eSkill Test Editor to customize them. Since the company used its own proprietary ATS, it engaged eSkill's tech team to integrate the hiring assessments and technology training materials with it. The outcome was a single, unified recruiting, hiring and training solution that the HR team could easily manage that provided a positive experience for candidates.

As stated by Carrie Whetzel, a recruiter for GE Renewable Energy, "eSkill is a user-friendly system for our applicants, and the feedback I have received from some of them is that it helps them learn more about what we are looking for in prospective employees."

THE RESULTS

After implementing eSkill, GE Renewable Energy was able to reduce time-to-hire for the vacancies because recruiters could easily identify top candidates. Over 70% of the applicants passed the skills test and were hired to fill the Wind Technology Specialist positions. Some candidates who passed were not selected because there was only one opening and multiple candidates applied. Many candidates also applied for and were hired for other roles at the company.

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ABOUT eSkill

Since 2003, eSkill has been an expert provider of effective online skills testing for applicant screening and staff training to thousands of companies globally. More than 4,000 organizations around the world use our job skill assessment tests in their hiring and training processes, including Coca-Cola, Zappos, FedEx, LG, and Paychex. Our professional skill tests for employment are easily customizable to fit specific job requirements for the highest job relevance and validity.

eSkill lets human resources managers easily select or customize job-based tests from over 600 modular subjects and subtopics across a wide range of disciplines such as Microsoft Office, IT, Programming, Office Software, Accounting, Healthcare, Legal, Call Center, Retail, and more. eSkill's leading-edge job simulations recreate software programs and work environments to assess how well candidates perform actual job tasks.

Why our clients chose eSkill over other vendors?

- Our customizable tests have increased efficiency, relevance, and validity.
- Our staffing clients get dedicated test advice and direct contact with a Client Success Manager for a quick setup and ongoing service.
- We provide 24/7 live support for clients and test-takers.
- Test-takers can reliably take tests on any computer or browser with no need for plug-ins or downloads.
- Our simulations have multiple correct solutions, giving a more accurate picture of candidates' on-the-job performance.
- Our clients have unlimited use of eSkill tests and our competency library.
- We continuously update our test content.
- eSkill has a perfect 15-year track record of legal compliance.