



Case Study

AJM Packaging Chose eSkill for Clerical Skills Test



AJM Packaging Chose eSkill for Clerical Skills Tests

AJM Packaging Corporation is a family-owned business, established in 1957 in Detroit, Michigan, today with 3,000 employees. The company is a testament to the American Dream as they've grown from a small paper cup manufacturer to a national leader in the disposable tableware industry. With a commitment to quality, efficiency, and innovation, AJM upholds its mission to deliver top-notch products to customers nationwide. Despite its immense growth, the company has remained true to its roots, cherishing its family-oriented ethos, respect for tradition, and dedication to serving the community with environmentally friendly products.

The Situation

As AJM Packaging continued to grow, so did the demands of its dynamic industry. The need to attract and identify high-quality talent was at the forefront of its challenges. Given the digital necessity to manage logistics, proficient typing skills were paramount for efficient and effective performance. However, their traditional methods of identifying qualified candidates needed to be improved.

Resumes and interviews only offered a limited understanding of a candidate's true typing skills, and as a result, recruiters needed a better solution for knowing expected and actual typing performance before the candidate was hired. Candidates were failing because they couldn't meet the typing requirements of the job. This adversely affected their productivity and efficiency. AJM needed an immediate and reliable solution that could accurately assess a candidate's typing proficiency, streamline their recruitment process, improve team performance, and ultimately contribute to the company's overall success.

The Solution

AJM Packaging began to search for a solution to their recruitment challenges, trialing several companies that offered pre-employment testing services. After careful consideration and several demos, they chose eSkill because of its stellar reputation and extensive offerings that could address multifaceted needs.

eSkill's Talent Assessment Platform™ provided a more precise, efficient way to identify better-qualified candidates, alleviating their recruitment and performance challenges and contributing significantly to their growth strategy.

Implementation

Upon engaging with eSkill, AJM Packaging quickly incorporated the new skills tests into their recruitment process. They decided to give candidates a 48-hour window to complete their assigned typing skills tests.

The robust skills tests for typing results and other hiring criteria proved invaluable, helping the recruitment team make better-informed decisions about candidates to hire. These insights often provided the necessary push in one direction or another when evaluating candidates, making the selection process more streamlined, efficient, and accurate.



The Results

Implementing eSkill's comprehensive skills testing system bore immediate fruit for AJM Packaging. With solid **proof of candidates' typing skills for their positions**, AJM could hire more confidently, significantly reducing hiring errors and ensuring that the selected candidates were qualified for their roles.

As a direct result of this newfound precision in the hiring process, AJM noticed improved team performance. **Employees were better suited to their positions, which led to a boost in efficiency and productivity.**

Moreover, the value of eSkill's assessments extended beyond the hiring process. The impressive results from the clerical skills tests sparked a broader discussion within AJM about harnessing the power of eSkill for the ongoing management and development of their current team. Following the discussion, **they expanded their use of eSkill's [typing skills tests](#), to a broader range of [pre-employment skills tests](#).**

By leveraging eSkill's Talent Assessment Platform™, AJM Packaging transformed its recruitment process and took a significant step toward its ongoing pursuit of excellence. This case is a testament to how the right tools, like eSkill's Talent Assessment Platform™, can revolutionize how companies attract, hire, and train talent, leading to tangible improvements in their performance and growth.

Don't hire from a resume. Use eSkill skills tests to verify skills before you hire.



Kristina Surerus, Talent Acquisition Manager

"We utilize eSkill to determine a candidate's capability that may not have the direct experience listed on their resume. This tool is very useful for Hiring Managers who may need some convincing to pull the trigger. The software is user-friendly, and customer service is very responsive."



Request a demo to learn how implementing eSkill's [clerical skills tests](#) can help you hire candidates who can do the job.