

Case Study

Pre-Employment Assessments Created a 43% Turnover Decrease



Chemonics Decreased Turnover by 43% with eSkill Pre-Employment Assessments

Chemonics is a multinational solutions provider in some of today's most important sectors. Whether they're enhancing water systems in Ethiopia, driving sustainable agricultural growth in Moldova or working with Mexico's government to address root migration causes in Central America, their presence is international and their passion for helping humanity is endless.

Their mission is to promote meaningful change worldwide through healthier, productive and independent living. Their projects are substantial, and every team member plays a crucial role in ensuring success.

The Situation

Roles within Chemonics are repetition diverse, which led to a disjointed assessment process for new hires. Baseline skill sets weren't being assessed uniformly, and the company suffered from high turnover. Additionally, Chemonics needed a way to efficiently screen and assess internal applicants seeking upward mobility within the company.

Integration

Candidates for entry-level strategic communications and editing specialists were now required to take pre-employment assessments for basic editing and writing skills. At the same time, data analytics candidates were required to complete data visualization and Excel skills tests to move forward in the employment process.

Chemonics found that the eSkill Talent Assessment Platform™ allowed the hiring team to easily generate a bank of questions from their pre-employment assessment library. With a wider range of options, the team could review and select which questions they would like included.

The hiring team took full advantage of the team scoring feature which allowed candidates to remain anonymous while being scored by the reviewers. This prevented bias or favoritism from unfairly swaying test results in either direction, ensuring the most capable candidate would stand out.

The Solution

Chemonics turned to the eSkill Talent Assessment Platform™ pre-employment assessments for data visualization, basic editing and writing skills, and online Excel skills tests for employment. Their goals were to hire better-qualified candidates and decrease screening time.

Since experiencing lower turnover, easier hiring processes and faster time to hire after implementing basic Excel skills tests and other pre-employment assessments, Chemonics is preparing to move forward with customized job assessments for writing and Excel skills tests.



Results

Chemonics has reduced its time to hire down to 55 days, and foresees achieving its goal of 45 days from the initial interview to the job offer being accepted. Their turnover has dramatically decreased by 43%, building a stronger foundation of team members ready to carry out the Chemonics' mission.



Dezmond Waters, Analyst – Recruiting, Reporting & Data

"In our world of multiple decentralized business lines, endless numbers of PMUs and our use of non traditional and non-fulltime recruiters, eSkill has allowed Chemonics to standardize our assessment process, greatly reduce the opportunity for bias and provide a simple and intuitive platform that allows non traditional recruiters to easily create, manage and score assessments. Finally, the increased use of assessments has improved our time to fill metrics by reducing the instance of interviewing of unqualified candidates."



To learn more about the eSkill Talent Assessment Platform™ and how to increase recruitment success with pre-employment assessments, [request a demo](#) today.