



Taking Testing to

Higher Standards!

Always a pioneer in the staffing community, Lloyd is among the first in our industry to take on this kind of investment and to bring candidate skill assessment to the highest level. Lloyd standards remain a benchmark of excellence for measuring quality and commitment to client service.

In March 2007, Lloyd Staffing launched new state-of-the-art Testing and Screening software called **"Prove It!"** for best hiring practices and talent management offered by **Kenexa**, a top award-winning workforce management technology provider. This new, state-of-the-art skill assessment program is web based and allows applicants to test online. With an impressive list of updated assessments and corresponding data analysis tools, candidates are measured with increased certainty and accuracy, resulting in the highest caliber of readily identified talent. Scores are emailed to the test administrator immediately upon the candidate's completion, accompanied by a comprehensive report that includes proficiency by skill type, task type, question level and the time it took to answer each question.

Kenexa's cutting-edge testing technology vastly improves the screening process by placing emphasis on accuracy and efficiency, increasing productivity of candidate selection and enabling Lloyd Staffing Specialists to locate first-rate talent for our clients.

Additional benefits of **Kenexa's Prove It!** include:

- The ability to measure skills with certainty through a validated process that adheres to EEOC guidelines
- Detailed test results and data which is easily interpreted
- Upgraded and updated assessments help identify top talent with ease
- Kenexa's tests are developed by subject matter experts, ensuring content validity. Validation studies provided on request.
- At time of interview, Lloyd Staffing Specialists are already aware of scores and abilities

Here are actual responses from those who are currently using Kenexa's Prove It!...

"I regularly assess all my candidates on Word, Excel, PowerPoint and Keyboarding speed. This process is much faster than old systems and show rate has dramatically improved. They are very impressed with our technology and ease of use. I've also implemented the Tutorial component and those who are rusty in certain skills have truly benefited. I think it's a win-win for everyone...the candidate, the client and Lloyd."

*— Barbara Cohen Farber, Director,
Administrative Staffing Division*

"On the graphics side, I test for Quark, Illustrator, Indesign, Photoshop, Dreamweaver, HTML, Powerpoint and other skills. Our candidates are impressed that we look beyond their portfolios to their hands-on knowledge. I have full confidence in the results when I refer someone to a client for consideration."

— Susan King, CSP, Sr. Staffing Specialist, Media

"The new testing process has been a huge success!"

The quality of the tests is greatly improved and we are now able to evaluate a candidate's skill level on hundreds of software packages. Recently we had a client that was using a very old software package and they were having problems finding a staffing company that could provide them with someone that really knew the program. Not only were we able to find the person but we were able to test them and promptly send them the results.

When speaking to businesses with staffing needs, Prove It! is a real differentiator. The Lloyd brand stands for quality and this is one more way to demonstrate our commitment to clients."

— Carolyn Doyle, Vice President, Temporary Staffing

Have questions or want a demo?

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