



# Assessment Solutions

Innovative skills and behavioral assessments from First Advantage give you the insight you need to hire, develop and promote the people who can make a positive difference in your organization.

With our SkillCheck,<sup>®</sup> Identity<sup>™</sup> and TalentScout<sup>™</sup> assessments, you can:

- ▶ Measure essential job knowledge and skills for a wide variety of positions
- ▶ Comply with EEOC and federal testing guidelines
- ▶ Choose online or software-based testing
- ▶ Reduce test-taking time by 50% with our time-adaptive technology
- ▶ Assess behavioral tendencies for better job and organizational fit
- ▶ Customize a test that precisely matches your job requirements
- ▶ Deliver testing through any applicant tracking or HRIS system, ours or yours

With our testing solutions, you can save time and money while reducing your turnover rate and training requirements. That's why thousands of companies trust their employment screening process to First Advantage, including some of the world's largest corporations, staffing agencies, training organizations and schools.

## Accounting and Finance

Our SkillCheck Accounting and Finance Assessments enable you to evaluate key competencies in accounting and bookkeeping, bank teller skills, collections, financial management and more. Test knowledge of accounts receivable and accounts payable, as well as abilities with popular accounting software such as Peachtree and Quickbooks. We also offer SkillCheck Assessments for important skills such as typing, audio transcription, and language skills relating to work in an accounting environment.

## Behavioral

Skills testing only tells you part of the story. With our Identity tests now you can measure an individual's attitudes, aptitudes and characteristics to determine whether a job applicant is a good fit for the position and for the organization.

## Call Center

Use our SkillCheck Call Center Assessment to measure customer service skills and sales ability using realistic simulations of call center scenarios.

## Clerical Office

SkillCheck Clerical Office tests let you evaluate critical office and clerical skills, including business English and math, typing, data entry, filing and coding, as well as telephone and office management skills.

## Digital Literacy

Tap our performance-based and knowledge-based Digital Literacy tests to assess basic understanding of all aspects of computing and the Internet, including hardware, software, networks, email and Internet browsing.

## Food Service

Use our SkillCheck Food Service test to screen applicants on the basics of food hygiene, food storage and disease prevention, and test for specific knowledge of clinical nutrition, world cuisine and food preparation techniques.

## Light Industrial

Test essential light industrial skills such as pick and pack, count and stack, basic math, shop math and more! Our SkillCheck Light Industrial tests also offer general knowledge testing in critical industrial areas such as forklift operation, safety, warehouse shipping and receiving, as well as industrial disciplines such as construction, automotive, plumbing, and electrical work.

## IT

Measure critical skills for programmers and IT professionals. Our SkillCheck IT Assessments measure the most important programming languages and information technology systems.

## Legal

Use our SkillCheck Legal Assessments to evaluate legal professionals in important areas such as legal research, litigation and general legal knowledge. You can also assess legal office skills, such as typing, audio transcription and legal terminology.

## Medical Office

Assess understanding of critical concepts and terminology for more than a dozen different medical disciplines. SkillCheck Medical Office Assessments also let you assess the knowledge and skills of those working in hospitals, insurance firms, and other medical environments with tests on medical billing and medical coding, as well as typing, transcription, language and other medical office skills.

## Nursing

SkillCheck Nursing Assessments provide a full range of nursing tests covering critical care, intensive care, pediatrics, psychiatric nursing and more. Ask about our new nursing assessment series, created by the National League for Nursing, and how it can help you improve quality and retention while meeting important JCAHO requirements.

## Retail Sales

With SkillCheck Retail Sales Assessments, you can measure knowledge and skills required for effective retail sales work with tests based on standards established by the National Retail Foundation for the National Skills Standards Board.

## Staffing and HR Knowledge

Use SkillCheck Staffing and HR Knowledge Assessments to determine your HR or staffing consultant's knowledge and skills in recruiting, sales, operations, management and training, as well as their understanding of compliance with employment rules, regulations and laws.

## Software Skills

Use SkillCheck Software Skills Assessments featuring state-of-the-art software simulations to test candidates on today's top office software, including Microsoft Office, Lotus SmartSuite, WordPerfect and more.

## TalentScout

With our time adaptive TalentScout testing, you can test all of the critical skills required for Microsoft Office, Call Center, Accounting and Bookkeeping, Clerical, Legal, Light Industrial, and Medical Office positions in less than half the time required by traditional testing.

## Typing/Data Entry/Transcription

Measure general speed and accuracy in typing, data entry, audio transcription and shorthand or use tests specific to accounting, legal or medical office staff.

## Custom Testing Solutions

First Advantage also offers Internet or software-based custom testing programs for clients requiring specialized content, new test delivery options or specific validation. For more information on our custom solutions and to see the dramatic impact our skills assessment solutions can have on your organization, contact your First Advantage sales representative.

## Educational Testing

Our flexible Educational testing system enables teachers and trainers to efficiently and securely administer any existing SkillCheck test, or a custom test developed with our advanced test-making tools, to large student populations.

## Training

Prepare for skills assessment and develop new skills rapidly with our self-paced professional training courses, including titles from today's most popular software packages such as Microsoft Office, Lotus, Microsoft Works, Quickbooks, Quicken and more.

Innovative SkillCheck<sup>®</sup> Identity<sup>™</sup> and TalentScout<sup>™</sup> assessments from First Advantage give you the insight you need to hire, develop and promote the people who can make a positive difference. Available for PC, network and Internet deployment, our assessments deliver a powerful combination of performance-based and knowledge-based questions, easy-to-use test-creation, and advanced reporting functionality. Customization and benchmarking services available.

