



Case Study: Pre-Employment Assessment

Client > West Community Credit Union

Need > Improved employee productivity

Product > Pre-employment Assessment

Background > A 2003 Filene Research Institute Study shows that employees who are selected based on pre-employment evaluations perform better and stay at their jobs longer than those who do not.

Implementation > West Community Credit Union has instituted mandatory assessment tests for all new applicants, as well as for current employees who applied for different positions within the company. The assessments have helped determine each potential employee's strengths, weaknesses, and learning style. By using this assessment, West Community Credit Union has been better able to fill positions with employees who are well suited to that particular position, as well as to tailor training programs to individual needs.

Results > From the start of 2003 until they opened a new branch in July of 2004, West Community Credit Union hired 28 new people. Since they began to use the assessments, employees have become more efficient, job satisfaction is up, and training time is down.

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