Talos360

Bridging the skills gap
With candidate assessments

By Frank Allen

Introduction

Every year, we hear about a widening skills gap and how it will affect recruitment and HR's ability to attract and hire the right talent. However, as we stand at the threshold of a new AI era, the more pressing question is just how wide that skills gap is. And if it's so wide, can AI bridge it?

It has the potential, certainly, but the likelihood is slim.

As the AI boom continues, business owners are struggling to source the right talent to help them navigate this technology's lightning-speed development. In fact, according to a recent Korn Ferry analysis, by 2030, over 85 million jobs globally could remain unfilled in this new sector alone.

If this is the case, AI won't affect an already cavernous skills gap; if anything, it has the potential to widen it further. For example, as roles remain unfilled, senior management, in a bid to handle a mounting workload, could lean more and more on AI to cover the gaps. But that's not a bridge; it's a tightrope liable to snap.

So, if AI isn't the means to bridge the skills gap that it has the potential to be, what other options does HR have to help tackle this omnipresent issue?

In this paper, we want to consider one option in particular: the efficacy of candidate assessments. CVs can lack the capacity to highlight candidate skills, especially soft ones, and candidates are able to aggrandise facts. Candidate assessments, on the other hand, bring a fresh element to the hiring process.

How so? Well, for one, if a business utilises a skills-based hiring approach, they're better placed to assess the broader aspect of a candidate's skills rather than basing a hiring decision on background or place of study. Indeed, opting for a skills-based hiring approach helps tackle the perennial issue of skills shortages by widening the talent pool – considerably. But that's not all. According to the Aberdeen Group, of those companies that already use candidate assessments as part of their hiring processes, 39% have reported lower turnover.

How?

Presumably, because candidate assessments can highlight *transferrable* skills far better than a CV could and, are helping companies close a gap that just above the surface looks impossible to bridge. And because of that, they're lowering turnover, too. A win-win?

85 million Jobs could remain unfulfilled by 2030

Korn Ferry

"If a business utilises a skills-based hiring approach, they're better placed to assess the broader aspects of a candidate's skills rather than basing a hiring decision on background or place of study..."

Talos360

Houston, we have a problem

A growing skills gap

" "

The skills gap is generally considered the difference between the skills required to do a job and those available…

Future Learn

While it's ubiquitously appreciated in HR circles that there's a prevalent skills gap, the genuine business impacts are perhaps less acknowledged. Here in the UK, there is a reported 40% of UK workers that do not possess the right qualifications, which will have serious repercussions, namely:

- A sustained loss in productivity
- Significant employee churn
- Poor employee morale
- Lower-quality work
- Business stagnation
- Revenue loss

And this isn't far-fetched. Backed up by recent research by **Robert Half**, these ramifications are coming to fruition as:

75% of employers continue to be concerned about their ability to attract new talent

**69%** of employers are only somewhat confident of annual company growth

75% of employers are concerned about keeping hold of their employees

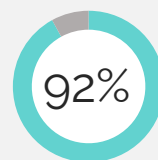So, yes, Houston, we do have a problem. And it's growing.

Fact: The UK government lists **engineering**, **software development**, and **architecture** among some of the most **in-demand skills.**
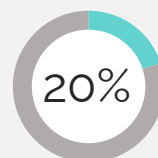
27%
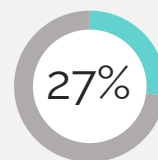
Of UK workers say they that they lack the sufficient digital skills required for their job role

66%
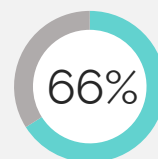
Of large UK businesses said they struggle to recruit employees for their careers

92%

Of businesses say that a basic level of digital skills is important for their employees

20%

Of the UK workforce will be significantly underskilled for their jobs in the near future – equating to around 6.5 million people

Oxford Learning College

A perpetual crisis?

We can acknowledge that the skills gap is indeed growing, thanks in part to the advancement of technology. However, before we hit panic mode, it's worth looking back at this thorny issue to help us seek some clarity.

The skills gap and its well-trumpeted presence are not something new. As we've already stated, it's almost an annual clarion. For example, here's one or two headlines sourced from quick internet searches:

1. UK jobs market set for upbeat 2015, but skills shortage remains – **Guardian, 2015**
2. Skills shortage threatens builders' high workload – **Construction News, 2002**
3. As of 2022, the occupation most affected by skills shortages in the UK was Skilled Trades – **Statista, 2022**
4. In 1965, British industry offered 125,000 craft apprenticeships; they have now all but disappeared. The result is a skills shortage which is harming our economic recovery – **UK Parliament, 1995**
5. It is widely alleged that the UK economy suffers from a chronic shortage of skilled labour – **Oxford Economic Papers, 1993**

Based on this evidence, a skills crisis has undoubtedly existed for some 30 years. However, it's far more likely that every decade suffers from a significant skills gap, and always has done. What changes, perhaps, is the type of skills required in each decade.

Yet, as technologies change and advance, rather than panic, can HR look to see what candidate skills are transferrable instead?

To do so, HR must ask, in the light of our most recent technological skills gap, who out of a considerable candidate pool is ready to:

1. Be willing to change direction.
2. Adapt to change?
3. Try something new.
4. Be prepared to upskill.

But how does HR seek to extract this information? Since this information isn't easily gleaned from a rigid CV-based hiring methodology, HR must start considering a skills-based hiring approach - an approach that might be able to solve a perpetual crisis.

Talos360 *Bridging the skills gap*

UK shortage occupation list

Having established that we suffer a perpetual skills shortage, the question of what skills are required in this current crisis is pertinent. We've already mentioned AI and its advancement. So, one can imagine a significant gap in this sphere. However, when consulting **GOV.UK**, the shortage list holds considerable surprises…

Listed below are the sectors and the top three roles in each sector that are in demand:

Health and Care

1. Health services and public health managers and directors

2. Residential, day and domiciliary care managers and proprietors

3. Senior care workers

Science & Engineering

1. Chemical scientists in the nuclear industry

2. Biological scientists and biochemists

3. Physical scientists

Construction

1. Bricklayers and masons

2. Roofers, roof tilers and slaters

3. Carpenters and joiners

Information & Technology

1. IT business analysts, architects and system designers

2. Programmers and software development professionals

3. Web design and development professionals

Professional services

1. Veterinarians

2. Actuaries, economists and statisticians

3. Architects

Creative Sector

1. Artists

2. Dancers and choreographers

3. Musicians

Medicine

1. Medical practitioners

2. Psychologists

3. Pharmacists

Therapy

1. Physiotherapists

2. Occupational therapists

3. Speech and language therapists

Education

1. Secondary education teachers

2. Primary and nursery teachers

3. Social workers

What a skills gap means for your business...

1 **Loss in productivity:** A loss in productivity is a relatively obvious consequence of a prevalent skills gap. Indeed, if there's a lack of experience in any workplace, the quality output usually plummets.

Once that happens, you can expect the following:

- Deadlines will be dropped
- Delays will lengthen
- Mistakes will multiply
- Consumer confidence will fall

Fact: 69% of employees are investing in training to upskill their current workforce

Personnel Today

2 **Poor morale:** A Skills gap can affect more than your profit. It can affect employee morale too…

For example, a skills gap can mean your existing employees shoulder additional duties, causing:

- Increased stress levels
- Potential burnout
- Reduced motivation
- Increased job dissatisfaction
- A lack of career advancement

Fact: 27% of employees feel growth opportunities are lacking due to a depreciating skillset

CIPD

3 **Higher wages and bloated training budgets:** If there are less skilled workers, those who are skilled will come at a premium.

For example: In 2022 – wages in construction rose by 6.3%

Other sectors that have seen exponential wage increases are:

1. Hospitality   3.   Retail
2. Wholesaling   4.   Public

Skilled worker shortages also run the risk of inflating training costs too.

- Hired talent may quickly jump ship in search of better pay
- Turnover rate means high investment for little return
- Create a state of continuous recruitment and training

Fact: Earnings have jumped 9% in the finance and business services sector in the last two years

ONS

4 **Reduced innovation and growth:** If HR struggles to attract candidates with the right skills, reduced innovation and growth are often the outcomes.
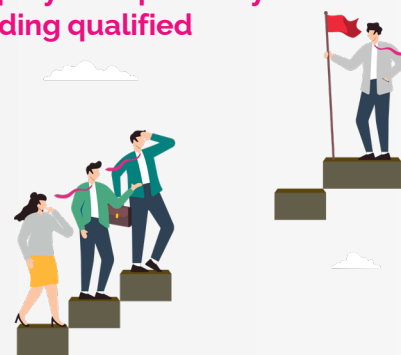
The right people bring ideas, they bring innovation, and they bring business growth.

Therefore, struggling to hire candidates with the right skill set can lead to:

- Poor growth
- Sustainability issues
- Loss of business to competitors

Fact: 87% of employers report they have trouble finding qualified talent

Monster

Bridging the skills gap

A shift in focus: Are we witnessing the slow death of the CV?

> **" "**
>
> *One of the things that I've seen in the skills-based hiring world is that people are hiring for the most critical skill of a given role or the hardest-to-find skills of a given role. They're not hiring **for all the** skills in a given role.*
>
> **Brooke Weddle, McKinsey partner**

Believe it or not, CVs have been around since 1482 when a certain Leonardo da Vinci sought employment at the court of the Duke of Milan. Outlining his skills and experience, the young Leonardo, unbeknown to him, gave the world a template for what we've come to acknowledge as the *Curriculum Vitae* - the primary aid for recruitment.

Good enough for the Duke of Milan; the question is - is the CV still good enough for your business?

Reasons for **its longevity**:

1. CVs are an excellent selling pitch for the candidate
2. They showcase and summarise employment history and progression
3. CVs actually save recruiters time since they quickly summarise key skills
4. CVs demonstrate suitability

Fact: 35% of senior HR leaders still believe CVs are the best tool for recruiting talent

Artic Shores

Fact: 56% of professionals consider a good CV to be more important now than in 2019

Financeonline

However, there are certain CV **pitfalls**:

1. CVs open the door to unconscious bias
2. CVs can't accurately assess emotional intelligence
3. CVs fail to describe an individual accurately
4. They haven't kept pace with 21st-century skill demands
5. CVs don't account for potential
6. It's easy for candidates to elaborate on their experience, including outright fibs
7. There is a worrying rise in AI-generated CVs

Yet, increasingly, HR is concluding that CVs are not the sum total of hiring. In fact, most hiring managers will tell you there's much more to hiring than a good CV.

For example:

- **Cultural alignment** – *how do you glean that from a CV?*
- **Soft skills** – *these are hard to make apparent on a CV.*
- **Experience** – *does a CV convey all the relevant nuances?*
- **Personal motivators** – *a CV can't explain why a candidate has applied for a job.*

60% of senior HR leaders said they've explored ditching CVs

Artic Shores

40% of HR leaders felt that CVs don't provide an accurate view of a candidate's personality

Executive Grapevine

31% of candidates would be willing to lie on their CV

CV Library

Screening 'Out' or screening 'In'?

Screening out

There is a big difference between screening candidates 'out' and screening them 'in', though the former has been the preferred method for decades.

Usually, hiring managers have set criteria and look for opportunities to eliminate candidates whose professional background or education does not match them. In fact, it's quite often the case that screening 'out' can quickly become an exercise in looking for reasons *not* to hire someone. At this juncture, bias, conscious and unconscious, kicks in. Too often, without knowing it, recruiters can take information irrelevant to the job description and use it to screen out a particular candidate.

In so doing, not only are recruiters potentially screening brilliant candidates out, but equally, they may, and often do, use the wrong metrics to hire an incompatible candidate.

> " "
>
> *Candidates are too often screened out because they don't fit a particular pattern.*
>
> **Harvard Business Review**

Differences in process

Screening 'out' candidates elongates the entire hiring process with two interviews:

1. CV screening
2. **Phone screening interview**
3. **On-site interview**
4. Background check

Screening 'in' using skills-based testing is far more streamlined. For example, interviews aren't conducted twice…

1. Skills-based testing
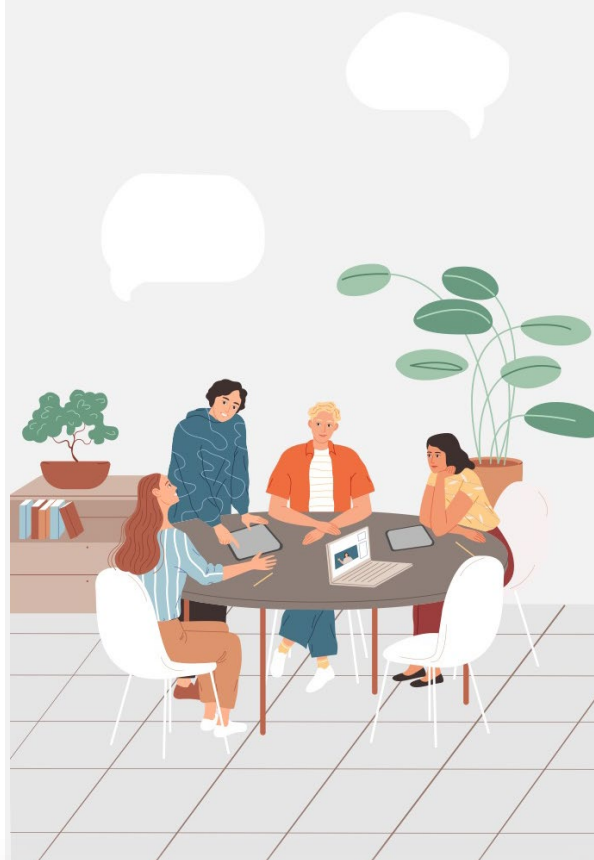2. CV screening
3. **Interviews**
4. Background checks
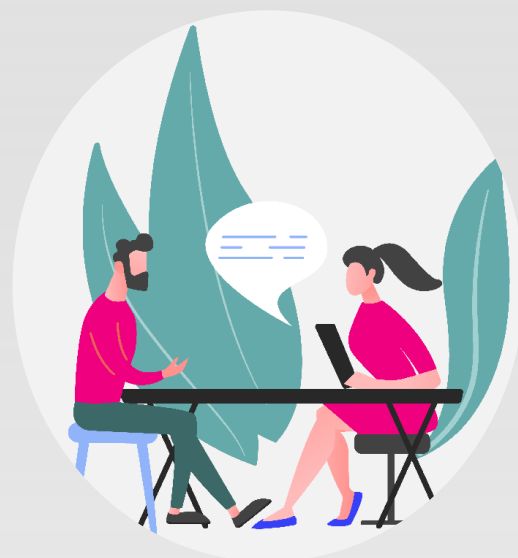
Screening in

With so much of the current candidate journey geared toward screening candidates 'out,' many HR professionals discovered during the pandemic that screening candidates 'in' was a far more viable option. For one, screening 'in' is a more inclusive approach.

Operating in what was an employee-led market, considering candidates who could bring experience, enthusiasm, and energy despite not fitting the exact criteria proved hugely successful. It opened a broader talent pool at a time when companies were struggling to attract top talent in a tremendously competitive candidate market.

Ultimately, the screening 'in' process allows candidates to showcase their skills and provide far more insightful recruiter metrics such as:

1. **Culture fit**

2. **Critical thinking**

3. **Troubleshooting**

4. **Personality**

"

Screening 'in' is commonly misunderstood and underused. This process, at its core, is a more inclusive approach to hiring that considers candidates who may bring refreshed experience, enthusiasm, and energy to your organisation through their unique experiences.

Jobvite

A renewed focus on skills-based hiring

Skills-based hiring has been hitting the headlines more frequently as of late. But to understand its rise to prominence in HR news circles, it's necessary to take a closer look at the cause and effect. For this, we need to take a glance backwards at the recent pandemic. Necessary because the pandemic ended the era of fixed-job roles, linear promotions and rigid hiring. And in its stead, a whole new reality of flexible/remote working and, more importantly, mass job migration.

What was termed 'The Great Resignation' sent the HR world into a spin. Here's Ryan Roslansky, LinkedIn CEO, on how the world of work was turned on its head:

> If you take the same job role from 2015 to 2022 that existed in the world, roughly 25% of the skills needed for that role will have changed. When the labour market is moving much quicker, we really need something to focus on. I think that alternative, flexible, accessible path is really going to be based on skills.
>
> **LinkedIn CEO**, Ryan Roslansky

Fact: 72% of hiring professionals have steered towards using skills assessments to evaluate whether candidates are qualified for a job.

Fact: A further 34% of hiring managers admitted that they judge a candidate by their potential over established experience.

HR Magazine

With the pandemic now in the rearview mirror, its effects on HR are still tangible. Despite the market returning to a more 'business as usual' employer-led one, a skills-based hiring approach supported by Roslansky has begun to surface.

And perhaps in the nick of time. With the proliferation of AI and the plethora of jobs this sector will bring, HR, now more than ever, must look toward 'potential' and 'transferable skills' in a candidate rather than the 'finished product.' Particularly since Dell Technologies predicted in 2023 that 85% of the jobs in 2030 hadn't been invented yet…
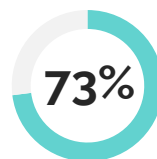
Clearly, if HR is going to meet the challenges of today and tomorrow, it needs to evolve its hiring processes.

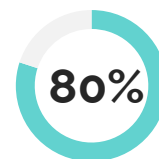Time for the era of skills-based hiring?

49%
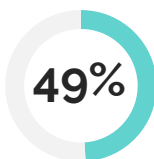
Of employers in the private sector are more likely to say that having a degree isn't important .

Hays

73%

Of employers believe an employee's willingness to learn is more important than their existing skillset

Hays

80%

Of employers would likely hire a professional who possesses some of the required skills with a view to upskilling them.

Hays

Prioritising accuracy in hiring

The cost of a poor hire can be astronomical. According to REC, a poor hire on a wage of £40,000 can cost a business upwards of £132,000, thanks to recruitment costs, training, onboarding, and an overall loss in business productivity.

Fact: 74% of employers admit they've hired the wrong person

Career Builder

With a skills-based hiring approach, businesses can better match candidates to their roles based on core skills. Rather than seeking to hire a candidate based on their prior experience or formal education, businesses are increasingly looking to soft skills and how they can be applied to the vacancies they have.

Enter candidate assessments.

With candidate assessments, HR possess data right at the very beginning of the hiring process to better understand:

1. Overall ability and aptitude
2. Culture and values fit
3. Personality traits
4. Situational judgement
5. Candidate core skills
6. Level of transferrable skills
7. Causes for motivation
8. Levels of resilience
9. Learning agility

Armed with this data, HR has a better chance of hiring the right talent the first time around. Since this information just isn't available on even the most detailed CV, having quality data to hand before HR even sits down to interview can only help to improve hiring accuracy and, thus, lower turnover.

Three reasons why skills-based hiring is accurate AND effective…

1. It uses data
2. It reduces bias
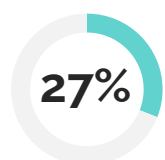3. It offers realistic job previews

39%
Of companies who use pre-hire assessment tests report a lower turnover

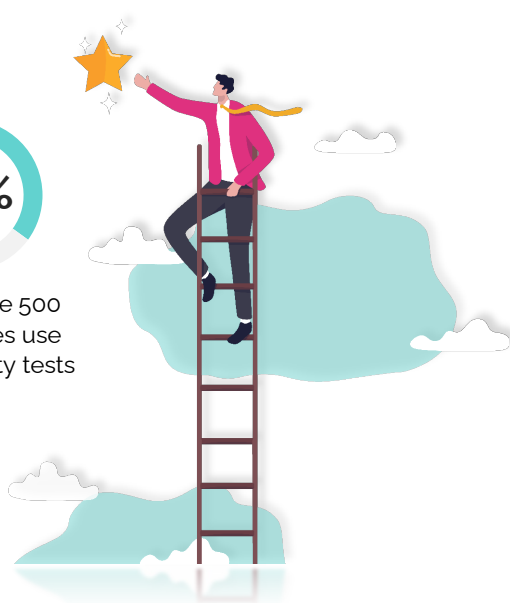Aberdeen Group

Understanding psychometric assessments

27%

Of small to medium UK companies use online assessments and tests as part of their recruitment process

CIPD

80%

Of Fortune 500 companies use personality tests

Leaders

#1 Recruitment and selection

The tests HR can utilise at any point in the recruitment and selection process could vary depending on the desired outcomes. For example, for a vacant managerial position, HR might want to use a 'Logical Reasoning Test' to ascertain the level of a candidate's critical thinking capability.

However, opting for a test at the beginning of the hiring process not only broadens the talent pool but also allows candidates who perhaps lack experience to demonstrate their capability to achieve in the advertised role.

Utilising any number of assessments, such as numerical and verbal reasoning and personality tests, will give HR an independent measure of potential, removing unconscious and conscious bias.

Types of tests HR might want to use to broaden the talent pool:

1. Ability and aptitude tests
    a. Numerical reasoning
    b. Verbal comprehension
    c. Number skills
    d. Logical reasoning
    e. Verbal reasoning
    f. Spatial reasoning
2. Knowledge assessments
3. Culture and values fit exercises
4. Candidate motivation assessments
5. Candidate verification assessments

"Psychometric assessments are designed to assess an individual's ability to handle complex tasks, solve problems, and think critically. They provide insights into how a person approaches tasks and how they interact with others in a team environment..."

The HR Digest

#2 Personality questionnaires

Personality questionnaires are dynamic behavioural assessments designed to help HR ascertain whether a candidate is the right cultural fit for an organisation. They can also collect data on whether an individual has the right traits to succeed in the role they're applying for. For example, you may have two similar roles, perhaps even sharing competencies, but each with very different management pressures and targets.

With personality tests, HR can tailor personality tests specific to the role, thus identifying more readily the necessary competencies to meet each role's specific challenges.

#3 Reskilling

With such a yawning skills gap, many companies must reskill their employees to help meet recruitment challenges. Those who do operate an active reskilling program often see improvements in their retention, too…

Fact: 94% of employees said they saw an increase in retention rates when they invested in learning programs for employees –

LinkedIn Learning

However, before a company invests in people development programs, it's prudent to understand how each individual learns and what types of programs your people need to develop their skills. Using psychometric assessments to ascertain this information helps businesses establish tailored training programs that have a lasting impact on the individual and the business as a whole.

Future proof your organisation in five easy steps…

1. Encourage virtual L&D
2. Create tailored learning journeys based on psychometric testing
3. Implement E-learning programs based on individual learning styles
4. Incentivise learning
5. Run mentoring programs

#4 Upskilling

Like reskilling, upskilling is one of many ways to combat a perpetual skills gap. As we've just explained, psychometric assessments can be used to good advantage to help tailor specific learning programs based not only on the skills needed but also on the learning styles each employee prefers.

The benefits of using assessments to help tailor a specific learning program are huge…

To your business:

- Increased retention
- Budget savings as you promote from within
- Business growth as you close skills gaps

To your employees:

- Tangible career investment
- New skill set
- Potential for salary increases and promotions

Fact: 42% of employees would be less likely to change jobs if employers were to invest in upskilling and employee development

Censuswide

Fact: 82% of global executives believe that upskilling internal candidates is a promising strategy to help meet a growing skills gap

McKinsey

Fact: There is 21% increase in company profitability where employees are inspired by company leaders

Harvard Business Review

#5 Situational judgment assessments

Situational judgment assessments can be used when recruiting for a new role, particularly a managerial one, or they can be given to existing managerial employees to help develop observation and decision-making techniques in realistic workplace scenarios.

Using such assessments can greatly impact a business's capacity to attract top talent, nurture internal talent, and anticipate problems before they manifest.

For example, most people, if they're honest, leave their jobs because of a manager. A good manager, on the other hand, can have the opposite effect. Utilising these kinds of psychometric assessments, HR can develop inspiring leaders who can:

- Identify ambition
- Predict skills gaps – and help plug them
- Create a productive atmosphere
- Inspire employees
- Improve retention
- Generate employee resilience and optimism
- Demonstrate understanding and empathy

#6 Tailored assessments using knowledge transfer

When you combine multiple perspectives, you get a more diverse skill set. Plainly put – established employees benefit from numerous life experiences, while newer employees bring a willingness to address new challenges and embrace new technologies.

Using various candidate assessments, particularly personality-based ones, to extract such collective knowledge, HR can formulate tailored training programs that actively benefit every cross-section of your organisation. Taking advantage of the experience already residing within your business, HR can use multi-generational workforces to their advantage.

Utilising tailored training programs that make the most of the vast experience your business already possesses will help:

1. *Increase learning opportunities*

2. *Bridge potential gaps in knowledge*

3. *Narrow the company skills gap*

4. *Increase internal opportunities*

5. *Save money on recruitment and training*

6. *Increase business productivity*

7. *Improve engagement and retention*

87%

Of employees believe that a multi-generational workforce increases innovation and problem-solving

Randstad
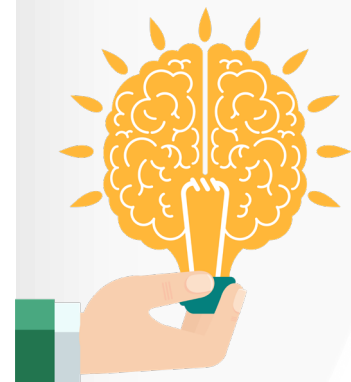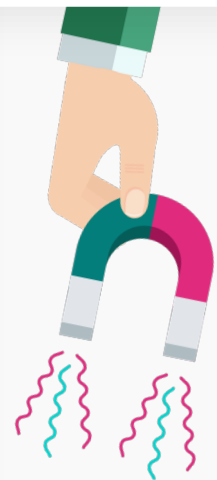
The benefits of candidate assessments

There's a whole range of reasons why businesses should consider candidate assessments a valid part of their hiring process. Not least because they provide a means to bridge the skills gap and make very tangible improvements to every facet of the process…

1. **Utilising** candidate assessments can reduce employee turnover by 5-10%* since they help a business hire the right people accurately the first time.

2. **Reduce** hiring costs by up to 30%* as you improve the efficiency of your hiring processes.

3. **Increase** candidate engagement thanks to realistic assessments, job simulations and custom job-centric behavioural assessments.

4. **Reduce bias** – both conscious and unconscious thanks to standardised forms of hiring that provide neurodiversity-friendly test experiences.

5. **Effectively** reduce your time-to-hire since candidate assessments streamline the screening process, actively speeding up the recruitment funnel.

6. **Collect** accurate assessment data using reliable tests and assessments that can be used to refine future role requirements, highlighting the necessary core skills.

* Talent Strengths

96% of candidates would prefer to take an assessment that communicated the realities of the role and the organisation as part of the hiring process

Using candidate testing can reduce time-to-hire by up to **50%**

ThriveMap

1 in 4 organisations that use pre-employment tests plan to expand their use in the next five years

SHRM

40% of companies that utilise candidate assessments have seen a 25% reduction of poor hires

91% of companies that rank candidates based on their quantifiable skills saw a reduction in their time-to-hire

Forbes

''Hiring for skills is five times more predictive of job performance than hiring for education and more than two times more predictive than hiring for work experience…''

McKinsey

Access candidate assessments with Talos360

At Talos360, we understand the benefits of skills-based hiring for modern businesses. However, most assessment providers charge HR per assessment which can quickly become excessively expensive when recruiting for multiple roles.

As a result, we've teamed up with award-winning candidate assessment provider Talent Strengths to provide HR with accessible candidate assessment packages.

Using Talos ATS you simply pay a fixed low-cost monthly fee to access as many candidate assessments as you need.

With budgets remaining tight, using Talos ATS to access our candidate assessment packages as part of the wider candidate journey makes sound financial sense. Whether your organisation requires ability and aptitude tests or personality-based assessments, our tailored packages allow you to access both for one cost.

Our packages
Simple Pricing | All Inclusive

1.

Basic package
7 Ability and Aptitude tests

2.

## Silver package
7 Ability and Aptitude tests + 2 Personality Assessments

3.

Premium package
7 Ability and Aptitude tests + Personality Assessment + Custom Solutions

What do you get?

A choice of three packages; **basic**, **silver** or **premium**.

Each package contains seven ability and aptitude tests priced at a fixed rate. This means businesses like yours don't have to pay repeatedly for individual tests, but instead, with any package you choose, you can use the assessments within them as many times as required.

To find out more about candidate assessments [visit our website here](.).

With Talos360, your candidate assessments are sent directly from your Talos applicant tracking system and the results are displayed next to your candidate record as and when the tests are completed..

1. On your ATS dashboard, select your relevant assessment based on the job title or generic package.
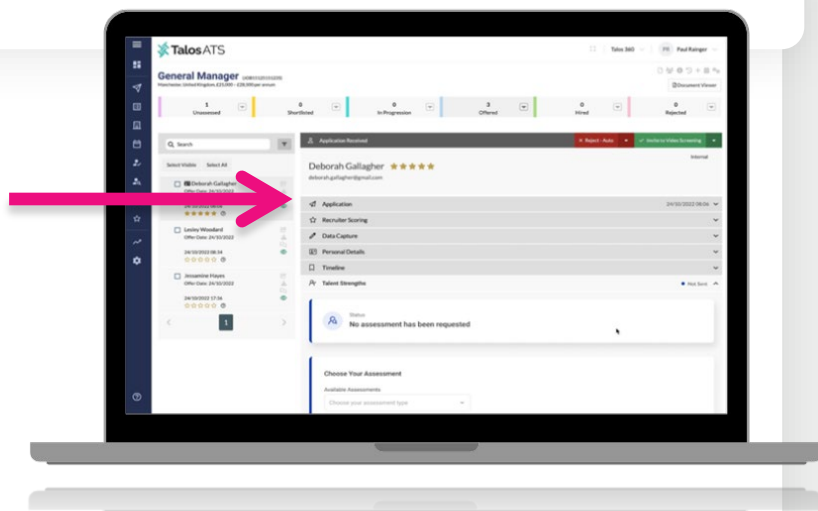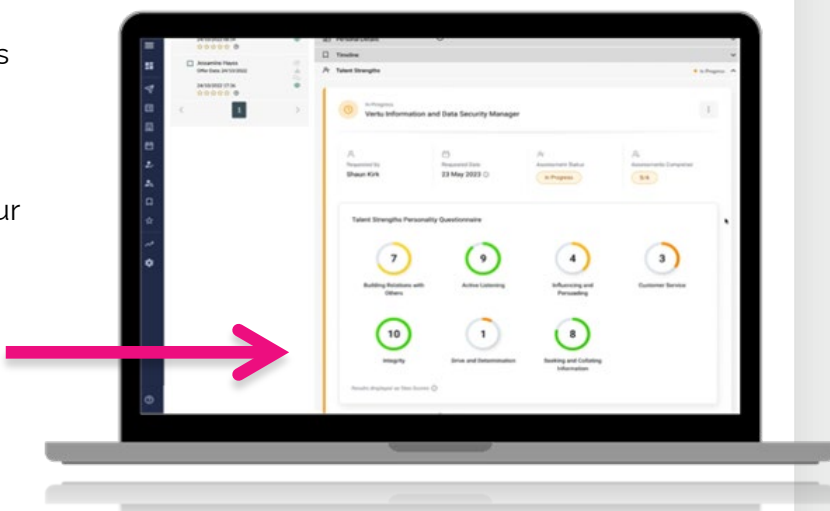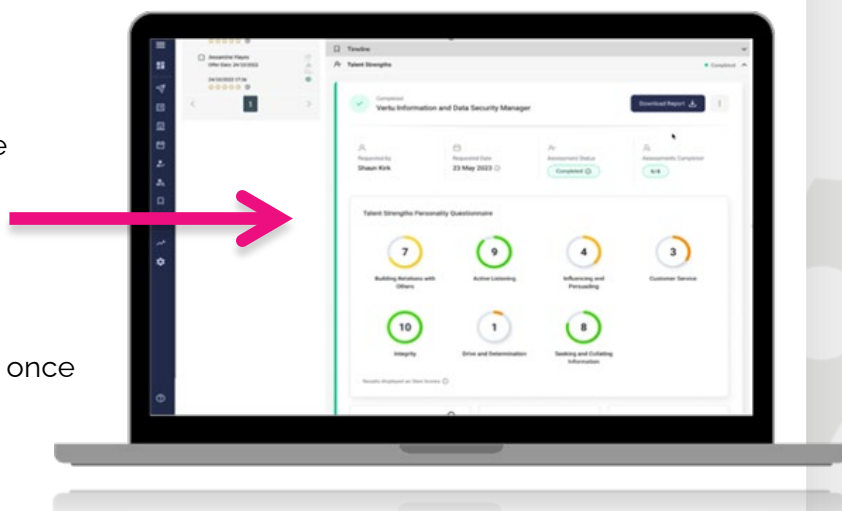
2. Set your expiry dates.

3. Add additional completion notifications if necessary.

4. Send the request to your candidate.

5. As the candidate completes the information, their status will be updated live on your ATS dashboard.

6. Check back to your dashboard to see if the assessment has been completed by the candidate.

7. Download a full report once assessments are completed.

Conclusion

One of the main concerns for hiring managers and HR, aside from the widening skills gap, is the increasing threat of AI candidates. According to Gartner, in just 12 months, **50%** of job seekers will use AI-powered job search assistants to find and complete applications on their behalf. But more pressing for HR is the **69%** of job seekers who've already stated that they use generative AI to build, update and improve their CVs.

And why wouldn't candidates? With a generative AI tool like Chat GPT, candidates can easily and quickly:

- Write a personalised cover letter
- Create a new CV
- Increase application efficiency
- Personalise their application with little effort
- Improve their chances of success
- Enhance elements of their work experience

Evidently, AI can be and is being manipulated, and not in a way that builds bridges, especially ones that cross a well-documented skills gap.

So, while HR patiently waits for an AI invention that can fill the blanks in employee knowledge gaps, adopting a skills-based hiring approach is going to be increasingly necessary. By utilising candidate assessments for external candidates, HR can widen its talent pool thanks to transferable skills, drawing on talent that, based on a CV alone, might have been excluded.

Faced with a perpetual skills gap, adopting a wider use of candidate assessments could also serve as a data-collecting mechanism for developing bespoke L&D programs that can help HR bridge the skills gap, creating a more durable, engaged, and committed workforce from within.

Ultimately, at Talos360, we believe that a skills gap doesn't have to be impassable. In fact, as we've discussed, there has always been one and likely always will be. History has taught us that those who are willing to use creative methods to bridge those gaps not only succeed in the moment but endure and overcome future barriers.

Our advice? Don't wait for AI. Facilitate a skills-based hiring approach today and enjoy confident hiring from a more inclusive and diverse talent pool.

How Talos360 can help

If you need any help with your hiring strategy, candidate attraction, candidate management or employee engagement in 2024, then the team at Talos360 are here to help.

With our market-leading, award-winning people tech, we can save businesses time and money by improving people engagement and streamlining the entire candidate journey.

Get more candidate assessment info

We've got more information and a video about candidate assessments on our website.

If you'd like to find out more about how candidate assessments work, then click below to find out more.

TalosATS
Candidate Assessments

Find out more

TalosATS

Advanced Hiring Software

Streamline your hiring process and create the ideal candidate journey, to effectively attract, manage and onboard talent.
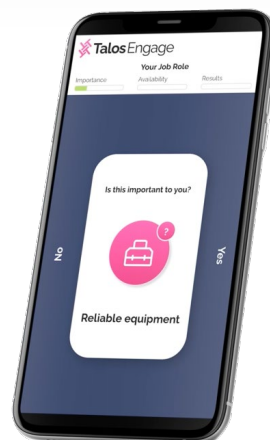
Find out more

TalosEngage

Employee Engagement Platform

Unlock insights, improve engagement and boost morale with our intelligent engagement and workforce analytics platform.

Find out more

TalosAttract

Experts in recruitment

If you're struggling with hard-to-fill roles, our expert recruitment consultants can help secure the highest quality candidates that'll match your workplace culture.

Find out more