

## **Eliminate Unqualified Applicants Faster**

ATS leverages simple and complex branching and computer adaptive questioning that mirrors what would normally be a phone screen and subsequent phone interview ascertaining the candidate's competency in work-related areas and moving them in real time further into the process. Behind the scenes ATS is evaluating the candidate and continues the multiple hurdle process (to ensure compliance) using tailored modules to identify work experience, skills, competency levels, education history, certifications, references, run instant credit checks, and determine in real time whether the candidate qualifies to be further assessed with optional integrated assessments and job simulations. This process helps narrow down the applicants that are candidates that should be given serious considerations and can automatically send appropriate email status updates to applicants that will not be considered for the job opening they had desired.

## **Want to get even more precise?**

Your organization isn't one dimensional, so why hire candidates that are? To identify top talent with all the right stuff, you need a solution that automatically assimilates an applicant's experience, skill set, and culture fit-providing you with a solid indicator of potential performance and success within the job, your organization, and your culture.

TALENTVALUE ATS goes where other talent acquisition solutions don't with integrated assessments that deliver a multi-dimensional 360-degree whole person snapshot. Scientifically developed assessments are integrated into the single-session process--not bolted on as an afterthought--and engage candidates to demonstrate their knowledge and apply their skills in real-time using IVR (phone) and Web-enabled technology that can administer job simulations or digitally capture spoken responses to open-ended questions. Having knowledge of a skill or competency is good, but being able to demonstrate that ability is better and more reliable.

TALENTVALUE ATS is flexible and scalable and can easily integrate and support custom client-designed or third party assessments--from personality to behavioral, and cognitive to culture fit. The decisioning ability of ATS assures that only the most suitable candidates are administered the assessment, minimizing the cost of including assessments in your process.

Our automated custom workflows use complex branching to seamlessly move candidates through the process or redirect them on an interview and assessment path for a job more suited to their skills and competencies. Each applicant receives a unique interview experience customized "on the fly" to best suit his/her individual skill set, interests, behaviors, and background.

Achieve these benefits with integrated assessments from TALENTVALUE ATS:

- Define and streamline the multiple hurdle approach
- Improve the candidate experience by including assessments and simulations in a single-session candidate engagement
- Enhance the consistence of picking top performers without immersing your staff in repetitive work