

# Hire the right entry-level talent.



Knowing what to assess—as well as how to assess—is key to increasing productivity and retention in entry level roles.

Create an effective and objective process to identify the right entry-level candidates while addressing the following issues:

- Volume—entry level roles can attract five times the average number of applicants, and this is often exacerbated by seasonal fluctuations. This requires a highly efficient process to swiftly sift out unsuitable applicants.
- Not knowing what “good” looks like—a lack of understanding as to the key attributes that will make someone successful in the role means a poor ‘fit’. This results in weak performance and higher turnover in what often are vital, client facing roles.
- The need to support line managers with competitive pay data benchmarks and business relevant reporting without additional investments.
- Ensuring a positive candidate experience.

**Our talent assessment solution provides a fully self-service, 24/7, multidimensional assessment method with automated reporting that:**

- Uses proprietary best-in-class Success Profiles to provide clear predictions of a candidate’s fit to a role - and automatically generates both the criteria to assess the candidate against and the job description.
- Provides a single fit score option available for easy sifting\*.
- Has the capability to integrate with your applicant tracking system to enable volume hires.
- Provides talent scarcity data and typical time to fill for specific entry-level roles.

\*country dependent - please enquire for further information

## Benefits

- Reduced time-to-hire through a swift, engaging, and science-based assessment process, that swiftly sifts and identifies the right talent for high-volume recruitment projects.
- Recruitment that specifically identifies the key competencies and abilities that are needed to be successful in the job.
- Insights into talent scarcity, time-to-fill, and competitive market rates of pay to manage volume and seasonal workforce planning.
- A strong employer brand through a positive candidate experience that can increase the quality of the applicant pipeline.



- Allows use of the “best mix” of assessments to enable short, relevant, and candidate-friendly assessments while also giving recruiters a holistic view of each applicant.
- Links our Success Profiles to other Talent Management solutions to enable a joined-up talent management process in one easy-to-use assessment system.
- Brings a self-service approach to setting up recruitment projects, complete with configurable, intuitive, and fully-interpreted reporting.

**Entry-Level Assessment overview:**

*What can be measured?*

- Competencies.
- Cognitive abilities (numerical, verbal, checking).

*What are the outputs?*

- Hiring Manager Report.
- Interview Guide.
- Talent Grid (for data analysis).
- Participant Feedback Report.



“If an entry-level employee leaves, the real cost to you is between 30% and 50% of their annual salary.”

**Supporting a positive candidate experience:**

- Gives the candidate an insight\* into the role or organizational culture.
- Provides a transparent and inclusive process.
- Allows every candidate a chance to showcase their potential.
- Aligns your approach to your employer and consumer brand.
- Offers all candidates valuable feedback, regardless of the application outcome.

\* Situational Judgment Test available.

**About Korn Ferry**

**Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.**