

# Dee Recruitment Switches to Kenexa Prove It!® to Skills Test Its Candidates

**W**ith offices in Birkenhead, Chester, London, Nantwich and Newcastle under Lyme, Dee Recruitment is one of the United Kingdom's fastest growing recruitment agencies.

The company specializes in permanent and temporary recruitment for accountancy and finance, clerical, legal, management, sales and secretarial positions.

"Since our formation, we have gone from strength to strength," said Becki Edwards, a Recruitment Consultant at Dee Recruitment. "We have become one of the most established agencies in each of our geographic areas."

A fundamental part of the company's success in the UK is their sourcing and screening of candidates.

For many years the company has used skills testing to assess their candidates' abilities. In such a fast-paced environment, time is an important factor. On any given day, a recruitment consultant has to source vacancies, identify prospective candidates, interview candidates, skills test potential candidates, and of course, liaise with clients regarding prospective employees.

## Switching to Prove It!

Dee Recruitment made the strategic decision to look for an alternative skills testing platform that would offer additional benefits, such as reducing the amount of time involved in screening candidates.

"If we wanted to assess a candidate on Word or Excel, or administer a typing test, it took up to one hour per candidate," said Edwards.

The company spoke with Kenexa about introducing Prove It!, Kenexa's skills testing assessment solution. Prove It! is an automated, web-based skills assessment tool that enables recruitment agencies to accurately identify qualified candidates. The system contains over 1,000 validated assessments for clerical, software, call center, behavioral, financial, healthcare, industrial and technical job classifications.

"We regularly assess our candidates on Word, Excel, PowerPoint and Outlook simulations, together with a number of the office skills packages," indicated Edwards.

The Prove It! system provides Dee Recruitment with full Microsoft program simulations. This requires candidates to complete an actual software task in a fully functional software environment. To enhance the simulation, all documented methods of completed tasks are supported, including menu bars, right-click menus and keyboard shortcuts.

## Efficiency Savings

"Prove It! has meant candidates can take tests from the comfort of their own home prior to coming in to our offices," said Edwards. "This has been a huge time saver for us. When candidates now come in to our office, it takes on average just 15 minutes to complete the registration process."

This means that each consultant can now register up to four candidates per hour—rather than one single candidate. Alternatively, consultants can spend an extra 45 minutes concentrating on filling jobs, contacting clients or making sales.

"In monetary terms," stated Edwards, "this means, based on an average consultant's base salary of \$27,062, we are saving \$11.15 per candidate registration. Now if we register, for example, 15 new people per week, that's a saving of \$167.32 Over a year, that is a saving of \$8,698.58 per consultant by registering candidates with Prove It! rather than with our old system."

### **Fulfilling Candidate Potential**

It's not just monetarily that Dee Recruitment has benefited. The company has also recognized that candidates now appear to be fulfilling their true potential.

"The feedback we have had from candidates is very positive. They believe Prove It! is much quicker and easier to use," said Edwards. "Because they are now being tested in the comfort of their own home, candidates feel more relaxed, which means they are fulfilling their potential."

"For example, an average administrator's words typed per minute was previously between 30 and 35 words. With Prove It!, this average is in the 40s because candidates feel more relaxed as they haven't got someone waiting outside the door for them, ultimately making the experience less nerve-wracking. Prove It! also recognizes shortcut key strokes which wasn't possible with our old system, and this has helped enhance candidates' true potential even further."

Clients of Dee Recruitment have also been delighted with the switch to Prove It! "Our clients know we do skills testing," said Edwards. "But now they are pleased we can offer them better quality tests. One recent client wanted to fill a data-entry position, and we were able to send them four candidates who had been testing on data entry with a detailed report."

### **Comprehensive Reporting**

Prove It! offers organizations comprehensive candidate reporting. "You can see exactly what candidates have got right and wrong, which allows us to give a detailed summary to our clients that they really appreciate and value," asserted Edwards.

In addition to time, money and reporting benefits, Dee Recruitment is pleased with the speed of the up-to-date software tests that are available. Prove It! contains all of the very latest Microsoft software programs.

The Prove It! skills testing system has cemented a valued relationship between Dee Recruitment and Kenexa. "Kenexa has been brilliant throughout. Their team of people have the personal touch and soft-sell approach. They made everything in terms of ordering and installation very easy. We would recommend Prove It! over and over again. We love it and our candidates and clients love it."

[www.kenexa.com](http://www.kenexa.com)  
866.391.9557

## **About Dee Recruitment**

Dee Recruitment specializes in secretarial, clerical, accountancy and finance, sales, management and legal recruitment. The company has offices in Birkenhead, Nantwich, Newcastle under Lyme, Chester and London. Website: [www.deerecruitment.co.uk](http://www.deerecruitment.co.uk)