

# Collins McNicholas

Recruitment & HR Services Group

## SKILLS TESTING



### SKILLS-BASED ASSESSMENTS

Collins McNicholas specialise in skills-based testing for clients. Our team are certified in Level A (Ability) testing, a qualification that is accredited by the British Psychological Society (BPS).



### WHAT CAN WE DO

We analyse the assessment requirements by examining the job specification, talking with the hiring manager / team leads and gaining an extensive insight in to what the particular team do on a daily basis. The skills-based assessments can be administered on-site or remotely, paper-based or online. The assessments can be standard off-the-shelf validated tools or bespoke solutions tailored to each client's needs.



### WHEN TO USE SKILLS ASSESSMENTS

Skills-based assessments can be used across a variety of roles and industries such as the medical device and manufacturing industries. They are used very often in manufacturing roles.



### SKILLS ASSESSMENTS

These assessments can be used to assess skills such as a candidates' fine or gross motor skills, their ability to use a tool or to work using gloves or other protective clothing. These types of assessment can be used to assess skills / duties extremely difficult to ascertain at interview and can screen out candidates performing below an agreed cut-off point. Our team can administer an off-the-shelf measure or design a bespoke assessment using an organisation's own tools and materials. Examples of skills-based assessments include:

- Dexterity assessment
- Assembly ability
- Assembly using a tool
- Quality detection
- Threading skills
- Work sampling

# Collins McNicholas

Recruitment & HR Services Group

## SKILLS TESTING



### THE BENEFITS

- Assesses skills not easily viewed at interview
- Achieves better candidate “fit”
- Provides a realistic preview of the role for the candidates, leading to self deselection
- Provides a fair and transparent process
- Analyses the strengths or potential weaknesses that a candidate has with a specific skill that is necessary for the role
- Ensures the process is reliable and standardised for all candidates



### EXAMPLE

**Campaign:** Operator roles

**Industry:** Manufacturing

**Assessment chosen:** Bespoke dexterity assessment which assesses the candidates fine/gross motor skills and their ability to use a tool.

- The assessment was carried out on site by our team
- In all instances the team scored the results, ranked the candidates and gave the client the shortlist to progress the applicants to the next stage of their recruitment process
- This process was delivered in a short timeframe due to the urgent needs of the client

For further information please contact:



**Emma Woods**  
HR Services Manager

00 353 85 8868528  
[emma.woods@collinsmcnicholas.ie](mailto:emma.woods@collinsmcnicholas.ie)