

IKM VirtualRecruiter™

Produces a shortlist of quality candidates for positions needing IT or MS Office skills

IKM's Knowledge Measurement solutions allow organizations to recruit superior candidates and evaluate the impact of employee training and education programs through software-based assessments. IKM VirtualRecruiter™ is designed to simplify the recruitment process by quickly and easily developing a shortlist of quality IT and MS Office candidates.

Improve the recruitment process

When considering large volumes of applicants, IKM VirtualRecruiter™ will:

- Reduce time and expense associated with a manual resume review process
- Sift out applicants who do not have the necessary skills
- Fast track position placement
- Build a certified skills database for future job searches
- Allow greater focus on matching the right person for the job

Using IKM VirtualRecruiter™

Using IKM VirtualRecruiter™ to improve the recruitment process is simple. Rather than having to manually review every job application received, IKM VirtualRecruiter™ will guide the applicant to your own branded Assessment Center where the applicant can take short assessments to validate his or her knowledge levels.

Initiate IKM VirtualRecruiter™

There are two ways your candidates can be guided to your branded Assessment Center to take appropriate assessments.

Your recruiters log into IKM VirtualRecruiter™ and request that an email invitation be sent to a particular candidate to visit your company-branded Assessment center

Candidates are guided to your company-branded Assessment Center via your website as part of your online registration or application process

Conduct Assessments

Once the candidate arrives at your company-branded Assessment Center, they may take a short 10 minute screening assessment in any technologies for which they wish to be considered for employment.

Review Assessment Results

Assessment results are scored and stored in a database for review. Results are displayed on the candidate's individual transcript. Results on these short screening tests are color coded for quick selection and action. (eg: red - weak, yellow - average, green - strong).

Identify Candidates with Requisite Skills

Logging into IKM VirtualRecruiter™, your recruiters can search the applicant database for candidates with specific skill levels in any combination of technologies. IKM VirtualRecruiter™ generates a ranked shortlist of candidates for consideration based on the desired skill levels, allowing the entire transcripts to be reviewed.

Follow up evaluation of qualified candidates

Candidates meeting the skill level requirements can be easily scheduled to take more detailed assessments to determine absolute strengths, weaknesses and overall proficiency in a given technology or subject



IKM VirtualRecruiter™ Assessments

IKM VirtualRecruiter™ assessments are available in over 200 of the most used IT technologies, and this number continues to grow. Each assessment is comprised of 9 questions to quickly classify a candidate's suitability. Results are color coded to provide fast and easy evaluation of the candidate's performance. Those demonstrating sufficient expertise can optionally be scheduled to take more detailed assessments, including IKM TeckChek's more sophisticated proficiency assessments to identify exact areas of strength and weakness within a given technology.

- Perfect for filtering large volumes of applications
- Produces shortlist of quality candidates
- Ensures interviews only given to technically capable applicants
- Quick and cost effective method to review applications
- Produces skills database for future searches

IKM VirtualRecruiter™ Database

Information gathered and generated by IKM VirtualRecruiter™, including candidate details, assessments taken and results, is stored in a single repository for easy access and displayed on the candidate's transcript. The IKM VirtualRecruiter™ database provides a rich source of information to perform searches using a combination of skill levels and subjects. Transcripts are maintained forever, making IKM VirtualRecruiter™ an important component of your candidate tracking process so future qualified candidates can quickly be identified.



IKM VirtualRecruiter™ Availability

IKM VirtualRecruiter™ is available to existing IKM TeckChek clients as an add-on component or can be used as a stand-alone screening tool to reduce large quantities of resumes to a manageable number.

When needed, more detailed Complete assessments can be scheduled at the click of a button.

Skill Search enables recruiters to search Candidate database for specific skill levels.

Working in Partnership

IKM works with organizations in partnership to ensure they are better positioned to make informed decisions on recruitment and employee training programs.

Contact IKM Regional Offices to begin the process of enhancing workforce knowledge management across the enterprise.

IKM Regional Offices

<http://www.ikmnet.com/main/contact.cfm>