

# TalentScout

**It used to be you had to make a choice between your own productivity and the quality of your hires. Now with TalentScout from MCS, you can cut pre-employment testing time in half and get more in-depth analysis of an applicant's job-specific competencies.**

SkillCheck TalentScout is a revolutionary new testing solution that enables you to determine, with a single test and in half the time required by traditional testing, whether a job applicant has the knowledge, skills, abilities and behaviours needed to be successful in particular position. Using advanced testing technologies such as computer adaptive testing (CAT) and performance-based interactive simulations, TalentScout gives you the most information about a candidate in the least amount of time.

## The Cost Of Inefficient Testing

When testing is combined with interviewing and other recruitment activities, it can mean a potential employee is in your office for close to two hours! The hidden cost of this inefficient testing includes:

- The inability to test job applicants on all their skills, limiting their placement opportunities.
- Lost candidates, who must often visit your office during a brief lunch break, cannot afford the time to go through your entire testing and application procedure.
- The need to buy additional computer hardware and testing software to accommodate multiple job candidates, each taking an hour or more to be tested.
- The overall loss of office productivity due to testing bottlenecks.

## What is TalentScout?

TalentScout is a revolutionary new testing system that allows you to determine if a job candidate has all of the skills needed for a job in a single, fast, efficient, accurate assessment. Using TalentScout, you can, in half the time of traditional testing, determine if a candidate has the knowledge, skills and abilities to handle a job.

## How can TalentScout save me time and money

By making use of computer adaptive testing (CAT) and other advanced testing technologies, TalentScout can shrink test time in your office by more than 50%. This means more candidates can be tested in the same number of hours (saving you the cost of additional testing computers). It also means that testing can take a smaller share of the recruitment process, giving you more time for in-depth interviewing of candidates or more time for in depth testing on additional important skills.

How much more efficient and effective would your service be if you could promise job candidates that they could get through the entire screening process in under an hour? How many more candidates could you recruit and place? How much faster could you get candidates into jobs? The revolutionary new TalentScout system brings these and other benefits to your staffing organisation.

## Don't Shorter Tests mean Less Accuracy and Detail?

A TalentScout exam can provide you with more information about a candidate's abilities in a shorter amount of time.



**TalentScout Assessments**



TalentScout Test	Skill Measured
Accounting-Bookkeeping	Accounting Knowledge Spreadsheet Skills Verbal and Mathematical
Call Center	Reasoning Customer Service Orientation Audio Data Entry - Speed and Accuracy
Clerical	Customer Service Scenarios Spelling Grammar Typing - Speed and Accuracy Word Processing Skills
Computer and Internet User	Verbal and Mathematical Reasoning Computer Concepts Operating Systems and Software
Legal Office	Electronic Communication Legal Office Spelling Legal Office Grammar Legal Office Knowledge Legal Office Typing - Speed and Accuracy
Light Industrial	Word Processing Skills Math Inspection Assembly Drug-Free Attitude Reliability Trustworthiness Candidness
Medical Office	Medical Office Knowledge Medical Office Typing - Speed and Accuracy Word Processing Medical Office Service Orientation
Office 2000 User	Office 2000 Common Functions Word 2000 Excel 2000 PowerPoint 2000
Office 2000 Power User	Office 2000 Common Functions Word 2000 Excel 2000 PowerPoint 2000 Access 2000
Office XP/2002 User	Office 2002 Common Functions Word 2002 Excel 2002 PowerPoint 2002
Office XP/2002 Power User	Office 2002 Common Functions Word 2002 Excel 2002 PowerPoint 2002 Access 2002

## TalentScout Assessments

TalentScout Test	Skill Measured
Office 2003 User	Office 2003 Common Functions Word 2003 Excel 2003 PowerPoint 2003
Office 2003 Power	Office 2003 Common Functions Word 2003 Excel 2003 PowerPoint 2003 Access 2003

### How Does TalentScout Determine So Much Information So Quickly?

TalentScout makes use of computer adaptive testing (CAT) which allows a test to adapt or change based on a candidate's response to a particular question. Using adaptive testing, a candidate's skill level can be determined in the shortest amount of time. TalentScout also bundles all of the most job-critical assessments into a single TalentScout test to create a broader profile of a candidate with all inter-related skills required for the job.

### What Is Adaptive Testing?

An adaptive test automatically mimics a wise examiner who asks questions based on test takers' responses. Specifically, if an examiner asks a question that is too difficult for the test taker, the next question asked should be easier. If the question turns out to be too easy, a more difficult question should be asked. We learn more when we accurately direct our questions at the same level as the test taker's proficiency.

### Can TalentScout Be Delivered Over The Internet?

#### How About On My Company PC's and Network?

TalentScout is available for both Internet and PC's/Network delivery.

### For What Jobs Is TalentScout Available?

- Accounting/Bookkeeping
- Call Center Representative
- Clerical Computer and Internet User
- Legal Office
- Light Industrial
- Medical Office
- Office 2000 User
- Office 2000 Power User
- Office XP/2002 User
- Office XP/2002 Power User
- Office 2003 User
- Office 2003 Power User

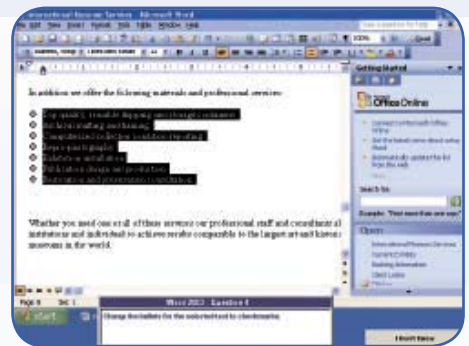
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TalentScout-MS Office



TalentScout-Call Center



TalentScout-Medical Office