Identifying the Best Candidates, Hiring the Right Employees

Few decisions are as important as selecting the people who will help the organization succeed. Even when your labor pool is flooded with job seekers, it is difficult to identify just the right employees to move the organization forward. A valid testing system takes the guesswork out of building a pool of qualified, job-ready candidates. Well-designed pre-employment tests are known to be strong predictors in identifying those who will be successful on the job.

Pre-employment tests:

- Improve on-the-job and training performance
- Decrease turnover
- Identify candidates with the required “select for” skills
- Pin-point “gems” in a large candidate pool
- Reduce costs associated with poor selection decisions
- Improve on-the-job safety behavior

Aon Consulting’s new G.A.T.E. system

Aon Consulting, a world leader in the design and implementation of reliable and valid pre-employment tests for over 30 years, now offers its pre-employment assessments on a new platform: Global Assessment and Talent Engine™ (G.A.T.E.). G.A.T.E. is a modern assessment system, allowing candidates to take the assessments from anywhere in the world, from any internet-accessible computer or SMART device, and in many supported languages. A hiring manager instantly receives individual candidate results and a dashboard of predictors, tagging the candidate qualified or not qualified. G.A.T.E.:

- Broadens the applicant pool, reaching even the most mobile of applicants, allowing them to take assessments anytime, anywhere.
- Reaches more bilingual candidates than ever before, allowing test takers to toggle between test items written in different languages.
Ensures a secure testing environment, via the scrambling of questions and responses, so that no two candidates “see” the exact same test.

Supports the same legally defensible tests that you are used to using from Aon Consulting.

Supports custom-developed tests that our staff of Industrial-Organizational Psychologists develop for you.

Allows you to “customize” the applicant experience, so that the testing look and feel supports your organization’s brand.

Instantly sends results to the hiring manager any way he/she wants to receive them—on-line, email, or text message.

Aon Consulting’s Assessments Deliver Value to the Organization

Aon Consulting implements pre-employment testing for a wide range of the jobs found in today’s private and public sector organizations, from entry-level to executive. Our tests, taken by over 7M candidates annually, objectively measure the abilities, skills, and personal attributes that predict job performance, behavior and retention. Developed and validated by our worldwide staff of Industrial-Organizational Psychologists, these tests serve as a strong foundation for effective selection.

Our assessments consistently yield a strong return on investment by hiring the employees who deliver on business goals. For example, in assessments developed for our clients, we have found the following outcomes:

- 5% increase in profit
- 90% drop in litigation rates
- $146M increase in sales
- $5M reduction in turnover
- 40% reduction in customer complaints
- $2.6M per year in injury-related cost savings
- $9.6M savings in selection and training costs
- 48% more likely to be rated “Outstanding” by their supervisor

Administration Options

In addition to our new G.A.T.E. assessment system, Aon Consulting supports other implementation options that best suit your workplace needs, including paper-and-pencil and fax-based scoring. And, our several hundred Recruitment Processing Outsourcing experts can support your recruiting strategy and high volume employment processing needs.

Wide Variety of Services

Aon Consulting is shaping the workplace of the future through benefits, talent acquisition and management, communications, and rewards strategies and solutions. We leverage our global network of offices, unmatched talent, innovation, thought leadership, and operational excellence to deliver distinctive value to our clients.