



press room

Corporate Developments & Alliances



FOR IMMEDIATE RELEASE

SELECTECH® ASSESSMENTS MAKES SELECTING THE RIGHT CANDIDATES MORE ACCURATE AND AFFORDABLE

ERC Dataplus integrates validated pre-hire assessments into its candidate management service

Norwalk, CT. --- (August 3, 2004) --- ERC Dataplus, Inc., a leading Human Resource technology company, today announced the introduction of Selectech Assessments, a personality and skills-based set of pre-employment assessments. Selectech Assessments, available either integrated with Selectech® Candidate Management System or as a standalone application, will help companies identify the best candidates.

Selectech Assessments can be seamlessly integrated with ERC's Selectech® CMS, which pre-qualifies, selects, schedules and tracks candidates through the hiring process; they can also be used with another vendor's pre-qualification system; or as standalone tools.

"Employers should spend less time screening out candidates who don't qualify, and more time judging the real contenders," said Paul Rathblott, CEO for ERC Dataplus, explaining the rationale behind the assessments. "Using Selectech Assessments early in the screening process allows recruiters to focus on those candidates who will be more likely to succeed on the job," he added. "The net result is that a company can reduce the time to hire, the cost to hire and most importantly, improve the quality of the hire, which, in turn will improve their overall retention and productivity," continued Rathblott.

Selectech Assessments were developed and validated using the federal testing guidelines, Uniform Guidelines on Employee Selection Procedures. Employers can make their selection process fast and cost-effective by screening candidates with pre-packaged "batteries", which form the basis of Selectech Assessments. "Batteries" give employers a handle on elusive employment criteria such as Workplace Skills, Workplace Personality, Risk Profiling, Customer Service and Sales Orientation.

Clients can choose from job-specific batteries, which are an easy and reliable 'model' to test for a variety of high-volume, industry-specific positions, that need to be filled fast. Customizing an assessment for a specific position is also an option using ERC's consulting services.

"There are many pre-hire assessments published, virtually all of which rely on general industry or position normative data," said Dr. Jesse Llobet, ERC's Director of Assessments. "Selectech Assessments also utilize normative data, but adopts the 'best practice' of 'local norming'. "Local norming" is more specific, as it models the employer's own workforce, not a broad cross-section of frequently unrelated industries or dissimilar jobs. In turn, it translates to cut-scores that are directly related to the desired performance levels established by a client and not those established by a testing vendor using study samples that may have limited relevance to their business," continued Llobet.

Selectech Assessments are designed to make the screening process more accurate and predictable, without a corresponding increase in hiring costs. The value-added option of custom-made assessments helps tailor the screening process to company-specific needs.

About ERC Dataplus

ERC Dataplus offers the most comprehensive hiring, tracking, and retention management system for hourly and supervisory workers. ERC's easily customized Voice Response (IVR), Internet, and on-site kiosk options help leading companies recruit, assess, schedule, track, select, and retain the best candidates faster, more efficiently and at less cost . As the leading HR technology innovator, ERC also offers online interviewer training; Voice Response and Internet employee surveys; multirater assessment systems; and, through partners, integrated tax credit capture and background checking.

To learn more about ERC and its portfolio of cost effective staffing solutions visit www.ercdataplus.com or call 1-888-ERC-CORP (372-2677).

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