

MARKET LANDSCAPE

Prehire Assessment Solutions: Vendor Profiles

Mackenzie Wilson, Senior Research Analyst

Deloitte Consulting LLP

Denise Moulton, Vice President, Talent Acquisition Research Leader

Deloitte Consulting LLP

Overview

Highly mature talent acquisition (TA) functions are deeply integrated with HR and the business to further organizations' strategic talent priorities. The prehire assessment solutions market supports this effort not only by helping organizations hire for values, fit, and potential but also by providing data and insights to bridge ongoing performance to retention. To effectively differentiate between solutions in this market, buyers need to understand the different capabilities providers are offering to support these key activities.

Our Prehire Assessment Solutions research assessed 28 different solutions with capabilities to support the five factors associated with the [Talent Acquisition Maturity Model](#).¹ This article profiles each vendor solution provider offering with insights into which capabilities they offer to support the different TA maturity factors and assessment categories.

In This Article

- ✓ Insights into which capabilities can support the talent acquisition maturity factors
- ✓ Profiles of prehire assessment solution providers





Prehire Assessment Solution Capabilities

As part of our research², we have highlighted 15 prehire assessment solution capabilities that organizations can evaluate through the lens of the five factors associated with TA maturity: talent acquisition alignment, personalized talent journey, strategic recruiting, data and artificial intelligence (AI), and capability development (see Figure 1). By using this framework, organizations can help to ensure that the candidate evaluation process is aligned with the broader recruitment strategy.

Figure 1: Prehire Assessment Capabilities Explained



Deloitte Consulting LLP, 2020.

Prehire Assessment Solution Profiles

Figure 2 lists the 28 solution providers that participated in our Prehire Assessment Solutions survey. The participants are classified accordingly in one of three broad areas: talent acquisition (focused exclusively on recruitment applications), talent management (offer solutions for both recruitment and employee development), or human capital management (part of a larger HCM solution offering).

Each vendor profile provides perspective about the company, its performance, a description of the solution, and an analysis chart of the TA capabilities offered. Additionally, the profiles provide a glimpse of assessment categories supported based on the different combinations of form and function each provider offers. To explore prehire assessment forms and functions in detail, access the [Prehire Assessment Solutions: Market Categorization \(Rapid Summary\)](#) tool.

Many solution providers offer additional services and solutions not included within their profiles. While the inclusion of each solution provider is representative of the prehire assessment provider market, it is not an exhaustive list.³

Figure 2: Prehire Assessment Providers by Solution Category

Solution Provider	Solution Name	Solution Category
SHL	Candidate Solutions	Human Capital Management
ActiView.io	Assense	Talent Acquisition
Aspiring Minds	Aspiring Minds	Talent Acquisition
Cappfinity	Capptivate	Talent Acquisition
Good&Co	Good&Co Pro	Talent Acquisition
GreatBizTools LLC	WebAssess	Talent Acquisition
HireVue	HireVue Assessments	Talent Acquisition
HR Avatar Inc.	Pre-Employment Whole-Person Assessments	Talent Acquisition
Talview Inc.	Talview Talent Assessment	Talent Acquisition
TestDome d.o.o.	TestDome	Talent Acquisition
Vervoe	Vervoe	Talent Acquisition
Amberjack Global Limited	LEAP	Talent Management
Biddle Consulting Group Inc.	TestGenius	Talent Management
Caliper Corp.	Caliper Essentials for Selection	Talent Management
CodeSignal	CodeSignal	Talent Management
Codility	CodeCheck	Talent Management
DeGarmo	DeGarmo Selection Assessments	Talent Management
Fortay Inc.	Culture Add Assessment	Talent Management
FurstPerson	FurstPerson Talent Assessments	Talent Management
HackerEarth Inc.	HackerEarth Assessments	Talent Management
HackerRank	HackerRank Developer Skills Platform	Talent Management
Knack.it Corp.	KnackApp	Talent Management
OutMatch	OutMatch Assessment	Talent Management
Persona Labs	Psymetrics	Talent Management
Plum.io	Ultraviolet	Talent Management
pymetrics Inc.	pymetrics Talent Matching Platform	Talent Management
Talent Plus Inc.	Talent Online Assessments	Talent Management
The Predictive Index	PI HIRE	Talent Management

Source: Deloitte Consulting LLP, 2020.

Actiview.io (Assense)

Web: actiview.io | Social: @Actiview_io

- **Year Founded:** 2016
- **Number of Employees:** 70
- **Geographic Presence:** Americas (Latin, North, and South), Asia, Middle East, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2018
- **Assessment Categories Supported:**
 - Personality: Gamification, Simulation
 - Behavioral: Gamification, Simulation
 - Skills validation: Simulation
 - Capability: Gamification

- Culture: Simulation

About the Solution

ActiView leverages technology in virtual reality and machine learning to provide gamified and science-backed assessments (e.g., tasks, real-life simulations). These assessments are used to uncover the cognitive abilities, personality traits, and work methodologies that are most correlated to success in a specific position. Assense is a solution that collects thousands of data points to assess current employees and detect the relevant success factors needed to match the right candidate to the right position.

Figure 3: Capability Analysis (ActiView.io)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	▶
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	▶	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	▶	●	○

Legend: ● Available ◐ Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Amberjack Global Limited (LEAP)

Web: weareamberjack.com | Social: @weareamberjack

- **Year Founded:** 2000
- **Number of Employees:** 70
- **Geographic Presence:** Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2015
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Gamification, Simulation
 - Behavioral: Questionnaire, Gamification, Simulation
 - Skills validation: Questionnaire, Gamification, Simulation
 - Capability: Questionnaire, Gamification, Simulation
 - Culture: Questionnaire, Gamification, Simulation

About the Solution

Leading Edge Assessment Platform (LEAP) is an immersive digital assessment platform that combines tech with insights-based assessment and selection tests to measure potential in the talent of the future. LEAP hosts customized and off-the-shelf automated assessment tests including traditional, text-based assessments of aptitude, cognition, judgment, and personality, blended assessments, immersive video Situational Judgement Tests (SJTs), and interactive Match-Me tools that sift through and engage candidates. Assessments are delivered as individual tests or blended to form a single assessment stage in a variety of media. Personalized automated feedback explains to candidates what they did well and how they can improve. Also, by measuring the experience of candidates with Net Promoter Scores (NPS®)⁴, engagement is benchmarked to support a process of continual improvement.

Figure 4: Capability Analysis (Amberjack Global Limited)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	◐	◑	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	◑	●	◑

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Aspiring Minds (Aspiring Minds)

Web: aspiringminds.com | Social: @AspiringMindsAM

- **Year Founded:** 2008
- **Number of Employees:** 350
- **Geographic Presence:** Asia and Southeast Asia, Middle East, North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2008
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Simulation
 - Behavioral: Questionnaire, Simulation
 - Skills validation: Questionnaire, Gamification, Simulation, Observation
 - Capability: Questionnaire, Gamification, Simulation

- Culture: Questionnaire

About the Solution

Aspiring Minds uses machine learning and statistical assessment technology to build assessments that span across language, cognitive, behavioral, and functional skills evaluation. Its artificial intelligence-powered language assessments are able to evaluate oral and written language comprehension skills. These assessments can adapt to multiple accents and are available in English and various foreign languages, including Spanish and French. They also offer item response theory (IRT)-based cognitive skills assessments across various job roles that can be combined with skills assessments. Aspiring Minds has an array of simulation- and multiple-choice question-based technology assessments evaluating theoretical and practical applications of concepts spanning different frameworks, testing tools, front-end / backend technology, data science, cloud, and web services.

Figure 5: Capability Analysis (Aspiring Minds)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
○	●	●	●	●

Legend: ● Available ● Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Biddle Consulting Group Inc. (TestGenius®)

Web: biddle.com | Social: @BiddleCG

- **Year Founded:** 1974
- **Number of Employees:** 49
- **Geographic Presence:** North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Behavioral: Simulation
 - Skills validation: Simulation
 - Capability: Simulation
 - Culture: Questionnaire

About the Solution

TestGenius offers “hard skills” work-sample testing for a variety of positions. Test batteries are assembled through a wizard and identified by duties performed on the job. Tests are cloud-based and compatible with a variety of browsers, operating systems, and device types, which allows candidates the flexibility of online testing. Testing can be proctored, unproctored, or accessed by static link, and invitation management (invites and scheduling) is automated by the system.

Figure 6: Capability Analysis (Biddle Consulting Group Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	◐	○	●	◑
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	○	◑	◐	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
◐	○	○	◐	○

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Caliper Corp. (Caliper Essentials for Selection)

Web: calipercorp.com | Social: @calipercorp

- **Year Founded:** 1961
- **Number of Employees:** 215
- **Geographic Presence:** Americas (Latin, North, and South), Asia, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 1961
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Observation
 - Behavioral: Questionnaire, Observation
 - Skills validation: Questionnaire, Observation
 - Capability: Questionnaire
 - Culture: Questionnaire

About the Solution

The Caliper Profile is an assessment that measures an individual’s personality, characteristics, and motivations in order to predict on-the-job behaviors and potential. The assessment measures 22 traits, 280

behaviors, 56 competencies, and 52 validated job models. The Caliper Profile can be used across the employee lifecycle, including selection, development, promotion, team improvement, and succession planning. After an organization assesses candidates and employees, the data is available for analysis within Caliper Analytics. The analytics platform is a workforce intelligence solution that provides tools for comparing, ranking, interpreting, and leveraging personality assessment data of potential new hires through an at-a-glance dashboard.

Figure 7: Capability Analysis (Caliper Corp.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	○	◐	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◑	○	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
○	●	○	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Cappfinity (Capptivate)

Web: cappfinity.com | Social: @cappfinity

- **Year Founded:** 2005
- **Number of Employees:** 154
- **Geographic Presence:** North America, Oceania, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Simulation
 - Behavioral: Questionnaire, Simulation
 - Skills validation: Questionnaire, Simulation
 - Capability: Questionnaire, Simulation
 - Culture: Questionnaire, Simulation

About the Solution

Capptivate is a platform for prehire assessment focused on assessment experience. The platform is branded and configurable to deliver the assessment content that is required for the organization and role. Capptivate Reports delivers candidate feedback and development recommendations based on a candidate’s individualized assessment

results. Capptivate Video provides video capture for video interviews or job simulations. Capptivate Screener is used to review and score candidates' responses manually for situations where they are not scored automatically. Capptivate Scheduler allows recruiters to schedule and manage candidate attendance at interviews and events. Capptivate Dashboard helps the recruiter to visualize progression data through the process, compare scores and candidate groups, and dive deeper into candidate scores and responses.

Figure 8: Capability Analysis (Cappfinity)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	◐	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	◐	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

CodeSignal (CodeSignal)

Web: codesignal.com | Social: @CodeSignalCom

- **Year Founded:** 2015
- **Number of Employees:** 120
- **Geographic Presence:** Europe (Central and Eastern), North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Skills validation: Questionnaire, Gamification, Simulation, Observation

About the Solution

CodeSignal is an assessment platform for technical hiring that offers cloud-based solutions to measure candidates' skills across the hiring process. CodeSignal's Certify is a top-of-funnel solution to help companies find a diverse group of qualified candidates. CodeSignal supports more than 79 programming languages, frameworks, and libraries. It provides a real-world coding environment, using its technology to predict a candidate's skills,

potential, and job performance. It also integrates with popular applicant tracking systems.

Figure 9: Capability Analysis (CodeSignal)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ○ Partially Available ◐ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Codility (CodeCheck)

Web: codility.com | Social: @Codility

- **Year Founded:** 2009
- **Number of Employees:** 140
- **Geographic Presence:** Europe (Central, Eastern, and Western), North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2009
- **Assessment Categories Supported:**
 - Skills validation: Questionnaire, Gamification, Simulation
 - Capability: Questionnaire, Gamification, Simulation

About the Solution

Codility is a technical skills assessment platform that leverages data-driven insights and machine learning to help increase its customers’ engineering team capacity. The platform supports over 30 coding languages and frameworks, provides automated skills evaluation via hundreds of real-life scenarios, and offers technical tasks with varying levels of difficulty.

Figure 10: Capability Analysis (Codility)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	○	◐	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	○	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

DeGarmo (DeGarmo Selection Assessments)

Web: degarmo.com | Social: @degarmogroup

- **Year Founded:** 1996
- **Number of Employees:** 20
- **Geographic Presence:** North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 1996
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Questionnaire, Simulation
 - Skills validation: Questionnaire, Simulation
 - Capability: Questionnaire, Simulation
 - Culture: Questionnaire

About the Solution

DeGarmo provides an integrated, mobile-optimized talent assessment platform that can be utilized across the employee lifecycle, including selection, potential, coaching, development, and succession planning. The DeGarmo platform is designed to enable the configuration of assessment content to be utilized for any role or level. DeGarmo is led by a team of industrial / organizational psychologists who lead and deliver every client project. The company's assessment technology uses a methodology that drives an assessment time of roughly 10 minutes.

Figure 11: Capability Analysis (DeGarmo)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	◐	◐	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	◐	○	◐	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
◐	●	◐	●	○

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Fortay Inc. (Culture Add Assessment)

Web: fortay.co | Social: @fortayapp

- **Year Founded:** 2015
- **Number of Employees:** 6
- **Geographic Presence:** Europe (Central and Eastern), North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2015
- **Assessment Categories Supported:**
 - Culture: Questionnaire

About the Solution

Fortay’s on-demand people and culture success platform can support an organization as it drives team alignment and effectiveness throughout an employee’s journey. The Culture Add Assessment solution measures candidates based on alignment of personal values, prioritizing talent who are culturally aligned with the organization at the top of the funnel. Fortay delivers culture insights across the organization that tie into a global Culture Health score—looking at cultural alignment, engagement, and diversity, inclusion, and belonging data at the team level.

Figure 12: Capability Analysis (Fortay Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	▶	▶	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	◐	▶	○	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	▶	◐	●	▶

Legend: ● Available ◐ Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

FurstPerson (FurstPerson Talent Assessments)

Web: furstperson.com | Social: @furstperson

- **Year Founded:** 1997
- **Number of Employees:** 50
- **Geographic Presence:** Americas (Latin, North, and South), Middle East, Southeast Asia
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2000
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Simulation
 - Behavioral: Questionnaire, Simulation
 - Skills validation: Questionnaire, Simulation
 - Capability: Questionnaire, Simulation
 - Culture: Questionnaire

About the Solution

FurstPerson designs, implements, and monitors prehire and posthire talent assessment solutions. Their products include a portfolio of talent assessments and job simulations, which are implemented in over 65 countries. FurstPerson's tools allow organizations to measure and forecast a candidate's skills, abilities, and motivation to perform on the job.

Figure 13: Capability Analysis (FurstPerson)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	◐	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	◐	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	◐	●	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Good&Co (Good&Co Pro)

Web: good.co | Social: @goodandco

- **Year Founded:** 2012
- **Number of Employees:** 70
- **Geographic Presence:** Europe (Central, Eastern, and Western), North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2018
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Questionnaire
 - Capability: Questionnaire
 - Culture: Questionnaire

About the Solution

Good&Co Pro is a psychometric assessment platform to evaluate candidates' soft skills. Its library of more than 600 job templates allows organizations to evaluate candidates against benchmarked jobseeker profiles. Good&Co Pro also offers the ability to create custom job profiles based on an organization's existing employee population. The platform automatically scores each applicant, allowing an organization to identify top candidates based on their assessment results.

Figure 14: Capability Analysis (Good&Co)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	●	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ● Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

GreatBizTools LLC (WebAssess)

Web: webassess.com | Social: @Webassess

- **Year Founded:** 1994
- **Number of Employees:** 6
- **Geographic Presence:** North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2001
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Questionnaire, Simulation, Observation
 - Skills validation: Questionnaire, Simulation, Observation
 - Capability: Questionnaire
 - Culture: Questionnaire

About the Solution

The WebAssess platform focuses on the front end of the hiring process, helping hiring managers to identify candidates by focusing on job-related skills, abilities, and personality traits rather than relying solely on resume content and past work history. WebAssess’s assessment tools are designed to reduce bias by measuring skills that contribute to job success rather than education, race, gender, or other biographical information. Originally available as paper-and-pencil instruments, WebAssess has been available as an online platform for several years and is now focused on redesigning to create a more robust web-based platform with new interactive tools to provide employers with more powerful data to make strategic workforce decisions.

Figure 15: Capability Analysis (GreatBizTools LLC)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ○ Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

HackerEarth Inc. (HackerEarth Assessments)

Web: hackerearth.com | Social: @HackerEarth

- **Year Founded:** 2012
- **Number of Employees:** 150
- **Geographic Presence:** Asia, North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2013
- **Assessment Categories Supported:**
 - Skills validation: Questionnaire, Gamification, Simulation, Observation

About the Solution

HackerEarth is an assessment platform that helps organizations evaluate the technical skills of developers. The platform supports artificial intelligence-based automated test creation and artificial intelligence-powered monitoring, with more than 500 skills supported and a library of 10,000-plus questions in more than 40 programming languages and 12 different assessment types.

Figure 16: Capability Analysis (HackerEarth Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	◐	◐	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	○	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	◐	◑	●	◐

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

HackerRank (HackerRank Developer Skills Platform)

Web: hackerrank.com | Social: @hackerrank

- **Year Founded:** 2009
- **Number of Employees:** 235
- **Geographic Presence:** Asia, North America, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2011
- **Assessment Categories Supported:**
 - Skills validation: Questionnaire, Simulation

About the Solution

HackerRank is a developer skills platform that helps businesses evaluate software developers based on skill. The HackerRank Developer Skills Platform powers prescreen assessments, live pair programming interviews, and role-specific project-based interviews. It also allows organizations to benchmark and hone their technology hiring processes. The solution supports deployment of out-of-the-box or customized tests for hiring full-stack, front-end, DevOps, data scientists, or software developers, tailoring the skills assessed, question formats, and development environment based on job role. The HackerRank library contains more than 1,500 challenges supported by more than 35 programming languages, 8 frameworks, and full containers.

Figure 17: Capability Analysis (HackerRank)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	○	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	○	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	○	○	●	●

Legend: ● Available ○ Partially Available ◐ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

HireVue (HireVue Assessments)

Web: hirevue.com | Social: @hirevue

- **Year Founded:** 2004
- **Number of Employees:** 350
- **Geographic Presence:** Europe (Central and Eastern), North America, Southeast Asia
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2014
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Gamification, Simulation, Observation
 - Behavioral: Questionnaire, Gamification, Simulation, Observation
 - Skills validation: Questionnaire, Gamification, Simulation, Observation
 - Capability: Questionnaire, Gamification, Simulation, Observation
 - Culture: Questionnaire, Gamification, Simulation, Observation

About the Solution

HireVue Assessments leverages artificial intelligence combined with response content from video interviews and game-based challenges to evaluate talent. The platform provides hiring teams with insights into a candidate’s skills, abilities, and potential in areas such as work style, how they work with people, general cognitive ability, personality, and leadership style. These data points are analyzed by their proprietary machine-learning algorithms, which help to prioritize candidates so organizations can engage with the best fit candidates first.

Figure 18: Capability Analysis (HireVue)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	◐	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	◐	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

HR Avatar Inc. (Pre-Employment Whole-Person Assessment)

Web: hravatar.com | Social: @HR_Avatar

- **Year Founded:** 2009
- **Number of Employees:** 7
- **Geographic Presence:** North America, Southeast Asia
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2009
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Simulation, Observation
 - Behavioral: Questionnaire, Simulation, Observation
 - Skills validation: Questionnaire, Simulation, Observation
 - Capability: Questionnaire, Simulation, Observation
 - Culture: Questionnaire, Simulation, Observation

About the Solution

HR Avatar administers online preemployment tests, job simulations, and assessments for over 200 specific job titles in a self-service format for employers. Each test measures a range of traits, including cognitive ability, writing ability (scored with artificial intelligence), knowledge and skills, personality factors, emotional intelligence, and behavioral history. Available for mobile and nonmobile devices, tests employ interactive animated workplace scenarios that test applicants on job-related tasks.

Figure 19: Capability Analysis (HR Avatar Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	○	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	●	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ○ Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Knack.it Corp. (KnackApp)

Web: knackapp.com | Social: @KnackAppHQ

- **Year Founded:** 2012
- **Number of Employees:** 25
- **Geographic Presence:** Africa, Americas (Latin, North, and South), Asia and Southeast Asia, Europe (Central, Eastern, and Western), Middle East, Nordic Countries, Oceania
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2015
- **Assessment Categories Supported:**
 - Personality: Gamification
 - Behavioral: Gamification
 - Skills validation: Gamification
 - Capability: Gamification
 - Culture: Gamification

About the Solution

KnackApp is a web and mobile gamified digital platform used by individuals, businesses, skills and learning providers, schools and colleges, and governments to evaluate, screen, match, route, and select high-potential talent. Using the power of artificial intelligence, KnackApp's self-service and self-distribution solution allows for businesses of any size to use gamification and simulated experiences, reducing the barriers of entry and usage.

Figure 20: Capability Analysis (Knack.it Corp.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	◐	●	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	◐	◑	◐	◐
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
◑	◐	●	●	◑

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

OutMatch (OutMatch Assessment)

Web: outmatch.com | Social: @outmatchhcm

- **Year Founded:** 2015
- **Number of Employees:** 119
- **Geographic Presence:** Americas (Latin, North, and South), Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Simulation
 - Capability: Questionnaire, Simulation
 - Culture: Questionnaire

About the Solution

The OutMatch Talent Intelligence Platform supports talent acquisition teams throughout the employee lifecycle, including selection, development, and mobility. The platform offers five distinct talent products: talent assessment, video interviewing, reference checking, employee assessment, and culture analytics. With more than 900 ready-to-use job profiles, the platform can provide organizations with information to understand an individual's personality, cognitive ability, learning agility, work preferences, values, and culture fit.

Figure 21: Capability Analysis (OutMatch)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	◐	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	◐	●	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Persona Labs (Psymetrics)

Web: persona-labs.com

- **Year Founded:** 2012
- **Number of Employees:** 20
- **Geographic Presence:** Americas (Latin, North, and South), Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2012
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Gamification, Simulation
 - Behavioral: Questionnaire, Gamification, Simulation
 - Skills validation: Questionnaire
 - Capability: Questionnaire, Gamification, Simulation
 - Culture: Questionnaire, Gamification, Simulation

About the Solution

Psymetrics is a prehire assessment platform with a proprietary library of preset assessments for many major job roles. Persona Labs uses a “building block” approach that allows organizations to “mix and match” tests to create a customized testing solution and match the organization’s competency needs from a behavioral and aptitude perspective. Its game-based assessments enable employers to differentiate their hiring process, raise employer brand awareness, engage prospective talent, and make selection decisions. The assessments offer a data-driven way to attract, assess, and develop employees, combining psychometrics, neuroscience, and game technology.

Figure 22: Capability Analysis (Persona Labs)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	●	◐	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	◐	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Plum.io (Ultraviolet)

Web: plum.io | Social: @plum_io

- **Year Founded:** 2012
- **Number of Employees:** 30
- **Geographic Presence:** North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2012
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Questionnaire
 - Capability: Questionnaire
 - Culture: Questionnaire

About the Solution

Plum.io’s Ultraviolet platform can help organizations make predictive selection decisions designed to unlock the potential of their people. The solution is focused on providing enterprises with the data they need to quantify their workforce’s innate talents and matching them to the most relevant roles. This includes an approach to talent management that supports cross-functional and cross-departmental movement of people based on their innate strengths.

Figure 23: Capability Analysis (Plum.io)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	◐	●	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	◑	●	◐	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	○

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

pymetrics Inc. (pymetrics Talent Matching Platform)

Web: pymetrics.com | Social: @pymetrics

- **Year Founded:** 2013
- **Number of Employees:** 128
- **Geographic Presence:** North America, Oceania, Southeast Asia, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2016
- **Assessment Categories Supported:**
 - Personality: Gamification
 - Behavioral: Gamification
 - Capability: Gamification
 - Culture: Gamification

About the Solution

pymetrics gamified talent-matching platform uses behavioral data and algorithms to measure individuals’ potential and match them with their best-fit job. The predictive engine manages talent across the employee lifecycle, and the platform’s four products can be used across talent acquisition and talent management:

- **Guidance.** Candidates or employees are assessed and directed to best-fit roles within a company.
- **Selection.** Candidates or employees are evaluated based on their fit to a role in the hiring process.
- **Redirection.** Rejected candidates are redirected to better-fit roles either within the company or across the pymetrics ecosystem.

- **Insights.** The platform provides actionable insights about the workforce.

Figure 24: Capability Analysis (pymetrics)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	●	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ● Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

SHL (Candidate Solutions)

Web: shl.com | Social: @SHLglobal

- **Number of Employees:** 1,500
- **Geographic Presence:** Africa, Asia and Southeast Asia, Europe (East, Central, and Western) Middle East, Nordic Countries, North America
- **Public or Private Company:** Private
- **Solution Area:** Human Capital Management
- **Assessment Categories Supported:**
 - Personality: Questionnaire, Gamification
 - Behavioral: Questionnaire
 - Skills validation: Questionnaire, Gamification, Simulation
 - Capability: Gamification, Simulation
 - Culture: Questionnaire, Simulation

About the Solution

SHL's Candidate Solutions enables organizations to identify best-fit talent through an engaging candidate experience. The solutions help businesses select candidates most likely to perform now as well as adapt to future business needs and challenges.

Figure 25: Capability Analysis (SHL)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
●	○	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	●

Legend: ● Available ○ Partially Available ▶ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Talent Plus Inc. (Talent Online Assessments)

Web: talentplus.com

- **Year Founded:** 1989
- **Number of Employees:** 125
- **Geographic Presence:** Americas (Latin, North, and South), Asia and Southeast Asia, Middle East, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2010
- **Assessment Categories Supported:**
 - Behavioral: Questionnaire
 - Culture: Questionnaire

About the Solution

The Talent Plus solution offers assessments created to align with unique job competencies and to predict performance. The “off-the-shelf” assessments have been designed and validated for specific job roles, job families, and industries, with an assessment library of more than 70 structured interviews and online assessments. The assessment solutions are calibrated to an organization’s culture of top performers and continue to be refined over the span of the partnership.

Figure 26: Capability Analysis (Talent Plus Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	◐
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
○	◐	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	◐	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Talview Inc. (Talview Talent Assessment)

Web: talview.com | Social: @Talview

- **Year Founded:** 2017
- **Number of Employees:** 112
- **Geographic Presence:** Asia and Southeast Asia, North America, Western Europe
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Personality: Gamification, Observation
 - Behavioral: Gamification, Observation
 - Skills validation: Questionnaire, Gamification, Simulation, Observation
 - Capability: Questionnaire, Gamification, Observation
 - Culture: Questionnaire, Gamification, Observation

About the Solution

Talview’s Instahiring platform combines automation of routine recruitment tasks, on-demand processing of candidates, and the capture and reuse of data across the hiring process. Talview’s key capabilities in the assessment domain are artificial intelligence-led cognitive remote proctoring, video interviewing, and behavioral insights. Its solutions also leverage natural language processing, machine learning, and video analytics capabilities. The platform is designed for mobile-first internet users who are accustomed to virtual methods of communication. Talview integrates into applicant tracking systems and learning management systems to help reviewers and administrators automate repetitive tasks and carry out the

recruitment process remotely so they can focus on hiring the right candidates faster.

Figure 27: Capability Analysis (Talview Inc.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	●	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	◐	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
○	◐	◐	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

TestDome d.o.o. (TestDome)

Web: testdome.com | Social: @TestDome

- **Year Founded:** 2012
- **Number of Employees:** 11
- **Geographic Presence:** Americas (Latin, North, and South), Asia, Europe (Central, Eastern, and Western), Nordic Countries
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2013
- **Assessment Categories Supported:**
 - Behavioral: Questionnaire
 - Skills validation: Questionnaire, Simulation
 - Capability: Questionnaire, Simulation

About the Solution

TestDome is a service that helps organizations screen job candidates using automated work-sample tests. It offers assessments for programming, IT, customer service, accounting, administration, and general mental ability. TestDome aims to bring work-sample testing to as many applicable positions as possible to help identify the candidates that are most likely to be successful in the role.

Figure 28: Capability Analysis (TestDome d.o.o.)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	●	○	○	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	○	●	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
○	●	○	●	●

Legend: ● Available ◐ Partially Available ◑ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

The Predictive Index (PI Hire)

Web: predictiveindex.com | Social: @predictiveindex

- **Year Founded:** 1955
- **Number of Employees:** 525
- **Geographic Presence:** North America
- **Public or Private Company:** Private
- **Solution Area:** Talent Management
- **Year First Offered:** 2017
- **Assessment Categories Supported:**
 - Personality: Questionnaire
 - Behavioral: Questionnaire
 - Capability: Questionnaire

About the Solution

PI Hire is a solution within the Predictive Index talent optimization platform, which seeks to align people strategy with business strategy to achieve business results. The PI Hire solution arms organizations with candidate data to predict job fit, on-the-job success, and new team dynamics. Business leaders and HR strategists can use the PI Behavioral Assessment and PI Cognitive Assessment to help identify the right match for a role.

Figure 29: Capability Analysis (The Predictive Index)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
●	◐	◑	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◑	○	○	●	●
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
●	●	●	●	◑

Legend: ● Available ◑ Partially Available ◐ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Vervoe (Vervoe)

Web: vervoe.com | Social: @VervoeHQ

- **Year Founded:** 2016
- **Number of Employees:** 25
- **Geographic Presence:** Europe (Central and Eastern), North America, Oceania
- **Public or Private Company:** Private
- **Solution Area:** Talent Acquisition
- **Year First Offered:** 2018
- **Assessment Categories Supported:**
 - Skills validation: Questionnaire, Simulation, Observation
 - Culture: Questionnaire, Simulation, Observation

About the Solution

Vervoe is an artificial intelligence-powered skill testing platform that shows companies how candidates perform job-related tasks. Vervoe automatically generates “tailored job auditions” that are autogradable without the need for prior modeling or baselining. Candidates complete tasks, and Vervoe’s machine-learning models automatically grade their responses. Candidates are then ranked based on how well they performed. The platform can evaluate both job-specific skills (e.g., coding, selling, writing) and general work skills (e.g., attention to detail, openness to feedback) in the company’s context and automatically grade and rank at scale without needing to train the models.

Figure 30: Capability Analysis (Vervoe)

Talent Acquisition Alignment	Personalized Talent Journey	Strategic Recruiting	Data and AI	Capability Development
Calibration	Drop-Off Tracking	Internal Mobility	Organizational Metrics	Guidance and Training
○	●	◐	●	●
Future Skills	Opportunity Identification	Referrals	Score Distributions	Results Explained
◐	◐	◑	●	◑
Team Optimization	Results Sharing	Role Recommendations	Smart Ranking	Skill-Building
◐	◐	◐	●	◐

Legend: ● Available ◑ Partially Available ◐ Near Future ○ Not Available

Source: Deloitte Consulting LLP, 2020.

Conclusion

The landscape of prehire assessment solutions includes providers found within the talent acquisition, talent management, and human capital management spaces. Across solution categories, prehire assessment capabilities support the five factors associated with talent acquisition maturity. Buyers and implementers should understand how solutions are supporting these different factors and the types of capabilities they offer, focusing on those that meet their organizational needs.

Key Takeaways

- Prehire assessment providers can be found in the talent acquisition, talent management, and human capital management solution areas.
- In addition to pricing, support and services, and partner network offerings, buyers need to understand solution providers' capabilities to choose a solution that best suits the organization's needs.
- Providers can provide support for a range of assessment forms and functions.
- Prehire assessment capabilities can be evaluated based on how they support the five factors associated with the Talent Acquisition Maturity Model.

Endnotes

1. [*The Talent Acquisition Maturity Model*](#), Deloitte Consulting LLP / Robin Erickson and Denise Moulton, 2018.
2. Prehire Assessment Solutions study, Deloitte Consulting LLP, 2020.
3. Inclusion and analysis do not imply endorsement or preference of Deloitte Consulting LLP.
4. The “Net Promoter Score” (NPS®) is based on the fundamental perspective that every company’s customers can be divided into three categories: promoters, passives and detractors. Net Promoter, Net Promoter System, Net Promoter Score, NPS and the NPS-related emoticons are registered trademarks of Bain & Company, Inc., Fred Reichheld and Satmetrix Systems, Inc.

The Bersin™ Membership Program

Our research-driven insights are provided exclusively to organizational members of Bersin. Member organizations have access to the Bersin suite of offerings, including our proprietary tools and services. In today's business-driven HR landscape, we offer research, analytics, and industry insights to help design and execute innovative talent, leadership, and change programs, including:

- **Content and Insights**—Market-leading, proprietary research including research reports, high-impact industry studies, videos, webcast replays, process models and frameworks, and case studies.
- **Interactive Factbooks**—Covering a wide spectrum of Human Capital metrics, this platform allows members to filter by industry and company size and create custom benchmarks, analyze trends, and identify drivers of variance.
- **Maturity Scorecards**—Research-based maturity assessments, integrated with business feedback, deliver actionable custom analysis, relevant research resources, and guidance from member advisors. These scorecards help members develop a plan to progress in maturity.
- **Tools and Job Aids**—Practical materials in the form of checklists, worksheets, templates, guiding questions, and more. Members can use these materials to help promote thinking, facilitate discussion, enable self-assessment, outline steps, direct processes, and aid decision-making.
- **Member Advisors**—Through virtual and in-person activities, our specialized member advisors help members understand our research, uncover deeper insights, prioritize human capital issues, and map solutions to some of their most pressing challenges.
- **Networking**—Member-only online Communities, working groups, and member exchanges let you connect with peers and industry leaders to discuss and learn about the latest industry trends, emerging issues, and leading practices.
- **IMPACT Conference**—Our executive conference brings research-driven insights to Human Capital leaders and their teams, offering them the opportunity to exchange ideas with other senior-level practitioners, industry thought leaders, and Bersin team members.

For more information about our membership program, please visit us at www.bersin.com/membership.

About Us

Bersin is the indispensable digital destination for the HR Professional to build capability, community and credibility, stay informed, and lead on workforce issues. Our membership delivers research-based people strategies designed to help leaders drive exceptional business performance. A piece of Bersin research is downloaded on average approximately every minute during the business day. More than 5,000 organizations worldwide use our research and consulting to guide their HR, talent and learning strategies.

As used in this document, "Deloitte" means Deloitte Consulting LLP, a subsidiary of Deloitte LLP. Please see www.deloitte.com/us/about for a detailed description of our legal structure. Certain services may not be available to attest clients under the rules and regulations of public accounting.

This publication contains general information only and Deloitte is not, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional advisor. Deloitte shall not be responsible for any loss sustained by any person who relies on this publication.

Copyright © 2020 Deloitte Development LLC. All rights reserved.

Member of Deloitte Touche Tohmatsu Limited.