



# Digital Assessment Centres

The assessment centre is a key milestone and brand-building opportunity in the hiring process, so it's important to deliver a positive and developmental experience for candidates while gleaning the right information in a fair and consistent manner.

Organisations typically prioritise technology investment in the early part of the selection process such as careers sites and screening which are engaging, digital and frictionless. But, it's often the case that once candidates get to assessment centre, the process reverts to being paperbased and inefficient.

This can be damaging to the candidate experience as well as time consuming for recruiters and can open the process to bias. Our digital assessment centre [DAC] technology fixes the digital disconnect and is being used by organisations such as Deloitte, National Australia Bank, Toll Group and Equinor. The technology can be deployed in face-to-face assessment centres, or in conjunction with video conferencing technology for a fully virtual assessment experience, allowing candidates and assessors to interact with each other the same as an inperson event.

**Our digital assessment centre platform can host a range of exercises, which can be completed virtually or at in-person centres:**

- **Case studies**
- **Virtual interviews**
- **Role play**
- **In-box exercises**
- **Group exercises**

# How does it work?

## Pre-Event

### Admin Task Reduction

- Candidate self-scheduling
- Invitation guidance on what to expect
- Pre-work/prep materials

### Assessor Journey

- Invitation guidance on what to expect
- Seamless Scheduling



## Post Event

### Candidate Journey

- Automated feedback report

### Assessor Journey

- Live results dashboard

**Candidate experience:** Using personalised invitations and providing interactive and relevant content as part of the pre-work helps create an engaging and efficient candidate experience. In digital assessment centres, using an 'online concierge' or virtual break-out room can provide additional support to remote candidates throughout the day.

**Online exercises:** Each of your exercises, whether an interview, case study, role play or group exercise, is delivered within the platform, enabling assessors to manage and score each activity, and candidates to access their materials and respond where relevant.

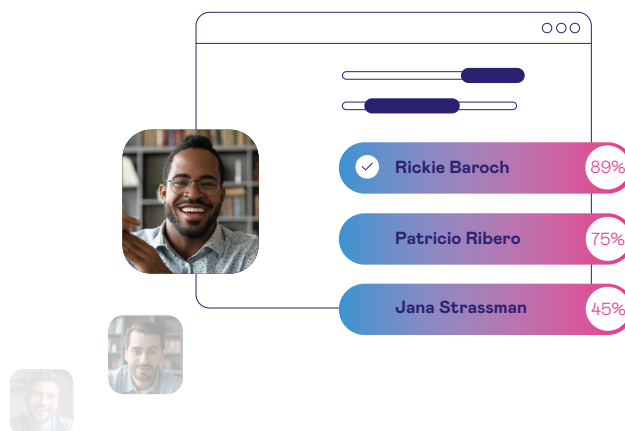
**Scheduling:** The built-in timetable tool automatically populates the schedule with candidates matched to assessors, significantly reducing manual preparation time. In virtual deployment, the system enables coordinated allocation of video conferencing rooms to each activity, removing the need for any logistical coordination on the day.

**Virtual assessment:** Each assessor is provided with their own schedule of tasks which they work through chronologically on a tablet or desktop, with easy access to the correct room to connect

with the candidate. As each exercise is completed, assessors submit their results which are captured centrally to be reviewed later.

**Online results matrix and wash-up:** At the end of the assessment centre, assessors regroup for a review and feedback session with an instant dashboard ready to view online.

**Reporting:** In addition to the summary dashboard, automated candidate and assessor reports can be generated.





# Business Outcomes

Our digital assessment centre technology captures all data, hosting this and reports, in one cohesive, online solution. Analysis shows significant time savings on administration of up to 30% as well as significantly more efficient use of assessors through the automated scheduling tools compared to manual timetabling.

## Admin Task Reduction

- 100% virtual
- Simple auto-scheduling
- Distributes all schedules, virtual room links and assessment materials to assessors and candidates
- Assessment IP is held securely in the platform
- No data entry and collation required
- Easy access to data for auditing and analysis

## Improved Performance

- Faster hiring decisions
- Speeds up scoring and production of final merit list
- Improved accuracy
- Immediate reporting mapped against your framework
- Monitor and provide feedback on fairness and any adverse impact

## Enhanced Efficiencies

- End to end process can be days instead of weeks
- Can be run in multiple locations at the same time
- Results available at end of day

## Eliminate Travel

- Reduced spend on travel and accommodation

## Engaging & Immersive

- Personalised with your brand
- Flexible and secure presentation of materials
- Allows organisations to showcase the benefits of working at the organisation

## Save Printing

- No more paper!
- Assessor materials for activities, interviews and resumes
- Printing materials for each Candidate

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Holding virtual assessment centres is not something Toll would have considered previously, but is something which will definitely be looked at for future graduate intakes, it offers a more cost effective option to running assessment centres globally and still provides the same outcomes.

**Sharon Abbott**, Toll Group

### To find out more

about how we can help your organisation virtualise your assessment centre process, please get in touch.

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