

QuikStaff

You can trust that your employees have integrity with QuikStaff.

QuikStaff screens job applicants who are high risk, helping to ensure that you are placing only the best employees possible.

- Better Employees
- Greater Client Loyalty
- Reduced Workers' Comp Claims
- Improved Productivity
- Lower Turnover
- Competitive Advantage

In just minutes you can identify those job applicants who will steal, do drugs, fake work injuries and more. Your investment in QuikStaff will come back to you several times over in reduced comp costs, more business and greater client loyalty.

Contact us today.
Your clients will thank you.



Helping You Hire the Best!

Talking Points

Screens For:

- Workers' Compensation Fraud
- Illegal Drug Use
- Employee Theft
- Workplace Violence
- Dependability Issues

Human Resources:

Employee Turnover

- Identifies undependable applicants
- Identifies illegal drug users
- Identifies applicants prone to violence

Legality

Reviewed by third party law firm and found to be compliant with federal employment regulations.

With millions of our integrity tests administered at over 2500 locations across the U.S., our tests remain legally defensible.

Compliance

- EEOC compliant (tracked for adverse impact)
- ADA compliant (multiple languages and verbal options)
- Integrated hiring policy for consistency among hiring managers

Ease of Use

- Can be taken on any internet-ready computer and most tablets/ smart phones
- Potential integration into current ATS

Time Involvement

- 8-10 minutes to complete
- Results available immediately

Risk Management:

Workers' Compensation Claims

- Identifies workers' compensation fraud predators
- Identifies repeat workers' compensation fraud predators
- Identifies applicants who admit to safety risks

Loss Prevention

- Identifies employee theft risks

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Case Study

Remedy Intelligent Staffing

Insight Tests Reduce Workers' Comp. Claims by 44% and Accelerate Hiring Process

Background

Founded in 1965 and based in Orange County, California, Remedy Intelligent Staffing has offices nationwide and is part of the independently-owned Select Family of Staffing Companies, a top 10 industry leader. As their mission states, they aim to be the most respected staffing firm in each market they serve by providing best-in-class, extra-mile service. That commitment includes quickly providing clients with the most suitable job candidates possible.

Challenge

According to Director of Risk Management Diana J. Rich, by 2003, workers' compensation-related expenses had become a "huge" drag on Remedy's overall fiscal health. Claims hovered between 6.40 and 7.21 per \$1 million in wages throughout the firm's 60 corporate branches in California.

In addition, Remedy's best-in-class hiring standards required that candidates be run through an inefficient and time-consuming background-check process. Says Rich, "Clients couldn't wait for us to complete our cumbersome process, so we were losing sales."

Solution

Beginning with a pilot program in Southern California, Remedy replaced its traditional procedure for checking references with a new integrity test program designed by Insight. That step alone decreased the amount of time necessary to process an applicant by over one hour. Pre-employment tests were typically administered on PDAs loaded with Insight's integrity tests and candidates were quickly flagged whose answers revealed a history of counterproductive work behaviors. Following the successful pilot, Remedy ultimately rolled out the Insight program to about 85 corporate locations and franchisees nationwide, comprising about 75% of the company's sales. As a result, Rich says, the company saw "an immediate drop in accident frequency."

Benefits

- Workers' comp claims costs in California fell 44 percent in one year.
- Individual claims dropped from a high of 7.21 claims per \$1 million in wages to 4.95 claims.
- Average number of hours worked by Remedy's new hires increased by as much as 30% and retention was increased.
- Employees were sent to customers in a timely fashion, thus attracting new business.
- Improved flexibility: PDAs loaded with the integrity tests enabled Remedy to conduct high-volume candidate screenings at job fairs and other events.

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Case Study



Client reported data calculated using the US Dept. of Labor – Bureau of Labor Statistics formula.

An incidence rate of injuries may be computed from the following formula:

$$\text{(Number of injuries X 200,000) / Employee hours worked} = \text{Incidence rate}$$

(The 200,000 hours in the formula represents the equivalent of 100 employees working 40 hours per week, 50 weeks per year, and provides the standard base for the incidence rates.)

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Easy to Administer

QuikStaff is a web-based application that is simple to implement and easy to use.

The test can be administered to applicants:

- On-site at locations using a computer with an internet connection
- By emailing a link to applicants
- Linked directly from an online job application

Training is provided via a 25 minute webinar where each location will receive detailed end-user instruction on the use of QuikStaff.

Once training has been completed, follow these steps:

Step #1. ASSESS

Depending on your choice of test administration from the list above, your hiring decision makers will access the Insight system (or the applicant will arrive there via link from online job application or email) and have the applicant input name and ID# and then follow the instructions on the screen to complete the test. In 8 to 10 minutes the applicant will be finished with the test. The results are available for review immediately upon completion.

Step #2. QUALIFY

Preparing to interview—a hiring manager will log into the Insight system and, using the search tools, access results which identify qualified and unqualified applicants per the QuikStaff test and the company's hiring standards.

Step # 3. INTERVIEW

Use the test results to identify areas to be addressed in the interview and access behavioral interview questions specific to your company's hiring standards.

Step #4. HIRE THE BEST!

We at Insight Worldwide look forward to helping your company identify, hire and retain the best employees available.



Helping You Hire the Best!