

Top Talent

You can trust that your employees have integrity with Top Talent.

Now you can quickly select top talent for your workforce with Top Talent from Insight Worldwide. Developed specifically for the staffing industry, and use with your online job application, Top Talent identifies the candidates most likely to work safely and reliably, avoiding counterproductive behaviors that drive comp. claims, and those who will stay with your organization.

Start hiring the best—improve client satisfaction, increase dependability and avoid fraudulent workers comp. claims—today—with Top Talent.

In just minutes you can identify those candidates who will steal, do drugs, fake work injuries and more. You will know who is at risk in their work ethic, safety behavior and workplace conflict.

Your investment in Top Talent will come back to you several times over in:

- Improved Safety Record
- Reduced Workers' Comp. Costs
- Increased Retention
- Lower hiring Costs
- Improved Client Satisfaction



Helping You Hire the Best!

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.)

Helping You Hire the Best!

Easy to Administer

Top Talent 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 Top Talent

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 10 to 15 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 Top Talent 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!