

Case Study ▶

Client Profile

PDS is one of the nation's premier recruiting firms, specializing in highly skilled trades including engineering, mechanics and installers.

Challenge

To significantly reduce workers compensation costs by analyzing set criteria gathered in the pre-employment process.

Solution

PDS partnered with TALX to provide assessments to candidates in the pre-employment stage which successfully reduced the number of potential employees who possessed a higher statistical probability of later resulting in a workers compensation claim.

Results

- Estimated reduction in workers compensation costs of over \$450,000 per year
- 20% of candidates successfully filtered out through pre-employment assessments
- Annual workers compensation claims decreased from 115 to 18 claims per year after partnering

PDS Technical Services, Inc.

Client

PDS is one of the nation's premier specialty recruiting firms with 31 offices nationwide, supplying contract personnel both domestically and internationally. Specializing in highly skilled trades including engineering, mechanics and installers, PDS annually provides more than 10,000 contractors with contracted employment. PDS provides temporary help, temp-to-hire candidates, CAD/CAM engineers, IT pros, and on-site and vendor managers to these industries:

- Aerospace
- Civil/Architectural
- Electronics
- Government
- Software
- Automotive
- Defense/Military
- Energy
- Medical
- Telecommunications

Ever increasingly, PDS is called upon by Global 100 clientele to provide mission critical support for technical projects and talent acquisition efforts abroad. Presently, PDS' resources are engaged in operations around the globe including the United Kingdom, Sweden, Italy, Kuwait, Dubai, the Philippines, Australia, and Brazil. Since its inception, PDS has positioned itself for accelerated, scalable growth. Continuous focus on process improvement and careful selection of prime opportunities have enabled the company to meet international objectives and allow them to enjoy continuous profitability and growth—year after year.

Challenge

In 2005, PDS challenged themselves to research and develop a process that would lower their workers compensation claims and costs. It was determined that if certain traits and attributes were known about employment applicants in the pre-employment stage, PDS could successfully push through only the most qualified of those candidates, based on set criteria. PDS had a general idea of the types of attributes they wanted to measure, so they began evaluating both the legalities of requesting such information and what testing delivery method was most appropriate for their unique needs.

Solution

PDS inquired from 5-6 pre-employment assessment companies on whether or not they had access to a wide variety of commercially available assessments and who had the screening capabilities to help drive their cost-cutting initiative. After reviewing multiple vendors, PDS determined that TALX, via its **pan** assessment division, offered the most comprehensive mix of features, benefits, and customization to fulfill their pre-employment screening needs.

solution continued...

PDS determined that productivity and safety were critical competencies they wanted to measure in order to identify candidates that were less likely to be involved in workers compensation claims. TALX worked with PDS to identify an assessment that measured these critical attributes and fit their logistical and fiscal needs. Additionally, TALX developed a custom candidate report based on PDS specifications which provided conservative ratings for each candidate based on PDS requirements. After implementing the new assessment, PDS determined that two versions of the assessment would be necessary based on whether or not the candidate was a new hire or a rehire. The new rehire assessment tested more heavily on 'safety' because of the information gathered during that employee's preceding period of employment. In many cases, the employer requested that employee specifically because of prior, positive job performance.

Results

Prior to contacting TALX regarding their assessment needs, PDS had averaged 110-115 workers compensation claims per year. After implementing the pre-employment assessment, workers compensation claims decreased as follows:

- Year 1 - 82 claims and \$541,000 in expenses
- Year 2 - 68 claims and \$279,000 in expenses
- Year 3 - 18 claims and \$22,000 in expenses

It is also estimated that pre-employment screening successfully filtered out 20% of candidates in the pre-employment stage who possessed a higher statistical probability of demonstrating low production and/or unsafe behaviors.

To learn more about how TALX can help your organization, contact us at **1-800-888-8277** or **moreinfo@talx.com**.