5 ways you can improve fairness of assessment technology in high volume recruitment

Incredible cost-savings:
Application processing went down from 224 days to just 21 days: South Wales Fire and Rescue Services

It’s a no-brainer:
Research shows that more diverse workforces statistically outperform their competitors

1. Take a **technology-first** approach and enable mobile assessment
   - 63% of internet usage on Moblies and Tablets
   - Moblies are owned by more people, therefore more inclusive
   - Job searches predominantly carried out on mobile

2. Get predictive - ensure you **validate** your results
   - Validation is not just for stats geeks
   - Collect job performance data during the design
   - If a test predicts performance more likely it will be fair

3. Monitor, monitor, monitor...and **keep monitoring**
   - Test data needs to be collected and monitored to ensure that it works
   - Do it every 6 months
   - Use our unique algorithm to spot discrimination

4. Fish in the widest possible talent pool by **embracing accessibility**
   - 10 million are disabled in the UK: 15% of the population
   - Don’t be a digital discriminator
   - Accessibility ensures that you are accommodating as many people as possible

5. Pay close attention to content and use it to boost fairness.
   - Face validity for ensuring it is realistic and relevant
   - Content can influence inclusivity and fairness
   - Content validity for ensuring it is non-procedural

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