

Aviation Company Vastly Improves Training Pass Rates

Challenge

The employer was disappointed with the calibre of employees they were hiring using their current recruitment process. Employees who would be working on specific aircraft had to undertake and pass a demanding and costly training course, however their pass rates were sitting at around 68%. The company wanted to improve this pass rate to justify the expense of recruiting and training their new recruits.

Solution

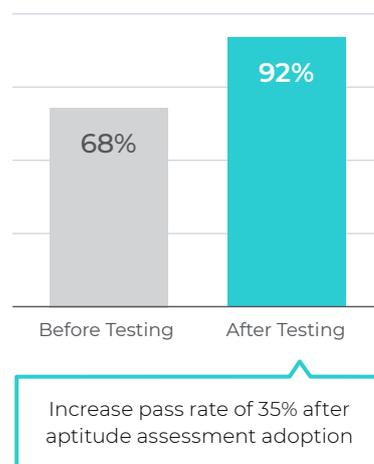
The company decided to start using a cognitive aptitude assessment to get an accurate measure of each candidate's cognitive ability, which is also known as general mental ability (GMA). After consultation, they began using the cognitive aptitude assessment as a screening tool and would only progress candidates who scored above a specific level on the assessment.

Results

After adopting the cognitive aptitude assessment, the training pass rate increased from 68% to 92%, which represented an increase of 35%. These vastly improved training pass rates resulted in significant time and money savings for the company.

The company started using the cognitive aptitude tests as a critical step in their hiring process and would only advance candidates who demonstrated a sufficiently high level of aptitude. This in turn led to significant cost savings and more qualified and productive employees.

Training Pass Rate



Assessments

Cognitive Aptitude Test

Cognitive aptitude, sometimes called general intelligence or g, is the single most accurate predictor of future job performance. Tests of cognitive aptitude assess abilities that are critical to almost all jobs, including problem-solving ability, critical thinking, attention to detail, and the ability to learn, digest and apply new information.

We offer a broad range of cognitive aptitude tests including the traditional Criteria Cognitive Aptitude Test (CCAT), game-based assessments Cognify and GAME, as well as more specialised tests such as the Criteria Attention Skills Test (CAST) and the Criteria Mechanical Reasoning Assessment (CMRA).

INDUSTRY
Aviation

OBJECTIVE
Improve Training Completion

SOLUTION
Cognitive Aptitude Assessment

RESULTS
Improved Training Pass Rates

The company increased pass rates for a required training course by selecting employees with higher cognitive aptitude test scores.