The employer was disappointed with the calibre of employees being hired as a result of their recruitment processes. Employees who would be working on specific aircraft needed to undertake and pass a long and costly training course; however, their current pass rates were sitting at around 68%. The company saw this pass rate as unacceptable given the investment they were making in hiring employees and putting them through the training.

The company began using the Revelian Cognitive Ability Test (RCAT) during the recruitment process, to get an accurate assessment of each candidate’s cognitive ability, also known as *aptitude* or *general mental ability*.

During the year they introduced the RCAT, 130 employees completed the training course, and the pass rate for the course increased from 68% to 92%.

**BACKGROUND**

An Australian aviation company was frequently hiring people for Aircraft Maintenance Engineer positions, but found that some of these employees had trouble passing an essential, lengthy and expensive training course. Using a 20 minute online cognitive ability assessment helped them vastly improve training pass rates, saving the business substantial amounts of time and money.

**SUMMARY**

The company began using the RCAT as a critical step in their hiring process, and only advanced candidates who demonstrated a sufficiently high level of cognitive ability.

This in turn led to significant cost savings and more qualified and productive employees.