AVIATION COMPANY VASTLY IMPROVES TRAINING PASS RATES

BACKGROUND
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.

PROCESS
The company decided to start using the Revelian Cognitive Ability Test (RCAT) to get an accurate measure of each candidate’s cognitive ability, also known as aptitude or general mental ability (GMA). In consultation with Revelian, they began using the RCAT as a screening tool, and would only progress candidates who scored above a specific percentile score on the RCAT.

RESULTS
Using the RCAT led to vastly improved training pass rates, which saved the business time and money.

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

We love discussing how incorporating assessments into your recruitment process can help you improve your critical HR metrics. Call us on the numbers below or email enquiries@revelian.com for an obligation-free conversation.

COGNITIVE ABILITY TESTING
Numerous studies over the past 100 years have repeatedly shown cognitive ability (also known as general mental ability or g) to be the single best predictor of future work performance.

People with higher levels of cognitive ability are able to acquire, retain and use information more effectively. They can pick up new information quickly and are better at solving complex or unusual problems.

You can assess cognitive ability using Revelian’s traditional, 20 minute Cognitive Ability Test (RCAT) or one of our newer game-based assessments, Cognify or Theme Park Hero.