



## Case Study

### MANPOWER Putting SkillCheck to the Test

Manpower International, one of the world's largest staffing organizations, has been providing temporary staffing and other services to companies worldwide since 1948. With 400,000 customers worldwide, Manpower screens hundreds of thousands of candidates every year for jobs in over one hundred countries.

When Manpower decided to standardize its software skills testing, the company turned to SkillCheck Assessments from First Advantage. With its own in-house department of testing specialists to help analyze and develop testing products and programs, Manpower will only work with outside testing vendors capable of developing a product to Manpower's exacting standards.

The result of the collaboration between Manpower and the First Advantage Assessment Division (formerly Skillcheck) was Manpower SureSkill, a Manpower-branded assessment product designed to measure employee competencies with popular office software such as Microsoft Word, Excel and PowerPoint, WordPerfect, Lotus 1-2-3, Microsoft Windows and more.

Manpower conducted its own research to determine the test items needed to create valid assessments for a variety of employee job roles. Once that research was completed, the First Advantage Assessment Division could quickly develop exams that matched that content study using item banks of hundreds of high-quality performance-based test items. Once tests were constructed that met Manpower's needs for content validity, the exams were put through additional rigorous testing to meet Manpower's needs for criterion validation.

The Assessment Division has since translated Manpower's SureSkill product into French, Spanish, German, Dutch, Italian, Portuguese, Norwegian and Japanese for use on five continents. The company also provides Manpower with additional test content and test management tools, including the Manpower TestCenter, which is used to manage a variety of tests from multiple vendors.

For additional information  
about First Advantage  
Assessment Solutions,  
please visit  
[www.FADVAssessments.com](http://www.FADVAssessments.com)  
or call our SkillCheck product  
hotline at 800.648.3166.