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WSP Saudi National Graduate Programme

MINDMILL DELIVERS GRADUATE SCREENING AND SELECTION PROGRAMME FOR WSP MIDDLE EAST

WSP Middle East launched a graduate programme where the vast number of potential candidates necessitated an efficient, competency based, screening and selection process.

WSP felt it was time to modernise their recruitment process utilising an analytical approach. Looking beyond the CV at a candidate's natural skills and abilities, WSP and Mindmill deployed an automated competency based methodology to identify the most suitable candidates and increase the hire success rate.

After all it is impossible to judge potential from a CV alone!

By mapping the competencies required for the Graduate Engineer role to Mindmill's Psychometrics, an automated application and assessment process could be launched. When the application drive came to an end, a full digital profile including a job role match was available for each candidate, instantly.

Psychometric testing is becoming increasingly recognised as a critical element within recruitment.

This process significantly reduces shortlisting time as competency based candidate ranking allowed the recruitment team to quickly sort applications.

CV screening is subjective and risks recruiter bias influencing who makes the shortlist. Assuming it takes only 10 seconds to screen one CV, a saving of at least 12 hours in candidate screening was realised. Should an average CV require 60 seconds to screen, the time saved rockets to 72 hours by deploying Mindmill's Graduate Screening process on a single project.

Bar the time saved via improved efficiency - shortlisting by filtering for workstyle and ability, removes any bias and mistakes that may potentially happen during a manual process.

SOLUTION

BENCHMARK

Mindmill's first step was to benchmark the competency requirements for an Engineering Graduate role.

ASSESS

Mindmill created an assessment programme to identify which candidates hold the capability to learn the required skills for the accelerated programme in the given timeframe.

SHORTLIST

Results were automatically ranked, allowing for the reduction of approximately 4,000 candidates to a initial shortlist of 1,000. From there, 519 candidates completed an assessment in a cost effective, and time efficient manner.

OUTCOME

By benchmarking the required job role competencies; selected candidates who matched the workstyles and abilities were invited to an assessment day. Assessors were impressed with the calibre of graduates that were selected.

- Initial shortlist reduced to 1000 from 4000 applicants
- 242 (47%) of the candidates passed the benchmark requirements.
- 20 (83%) were invited to final interview stage.
- Selection based on a balanced score card across psychometric, assessment centre performance and technical interview.
- Positive hiring manager/candidate experience through the process

Six months after initial start date, management feedback and the engagement levels of the selected candidates has been overwhelmingly positive. All graduates retained after 8 months to date and development progress is meeting plans for accelerated learning.

THE

CONCLUSION
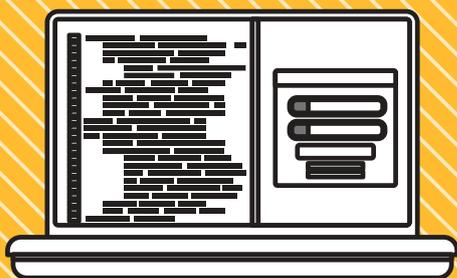
24 OUT OF 242

The top 10% of candidates that completed an assessment were invited to an assessment day.

The process was successful in matching the skill sets of graduates with industry needs; a process which is vital for economic growth in the Middle East. Mindmill were crucial to the selection process; Mindmill assessments facilitated the identification of those graduates who have the most potential to be trained in the skills and qualifications essential to pursue a career in a thriving industry. The high calibre of graduates identified, and how well they matched the role in question, proved to WSP that a better process resulted in an improved candidate journey producing successful graduates.