

## CASE STUDY

# Leveraging technology as a competitive edge for emerging job applicants **SCREENING TOOLS** provider

**Aiming to lead the market for corporate skills testing, eSkill needs to leverage its competitive advantage of client customization as the focus of its ongoing product development. To earn significant market share, eSkill products and services need to be optimized for small companies as well as Global 50 HR departments.**

## The Client

A leading provider of Web-based skill testing, eSkill Corporation specializes in providing online skills testing for the corporate hiring market. With more than 100 technical, clerical, business, math, and language subjects as well as 1,100 selectable subtopics, eSkill's employment screening software provides or creates all necessary tests that accurately fit complex applicants selection automation needs in a cost and time-effective manner.

### Eric Friedman, President & CEO, eSkill Inc

*"OSF Global Services hit the ground running, taking our old code - which turned out to be poor - and rewriting our application that currently serves 300 corporations across five continents. They have grown from being 'just' a strong programming team into my most trusted partner in business operations. I'm grateful to have been introduced to OSF Global Services over 3 years ago."*

## The Idea

In human resources the overall costs of the recruitment processes are inflicting some of the highest expenses of both time and resources. Automating skills testing reduces by over 70% the expenses of candidate screening, and also provides an accurate picture of candidate skill level in proven correlation to his performance according to job requirements.

## The Challenge

Aiming to lead the market for corporate skills testing, eSkill needs to leverage its competitive advantage of client customization as the focus of its ongoing product development. To earn significant market share, eSkill products and services need to be optimized for small companies as well as Global 50 HR departments.

## The Solution

While functionality, scalability, complex tracking and reporting tools, data management and advanced security and privacy settings are critical in delivering a quality service, this is primarily a content-driven product. To support the competitiveness of the eSkill platform, our team had to deliver both a functional platform as well as a content-rich skills testing tool.

Our tasks have included:

- improving the application interface;
- authoring content;
- permanently upgrading the functionality and ease-of-use of the application;
- developing multi-language support;
- migration to newer technologies.

## Technologies

J2EE, EJB, JSP 2.0 SQL Server.

## The Results

From the foundation of our client's idea to the growing success and acceptance it encompasses today, our team has been contributing to the globalization of our client's business. eSkill now has an unmatched technological edge and quality content, which sets the eSkill solution apart as the benchmark platform for the corporate candidate screening market.

**Keith E. Nadeau,**  
Sales Director, eSkill Corp.

*"I can't stress enough how important OSF Global Services has been to us in our growth over time as our revenues continue to double each and every year. When we've had application issues, their response time is unparalleled. We wouldn't be able to provide the kind of services our customers depend on without OSF. I consider them a true and loyal partner on the front lines. I would recommend OSF Global Services to anyone as their IT solutions provider. They have help propel the eSkill application into a force to be reckoned with."*