

eSkill

Talent Assessment Platform™



Case Study

GE Renewable Energy Uses Customized Skills Tests to Qualify Technical Candidates

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The Situation

GE Renewable Energy is a \$15 billion business that provides end-to-end solutions for customers that need reliable and affordable green power products. It employs around 40,000 employees in more than 80 countries and has deployed more than 400+ gigawatts of clean renewable energy installations. It combines onshore and offshore wind, blades, hydro, storage, utility-scale solar, and grid solutions as well as hybrid renewables and digital services offerings to equip more than 90% of the world's utility companies with its grid solutions.

Since its project portfolio was expanding rapidly, GE Renewable Energy needed to fill a large number of Wind Technology Specialist roles to service new and existing equipment. Naturally, the company wanted to hire the best-qualified candidates and get them out in the field as quickly as possible. This meant it needed a way to screen applicants efficiently as well as provide technical training.

The Solution

Since the HR team at the corporate office was familiar with and liked eSkill, GE Renewable Energy decided to use it to create both hiring assessments that evaluated applicants' technical knowledge and aptitude, and provide product training for new and existing hires.

Implementation

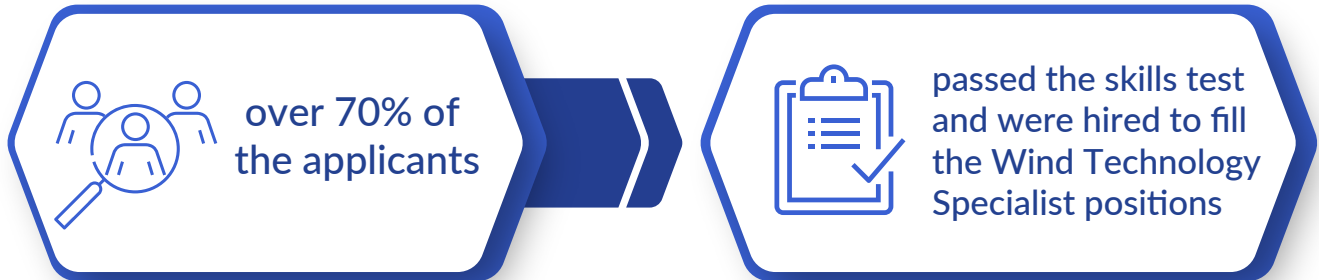
GE Renewable Energy created skills tests that met its specific needs by choosing questions from the eSkill Test Library, added questions of their own, and then used the eSkill Test Editor to customize them. Since the company used its own proprietary ATS, it engaged eSkill's tech team to integrate the hiring assessments and technology training materials with it. The outcome was a single, unified recruiting, hiring and training solution that the HR team could easily manage that provided a positive experience for candidates.

As stated by Carrie Whetzel, a recruiter for GE Renewable Energy, "eSkill is a user-friendly system for our applicants, and the feedback I have received from some of them is that it helps them learn more about what we are looking for in prospective employees."



The Results

After implementing the eSkill Talent Assessment Platform™, GE Renewable Energy was able to reduce time-to-hire for the vacancies because recruiters could easily identify top candidates. Over 70% of the applicants passed the skills test and were hired to fill the Wind Technology Specialist positions. Some candidates who passed were not selected because there was only one opening and multiple candidates applied. Many candidates also applied for and were hired for other roles at the company.



Please [request a demo](#) to learn how customized skills tests can help you improve hiring and training.