



Vocational Assessment

Barrington Counselling conducts psychological assessments and appraisals for individuals and organisations to aid them in finding the right person for the job. For candidates, the psychological profile identifies important strengths and their compatibility with the job.

The profile also identifies areas requiring further personal and professional development, saving organisations up to three times that employee's annual salary in recruitment, training and lost productivity (Harvard Business School, 2007). Based on the average Australian salary, this can save organisations up to \$300,000 (MyCareer, 2010).

THE BENEFITS

By employing the Vocational Assessment tool, organisations are able to:

- 1 Immediately identify a candidate's appropriateness to a role within a 24 hour turnaround
 - 2 Avoid costly outlays in hiring and training unsuitable candidates
 - 3 Benchmark candidates against measurable outcomes
 - 4 Assist with management strategies to ensure successful job performance
- Psychological assessment is three times more likely to provide an accurate reflection of a candidate's suitability than their previous job experience, and four times more likely than their education. This same research discovered that Vocational Assessment was twice as accurate as the actual interview (Criteria Corp, 2010).
 - 20% of companies currently employ psychological assessment in their hiring processes (AMA, 2001), making the recruitment and talent projection more responsive and cost effective for those companies.

THE PROCESS

STEP 1	The candidate undertakes an online questionnaire (approximately 15 minutes)
STEP 2	Barrington matches that information alongside the position description and team dynamics of the organisation
STEP 3	Barrington provides a one-page summary on the candidate's suitability for the role.

OUR TEAM AT BARRINGTON

Barrington Centre provides organisations with the advantage of an integrated approach towards people management ensuring an alignment of their skills and current business practices. Our methods and strategies facilitate a process that ensures sustainable outcomes.

The Barrington team has facilitated the candidate process for industries ranging from the public sector to industrial, manufacturing, legal and transport.