

Case Study: Westpac New Zealand

Adopting a fresh approach to Graduate Recruitment

The Client

Through their consulting partner, Momentum, Westpac New Zealand run annual Graduate recruitment programs aimed at attracting the best potential. To assist the selection process, Westpac utilise cognitive ability testing to identify potential high achievers for their Graduate programs.

The Objectives

In deciding their preferred solution, Westpac identified the following key deliverables:

- A solution that provided them with comprehensive information on the candidate's ability.
- A process that gave a pleasant candidate experience and demonstrated fairness to all applicants.
- A solution delivering reliable systems that would enable candidates to easily access and complete their tests remotely.
- Value for money.
- A solution measured against the local market.

The Solution

Momentum recommended Saville's Swift Aptitude Analysis Assessment and TestGrid for the Westpac Graduate Recruitment program. Swift was chosen for its ability to combine verbal, numeric and diagrammatic ability testing into a single 18-minute assessment and provide valid and reliable results allowing Westpac to identify potential high achievers. TestGrid was recommended because of the stability of its online platform and ability to provide a new, fresh assessment complete with local norms and candidate benefits.

The Results

The TestGrid solution was adopted by Westpac to administer 150 candidates remotely through an online platform.

The selection of Saville Swift allowed Westpac to cost effectively identify applicants with the best potential to succeed.

Candidates experienced a fresh approach to the screening process through completing a much shorter assessment that still delivered fairness and accuracy in results and a reliable, simple method of access.

Reporting outputs provided Westpac with the option to provide candidates with feedback on their individual results if they chose to do so resulting in opportunities to demonstrate candidate care.

The successful implementation of the TestGrid solution means Westpac was able to complete their candidate testing without disruption and on schedule. Reporting was provided immediately upon completion of testing allowing Westpac to begin the analysis of their candidates.

"TestGrid's ability to provide a stable online platform, new testing options and ability to deliver comprehensive results has not only been integral in assisting us with our selection process, it has provided our candidates with a positive experience of Westpac."

– Amanda Hines, Graduate Manager - Westpac New Zealand

Prepared by: TestGrid

Authorised by: Westpac NZ & Momentum NZ