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# **The perfect fit: Employers use range of tools to make the best hire**

## **Employers use a range of tools to make the best hire**

**Premium content from Birmingham Business Journal by Crystal Jarvis, Staff**

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With the jobless rate climbing to new heights every month, it's an employer's market for companies with job openings.

For one position, resumes are flooding in.

Since a number of laid off workers are desperate to find a job and fill out an application for every job available, managers don't know where to begin.

Sitting face-to-face with every candidate is out of the question, so many Birmingham-area companies have turned to pre-screening and assessment tests to help weed out unqualified candidates and find the one that's the right fit for the job.

Since the selection pool is filled with hard workers and, well, not-so hard workers, choosing the right person for the job can be essential to the overall success of a company amid trying times, experts say.

"It's even more important now to use these tools because good people with a lot of talent are actually out there looking for jobs right now," said TalentQuest Managing Director Kelly Schuck, who oversees the firm's Alabama operations. "So you have to be more prudent with the decisions you make because there are so many people to choose from."

A pre-screening test is a recruiting tool that eliminates applicants who do not have desired experience to perform the specific job duties. The test would ask basic questions to find out more about the applicant's educational background and work experience.

For example, if a truck driving company required its job candidates to have a class A license

