

## CASE STUDY

# How Filtered was used to evaluate and hire English-fluent developers proficient in Java and Groovy.

## OVERVIEW

A worldwide staffing corporation needed to hire a group of Groovy and Java developers to support a project for a client in Peru. Since, assessing programming skills can be significantly more difficult with a language barrier, the managing director decided to create an experiment to see if they could get offers to candidates more efficiently using Filtered.

**For the Filtered experiment, a selection process was designed that included two technical assessments completed in a controlled testing environment, which were compared to their normal process.**

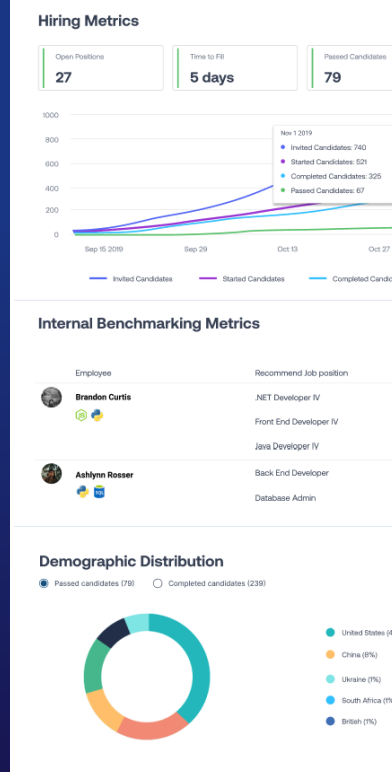
For the first interview, a basic abilities test was built in Filtered's platform that was comprised of:

- One video question to test spoken English ability
- Two algorithm questions
- One SQL/Database question

For the second interview, the client assigned their own take-home homework assignment that the staffing corporation was able to simply upload into the system.

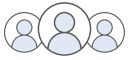
**“If you want to **triple** your ability to find and land high-quality candidates, **you** need Filtered.”**

**Managing Director**  
*Worldwide Staffing Corporation*



## IMPACT & RESULTS

### No Screening Tool



Initial pool cluttered with underqualified candidates who didn't meet all necessary requirements.

**39%**

PASSED 1ST ROUND

**36%**

PASSED 2ND ROUND

**66%**

RECEIVED OFFERS

### Using Filtered



Filtered testing process produced more viable candidates who succeeded in later rounds.

**50%**

PASSED 1ST ROUND

**60%**

PASSED 2ND ROUND

**83%**

RECEIVED OFFERS

### Benefits



#### Greater efficiency in the selection process.

Faster elimination period for unqualified applicants who failed the automated screening process, freeing the client to concentrate on stronger applicants earlier.



#### Improved insight into candidate skills.

Filtered's AI creates a complete picture of the strengths, weaknesses, and English skills for each candidate in an easy-to-understand summary.



#### Less subjectivity when grading the applicants.

Filtered removes bias against technical skills and stack ranks the results against other applicants.

## CONCLUSION

The staffing corporation was blown away by the results. The process of pushing candidates through Filtered's AI-based assessments weeded out a huge portion of candidates, helping to eliminate fraud early in the process — something they had seen escalate during the pandemic. It also gave managers real insight into what the developer was thinking, including what tabs they opened and what they had to look up to solve the problem.