



**Quickfire Virtual Assessment  
Centres to Combat  
COVID-19 for EY**

Protecting future talent in the  
wake of the coronavirus outbreak

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EY is one of the world's Big Four accounting firms. They provide professional assurance, tax and advisory services to market-leading clients around the world.

The firm's purpose is to build a better working world for its people, clients and community – a world where economic growth and sustainability are inclusive. EY always strives to improve the quality of their services while investing in people and innovation.

## Objective

The sudden escalation of the COVID-19 pandemic has forced organisations to change the way they find future talent. But, with change comes opportunity – and many forward-thinking companies are moving towards virtual recruitment solutions to combat COVID-19.

In response to the risks of COVID-19 in the workplace, EY implemented an organisation-wide policy that prevented group gatherings. This encompassed the firm's early talent assessment centres, which had already been planned, scheduled and booked.

EY understood that cancelling assessment centres would risk losing candidates' trust

and attention. Candidates expect employers to react effectively to change, and not being able to provide a fast-paced solution could leave them disengaged from the process altogether.

EY needed a recruitment technology solution that would enable them to discover next-generation potential without raising risks or sacrificing candidate experience.

As leading experts in early talent acquisition, we had already introduced EY to Impact – our digital platform for paperless assessment centres. Digitally streamlining the recruitment process has proven to be an ultra-efficient solution that saves time, money and the planet.

The ever-changing circumstances prompted by COVID-19, called for the platform to be rapidly transformed into a virtual assessment centre. Candidates needed to enjoy the same engaging, immersive and realistic experience while protecting against the travel and social distancing challenges posed by the coronavirus.

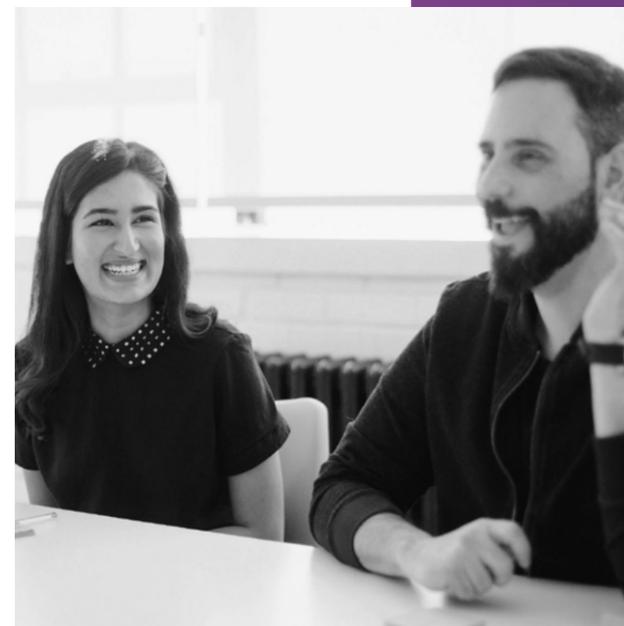
## Solution

The future of assessment is digital, virtual and paperless. Based on our existing cutting-edge technology, we worked closely with EY to redefine their digital assessment process. Impact is not only a dynamic, interactive and highly engaging platform for managing volume recruitment, it can also be easily adapted to avoid unnecessary risk during these uncertain times.

By creating a virtual assessment centre, we enabled assessors to safely engage with candidates during back-to-back private video calls with screen-sharing facilities. Candidates could interact using their own devices as part of an exciting experience that reflected real-life roles and delivered more authentic assessments.

New schedules were created for each assessor, detailing the video meeting rooms they needed to host. The same information was communicated to candidates to make sure they attended the meetings. Studies have proven that Impact can save 96% of the time it takes to plan assessment centres – freeing up valuable resources.

We also supported EY in making their digital assessment assets, such as case studies, role playing exercises and behavioural measures, available to assessors and moderators. These were then securely presented to candidates to protect the integrity of assessments.

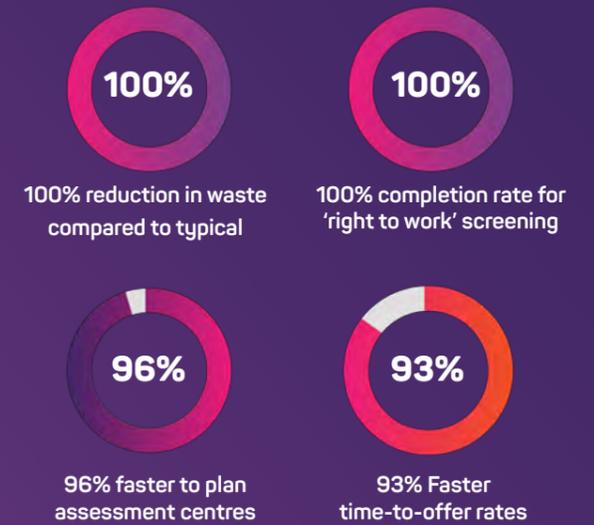


## Results

Our ability to act with agility was showcased by working with EY to successfully convert two digital assessment centres into virtual assessment centres within the space of 48 hours. As a virtual assessment tool, Impact achieves the same accurate, consistent, time and cost-saving results that help organisations make better-informed decisions regarding volume hiring.

Candidate experience didn't suffer as a consequence. Candidates remained engaged in the recruitment process, using their own devices to access personalised schedules and task instructions, complete exercises, communicate in real-time and share information in the same way they would in real-life scenarios.

[Watch feedback from EY and candidates.](#)



Impact contributes to saving 20,000 hours of labour over the next three years

Impact contributes to saving £1.2m in costs over the next three year

83% of candidates rated the EY Impact experience 10/10

## Client quote

"We had 48 hours to turn these virtual events into reality and Amberjack really went above and beyond our expectations. The virtual assessment centres went really smoothly and EY is incredibly pleased with the results produced."

Student Recruitment Manager, EY

## Candidate quote

"It was a really different, engaging and innovative day with the opportunity to actually be yourself and get to know EY properly."

EY Virtual Assessment Centre Candidate

Get in touch

