Buyer's guide for AI-powered skills assessment tools

How skills assessments help you hire top talent & the top 10 platforms to explore
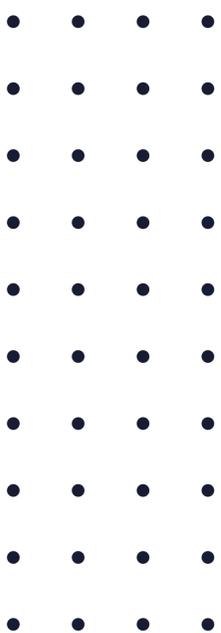
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Introduction

Organizations that adopt skills-based hiring witness a 91% faster recruitment process

Hiring the wrong person is a problem every hiring manager knows too well. It's not just a small hiccup; it's a costly mistake that can hit your company hard. Studies show that a mis-hire can cost anywhere from $15,000 to $240,000, depending on the role's salary.

A bad hire can sink team morale, slow down projects, increase turnover, and even hurt your employer's brand. For anyone in talent acquisition or HR leadership, these are the kinds of headaches that keep you up at night.

The real issue is that, too often, we rely on resumes, interviews, or a gut feeling to make hiring decisions. But those don't always tell the full story. A candidate might look great on paper and still not have the right skills, fit your culture, or mesh with the team. That's where skills assessments come in.

They're a practical, data-driven way to figure out who can actually do the job and thrive in your organization. Skills-based hiring assesses candidates on what they can do, not what they did or their experience or educational background.

> Hiring and compensating people based on their skills and experiences rather than their credentials or pedigree is as important as it is obvious – but it can be challenging to put into practice. Businesses that can figure out how to effectively hire and retain workers based on their actual skills will be able to tap into a larger talent pool and gain a competitive advantage.
>
> **Ben Wallerstein**
> *CEO & Co-Founder, Whiteboard Advisors*

They're a practical, data-driven way to figure out who can actually do the job and thrive in your organization. Skills-based hiring assesses candidates on what they can do, not what they did or their experience or educational background.

This ebook covers what to look for, how to define business needs, top questions to ask vendors and an in-depth comparison of the top 10 skills assessment platforms.

Industry trends

Why is there an increasing trend toward skills assessment?

Traditional hiring practices relied heavily on resumes. Initially used by skilled workers to show their expertise to companies, it has now been reduced to a formalized document listing work experience, education, and references.

Though the resume is not a problem, candidates have started manipulating resumes to project themselves as perfect for the role.

Research shows that about 70% of job seekers admit to lying in their resumes. This raises the question of the reliability of resumes in assessing a candidate's true skills and qualifications.

The consequence of this is usually a mishire. And that's something you don't want.

Skills assessment tests candidates based on their actual skills and helps hiring managers narrow down the list of candidates to interview.

Since skills-based hiring is a targeted approach that involves evaluating candidates' on-the-job skills, personality, behavorial, cultural fitness, etc, it ensures that only the right candidate with the right skills gets selected.

Combined with the right hiring process, skills assessment can slash the time-to-hire tremendously (Testlify reduces time-to-hire by up to 55%).

Beyond pre-employment, skills tests can be used for career development to evaluate the skills and performance of the current workforce. This gives companies a clear picture of what training is needed to upskill employees and when to roll it out.

Apart from that, for Learning and Development, skills assessments act as a straightforward, unbiased checkpoint as employees move through their learning journey, ensuring the training is working.

> A skills-first approach to hiring, promotion and retention is a viable pathway for companies to access large pools of untapped, skilled talent and provide family-sustaining wages to those who have for far too long, been left on the sidelines.

Matthew McGuire
Chief Business Officer, OneTen

Industry trends

The shift from technical skills to soft skills

The adoption of AI has undoubtedly made everyone rethink how hiring is done. Earlier, technical skills were considered a major factor in determining a candidate.

Fast forward to 2025, having a polished degree from a fancy college or working at a top-tier company no longer cuts it.

Employers want something more humane: soft skills. Despite hiring candidates with perfect resumes, in 2024, 74% of employers globally had difficulties filling the role.

84% of hiring managers look for soft skills in their new hires. These soft skills are often seen as important as they can directly impact hiring decisions (22%).

90% of companies with over 500 employees consider soft skills the most important factor.
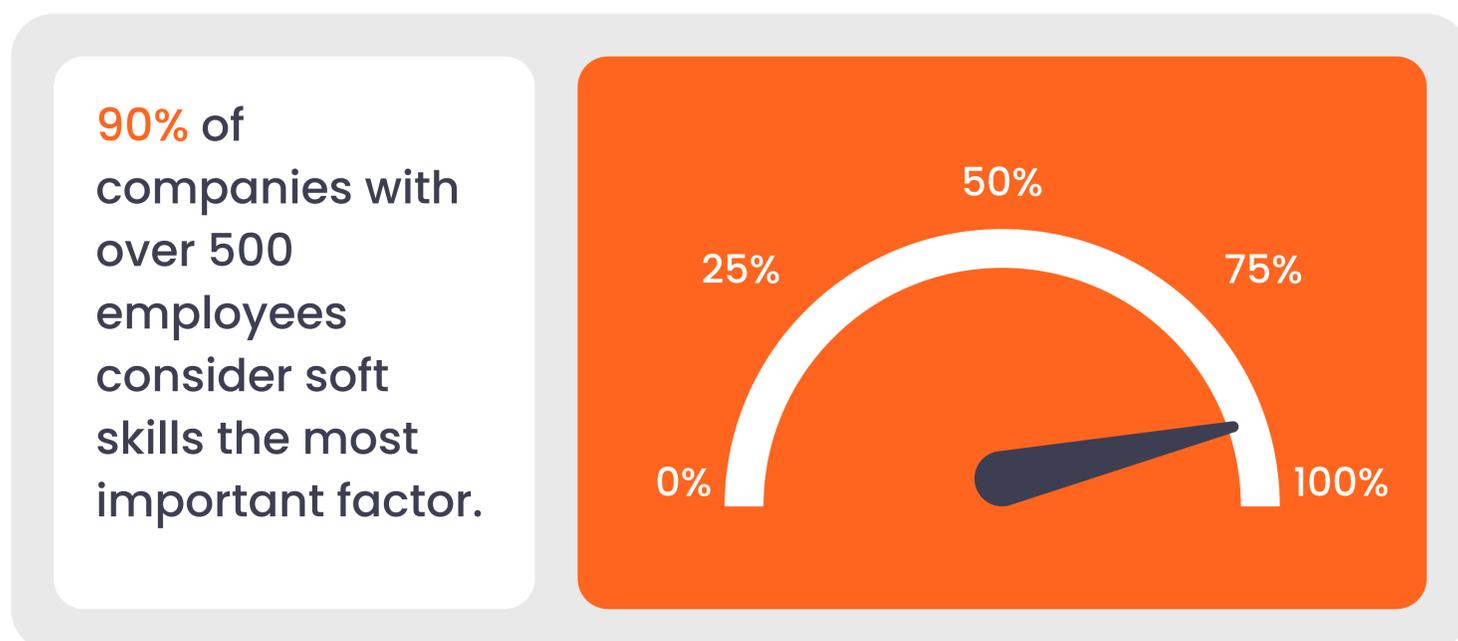
Such a drastic need for practical knowledge of real-world competencies and skills has prompted companies to rely on skills assessments.

Spotlight on diversity and inclusion

For good reasons, diversity and inclusion have become a top priority in the workplace. Studies show that only 6.66% of Fortune 500 companies have women CEOs.

These social, economic, and shifting expectations have forced companies to rethink their DEI practices.

Skills-based hiring improves diversity significantly. 90% of employers see improved diversity, and 84% agree it reduces hiring bias. This trend aligns with companies' goals to build inclusive workplaces, especially as societal expectations push for fairer hiring practices.

How to choose the right skills assessment tool

When selecting a skills assessment tool for your organization, making an informed decision that aligns with your goals is essential.

Leaders should focus on three core areas to simplify the process while ensuring the choice is effective and professional: **Technology needs, change management strategies, and ethical AI standards**.

Below, we outline these areas with key considerations to guide your selection.

Technology considerations

The most common questions companies might have when it comes to choosing a skills assessment tool are:

➤ What types of assessments or questions does the platform offer?

➤ Can it handle high volumes during peak hiring?

➤ Does it have advanced proctoring features? How well does it prevent candidates from cheating?

➤ Will I be able to use it for internal training and succession planning?

➤ How transparent and explainable are the AI decisions?

➤ Does it have integration with other popular ATS tools?

Rightfully so, employers must make sure they choose a tool that offers all these solutions and more.

Here are some additional key questions to guide your evaluation:

➤ How long does it take to implement your skills assessment solution?

➤ Do other enterprise customers use your tool? What results have they achieved?

➤ How does your platform handle different terms for the same skill?

➤ Can we define our own skills and job terminology?

➤ Are skills and job insights tailored to our industry?

➤ How is the skills framework built, updated, and maintained?

How to choose the right skills assessment tool

- ➤ What is the user experience like?

- ➤ Does your tool integrate with our existing tech ecosystem?

- ➤ How can skill data be incorporated into our workflows?

- ➤ Can we track the data source for each skill?

- ➤ Does your skills ontology evolve over time?

- ➤ How are updates to job and skill requirements applied across our organization?

Change management considerations

Adopting a skills-based approach isn't just about technology. It's also about shifting mindsets around talent management. Businesses need strong change management support to transition to a skills-based organization successfully.

When evaluating vendors, consider asking the following:

- ➤ What does a partnership with your company look like?

- ➤ Do you provide change management resources?

- ➤ Is there a customer community where we can connect with others using your technology?

- ➤ What kind of change and enablement services do you offer?

- ➤ Does your tool include an action platform or mobility layer?

- ➤ How can we take meaningful action based on the skills assessment provided?

Ethical AI considerations

To assess a vendor's commitment to ethical AI, ask:

- ➤ What proprietary data does your platform use?

- ➤ How do you ensure AI is applied ethically?

- ➤ How protected is my data?

- ➤ Do you hold any certifications for ethical AI usage?

- ➤ Does your tool rely solely on LLM outputs, or are other models involved?

How to choose the right skills assessment tool

➤ Does the system enhance human decision-making, or does it replace it?

➤ How do you ensure fairness in AI-driven assessments?

Anti-cheating, integrations, other AI features

Research shows that nearly 30-50% of candidates cheat on online assessments. Companies must use a talent assessment platform that offers advanced proctoring features.

Ask questions like:

➤ What kind of anti-cheating features do you offer?

➤ Is the final data or output relied on in real time?

➤ Does the platform offer advanced reporting and global benchmarking?

➤ How many levels of proctoring does the platform offer?

➤ What is the average candidate experience score?

➤ Is there a mix of questions that can be used better to assess candidates?

➤ Does it allow assessing real on-the-job skills?

➤ How quick is their customer service?

➤ Does it allow a white-labeling option?

➤ Does the platform offer ATS integration with popular tools?

Key capabilities & features

This section describes some core features and capabilities you should consider when choosing talent assessment platforms. Though each platform may use different terminologies to denote different concepts, the core meaning remains the same.

Some of the important definitions you need to understand are:

➤ **Assessments:** Assessments are tools or processes used to evaluate a person's skills, knowledge, abilities, or personality traits. In hiring, they help measure how well a candidate fits a role by testing specific competencies, like problem-solving or technical expertise.

➤ **Interviews:** Interviews are conversations between a candidate and an employer to assess qualifications, experience, and fit for a job. They can be in-person, over the phone, or virtual, and typically involve questions to gauge a candidate's skills, behavior, and alignment with the company's culture. It's a chance to see how someone thinks and communicates firsthand.

➤ **On-the-job evaluations:** On-the-job evaluations are reviews of an employee's performance while doing their work. They look at how well the person applies their skills, meets goals, and fits into the team, giving real-world insight into their capabilities.

➤ **Take-home projects or assignments:** Take-home projects or assignments are tasks given to candidates during the hiring process to complete on their own time. These might involve solving a problem, creating a sample work product, or demonstrating a specific skill relevant to the job.

With the rise of remote/hybrid work culture, companies are moving away from traditional in-office interviews to assessments.

According to Robert Half's 2025 Demand for Skilled Talent report, nearly half (48%) of job seekers prefer hybrid roles, while 26% want fully remote positions. Employers are adjusting to this shift. An analysis of over 400,000 U.S. job postings in Q4 2024 found a sharp increase in hybrid roles, particularly in HR (35% of postings).

All of these prompt companies to rely more on assessments to evaluate candidates' skills accurately, especially when in-person interviews aren't feasible for global hiring.

Moreover, in-person interviews range from $72.29 per candidate to 40% of an employee's base salary. On the other hand, skills assessments are more cost-effective ($49 per month for the entire candidate batch) than in-person interviews by reducing costs by up to 70% per hire.

Key capabilities & features

Some of the key features that employers should consider are given below.

01 Controlled testing environment

A strong skills assessment platform should provide diverse testing environments tailored to your hiring roles.

- Can candidates complete real-world simulations?
- Does the platform support interactive coding environments, front-end frameworks, and databases?
- Can it accommodate video or audio responses for role-specific evaluations?

Whether you need whiteboards, MS Office suite, spreadsheets, or industry-specific tools, the platform should align with your hiring process.

02 Multilingual support

Does the platform offer multilingual options for assessments? This is a must-have for companies that operate and hire remotely globally. A platform limited to English won't cut it when you're building a global team.
Look for a skills assessment tool that goes beyond English, offering languages like Spanish, French, Mandarin, or whatever aligns with your hiring needs. This flexibility lets candidates showcase their abilities comfortably in their preferred language, giving you a clearer picture of their potential and enabling global benchmarking of candidates.

03 Advanced real-time reporting and global benchmarking

Global benchmarking or validating within your existing pool is crucial to finding the right talent. This is why the platform you choose must already have an option to make it easier. Additionally, ensure that the talent evaluation platform provides a real-time reporting option with auto-grading or a mix of auto-grading and manual grading.

Key capabilities & features

04   Weighted scoring

A strong skills assessment platform should offer weighted scoring, allowing recruiters to assign different point values to various aspects of a candidate's response, ensuring a more nuanced evaluation.

05   Video AI

Video AI helps assess how well candidates communicate by analyzing their video responses. It looks at tone, confidence, and clarity, showing how they might talk to a team or clients. This gives a quick, clear picture of soft skills and fits beyond test scores without requiring many live interviews.

06   Audio and video interviewing features

A built-in audio and video interviewing tool allows recruiters to assess communication skills, problem-solving abilities, and cultural fit in real-time. This feature ensures a seamless interview experience without needing separate video conferencing software.

07   Psychometric assessments

Psychometric assessments help measure personality traits, cognitive abilities, and workplace behavior to ensure candidates align with your company culture. These assessments provide deeper insights beyond technical skills, improving long-term retention.

- Does your vendor provide behavorial assessments like DISC, PICOCEAN, etc?

Key capabilities & features

08 AI overviews

AI-driven candidate overviews analyze assessment results to provide quick, data-backed insights into a candidate's strengths and weaknesses. This saves recruiters time by highlighting top performers and areas that need further evaluation.

09 ATS integration

Seamless ATS integration ensures that candidate data flows smoothly across hiring workflows. From sending assessments to tracking results, integrating with an ATS eliminates manual work and improves hiring efficiency.

10 Comprehensive test library

Creating custom assessments is valuable, but having access to a well-validated, bias-free challenge library can save time and improve hiring accuracy. A strong assessment platform should offer pre-built challenges tailored to different roles and industries while allowing customization to fit your organization's needs.

11 Custom questions

Skills assessments should go beyond simple coding tasks. Look for a platform that offers multiple custom question formats, including multiple-choice, open-ended responses, situational judgment tests, and video-based questions. This ensures a well-rounded evaluation of a candidate's capabilities.

Key capabilities & features

12 Anti-cheating and proctoring features

A skills assessment platform should have ID verification and webcam monitoring to confirm identities and watch candidates in real time. Screen recording and audio monitoring should be inbuilt to block outside help and catch whispered answers. Plagiarism detection and randomized question banks should ensure original work and fairness. It also should have AI-flagging and detailed reports highlighting suspicious behavior with specifics.

13 Candidate experience

A poor candidate experience can drive top talent away. Choose a platform prioritizing a seamless, user-friendly experience with intuitive navigation, clear instructions, and timely feedback. A well-designed assessment process keeps candidates engaged and improves your employer's brand.

14 Security & compliance

For organizations handling sensitive candidate data, security is non-negotiable. Ensure the platform meets industry standards like ISO 27001, SOC 2 compliance, GDPR, and other security protocols to protect data integrity.

15 Pricing & scalability

A platform that restricts how many candidates you can assess limits your ability to create a fair and unbiased hiring process. Look for flexible pricing models that scale with your hiring needs, ensuring every candidate gets a fair opportunity to showcase their skills. Check how flexible and adaptable they are in the long run. Does the vendor provide options to customize features?

Key capabilities & features

16 White-label feature

A white-label feature allows companies to customize the assessment platform with their own branding, logo, and domain. This creates a seamless experience for candidates, reinforcing the employer's brand rather than the assessment provider's. It also enhances trust and professionalism, making the hiring process feel like an extension of the company's own recruitment system. Ask questions like:

- Is it possible to host assessments on our own subdomain?
- Does the white-label feature extend to candidate communication, such as emails and notifications?
- Can we remove the vendor's branding entirely, or are there any limitations?
- Are there additional costs associated with enabling white-label functionality?

By considering these factors, you can select a skills assessment platform that enhances your hiring process, reduces bias, and ensures you identify the best talent efficiently.

SECTION V
Platform reviews

Below is a detailed analysis of each top platform, what they offer, pricing, and whom they are suitable for. We conducted interviews and secondary research methodologies to provide a detailed analysis of each product offering, considering both technical and non-technical tests they offer.

Products	Tech Skills	Non-Tech Skills	Pricing	White-Label Option
Testlify	✔ Yes (Software, IT, coding, engineering with 40+ programming languages)	✔	$69/month	✔
HackerRank	✔ Yes (Software development, data structures, algorithms)	✘	Starter pack starts at $165/month	✘
Mercer | mettl	✔ Yes (IT, software, industry-specific skills)	✔	Custom pricing	✘
eSkill	✔ Yes (IT, healthcare, office skills)	✔	Requires quote	✔
Codility	✔ Yes (Coding, software engineering)	✘	$1200 annually	✘
Criteria	✔ Yes (Basic technical aptitude, logic)	✔	Requires quote	✘
TestGorilla	✔ Yes (Basic technical aptitude, logic)	✔	$83/month with 1 year commitment	✔
iMocha	✔ Yes (IT, engineering, AI/ML, cybersecurity)	✔	Basic starts at $ 400/month	✔
TESTDOME	✔ Yes (Programming, SQL, data science)	✔	$20/candidate (pay-per-test)	✘
WeCP	✔ Yes (Software, coding, AI, data science)	✘	$240/month premium	✘

Platform reviews

Testlify

Helpful links: Website | [G2](G2) | Pricing
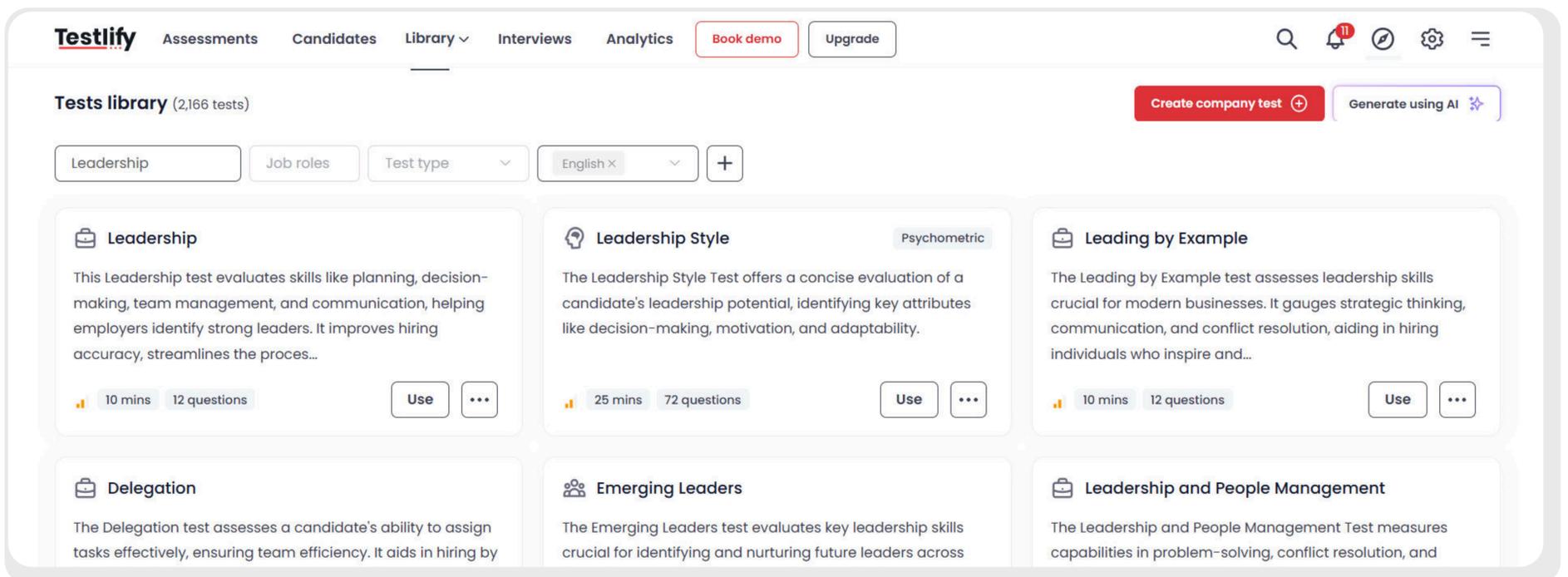
Testlify is an easily top AI-powered talent assessment platform that acts as a one-stop solution for businesses of all sizes. Its user-friendly interface is easy to navigate and offers straightforward, affordable pricing without compromising results.

These assessments use real-world scenarios and situational judgment questions to measure practical, on-the-job abilities. The anti-cheating features offered by the company are top-notch, with some notable features like:

- IP tracking
- Switch-tab monitoring
- Force fullscreen
- Mouse tracking
- Screen recording

Testlify also ensures a seamless and refreshing candidate experience as it offers a variety of question types like MCQs, single answer types, fill-in-the-blanks, paragraph answers, etc.

It integrates with 100+ ATS platforms, including Workday, BambooHR, Crelate, Greenhouse, and Lever, with direct API access and SOC 2 compliance.

Pros

✓ Huge library with over 3000 pre-built tests covering 4000+ roles, ready to use or customize for any job.

✓ Offers multilingual support across 12+ languages, making it easy to assess candidates globally, especially for remote hiring needs.

Platform reviews

✔ Video AI, audio, and video interviewing tools streamline remote hiring with a modern twist.

✔ The auto-graded system saves time by instantly scoring tests.

✔ Global benchmarking compares candidates against worldwide standards, giving clear context.

✔ Advanced reporting and dashboards provide detailed, easy-to-read insights on performance.

✔ Pre-built tests that are customizable for specific roles.

✔ Excellent customer support is available 24/7, and are quick to help with any issues.

✔ Weighted scoring lets you prioritize key skills for fairer evaluations.

✔ Assesses both technical skills (like coding) and non-technical ones (behavioral, psychometric) to ensure cultural fit.

Cons

✘ Smaller brand recognition, so it's less known in some industry.

Best suited for: Small to large enterprises looking for a one-stop solution for technical and non-technical skills assessment.

HackerRank

Helpful links: Website | G2 | Pricing

Platform reviews

HackerRank is a platform designed for coding challenges and technical assessments. It helps companies evaluate software engineering skills through coding tests and competitions while also allowing developers to improve their skills.

The platform is mainly used by large corporations looking for advanced hiring solutions. It offers tools for sourcing, assessing, and even negotiating job offers with technical candidates. HackerRank has raised over $115 million in funding, including a $60 million Series D round in March 2022.

If your company needs a highly customizable solution with enterprise-level features and integrations and has the budget for a complex setup solely for assessing technical roles, HackerRank could be a good fit.

Pros

✅ Comprehensive platform with assessments, interviews, and take-home projects.

✅ Large library of coding challenges, multiple-choice questions, and tasks.

✅ Advanced integrations and security features like SSO.

Cons

❌ Lower-tier plans come with many restrictions. Upgrading to a pro plan can cost over $4,490 billed annually.

❌ Some candidates find the user experience frustrating, especially due to strict cheating detection measures, which have led to negative feedback online.

❌ The platform mainly caters to technical roles, with limited support for non-technical positions.

❌ HackeRank is commonly criticized for its poorly defined problems, outdated compilers, and hard-to-use test cases that aren't always accurate.

❌ While it supports many programming languages, it may not be ideal for those with less common languages.

Best suited for: Companies looking to hire skilled developers and assess technical skills.

Platform reviews

Helpful links: Website | G2 | Pricing
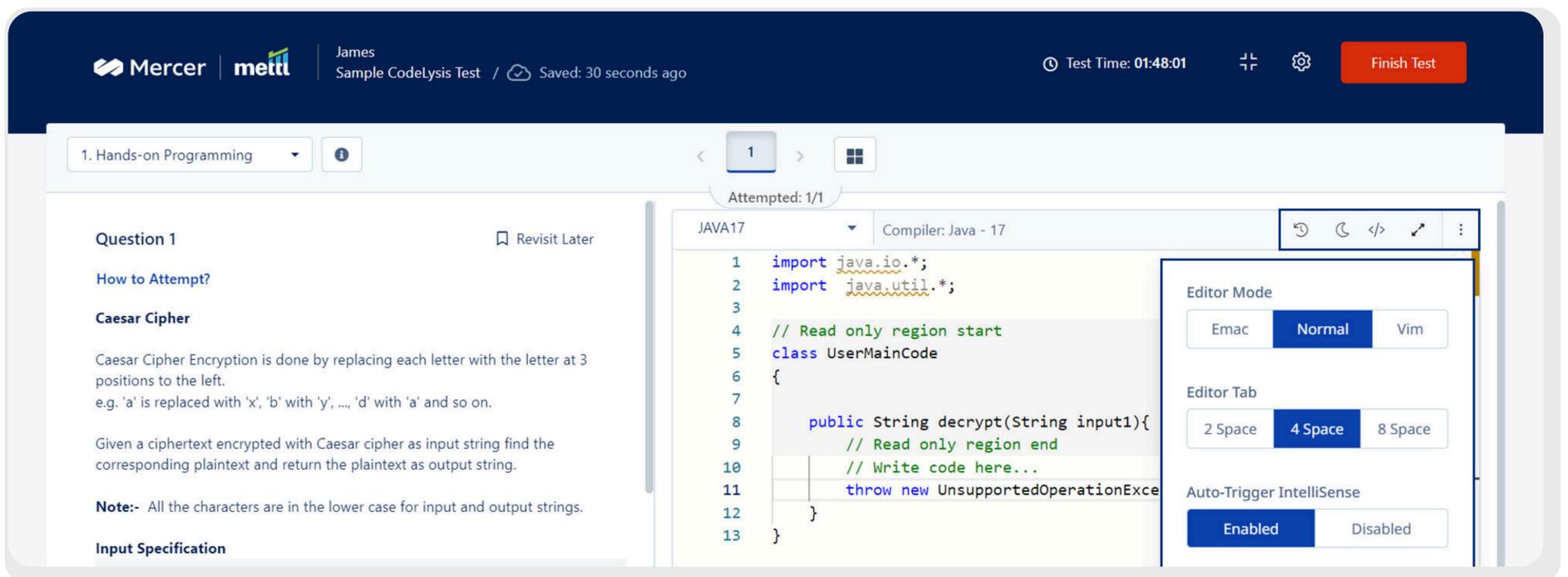
Mercer Mettl is a comprehensive online assessment platform that assists organizations in hiring, training, and retaining talent. It offers a wide range of assessments to evaluate both technical and soft skills across various industries.

Pros

✔ Provides a diverse array of 400+ assessments for different roles.

✔ Features robust remote proctoring to ensure assessment integrity.

✔ Delivers detailed analytics and reporting for informed decision-making.

Cons

✘ Pricing isn't public, so you have to contact sales, which can feel unclear.

✘ Some users have noted that the platform's interface could be more intuitive.

✘ Customization options are limited, as compared to other competitors.

✘ It can be tricky to set up custom tests if you're new.

✘ Live streaming for proctoring can lag, limiting the visibility of multiple candidates.

Best suited for: Organizations seeking a versatile assessment tool capable of evaluating a broad spectrum of skills, from technical abilities to soft skills.

Platform reviews

eSkill

Helpful links: [Website](#) | [G2](#) | [Pricing](#)

eSkill is a skills assessment platform launched in 2003 by eSkill Corporation, based in Massachusetts. It's designed to help companies test candidates' job-ready skills and behaviors with a focus on customization.

Pros

✔ It has over 800 pre-built tests covering IT, office skills, healthcare, and more.

✔ Highly customizable, letting you mix their questions with your own.

✔ Integrates with popular ATS like iCIMS, UKG, Workday, and more streamlining workflows.

✔ Auto-grading and detailed reports save time and give clear candidate insights.

✔ Strong customer support team.

Cons

✖ The interface feels dated and can be tricky to navigate.

✖ Pricing isn't fully transparent (for custom plans) and requires a sales quote beyond the base plan.

✖ Some industry-specific questions are missing, like advanced automotive.

✖ Setup for custom tests can be buggy, with occasional save glitches.

✖ Limited question variety, mostly multiple-choice and simulations, with less focus on open-ended.

Platform reviews

❌ Credits expire if unused, annoying small firms with sporadic hiring.

Best suited for: Mid-sized to large companies needing flexible, customizable skills tests for diverse roles.

Codility_

Helpful links: [Website](#) | [G2](#) | [Pricing](#)

Codility is an alternative to HackerRank as it also offers skills assessment for technical roles. It caters to large enterprises and offers similar features and customization options. While Codility offers a structured way to test programming ability, its notable drawbacks can impact its effectiveness in assessing real-world coding competence.

Pros

✔ Provides hands-on support and onboarding for organizations needing a customized setup.

✔ The library includes 950+ tasks that cover a wide range of skills.

✔ Include standard cheating detection, though some candidates may opt out due to strict measures.

Cons

❌ The platform's problems can be overly abstract and difficult to decipher.

❌ Tests focus more on abstract coding problems rather than practical on-the-job skills.

Platform reviews

❌ Lack of transparency in grading could potentially lead to mishires.

❌ It is likely a stressful and unnatural hiring ecosystem.

❌ Costs slightly less than HackerRank but is still on the expensive side.

Best suited for: Large multinational companies are looking for an alternative to HackerRank with comparable features at a lower price.

▶ ✖ Criteria

Helpful links: Website | G2 | Pricing

Founded in 2006 and based in Los Angeles, Criteria Corp's main mission is to offer assessments accessible to companies of all sizes. Criteria Corp provides technical and non-technical assessments, evaluating various skills and abilities to help companies make better-informed decisions.

Pros

✔ The platform is easy to use and navigate.

Cons

❌ It contains a limited number of assessments (27). Most users mentioned that it might not have all the roles you want to assess.

❌ Difficulty in creating assessments.

Platform reviews

❌ It might be costly for smaller-sized companies.

❌ The presence of bugs and glitches makes it hard for users.

❌ Option to tailor testing packages for specific roles, as generic ones often lack relevance and value.

❌ Cheaters can exploit the platform and provide limited video interviewing features.

❌ Doesn't provide weighted scoring or video AI features.

❌ The minimum contract is 12 months; hence, if you decide to cancel before, it might not be possible.

Best suited for: Mid-sized to large enterprise companies seeking to improve talent management and acquisition.

▶ 🦍 TestGorilla

Helpful links: [Website](#) | [G2](#) | [Pricing](#)

TestGorilla offers an extensive library of pre-built questions for both technical and non-technical assessments, making it ideal for employers hiring across various roles. The platform is user-friendly, requiring no technical expertise, allowing recruiters to easily create, administer, and analyze assessments, streamlining the hiring process. Its versatility also ensures a tailored approach to evaluating a wide range of candidate skills.

Pros

✅ Wide range of assessments covering almost every job role.

Platform reviews

✅ Hard for candidates to cheat due to randomized, unique test questions.

Cons

❌ Expensive pricing, particularly for small businesses.

❌ Lacks a code editor—only multiple-choice questions, limiting the depth of technical evaluations.

❌ Some G2 users have reported delays in customer support.

❌ Fewer customization options and certain assessments could be difficult for junior-level roles, leading to frustrated candidates.

❌ Too many questions for assessing soft skills make it difficult to focus.

❌ Lack of integration with platforms for remote hire of contractors.

❌ Limited to a maximum of 4 tests per assessment, restricting the ability to create one with 5 different tests.

❌ No AI overview or weighted scoring options are available.

Best suited for: Companies that primarily hire for non-technical roles but need occasional technical assessments without requiring in-depth coding evaluations.

iMocha

Helpful links: Website | G2 | Pricing
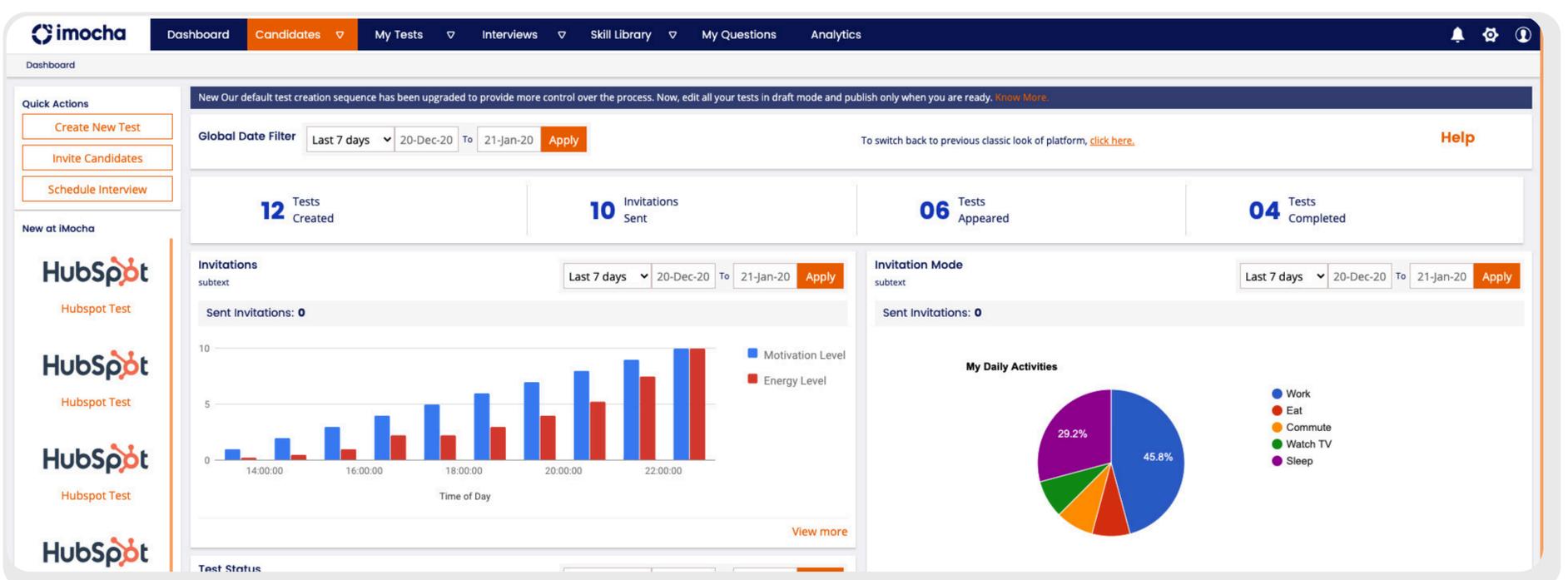
Platform reviews

iMocha is a skills assessment platform designed to help organizations identify and hire the right talent efficiently. It offers a vast library of pre-built tests and supports customizable assessments tailored to specific job roles.

Pros

✅ Features an extensive library with 3000+ skill assessments.

✅ Offers customizable tests to align with specific job requirements.

✅ Integrates seamlessly with various Applicant Tracking Systems (ATS).

Cons

❌ Some users have reported occasional technical glitches during assessments.

❌ The user interface may require improvement for enhanced navigation.

❌ Users have reported faulty questions and find it difficult to create assessments.

❌ The platform restricts employers from editing questions, offers limited question banks for certain assessments, and does not provide enterprise pricing online.

Best suited for: Companies seeking a flexible and comprehensive assessment tool to evaluate various skills across different roles.

▶ TESTDOME

Helpful links: Website | G2 | Pricing

Platform reviews

TestDome is an online platform that provides pre-employment testing for various skills, focusing on real-world scenarios. It offers a pay-per-candidate pricing model, making it suitable for companies with varying hiring needs.

Pros

✅ Access 150+ practical tests that emphasize real-world problem-solving.

✅ Enjoy a seamless experience for both recruiters and candidates.

✅ Starting at $20 per candidate with a free trial for 5 tests and pay-per-candidate options to suit any hiring volume.

Cons

❌ The smaller test library compared to giants like Testlify limits options, and the pricing model can become expensive for organizations with large-scale hiring needs.

❌ Some users have noted a limited selection of pre-built tests compared to other platforms.

❌ Proctoring and AI features are less advanced, and the platform focuses mainly on coding and communication skills, not chat simulations or on-the-job roles.

Best suited for: Small to medium-sized businesses that require practical skill assessments and have moderate hiring needs.

WeCP

Helpful links: Website | G2 | Pricing
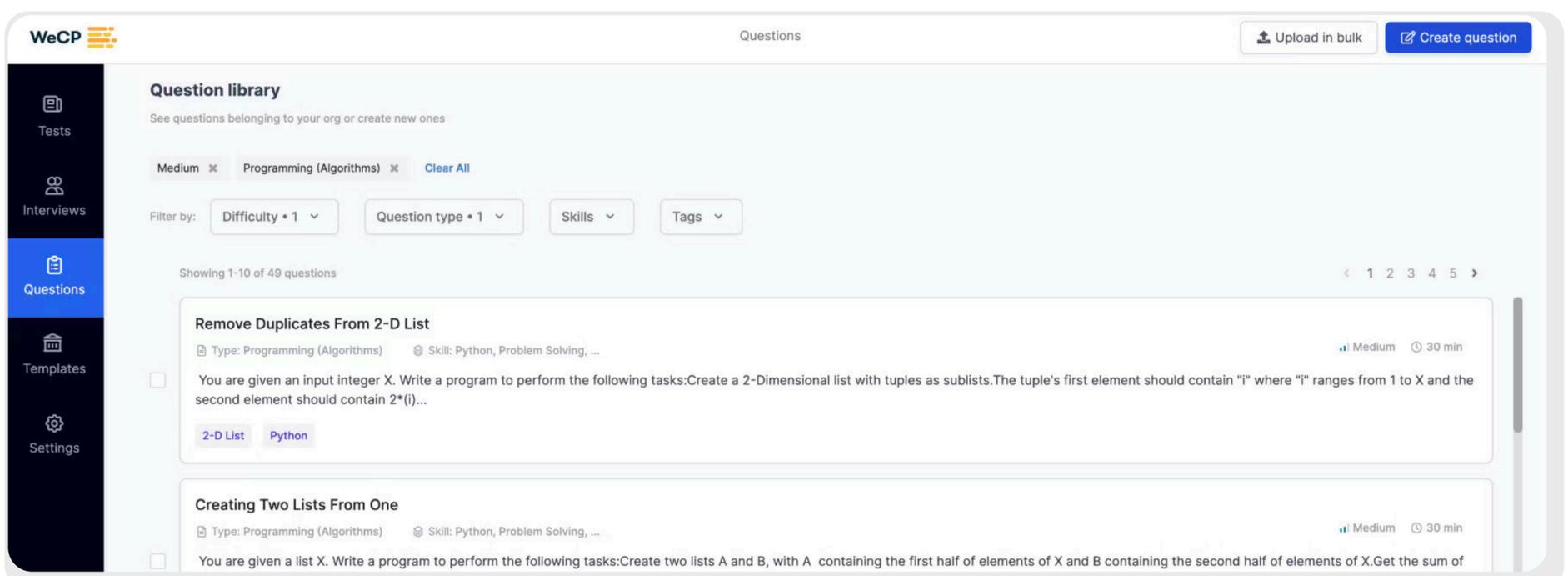
Platform reviews

WeCP is a technical assessment platform tailored to hire developers and engineers. It offers a range of coding challenges and assessments to evaluate candidates' programming skills effectively.

Pros

✔ Provides a wide array of 1000+ tests across multiple programming languages.

✔ Features an intuitive interface that enhances the candidate experience.

✔ Includes robust anti-cheating mechanisms to maintain assessment integrity.

Cons

✘ Primarily focuses on technical roles, limiting its applicability to non-technical positions.

✘ Some users may find the reporting and analytics features less comprehensive than those of competitors.

✘ Not as comprehensive and adaptable as Testlify.

✘ It has a restrictive sign-up process.

Best suited for: Tech companies and organizations looking to assess and hire developers and engineers through practical coding challenges.

Next Step?

Finding the right talent shouldn't be a gamble. Testlify's AI-driven skills assessments bring precision and efficiency to your hiring process.

Let's talk about how we can help!

Book a free demo

Software Engineer
★★★☆☆

Marketing Manager
★★★★☆

Sales Representative
★★★★★