



## CASE STUDY:

### Remote Proctoring

#### AT A GLANCE

- **Client:** A Large Regional U.S.-Based Home Builder
- **Challenge:** Costly, time-consuming, and inconvenient in-person testing process
- **Solution:** Implemented HR Avatar's online assessments with remote proctoring
- **Results:** Significant ROI, reduced hiring costs, improved candidate experience

#### IMPACT

- More structured and data-driven hiring decisions.
- Increased employee retention and job performance.
- Better alignment between candidate expectations and role responsibilities.

#### THE CHALLENGE

The company required candidates to **travel to test centers**, verify their ID, and complete **paper-based assessments**—a process that was costly and inconvenient. Some candidates had to drive up to two hours to complete testing, creating barriers to hiring and **delaying the recruitment process**.

#### THE SOLUTION

HR Avatar introduced an online assessment system with remote proctoring, eliminating the need for in-person testing. The new system:

- Captured photos of applicants during the test to verify identity
- Monitored for unauthorized assistance to ensure test integrity
- Digitized the builder's assessment to compare new applicants to previous test takers

The home builder now administers 1,500+ assessments annually using this streamlined, remote solution.

#### KEY FINDINGS

##### Reduced Hiring Costs

Eliminated fees and logistical expenses tied to test centers.

##### Faster Time-to-Hire

Immediate results removed delays caused by manual scoring.

##### Enhanced Candidate Experience

Allowed applicants to complete assessments **from home, on their own schedule**.