

## **PSL HELPS TO DRIVE TOYOTA'S GRADUATE AND INDUSTRIAL TRAINEE SELECTION PROCESS**

Toyota Manufacturing UK is aiming to make significant cost, time and resource savings after introducing online numerical and logical reasoning tests, from assessment specialist PSL, as part of its graduate selection process.

Toyota receives over 1,000 applications per year for its Graduate and Industrial Trainee training schemes. Typically, Toyota recruits between 10 - 20 graduates and undergraduates across its engineering and corporate divisions.

"We previously invited around 300 candidates, over a four-week period, to take paper-based versions of the psychometric tests," said Martin Graves, Senior Specialist for Recruitment at Toyota. "This was logistically complicated and required a high level of administrative support. There were costs associated with having our people there to facilitate and we also paid the expenses of the candidates who travelled from all over the country. With online testing, candidates can simply sit the tests at home or at college. This makes it much more accessible for them and we can assess them just as effectively. Also, the graduate market is becoming increasingly familiar with online testing as a selection process."

Candidates submit an online application and answer competency-based questions in a number of areas such as planning, analysis and problem solving. Those who meet the initial screening criteria are emailed a weblink, which invites them to conduct the psychometric tests, each of which takes around 20 minutes to complete.

"The website test link and each page of the tests has Toyota branding, which was very important for us in ensuring that a personal relationship with the candidates was maintained," said Martin Graves. "The PSL tests feature randomised selections from a large bank of questions, so each candidate in effect sits a unique test. However their scores can all be compared fairly and consistently."

Following the tests, Toyota invites the successful candidates to a one-day assessment centre, which involves a combination of individual and group exercises including a first interview. A final panel interview is then held, involving the related divisional management team.

The successful applicants begin their graduate training programme with an induction at Toyota's European head office in Brussels. They also undertake various projects, which give early responsibility and are individually assessed. Depending on the role they have applied for, they may be based at Toyota's car manufacturing plant in Burnaston, Derbyshire, or its engine plant at Deeside, North Wales.

"We're always looking to improve all aspects of our business through continuous improvement," said Martin Graves. "The introduction of PSL's online tests for Graduates and Industrial Trainees further demonstrates our commitment to this philosophy."

*For more information about PSL, please call 020-8585 2345 e-mail [info@psl.com](mailto:info@psl.com)*

**Weblink:** <http://www.psl.com>

**Background notes:** Toyota is one of the world's largest vehicle manufacturers. Toyota Manufacturing UK was established in 1989 and it employs around 5,000 people. [www.toyotauk.com](http://www.toyotauk.com)

Founded in 1989, PSL develops ability tests and personality questionnaires, for selection and development, and it provides consultancy and training. For further information about PSL - or if you'd like to speak to Richard Alberg, Chief Executive of PSL, about psychometric testing - please call Amanda Dawson (PR contact) on 020-8953 8863 or e-mail her at [amanda@daws.com](mailto:amanda@daws.com)