

# Study: Assess Beyond Functional Correctness and Improve Hiring Funnel Throughput

LeadingEng San Francisco

October 28, 2022

Sheilin Herrick, Technology Hiring Solution Director

# About me

Technology Hiring Solution Director at SHL.

It's true, I'm from the business side.

## Things I love

- Better ways to get software engineers into jobs
- Indie wrestling

# Technical Assessments

“We have candidates getting 30% on the [coding] assessment, but when our hiring managers review them it’s more like 80%.”

**Are coding skills assessments  
getting in the way?**

**Yes.**

# Technical Assessment Scoring

Can hiring funnel throughput increase  
if developer candidates are assessed  
for  
**logic and functional correctness?**

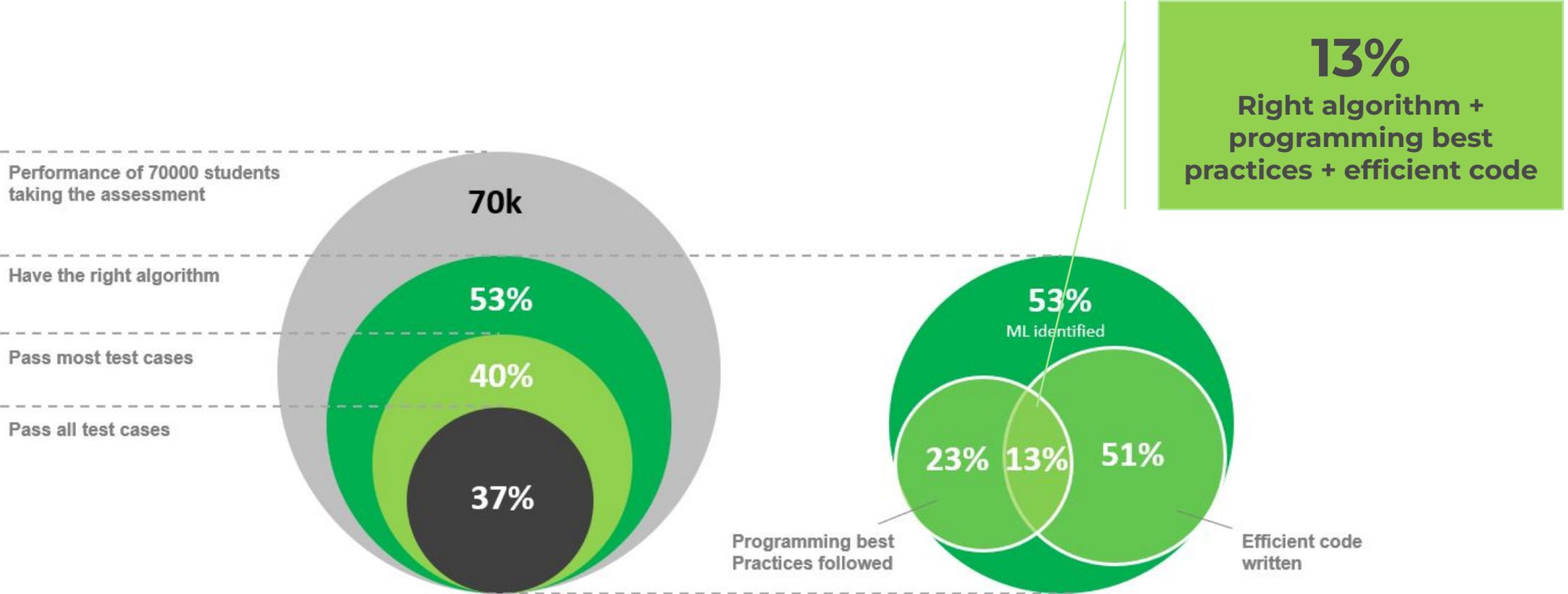
70K US-based new  
grads in CompSci  
and Engineering

- 1 Logic of code
- 2 Efficiency of code
- 3 Maintainability + scalability of code

**Yes.**

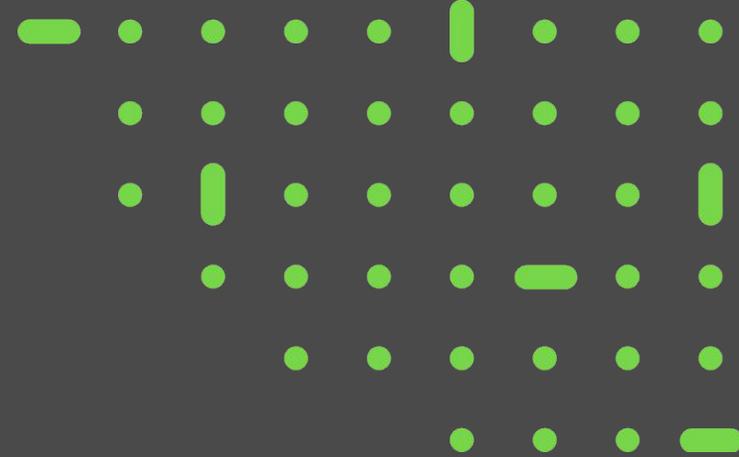
- **37% of candidates pass all test cases**
- **Hiring funnel throughput can increase by 13%** when advancing candidates who have used the right algorithm, written efficient code, and used best practices

# Break it down



## Final thoughts

- Selecting candidates based on functional correctness scores alone will limit hiring funnel throughput for you, and limit access to opportunities for new software engineers
- Candidates that pass nearly all test cases can still select the right algorithm, and write efficient code that is maintainable and scalable
- This approach to scoring can reduce time to hire, reduce false negatives, and level the playing field for candidates



# Thank you!

Sheilin Herrick  
Technology Hiring Solutions Director  
[Sheilin.Herrick@shl.com](mailto:Sheilin.Herrick@shl.com)



SHL.