

# Global Talent Assessment Services Supply, Demand and Key Producers, 2026-2032

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## Abstracts

The global Talent Assessment Services market size is expected to reach \$ 951 million by 2032, rising at a market growth of 10.4% CAGR during the forecast period (2026-2032).

Talent Assessment Services are digital human resources tools used to assess applicants' skills, cognitive abilities, personality traits, job fit, and other job-related indicators. They help companies screen candidates during the recruitment process through online assessments, tests, and analytical reports. These types of software typically include modules for skills tests, cognitive ability tests, personality assessments, and technical competency evaluations, and support automated question banks, online answering, result scoring, and integration with HR systems. Pre-employment testing software improves recruitment quality, reduces subjective bias, and optimizes talent matching, thereby reducing employee turnover risk and improving organizational performance. The global gross margin for Talent Assessment Services is projected to be approximately 60% in 2025.

With the global digital transformation of enterprises and the increasing demands for talent quality, the pre-employment testing software market has experienced significant growth. Modern recruitment processes increasingly rely on data-driven assessment systems to improve the efficiency and accuracy of candidate screening. In particular, the widespread adoption of cloud computing, artificial intelligence, and mobile assessment tools enables companies to rapidly conduct large-scale talent assessments globally and reduce subjective bias and human error in traditional recruitment processes. The rise of remote work has further accelerated the adoption of online assessment tools, driving the market towards high automation and intelligence. Enterprises' demands for improved hiring quality, shorter recruitment cycles, and

reduced employee turnover are key factors driving the continued expansion of the market. Despite this positive trend, the pre-employment testing software market also faces several challenges. First, increasingly stringent labor laws and data privacy regulations in various countries require testing solutions to meet legal and compliant requirements in design and data processing, increasing the development and operating costs for suppliers. Second, different industries and positions have highly differentiated needs for testing content; standardized products cannot fully meet customized needs, and the R&D investment for high-end customized services is substantial. Third, SMEs have relatively limited willingness and budget to pay for software, which may delay procurement decisions due to cost considerations, affecting the overall market penetration rate. Furthermore, candidates' increased focus on transparency and fairness in the testing process has driven vendors to continuously optimize algorithms and interpretability features to avoid hiring bias. Downstream demand is strongest in rapidly expanding industries such as technology, finance, and manufacturing, which require large-scale assessment tools. These industries need to assess skills, logical reasoning, and technical fit to ensure candidates for complex roles meet high standards. Small and medium-sized enterprises (SMEs) are also gradually adopting convenient, low-cost online assessment solutions to enhance recruitment efficiency. In addition, educational institutions, government agencies, and non-profit organizations are beginning to introduce pre-employment testing software for entry assessment and talent selection. With the integration of AI and machine learning technologies, future assessment models will focus more on predicting long-term employee performance and cultural fit, providing support throughout the entire talent management lifecycle. Overall, the market is moving towards intelligence, scalability, and industry specialization, and its potential remains enormous.

This report studies the global Talent Assessment Services demand, key companies, and key regions.

This report is a detailed and comprehensive analysis of the world market for Talent Assessment Services, and provides market size (US\$ million) and Year-over-Year (YoY) growth, considering 2025 as the base year. This report explores demand trends and competition, as well as details the characteristics of Talent Assessment Services that contribute to its increasing demand across many markets.

### **Highlights and key features of the study**

Global Talent Assessment Services total market, 2021-2032, (USD Million)

Global Talent Assessment Services total market by region & country, CAGR, 2021-2032, (USD Million)

U.S. VS China: Talent Assessment Services total market, key domestic companies, and share, (USD Million)

Global Talent Assessment Services revenue by player, revenue and market share 2021-2026, (USD Million)

Global Talent Assessment Services total market by Type, CAGR, 2021-2032, (USD Million)

Global Talent Assessment Services total market by Application, CAGR, 2021-2032, (USD Million)

This report profiles major players in the global Talent Assessment Services market based on the following parameters - company overview, revenue, gross margin, product portfolio, geographical presence, and key developments. Key companies covered as a part of this study include Criteria Corp, ESkill, iMocha, Berke, PAIRIN, Wonderlic, Discovered Assessments, Plum, HR Avatar, Stang Decision Systems, etc.

This report also provides key insights about market drivers, restraints, opportunities, new product launches or approvals.

Stakeholders would have ease in decision-making through various strategy matrices used in analyzing the world Talent Assessment Services market

### **Detailed Segmentation:**

Each section contains quantitative market data including market by value (US\$ Millions), by player, by regions, by Type, and by Application. Data is given for the years 2021-2032 by year with 2025 as the base year, 2026 as the estimate year, and 2027-2032 as the forecast year.

Global Talent Assessment Services Market, By Region:

United States

China

Europe

Japan

South Korea

ASEAN

India

Rest of World

Global Talent Assessment Services Market, Segmentation by Type:

Cloud Based

Web Based

Global Talent Assessment Services Market, Segmentation by Assessment Type:

Cognitive Tests

Personality Tests

Skill / Technical Tests

Others

Global Talent Assessment Services Market, Segmentation by Integration:

ATS Integrated

Standalone

HRMS Integrated

Others

Global Talent Assessment Services Market, Segmentation by Application:

Large Enterprises

SMEs

Companies Profiled:

Criteria Corp

ESkill

iMocha

Berke

PAIRIN

Wonderlic

Discovered Assessments

Plum

HR Avatar

Stang Decision Systems

Prevue HR Systems

Paycom

Devine Group

Harver

Devskiller

HireVue

SHL

Pymetrics

Codility

Talview

TestGorilla

GoodHire

IBM Kenexa

Vervoe

Psytech International

Mercer

FLOWIT

Beisen

#### Key Questions Answered

1. How big is the global Talent Assessment Services market?
2. What is the demand of the global Talent Assessment Services market?
3. What is the year over year growth of the global Talent Assessment Services market?
4. What is the total value of the global Talent Assessment Services market?
5. Who are the Major Players in the global Talent Assessment Services market?
6. What are the growth factors driving the market demand?

## Contents

### 1 SUPPLY SUMMARY

- 1.1 Talent Assessment Services Introduction
- 1.2 World Talent Assessment Services Market Size & Forecast (2021 & 2025 & 2032)
- 1.3 World Talent Assessment Services Total Market by Region (by Headquarter Location)
  - 1.3.1 World Talent Assessment Services Market Size by Region (2021-2032), (by Headquarter Location)
  - 1.3.2 United States Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.3 China Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.4 Europe Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.5 Japan Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.6 South Korea Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.7 ASEAN Based Company Talent Assessment Services Revenue (2021-2032)
  - 1.3.8 India Based Company Talent Assessment Services Revenue (2021-2032)
- 1.4 Market Drivers, Restraints and Trends
  - 1.4.1 Talent Assessment Services Market Drivers
  - 1.4.2 Factors Affecting Demand
  - 1.4.3 Major Market Trends

### 2 DEMAND SUMMARY

- 2.1 World Talent Assessment Services Consumption Value (2021-2032)
- 2.2 World Talent Assessment Services Consumption Value by Region
  - 2.2.1 World Talent Assessment Services Consumption Value by Region (2021-2026)
  - 2.2.2 World Talent Assessment Services Consumption Value Forecast by Region (2027-2032)
- 2.3 United States Talent Assessment Services Consumption Value (2021-2032)
- 2.4 China Talent Assessment Services Consumption Value (2021-2032)
- 2.5 Europe Talent Assessment Services Consumption Value (2021-2032)
- 2.6 Japan Talent Assessment Services Consumption Value (2021-2032)
- 2.7 South Korea Talent Assessment Services Consumption Value (2021-2032)
- 2.8 ASEAN Talent Assessment Services Consumption Value (2021-2032)
- 2.9 India Talent Assessment Services Consumption Value (2021-2032)

### **3 WORLD TALENT ASSESSMENT SERVICES COMPANIES COMPETITIVE ANALYSIS**

- 3.1 World Talent Assessment Services Revenue by Player (2021-2026)
- 3.2 Industry Rank and Concentration Rate (CR)
  - 3.2.1 Global Talent Assessment Services Industry Rank of Major Players
  - 3.2.2 Global Concentration Ratios (CR4) for Talent Assessment Services in 2025
  - 3.2.3 Global Concentration Ratios (CR8) for Talent Assessment Services in 2025
- 3.3 Talent Assessment Services Company Evaluation Quadrant
- 3.4 Talent Assessment Services Market: Overall Company Footprint Analysis
  - 3.4.1 Talent Assessment Services Market: Region Footprint
  - 3.4.2 Talent Assessment Services Market: Company Product Type Footprint
  - 3.4.3 Talent Assessment Services Market: Company Product Application Footprint
- 3.5 Competitive Environment
  - 3.5.1 Historical Structure of the Industry
  - 3.5.2 Barriers of Market Entry
  - 3.5.3 Factors of Competition
- 3.6 Mergers & Acquisitions Activity

### **4 UNITED STATES VS CHINA VS REST OF WORLD (BY HEADQUARTER LOCATION)**

- 4.1 United States VS China: Talent Assessment Services Revenue Comparison (by Headquarter Location)
  - 4.1.1 United States VS China: Talent Assessment Services Revenue Comparison (2021 & 2025 & 2032) (by Headquarter Location)
  - 4.1.2 United States VS China: Talent Assessment Services Revenue Market Share Comparison (2021 & 2025 & 2032)
- 4.2 United States Based Companies VS China Based Companies: Talent Assessment Services Consumption Value Comparison
  - 4.2.1 United States VS China: Talent Assessment Services Consumption Value Comparison (2021 & 2025 & 2032)
  - 4.2.2 United States VS China: Talent Assessment Services Consumption Value Market Share Comparison (2021 & 2025 & 2032)
- 4.3 United States Based Talent Assessment Services Companies and Market Share, 2021-2026
  - 4.3.1 United States Based Talent Assessment Services Companies, Headquarters (States, Country)
  - 4.3.2 United States Based Companies Talent Assessment Services Revenue,

(2021-2026)

4.4 China Based Companies Talent Assessment Services Revenue and Market Share, 2021-2026

4.4.1 China Based Talent Assessment Services Companies, Company Headquarters (Province, Country)

4.4.2 China Based Companies Talent Assessment Services Revenue, (2021-2026)

4.5 Rest of World Based Talent Assessment Services Companies and Market Share, 2021-2026

4.5.1 Rest of World Based Talent Assessment Services Companies, Headquarters (Province, Country)

4.5.2 Rest of World Based Companies Talent Assessment Services Revenue (2021-2026)

## **5 MARKET ANALYSIS BY TYPE**

5.1 World Talent Assessment Services Market Size Overview by Type: 2021 VS 2025 VS 2032

5.2 Segment Introduction by Type

5.2.1 Cloud Based

5.2.2 Web Based

5.3 Market Segment by Type

5.3.1 World Talent Assessment Services Market Size by Type (2021-2026)

5.3.2 World Talent Assessment Services Market Size by Type (2027-2032)

5.3.3 World Talent Assessment Services Market Size Market Share by Type (2027-2032)

## **6 MARKET ANALYSIS BY ASSESSMENT TYPE**

6.1 World Talent Assessment Services Market Size Overview by Assessment Type: 2021 VS 2025 VS 2032

6.2 Segment Introduction by Assessment Type

6.2.1 Cognitive Tests

6.2.2 Personality Tests

6.2.3 Skill / Technical Tests

6.2.4 Others

6.3 Market Segment by Assessment Type

6.3.1 World Talent Assessment Services Market Size by Assessment Type (2021-2026)

6.3.2 World Talent Assessment Services Market Size by Assessment Type

(2027-2032)

6.3.3 World Talent Assessment Services Market Size Market Share by Assessment Type (2027-2032)

## **7 MARKET ANALYSIS BY INTEGRATION**

7.1 World Talent Assessment Services Market Size Overview by Integration: 2021 VS 2025 VS 2032

7.2 Segment Introduction by Integration

7.2.1 ATS Integrated

7.2.2 Standalone

7.2.3 HRMS Integrated

7.2.4 Others

7.3 Market Segment by Integration

7.3.1 World Talent Assessment Services Market Size by Integration (2021-2026)

7.3.2 World Talent Assessment Services Market Size by Integration (2027-2032)

7.3.3 World Talent Assessment Services Market Size Market Share by Integration (2027-2032)

## **8 MARKET ANALYSIS BY APPLICATION**

8.1 World Talent Assessment Services Market Size Overview by Application: 2021 VS 2025 VS 2032

8.2 Segment Introduction by Application

8.2.1 Large Enterprises

8.2.2 SMEs

8.3 Market Segment by Application

8.3.1 World Talent Assessment Services Market Size by Application (2021-2026)

8.3.2 World Talent Assessment Services Market Size by Application (2027-2032)

8.3.3 World Talent Assessment Services Market Size Market Share by Application (2021-2032)

## **9 COMPANY PROFILES**

9.1 Criteria Corp

9.1.1 Criteria Corp Details

9.1.2 Criteria Corp Major Business

9.1.3 Criteria Corp Talent Assessment Services Product and Services

9.1.4 Criteria Corp Talent Assessment Services Revenue, Gross Margin and Market

## Share (2021-2026)

9.1.5 Criteria Corp Recent Developments/Updates

9.1.6 Criteria Corp Competitive Strengths & Weaknesses

## 9.2 ESkill

9.2.1 ESkill Details

9.2.2 ESkill Major Business

9.2.3 ESkill Talent Assessment Services Product and Services

9.2.4 ESkill Talent Assessment Services Revenue, Gross Margin and Market Share

## (2021-2026)

9.2.5 ESkill Recent Developments/Updates

9.2.6 ESkill Competitive Strengths & Weaknesses

## 9.3 iMocha

9.3.1 iMocha Details

9.3.2 iMocha Major Business

9.3.3 iMocha Talent Assessment Services Product and Services

9.3.4 iMocha Talent Assessment Services Revenue, Gross Margin and Market Share

## (2021-2026)

9.3.5 iMocha Recent Developments/Updates

9.3.6 iMocha Competitive Strengths & Weaknesses

## 9.4 Berke

9.4.1 Berke Details

9.4.2 Berke Major Business

9.4.3 Berke Talent Assessment Services Product and Services

9.4.4 Berke Talent Assessment Services Revenue, Gross Margin and Market Share

## (2021-2026)

9.4.5 Berke Recent Developments/Updates

9.4.6 Berke Competitive Strengths & Weaknesses

## 9.5 PAIRIN

9.5.1 PAIRIN Details

9.5.2 PAIRIN Major Business

9.5.3 PAIRIN Talent Assessment Services Product and Services

9.5.4 PAIRIN Talent Assessment Services Revenue, Gross Margin and Market Share

## (2021-2026)

9.5.5 PAIRIN Recent Developments/Updates

9.5.6 PAIRIN Competitive Strengths & Weaknesses

## 9.6 Wonderlic

9.6.1 Wonderlic Details

9.6.2 Wonderlic Major Business

9.6.3 Wonderlic Talent Assessment Services Product and Services

9.6.4 Wonderlic Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.6.5 Wonderlic Recent Developments/Updates

9.6.6 Wonderlic Competitive Strengths & Weaknesses

9.7 Discovered Assessments

9.7.1 Discovered Assessments Details

9.7.2 Discovered Assessments Major Business

9.7.3 Discovered Assessments Talent Assessment Services Product and Services

9.7.4 Discovered Assessments Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.7.5 Discovered Assessments Recent Developments/Updates

9.7.6 Discovered Assessments Competitive Strengths & Weaknesses

9.8 Plum

9.8.1 Plum Details

9.8.2 Plum Major Business

9.8.3 Plum Talent Assessment Services Product and Services

9.8.4 Plum Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.8.5 Plum Recent Developments/Updates

9.8.6 Plum Competitive Strengths & Weaknesses

9.9 HR Avatar

9.9.1 HR Avatar Details

9.9.2 HR Avatar Major Business

9.9.3 HR Avatar Talent Assessment Services Product and Services

9.9.4 HR Avatar Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.9.5 HR Avatar Recent Developments/Updates

9.9.6 HR Avatar Competitive Strengths & Weaknesses

9.10 Stang Decision Systems

9.10.1 Stang Decision Systems Details

9.10.2 Stang Decision Systems Major Business

9.10.3 Stang Decision Systems Talent Assessment Services Product and Services

9.10.4 Stang Decision Systems Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.10.5 Stang Decision Systems Recent Developments/Updates

9.10.6 Stang Decision Systems Competitive Strengths & Weaknesses

9.11 Prevue HR Systems

9.11.1 Prevue HR Systems Details

9.11.2 Prevue HR Systems Major Business

- 9.11.3 Prevue HR Systems Talent Assessment Services Product and Services
- 9.11.4 Prevue HR Systems Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
- 9.11.5 Prevue HR Systems Recent Developments/Updates
- 9.11.6 Prevue HR Systems Competitive Strengths & Weaknesses
- 9.12 Paycom
  - 9.12.1 Paycom Details
  - 9.12.2 Paycom Major Business
  - 9.12.3 Paycom Talent Assessment Services Product and Services
  - 9.12.4 Paycom Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.12.5 Paycom Recent Developments/Updates
  - 9.12.6 Paycom Competitive Strengths & Weaknesses
- 9.13 Devine Group
  - 9.13.1 Devine Group Details
  - 9.13.2 Devine Group Major Business
  - 9.13.3 Devine Group Talent Assessment Services Product and Services
  - 9.13.4 Devine Group Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.13.5 Devine Group Recent Developments/Updates
  - 9.13.6 Devine Group Competitive Strengths & Weaknesses
- 9.14 Harver
  - 9.14.1 Harver Details
  - 9.14.2 Harver Major Business
  - 9.14.3 Harver Talent Assessment Services Product and Services
  - 9.14.4 Harver Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.14.5 Harver Recent Developments/Updates
  - 9.14.6 Harver Competitive Strengths & Weaknesses
- 9.15 Devskiller
  - 9.15.1 Devskiller Details
  - 9.15.2 Devskiller Major Business
  - 9.15.3 Devskiller Talent Assessment Services Product and Services
  - 9.15.4 Devskiller Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.15.5 Devskiller Recent Developments/Updates
  - 9.15.6 Devskiller Competitive Strengths & Weaknesses
- 9.16 HireVue
  - 9.16.1 HireVue Details

- 9.16.2 HireVue Major Business
- 9.16.3 HireVue Talent Assessment Services Product and Services
- 9.16.4 HireVue Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
- 9.16.5 HireVue Recent Developments/Updates
- 9.16.6 HireVue Competitive Strengths & Weaknesses
- 9.17 SHL
  - 9.17.1 SHL Details
  - 9.17.2 SHL Major Business
  - 9.17.3 SHL Talent Assessment Services Product and Services
  - 9.17.4 SHL Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.17.5 SHL Recent Developments/Updates
  - 9.17.6 SHL Competitive Strengths & Weaknesses
- 9.18 Pymetrics
  - 9.18.1 Pymetrics Details
  - 9.18.2 Pymetrics Major Business
  - 9.18.3 Pymetrics Talent Assessment Services Product and Services
  - 9.18.4 Pymetrics Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.18.5 Pymetrics Recent Developments/Updates
  - 9.18.6 Pymetrics Competitive Strengths & Weaknesses
- 9.19 Codility
  - 9.19.1 Codility Details
  - 9.19.2 Codility Major Business
  - 9.19.3 Codility Talent Assessment Services Product and Services
  - 9.19.4 Codility Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.19.5 Codility Recent Developments/Updates
  - 9.19.6 Codility Competitive Strengths & Weaknesses
- 9.20 Talview
  - 9.20.1 Talview Details
  - 9.20.2 Talview Major Business
  - 9.20.3 Talview Talent Assessment Services Product and Services
  - 9.20.4 Talview Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.20.5 Talview Recent Developments/Updates
  - 9.20.6 Talview Competitive Strengths & Weaknesses
- 9.21 TestGorilla

- 9.21.1 TestGorilla Details
- 9.21.2 TestGorilla Major Business
- 9.21.3 TestGorilla Talent Assessment Services Product and Services
- 9.21.4 TestGorilla Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
- 9.21.5 TestGorilla Recent Developments/Updates
- 9.21.6 TestGorilla Competitive Strengths & Weaknesses
- 9.22 GoodHire
  - 9.22.1 GoodHire Details
  - 9.22.2 GoodHire Major Business
  - 9.22.3 GoodHire Talent Assessment Services Product and Services
  - 9.22.4 GoodHire Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.22.5 GoodHire Recent Developments/Updates
  - 9.22.6 GoodHire Competitive Strengths & Weaknesses
- 9.23 IBM Kenexa
  - 9.23.1 IBM Kenexa Details
  - 9.23.2 IBM Kenexa Major Business
  - 9.23.3 IBM Kenexa Talent Assessment Services Product and Services
  - 9.23.4 IBM Kenexa Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.23.5 IBM Kenexa Recent Developments/Updates
  - 9.23.6 IBM Kenexa Competitive Strengths & Weaknesses
- 9.24 Vervoe
  - 9.24.1 Vervoe Details
  - 9.24.2 Vervoe Major Business
  - 9.24.3 Vervoe Talent Assessment Services Product and Services
  - 9.24.4 Vervoe Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.24.5 Vervoe Recent Developments/Updates
  - 9.24.6 Vervoe Competitive Strengths & Weaknesses
- 9.25 Psytech International
  - 9.25.1 Psytech International Details
  - 9.25.2 Psytech International Major Business
  - 9.25.3 Psytech International Talent Assessment Services Product and Services
  - 9.25.4 Psytech International Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)
  - 9.25.5 Psytech International Recent Developments/Updates
  - 9.25.6 Psytech International Competitive Strengths & Weaknesses

## 9.26 Mercer

9.26.1 Mercer Details

9.26.2 Mercer Major Business

9.26.3 Mercer Talent Assessment Services Product and Services

9.26.4 Mercer Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.26.5 Mercer Recent Developments/Updates

9.26.6 Mercer Competitive Strengths & Weaknesses

## 9.27 FLOWIT

9.27.1 FLOWIT Details

9.27.2 FLOWIT Major Business

9.27.3 FLOWIT Talent Assessment Services Product and Services

9.27.4 FLOWIT Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.27.5 FLOWIT Recent Developments/Updates

9.27.6 FLOWIT Competitive Strengths & Weaknesses

## 9.28 Beisen

9.28.1 Beisen Details

9.28.2 Beisen Major Business

9.28.3 Beisen Talent Assessment Services Product and Services

9.28.4 Beisen Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026)

9.28.5 Beisen Recent Developments/Updates

9.28.6 Beisen Competitive Strengths & Weaknesses

## **10 INDUSTRY CHAIN ANALYSIS**

10.1 Talent Assessment Services Industry Chain

10.2 Talent Assessment Services Upstream Analysis

10.3 Talent Assessment Services Midstream Analysis

10.4 Talent Assessment Services Downstream Analysis

## **11 RESEARCH FINDINGS AND CONCLUSION**

## **12 APPENDIX**

12.1 Methodology

12.2 Research Process and Data Source

12.3 Disclaimer



## List Of Tables

### LIST OF TABLES

- Table 1. World Talent Assessment Services Revenue by Region (2021, 2025 and 2032) & (USD Million), (by Headquarter Location)
- Table 2. World Talent Assessment Services Revenue by Region (2021-2026) & (USD Million), (by Headquarter Location)
- Table 3. World Talent Assessment Services Revenue by Region (2027-2032) & (USD Million), (by Headquarter Location)
- Table 4. World Talent Assessment Services Revenue Market Share by Region (2021-2026), (by Headquarter Location)
- Table 5. World Talent Assessment Services Revenue Market Share by Region (2027-2032), (by Headquarter Location)
- Table 6. Major Market Trends
- Table 7. World Talent Assessment Services Consumption Value Growth Rate Forecast by Region (2021 & 2025 & 2032) & (USD Million)
- Table 8. World Talent Assessment Services Consumption Value by Region (2021-2026) & (USD Million)
- Table 9. World Talent Assessment Services Consumption Value Forecast by Region (2027-2032) & (USD Million)
- Table 10. World Talent Assessment Services Revenue by Player (2021-2026) & (USD Million)
- Table 11. Revenue Market Share of Key Talent Assessment Services Players in 2025
- Table 12. World Talent Assessment Services Industry Rank of Major Player, Based on Revenue in 2025
- Table 13. Global Talent Assessment Services Company Evaluation Quadrant
- Table 14. Head Office of Key Talent Assessment Services Players
- Table 15. Talent Assessment Services Market: Company Product Type Footprint
- Table 16. Talent Assessment Services Market: Company Product Application Footprint
- Table 17. Talent Assessment Services Mergers & Acquisitions Activity
- Table 18. United States VS China Talent Assessment Services Revenue Comparison, (2021 & 2025 & 2032) & (USD Million)
- Table 19. United States VS China Talent Assessment Services Consumption Value Comparison, (2021 & 2025 & 2032) & (USD Million)
- Table 20. United States Based Talent Assessment Services Companies, Headquarters (States, Country)
- Table 21. United States Based Companies Talent Assessment Services Revenue, (2021-2026) & (USD Million)

Table 22. United States Based Companies Talent Assessment Services Revenue Market Share (2021-2026)

Table 23. China Based Talent Assessment Services Companies, Headquarters (Province, Country)

Table 24. China Based Companies Talent Assessment Services Revenue, (2021-2026) & (USD Million)

Table 25. China Based Companies Talent Assessment Services Revenue Market Share (2021-2026)

Table 26. Rest of World Based Talent Assessment Services Companies, Headquarters (Province, Country)

Table 27. Rest of World Based Companies Talent Assessment Services Revenue (2021-2026) & (USD Million)

Table 28. Rest of World Based Companies Talent Assessment Services Revenue Market Share (2021-2026)

Table 29. World Talent Assessment Services Market Size by Type, (USD Million), 2021 & 2025 & 2032

Table 30. World Talent Assessment Services Market Size Value by Type (2021-2026) & (USD Million)

Table 31. World Talent Assessment Services Market Size by Type (2027-2032) & (USD Million)

Table 32. World Talent Assessment Services Market Size by Assessment Type, (USD Million), 2021 & 2025 & 2032

Table 33. World Talent Assessment Services Market Size Value by Assessment Type (2021-2026) & (USD Million)

Table 34. World Talent Assessment Services Market Size by Assessment Type (2027-2032) & (USD Million)

Table 35. World Talent Assessment Services Market Size by Integration, (USD Million), 2021 & 2025 & 2032

Table 36. World Talent Assessment Services Market Size Value by Integration (2021-2026) & (USD Million)

Table 37. World Talent Assessment Services Market Size by Integration (2027-2032) & (USD Million)

Table 38. World Talent Assessment Services Market Size by Application, (USD Million), 2021 & 2025 & 2032

Table 39. World Talent Assessment Services Market Size by Application (2021-2026) & (USD Million)

Table 40. World Talent Assessment Services Market Size by Application (2027-2032) & (USD Million)

Table 41. Criteria Corp Basic Information, Manufacturing Base and Competitors

- Table 42. Criteria Corp Major Business
- Table 43. Criteria Corp Talent Assessment Services Product and Services
- Table 44. Criteria Corp Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 45. Criteria Corp Recent Developments/Updates
- Table 46. Criteria Corp Competitive Strengths & Weaknesses
- Table 47. ESkill Basic Information, Manufacturing Base and Competitors
- Table 48. ESkill Major Business
- Table 49. ESkill Talent Assessment Services Product and Services
- Table 50. ESkill Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 51. ESkill Recent Developments/Updates
- Table 52. ESkill Competitive Strengths & Weaknesses
- Table 53. iMocha Basic Information, Manufacturing Base and Competitors
- Table 54. iMocha Major Business
- Table 55. iMocha Talent Assessment Services Product and Services
- Table 56. iMocha Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 57. iMocha Recent Developments/Updates
- Table 58. iMocha Competitive Strengths & Weaknesses
- Table 59. Berke Basic Information, Manufacturing Base and Competitors
- Table 60. Berke Major Business
- Table 61. Berke Talent Assessment Services Product and Services
- Table 62. Berke Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 63. Berke Recent Developments/Updates
- Table 64. Berke Competitive Strengths & Weaknesses
- Table 65. PAIRIN Basic Information, Manufacturing Base and Competitors
- Table 66. PAIRIN Major Business
- Table 67. PAIRIN Talent Assessment Services Product and Services
- Table 68. PAIRIN Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 69. PAIRIN Recent Developments/Updates
- Table 70. PAIRIN Competitive Strengths & Weaknesses
- Table 71. Wonderlic Basic Information, Manufacturing Base and Competitors
- Table 72. Wonderlic Major Business
- Table 73. Wonderlic Talent Assessment Services Product and Services
- Table 74. Wonderlic Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 75. Wonderlic Recent Developments/Updates

Table 76. Wonderlic Competitive Strengths & Weaknesses

Table 77. Discovered Assessments Basic Information, Manufacturing Base and Competitors

Table 78. Discovered Assessments Major Business

Table 79. Discovered Assessments Talent Assessment Services Product and Services

Table 80. Discovered Assessments Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 81. Discovered Assessments Recent Developments/Updates

Table 82. Discovered Assessments Competitive Strengths & Weaknesses

Table 83. Plum Basic Information, Manufacturing Base and Competitors

Table 84. Plum Major Business

Table 85. Plum Talent Assessment Services Product and Services

Table 86. Plum Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 87. Plum Recent Developments/Updates

Table 88. Plum Competitive Strengths & Weaknesses

Table 89. HR Avatar Basic Information, Manufacturing Base and Competitors

Table 90. HR Avatar Major Business

Table 91. HR Avatar Talent Assessment Services Product and Services

Table 92. HR Avatar Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 93. HR Avatar Recent Developments/Updates

Table 94. HR Avatar Competitive Strengths & Weaknesses

Table 95. Stang Decision Systems Basic Information, Manufacturing Base and Competitors

Table 96. Stang Decision Systems Major Business

Table 97. Stang Decision Systems Talent Assessment Services Product and Services

Table 98. Stang Decision Systems Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 99. Stang Decision Systems Recent Developments/Updates

Table 100. Stang Decision Systems Competitive Strengths & Weaknesses

Table 101. Prevue HR Systems Basic Information, Manufacturing Base and Competitors

Table 102. Prevue HR Systems Major Business

Table 103. Prevue HR Systems Talent Assessment Services Product and Services

Table 104. Prevue HR Systems Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 105. Prevue HR Systems Recent Developments/Updates

- Table 106. Prevue HR Systems Competitive Strengths & Weaknesses
- Table 107. Paycom Basic Information, Manufacturing Base and Competitors
- Table 108. Paycom Major Business
- Table 109. Paycom Talent Assessment Services Product and Services
- Table 110. Paycom Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 111. Paycom Recent Developments/Updates
- Table 112. Paycom Competitive Strengths & Weaknesses
- Table 113. Devine Group Basic Information, Manufacturing Base and Competitors
- Table 114. Devine Group Major Business
- Table 115. Devine Group Talent Assessment Services Product and Services
- Table 116. Devine Group Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 117. Devine Group Recent Developments/Updates
- Table 118. Devine Group Competitive Strengths & Weaknesses
- Table 119. Harver Basic Information, Manufacturing Base and Competitors
- Table 120. Harver Major Business
- Table 121. Harver Talent Assessment Services Product and Services
- Table 122. Harver Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 123. Harver Recent Developments/Updates
- Table 124. Harver Competitive Strengths & Weaknesses
- Table 125. Devskiller Basic Information, Manufacturing Base and Competitors
- Table 126. Devskiller Major Business
- Table 127. Devskiller Talent Assessment Services Product and Services
- Table 128. Devskiller Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 129. Devskiller Recent Developments/Updates
- Table 130. Devskiller Competitive Strengths & Weaknesses
- Table 131. HireVue Basic Information, Manufacturing Base and Competitors
- Table 132. HireVue Major Business
- Table 133. HireVue Talent Assessment Services Product and Services
- Table 134. HireVue Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 135. HireVue Recent Developments/Updates
- Table 136. HireVue Competitive Strengths & Weaknesses
- Table 137. SHL Basic Information, Manufacturing Base and Competitors
- Table 138. SHL Major Business
- Table 139. SHL Talent Assessment Services Product and Services

Table 140. SHL Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 141. SHL Recent Developments/Updates

Table 142. SHL Competitive Strengths & Weaknesses

Table 143. Pymetrics Basic Information, Manufacturing Base and Competitors

Table 144. Pymetrics Major Business

Table 145. Pymetrics Talent Assessment Services Product and Services

Table 146. Pymetrics Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 147. Pymetrics Recent Developments/Updates

Table 148. Pymetrics Competitive Strengths & Weaknesses

Table 149. Codility Basic Information, Manufacturing Base and Competitors

Table 150. Codility Major Business

Table 151. Codility Talent Assessment Services Product and Services

Table 152. Codility Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 153. Codility Recent Developments/Updates

Table 154. Codility Competitive Strengths & Weaknesses

Table 155. Talview Basic Information, Manufacturing Base and Competitors

Table 156. Talview Major Business

Table 157. Talview Talent Assessment Services Product and Services

Table 158. Talview Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 159. Talview Recent Developments/Updates

Table 160. Talview Competitive Strengths & Weaknesses

Table 161. TestGorilla Basic Information, Manufacturing Base and Competitors

Table 162. TestGorilla Major Business

Table 163. TestGorilla Talent Assessment Services Product and Services

Table 164. TestGorilla Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 165. TestGorilla Recent Developments/Updates

Table 166. TestGorilla Competitive Strengths & Weaknesses

Table 167. GoodHire Basic Information, Manufacturing Base and Competitors

Table 168. GoodHire Major Business

Table 169. GoodHire Talent Assessment Services Product and Services

Table 170. GoodHire Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 171. GoodHire Recent Developments/Updates

Table 172. GoodHire Competitive Strengths & Weaknesses

- Table 173. IBM Kenexa Basic Information, Manufacturing Base and Competitors
- Table 174. IBM Kenexa Major Business
- Table 175. IBM Kenexa Talent Assessment Services Product and Services
- Table 176. IBM Kenexa Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 177. IBM Kenexa Recent Developments/Updates
- Table 178. IBM Kenexa Competitive Strengths & Weaknesses
- Table 179. Vervoe Basic Information, Manufacturing Base and Competitors
- Table 180. Vervoe Major Business
- Table 181. Vervoe Talent Assessment Services Product and Services
- Table 182. Vervoe Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 183. Vervoe Recent Developments/Updates
- Table 184. Vervoe Competitive Strengths & Weaknesses
- Table 185. Psytech International Basic Information, Manufacturing Base and Competitors
- Table 186. Psytech International Major Business
- Table 187. Psytech International Talent Assessment Services Product and Services
- Table 188. Psytech International Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 189. Psytech International Recent Developments/Updates
- Table 190. Psytech International Competitive Strengths & Weaknesses
- Table 191. Mercer Basic Information, Manufacturing Base and Competitors
- Table 192. Mercer Major Business
- Table 193. Mercer Talent Assessment Services Product and Services
- Table 194. Mercer Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 195. Mercer Recent Developments/Updates
- Table 196. Mercer Competitive Strengths & Weaknesses
- Table 197. FLOWIT Basic Information, Manufacturing Base and Competitors
- Table 198. FLOWIT Major Business
- Table 199. FLOWIT Talent Assessment Services Product and Services
- Table 200. FLOWIT Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)
- Table 201. FLOWIT Recent Developments/Updates
- Table 202. FLOWIT Competitive Strengths & Weaknesses
- Table 203. Beisen Basic Information, Manufacturing Base and Competitors
- Table 204. Beisen Major Business
- Table 205. Beisen Talent Assessment Services Product and Services

Table 206. Beisen Talent Assessment Services Revenue, Gross Margin and Market Share (2021-2026) & (USD Million)

Table 207. Beisen Recent Developments/Updates

Table 208. Beisen Competitive Strengths & Weaknesses

Table 209. Global Key Players of Talent Assessment Services Upstream (Raw Materials)

Table 210. Global Talent Assessment Services Typical Customers

## List Of Figures

### LIST OF FIGURES

Figure 1. Talent Assessment Services Picture

Figure 2. World Talent Assessment Services Total Revenue: 2021 & 2025 & 2032, (USD Million)

Figure 3. World Talent Assessment Services Total Revenue (2021-2032) & (USD Million)

Figure 4. World Talent Assessment Services Revenue by Region (2021, 2025 and 2032) & (USD Million), (by Headquarter Location)

Figure 5. World Talent Assessment Services Revenue Market Share by Region (2021-2032), (by Headquarter Location)

Figure 6. United States Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 7. China Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 8. Europe Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 9. Japan Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 10. South Korea Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 11. ASEAN Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 12. India Based Company Talent Assessment Services Revenue (2021-2032) & (USD Million)

Figure 13. Talent Assessment Services Market Drivers

Figure 14. Factors Affecting Demand

Figure 15. World Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 16. World Talent Assessment Services Consumption Value Market Share by Region (2021-2032)

Figure 17. United States Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 18. China Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 19. Europe Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 20. Japan Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 21. South Korea Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 22. ASEAN Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 23. India Talent Assessment Services Consumption Value (2021-2032) & (USD Million)

Figure 24. Producer Shipments of Talent Assessment Services by Player Revenue (\$MM) and Market Share (%): 2025

Figure 25. Global Four-firm Concentration Ratios (CR4) for Talent Assessment Services Markets in 2025

Figure 26. Global Four-firm Concentration Ratios (CR8) for Talent Assessment Services Markets in 2025

Figure 27. United States VS China: Talent Assessment Services Revenue Market Share Comparison (2021 & 2025 & 2032)

Figure 28. United States VS China: Talent Assessment Services Consumption Value Market Share Comparison (2021 & 2025 & 2032)

Figure 29. World Talent Assessment Services Market Size by Type, (USD Million), 2021 & 2025 & 2032

Figure 30. World Talent Assessment Services Market Size Market Share by Type in 2025

Figure 31. Cloud Based

Figure 32. Web Based

Figure 33. World Talent Assessment Services Market Size Market Share by Type (2021-2032)

Figure 34. World Talent Assessment Services Market Size by Assessment Type, (USD Million), 2021 & 2025 & 2032

Figure 35. World Talent Assessment Services Market Size Market Share by Assessment Type in 2025

Figure 36. Cognitive Tests

Figure 37. Personality Tests

Figure 38. Skill / Technical Tests

Figure 39. Others

Figure 40. World Talent Assessment Services Market Size Market Share by Assessment Type (2021-2032)

Figure 41. World Talent Assessment Services Market Size by Integration, (USD Million), 2021 & 2025 & 2032

Figure 42. World Talent Assessment Services Market Size Market Share by Integration

in 2025

Figure 43. ATS Integrated

Figure 44. Standalone

Figure 45. HRMS Integrated

Figure 46. Others

Figure 47. World Talent Assessment Services Market Size Market Share by Integration (2021-2032)

Figure 48. World Talent Assessment Services Market Size by Application, (USD Million), 2021 & 2025 & 2032

Figure 49. World Talent Assessment Services Market Size Market Share by Application in 2025

Figure 50. Large Enterprises

Figure 51. SMEs

Figure 52. World Talent Assessment Services Market Size Market Share by Application (2021-2032)

Figure 53. Talent Assessment Services Industrial Chain

Figure 54. Methodology

Figure 55. Research Process and Data Source

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