

How Earport Is Different

Pre-employment testing support for employers in Charlestown, Newcastle, Lake Macquarie, the Hunter and Sydney-wide hiring teams.

Use this comparison before choosing a pre-employment testing provider. It focuses on practical delivery, candidate experience, privacy-aware workflows and local support - not generic software claims.

Buyer Criteria	Earport approach	Generic offshore platform	Generic enterprise platform
Local employer focus	Designed for practical hiring workflows used by businesses in Charlestown, Newcastle, Lake Macquarie, the Hunter and Sydney-wide operations.	Broad global workflow with little local context.	Enterprise-heavy setup, often built for large internal HR teams.
Role-relevant testing	Tests are selected around the role, safety needs and hiring decision. No one-size-fits-all test bundle.	Large test library, but weak guidance on what suits the job.	Structured libraries, but setup can be slow and complex.
Candidate experience	Clear instructions, mobile-friendly completion and short assessment pathways to reduce drop-off.	Desktop-first or inconsistent mobile experience.	Polished interface, but often too long for SMB hiring.
Compliance-ready process	Supports consent, role relevance, documented scoring and human review of results.	Generic compliance statements only.	Strong documentation, but may require internal legal or HR configuration.
Privacy-aware handling	Encourages collecting only what is needed for the recruitment decision and keeping candidate information controlled.	Data handling may be unclear across regions.	Advanced controls, but often locked behind higher plans.
Anti-cheating controls	Practical safeguards such as timing, randomisation, identity checks and anomaly review where appropriate.	Basic timing controls only.	Heavy proctoring can create candidate friction.
Implementation support	Localised setup guidance for small teams and growing HR functions.	Self-serve setup or offshore support queue.	Formal project onboarding with longer timelines.
Support availability	Support aligned to Australian business needs, including AEST/AWST-friendly discussion where required.	Offshore business hours.	Ticket-based support with slower escalation.
Billing expectations	AUD-friendly procurement discussion and implementation guidance for Australian employers.	Often USD billing.	Annual lock-in or larger minimum commitments.
Best fit	SMBs and growing teams that want practical hiring confidence without overcomplication.	Teams seeking low-cost tools with limited support.	Large organisations with dedicated HR systems teams.

What Earport does before you rely on test results

- ✓ **Define the role first**
We help connect the assessment to real job tasks, workplace risk and hiring outcomes.
- ✓ **Keep candidates informed**
Clear candidate messaging helps explain why the test matters and how results are used.
- ✓ **Review results with judgement**
Test scores should support decisions. They should not replace human review.
- ✓ **Reduce poor-fit hiring risk**
Structured testing helps reveal skills, judgement and role fit before a costly appointment.

Ready to compare your options?

Book an Earport appointment online or call 0402 291 129. This guide is designed to help employers compare providers before committing to a pre-employment testing workflow.