ReviewNet's Custom Assessment Capabilities

ReviewNet is known for having a comprehensive assessment library (over 600 titles and 20,000 questions) and a feature-rich assessment delivery and authoring system.

ReviewNet also has extensive experience developing custom assessments for our clients that can be administered and authored using ReviewNet's system. Here are some examples of projects where ReviewNet has helped our clients solve complex assessment issues.

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Client: Top 3 International Networking Equipment Firm

   Hiring Network Engineers and Senior Technical Positions

Situation:

Our client is an international maker of networking hardware and software. They needed to hire experienced network engineers to support expansion of their consulting services division. They also have some very high level technical skill positions that can only be assessed by a few senior experts.

Some of the challenges included:

- Technical managers at the Client were spending excessive time interviewing unqualified candidates
- A packaged assessment covering the specific skills they desired to measure did not exist.

Approach

- Client Subject Matter Experts (SMEs) with experience interviewing candidates for the needed skills were identified, and trained in use of the ReviewNet Authoring functions for question authoring.
- Client SME's entered questions into the ReviewNet database and ReviewNet staff constructed an online assessment to organize the questions. Other Client SME's reviewed the questions prior to use.

Results

The networking assessment constructed exclusively for our Client is in current use at our Client. Our Client is planning on expanding the creation of custom tests in 2016 as the improved ReviewNet authoring tools are released.

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Client: Top 3 IT Consulting Firm

Hiring College Graduates For Entry Level Programming Positions

Situation:

Our client is one of the largest IT Consulting firms in the world. Our client needed to hire and train between 3,000 and 5,000 programmers. New hires for this position would have limited programming experience and be required to successfully complete an intensive two-month training program to be eligible for positions as programmers. Our client needed to evaluate candidates for their ability to quickly learn and apply programming skills.

Some of the challenges included:

- Candidates were located all across the US.
- Assessments needed to be remotely administered and still deter cheating and copying questions.
- Requirement to measure aptitude rather than experience required a predictive validation study.

Approach

- The assessment was designed to be administered online via the internet, using the ReviewNet Test Administration System.
- ReviewNet recruited Subject Matter Experts to write the questions and partnered with an Industrial Psychologist to conduct the predictive validation study
- ReviewNet designed and developed a Programming Aptitude Test that included questions on Logic, Sequence, Math, and Pseudocode.
- The Pseudocode questions measured typical programming constructs such as flow of control, sequence of operations, assignment but did not require knowledge of a specific programming language
- The assessment design included the use of pools of questions for each question to be shown to the candidate, allowing each session to include differing questions but still cover the same topics.

Results

A Validation study was conducted with the first set of candidates. The validation study revealed a strong correlation between performance on the ReviewNet Programmer Aptitude test and performance in the programmer training course.

More than 12,000 candidates of our client have taken the assessment over the past 10 years.

Candidate sessions are set up in the ReviewNet system by the client, candidates are sent an email with login credentials. Results from the sessions are automatically emailed to the responsible recruiters. Recruiters use follow up questions to resolve questions about a candidate's performance.

ReviewNet Evaluation Results

Interview ID: 284417

Session Summary

Position:	Programmer Aptitude Test
Q-Set:	Programmer Aptitude Assessment

Candidate:	Sally Sample	Start Time:	08/20/15 1:26:40 PM
Scheduled:	08/20/15	Finish Time:	08/20/15 2:27:35 PM

Score Summary

Sally has attained an **Overall Score of B** across all topics within this Q-Set.

Among all candidates who have taken this ReviewNet assessment, **Sally** has a score in the **81st Percentile**. Thus, Sally has scored better than 81% of the candidates who have taken this assessment.

Overall Score: B

Session Details

	Score	Time Taken
Candidate:	73%	01:00:02
Test Population:	Avg: 53% Med: 55%	01:00:10

Percentiles are an indication of how this candidate scored compared with other candidates who took the same assessment and can change as additional candidates are rated.

Topic Strengths

	VERY LOW	LOW	AVERAGE	HIGH	VERY HIGH
Code and Pseudocode	84				
Arithmetic	83				
Logic	56				
Sequence and Patterns	50				

Topic and Question Details

Overall Score:	29 out of 40 - 73%
Overall Time:	01:00:02

Arithmetic		**5 of 6 - 83%**	**0:08:39**
Questions	**Level**	**Score**	**Time**
Word problem (computer equip)	B	Correct - 100%	0:02:54
Word problem arithmetic (buy office supplies)	B	Correct - 100%	0:00:30

Client: Top 5 International Bank

Hiring College Graduates and Experience IT Professionals

Situation:

Our client is an international bank that has major operations in Malaysia, China, India and England. They needed to hire experienced IT professionals in a wide variety of technologies spanning legacy mainframe skills through the latest internet and mobile technologies in the operation centers in Malaysia, China, and India. Our client was struggling with assessing experienced candidates with such a wide variety of skills. The college recruiting function was also experiencing difficulty identifying college graduates that had acceptable business English skills and situational behavior skills.

Some of the challenges included:

- ReviewNet did not have standard assessments available for some of the technologies that were either too narrow, too old or too recent.
- The time zones of the client and ReviewNet were 12 to 14 hours apart
- Assessing Business English skill requires understanding both written and spoken English

Approach

- Existing ReviewNet assessments from the 600 titles in the ReviewNet library were matched to our Clients list of required skills.
- Client Subject Matter Experts (SMEs) reviewed existing ReviewNet assessments. In some cases, Client SMEs combined ReviewNet questions with new ones authored by Client SMEs to create assessments tailored to our Client's exact needs. Client SME's created the questions using the ReviewNet Authoring functions.
- ReviewNet recruited SMEs and developed technical assessments at the request of our Client for ITIL, MQ Message Broker, and WebSphere Administrator. The assessments were reviewed by peers and by Client SMEs.
- ReviewNet recruited SMEs and developed assessments for Business English Literacy. The Business English Fluency assessment included written questions on grammar, vocabulary, reading comprehension, and listening skills. The assessment was reviewed by a set of US English teachers. A pilot session was conducted and the assessment questions were slightly modified.

Results

The Business English Literacy assessment is administered on-site at colleges, with up to 100 students per hour taking the assessment online. Nearly 1000 students have been tested since the completion of the test in mid-2015.

Client SMEs have created over 20 assessments specific to their needs, and continue to implement new content as needed.

ReviewNet assessments are being administered to candidates in Malaysia, China, and India.

REVIEWNET

ReviewNet Evaluation Results

Interview ID: 286213

Session Summary

Position:	Business English Literacy		
Q-Set:	Business English Literacy		
Candidate:	Sally Sample	Start Time:	10/24/15 9:41:32 AM
Scheduled:	10/24/15	Finish Time:	10/24/15 10:39:47 AM

Score Summary

Sally has attained an **Overall Score of A+** across all topics within this Q-Set.

Among all candidates who have taken this ReviewNet assessment, **Sally** has a score in the **100th Percentile**. Thus, Sally has scored better than 100% of the candidates who have taken this assessment.

Overall Score: A+

Session Details

	Score	Time Taken
Candidate:	97%	00:56:47
Test Population:	Avg: 75% Med: 77%	00:43:29

Percentiles are an indication of how this candidate scored compared with other candidates who took the same assessment and can change as additional candidates are rated.

Topic Strengths

	VERY LOW	LOW	AVERAGE	HIGH	VERY HIGH
Business English Literacy: Reading Comprehension	100				
Business English Literacy: Vocabulary	100				
Business English Literacy: Listening	93				
Business English Literacy: Grammar	90				

Topic and Question Details

Overall Score:	38.67 out of 40 - 97%
Overall Time:	00:56:47

Business English Literacy: Grammar		9 of 10 - 90%	0:17:58
Questions	Level	Score	Time
Grammar	I	Correct - 100%	0:00:16

Client: Top 5 International Telecom Services Provider Firm

Hiring Experienced Fiber Optic Cable Engineers

Situation:

Our client is one of the largest telecom services provider in the world. They were preparing to rapidly install a fiber optic network in the United States and needed to hire experienced technicians to do the work.

Some of the challenges included:

- Fiber Optic cable installation was a new skill that few individuals had done before.
- The newness of the type of job and the risk to the Client of unfair hiring practices made a thorough job analysis and validation study mandatory.
- Our Client required a paper-based assessment.

Approach

- ReviewNet partnered with an Industrial Psychologist to perform a comprehensive Job Analysis of the job identify required skills from Client-provided training material, other job analyses, and Client interviews.
- Client Subject Matter Experts (SMEs) experienced in the required skills were identified.
  Client SMEs reviewed existing ReviewNet questions for applicability to the new assessment, and wrote other questions that were needed. The questions were entered into a printable test document.
- A validation study was performed measuring expected versus actual performance by the few Client personnel currently performing the job. Underperforming items were modified or removed.

Results

The paper-based assessment for Fiber Optic Installation Technician was used extensively during the rollout of their national US fiber optic network.

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Other Custom Assessment Projects

- Cisco VOIP Switch Assessment for a large US county government with Client SME

- Custom Java Assessment for several US banks, using ReviewNet questions

- Big Data Assessment for a consulting firm, using Client SME

- Engineering (Civil, Mechanical, Stress) for a US Staffing firm

- Many custom Flex Specs