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Examinations and Test Section

Sep 2015

ATP- SIG (Dublin)

Internet Based Testing

Testing 2.0

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Background

750 000

4 000

1 : 400

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Challenges

Austerity

Application Growth

"Do more with less"

65%

300%

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Opportunity

Unproctored Internet-based Testing

Fighting fire with fire

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Why did we go down this road…

Unproctored Internet-based Testing

- **Cost**
- **Time**
- **Global Talent Pool**
- **Employer Branding**

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Concerns

Unproctored Internet-based Testing

Reliability

- No difference to paper-based & computer-based

Accessibility

- 4 in 5 - OECD countries
- 2 in 5 - Globally

Dishonesty

- .3 – 2.2%
- “Birds of a feather”

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Concerns

Unproctored Internet-based Testing

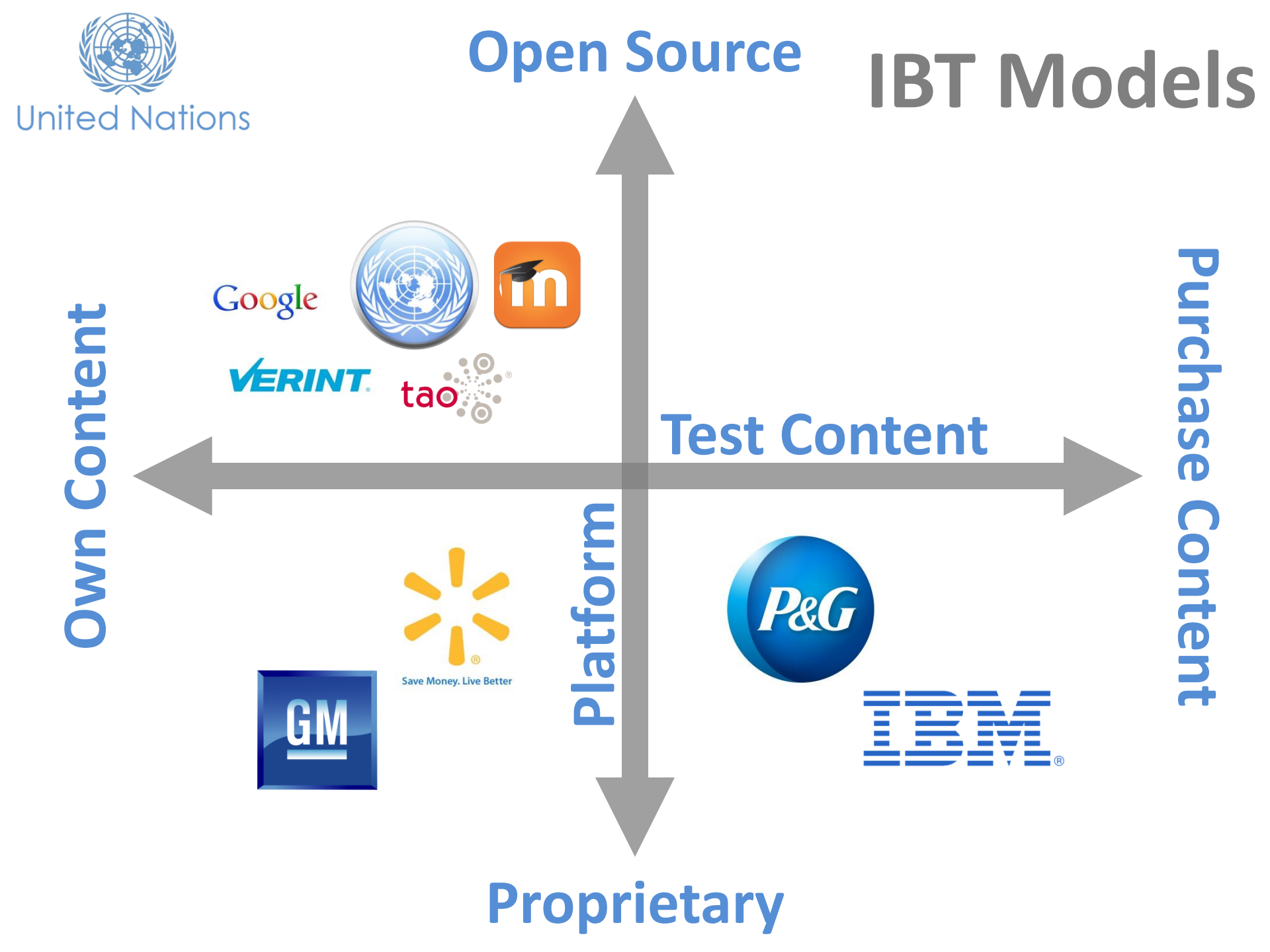
Accessibility

- Advanced Notice
- Platform Requirements
- Sample Tests

Dishonesty

- Timed tests
- Honesty Policy
- Item types
- Verification Testing
- Cheating detection stats
- Large Item Bank (CAT)

IBT Models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Open Source
Own Content
Test Content
Purchase Content
Platform
Proprietary
Google
VERINT
tao
Save Money. Live Better
GM
P&G
IBM

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Our Experience so far…

Unproctored Internet-based Testing

FS Campaign

- 32 000 applicants
- 166 countries
- 26 positions
- 3 days to test
- 1 day to get results

Regular Vacancies

- 30 + vacancies used IBT
- 7 staffing levels (from GS to D)
- 90% completion rate
- 95% of applicants thought it was fair

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Our Experience so far…

Unproctored Internet-based Testing

Advantages

- Low cost per applicant
- Open-source communities of support
- Flexible

Disadvantages

- Infrastructure required
- IT Specialist required
- Live Test-taker support required

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Considering IBT, consider this..

Unproctored Internet-based Testing

Infrastructure?

Test Content?

Test-Takers?

Communications?