




Distance Education
Training Council (DETC) | Assessing Remote
Students and Faculty


Overview

- About Wonderlic
- Assessment Challenges and Opportunities for Distance Education
- Student Admissions
- Employee Selection
- Online Technology to Support Student and Employee Assessment Processes



About Wonderlic

- Over 70 years experience
- Over 50,000 clients in education, industry and government
- Over 120 million assessments administered
- Founding member of the Association of Test Publishers
- Assessments are approved by the U.S. Department of Education
- Recognized by major education accreditation organizations



Assessment Challenges & Opportunities

- Potential students
 - Efficient and effective
 - Predictive of training success
 - Identification of remediation needs
- Potential employees
 - Efficient pre-screening process
 - Predictive of on-the-job success
 - Increased performance
 - Reduced turnover



Distance Learning Assessments

- **Behavioral Risk Profile**
Identifies risk factors that impact a potential distance learner's retention and completion rates.
- **Cognitive Ability Testing**
Provides insight into a student applicant's ability to learn and be trained.
- **Skills Testing**
Determine if student applicants have the requisite math and English skills. Provide guidance for remediation.
- **Automated Essay Scoring**
Automates the collection and scoring of admissions essays and individual writing assignments.



Behavioral Risk Profile

Pre-screening questions developed to capture student applicant attributes (behavioral and attitudinal), and skill levels to identify and mitigate risks

- I would rate my computer skills:
 - Poor
 - Fair
 - Good
 - Excellent
- I find it hard to communicate unless I can talk with someone face-to-face.
 - Strongly Disagree
 - Disagree
 - Neither Agree nor Disagree
 - Agree
 - Strongly Agree
- How many hours do you plan to spend working towards your degree each week (e.g., attending classes, doing homework)?
 - Less than 5 hours per week
 - 5 to 15 hours per week
 - 16 to 25 hours per week
 - Over 25 hours per week



Cognitive Ability Testing

- Cognitive ability is a powerful predictor of student performance
In two separate studies involving a total of more than 1.3 million students, researchers found that cognitively loaded measures were strong predictors of student grade point average ("GPA") (Berry & Sackett, 2008; Ones & Dilchert, 2004)
- The SLE is an established and proven measure of Cognitive Ability
 - The SLE and WBST have been approved by the Department of Education for use in Ability-to-Benefit (ATB) contexts.
 - In business settings, the SLE is branded as the Wonderlic Personnel Test (WPT). The WPT is regarded as the "the most representative" and "the most widely used" measure of ability in industry today (Schmidt & Hunter, 2004, p163)



Scholastic Level Exam – Quicktest (SLE-Q)

- 8-minute timed test, administered remotely
- Quickly identify students most likely to be successful
- Used to evaluate training potential and place students in programs that suit their learning speed and aptitude, and identify students who will need additional help in the classroom.
- Improves:
 - Retention rates
 - Graduation rates
 - Classroom efficiency
 - Student satisfaction
 - Instructor satisfaction



Skills Testing

- English Skills
- Math Skills
- Technical Skills



Automated Essay Scoring

- Leverages award-winning, web-based artificial intelligence to score admissions essays and class writing assignments
- Provides reliable and consistent results across grade levels, subject areas, and context
- Quickly identifies the number of spelling and grammar errors
- Provides an overall holistic score and specific content scores including; focus, development, organization, language use, and mechanics



Employee Hiring Process Goals

- Maximize recruiting efficiency
- Improve performance
- Decrease turnover

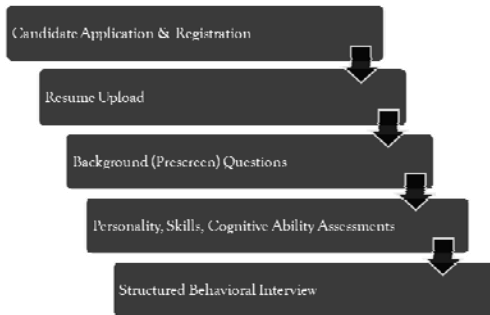


Components of the employee selection process

- Prescreening Questions
Quickly identify candidates with the necessary minimum qualifications
- Selection Assessments
Utilize personality, skills, and cognitive ability assessments to identify the essential skills and traits necessary for successful job performance
- Structured Behavioral Interviews
Capture consistent and objective information across candidates and from multiple interviewers



Standardized Selection Process



Online Technology for Student and Employee Selection

Process Management

- Compare and prioritize student applicants
- Align with stages in current admissions processes
- Easily manage the employee recruiting process

Data Management

- Track data and analyze trends
- Utilize system integration capabilities to incorporate assessment data into your student or applicant tracking system

Pre-defined analyses have been conducted for the following:

- Admissions Representative
- Accountant
- Administrative Assistance
- Facilities Worker
- Faculty
- Financial Aid Specialist



Questions & Contact Information

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