

# ASSESSMENTS

## Global Employability Test (GET)

The Global Employability Test (GET) is a comprehensive suite of assessments in Language, Aptitude, Behaviour, IT and Programming skills. The systematic administration of assessments coupled with appropriate training inputs, helps students succeed in the recruitment process and also enables institutions to measure the effectiveness of the various training initiatives undertaken for their skills enhancement. GET consists of scientifically designed capsules consisting of Pre-Interim-Post assessments.

### Pre-assessment

- \* To screen the students and benchmark the talent pool
- \* Understand where students stand when compared to industry expectations
- \* Provide information about the students' skill and instructional needs

### Interim Assessments

- \* Helps in monitoring the student progress
- \* Analyse where students are and how to reach the goal
- \* Provide corrective feedback to students and enhances learning during the training period.
- \* Revisit training approach, if required, based on the feedback
- \* Assesses training effectiveness

### Final Assessment

- \* A comprehensive suite of assessments in line with the company's written tests.
- \* Assess students' employability skills
- \* Students' will take the company's recruitment tests with confidence
- \* The success rate in recruits would go up

We will administer assessments in a systematic manner to help students understand the skill gaps and bridge them through appropriate training inputs.

### ASSESSMENTS IN THE GET

GET is a comprehensive assessment suite comprising of the following tests:

SL. NO.	TEST / ASSESSMENT	OBJECTIVE
1	<b>Aptitude</b> (verbal, arithmetic and reasoning)	To provide detailed insights to the problem solving, logical reasoning, analytical reasoning, reading comprehension and vocabulary <b>Time duration: 60 min</b>
2	<b>Behaviour skills / Personality</b>	Provides a detailed profile of the students' personality and attitude, which includes optimism, creativity, locus of control, assertiveness, learning orientation, and leadership. <b>Time: 60 min</b>
3	<b>Domain Skills</b>	Designed to evaluate the technical / subject skills: <ul style="list-style-type: none"> <li>→ IT Skills</li> <li>→ Electrical Engineering</li> <li>→ Electronics Engineering</li> <li>→ Mechanical Engineering</li> <li>→ Civil Engineering</li> </ul> <b>Time duration: 60 min per assessment</b>
4	<b>Language skills</b>	Language Knowledge <ul style="list-style-type: none"> <li>→ Listening skills</li> <li>→ Reading skills</li> <li>→ Grammar</li> <li>→ Vocabulary skills</li> </ul> Speaking skills <b>Time: 60 min</b>

Diagnostic tests and practice assessments would be conducted for students to be made aware of the progress being made. Personalized feedback and guidance would be provided based on practice tests for students to help them prepare well.

### Globarena GET Advantage

- \* Assessment profile will reflect the students' capabilities and add value to the resume
- \* Help students stand out in the competition
- \* Help students understand the skills gaps and thus plan for training inputs
- \* Give the needed insights into the students' personality and career skills
- \* Help a student to identify the right job suiting their personality and skills
- \* Assess the essential employability skills in a scientific and effective manner
- \* Prepare a student to practice well in the areas of concern both through
  - \* Detailed reports
  - \* Personalized feedback and guidance (Optional)

### International Partnership Assessments

#### University of Cambridge ESOL UK BULATS (Business Language Testing Services)

Internationally accepted language assessment from University of Cambridge ESOL Examinations, Cambridge, UK, (who conduct IELTS). Tasks are based on the kind of skills and activities needed in the workplace pertaining to listening, speaking and writing

#### Carnegie Speech Company (CSC)

Carnegie Speech Company (CSC) of Pittsburgh, PA USA are the developers of speech assessment and tutoring software focussed on using state-of-the-art speech recognition technology to test and improve English language pronunciation by non-native speakers. CSC uses state-of-the-art speech recognition and artificial intelligence technologies licensed from Carnegie Mellon University

# NASSCOM Assessment of Competence (NAC 2.0)

NASSCOM is the premier trade body and the chamber of commerce of the IT-BPO industries in India. It has more than 1200 members, which include both Indian and multinational companies, that have a presence in India. NASSCOM's member and associate member companies are broadly in the business of software development, software services, software products, consulting services, BPO services, e-commerce & web services, engineering services off shoring and animation and gaming.

## Importance of NASSCOM Assessment of Competence (NAC) 2.0

India's economic growth will greatly be accelerated if the Indian IT and BPO industries sustain their leadership with the appropriately skilled Onshore Human Resource. NAC 2.0 will enable the supply of certified skilled manpower to the IT & ITES companies which currently is a challenge for many companies.

## Why NAC 2.0?

NASSCOM is following a multi-pronged approach to facilitate manpower development for the short and long terms. By following a two-phase strategy NASSCOM is aiming to build a pool of BPO manpower which will be pre-certified, in tune with the needs of the industry and, thereby, gear up for the future requirements of the sector.

NASSCOM has worked and continues to work with the Indian BPO industry players to create a national assessment and certification program - NASSCOM Assessment of Competence (NAC) which is a national-level assessment. This initiative is aimed at identifying and helping develop a robust and continuous pipeline of talent through continuous assessment of candidates (pre and post training) on key skills.

### Advantages of NAC 2.0 for various stakeholders

#### Job Aspirants

- \* A common, transparent process across companies in the BPO/BS sector
- \* No need to go through the same recruitment process at different companies
- \* Ability to identify their own strengths and weakness
- \* Ability to self-assess their own training needs
- \* Opportunity to get certified on a national level under NASSCOM

#### State Governments

- \* Employment generation through increased employability of talent
- \* Help in attracting serious investors
- \* Help create a concept shift from 'education' to 'employability'
- \* Identification of 'skills gaps' in youth to be filled at the academia level

#### IT & ITES Industry

- \* National standard for recruitment of entry-level talent
- \* Projected 50% cost saving in industry's sourcing cost
- \* Ease of benchmarking for individuals against the industry standards
- \* Ability to reach out to a larger audience / pool of potential candidates
- \* Ability to filter out non-serious candidates
- \* Cost savings through cutting off steps from the recruitment process, resulting in reduced cycle time and more efficient utilisation of resources
- \* Cost saving through reduced training hours in full-blown operations

### Globarena Advantage

- \* Screen candidates using NAC 2.0 and facilitate the creation of a score card that will enable them to aim for jobs in IT & ITES segment
- \* Provide training-need analysis to candidates / institutions after screening
- \* Training candidates aspiring to become more competent for IT & ITES jobs