

BESTest

Measuring learners' start and end points for job readiness

- Since 2011 REED NCFE has engaged with over 90000 learners, 50000+ employers
- In 2016-17 REED NCFE brokered over 5000 work placements
- Developed BESTest in conjunction with the University of Leeds Business School and their Organisational Behaviour team
- Piloted & validated in spring 2016 & launched in the summer of 2016 to FE colleges and training providers

What has our research told us?

Hard Skills:

CV

Job Search Skills

Interview Techniques

Workplace Behaviours

Soft Skills:

Motivation

Professionalism

Sociability

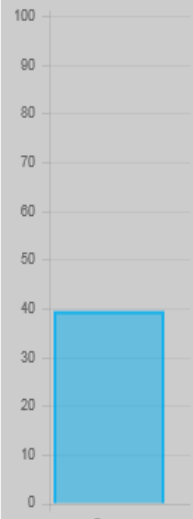
Initiative

Resilience

Organisation

- A Psychometric but not behavioural assessment?
- Pre-employment assessment for apprenticeship / traineeship candidates
- Formative & summative tests to measure 'distance travelled' whilst studying
- An opportunity to assess and measure added value.

BESTest Results – by Learner

| Employability Score | Key Employability Skills Indicators | Personal Qualities Indicators | | | | | | |
|---|---|---|-------|-------------|--------|---|---|---|
|  <p>Score: 40</p> |  <p>CV: 33, Job: 33, Interview: 67, Workplace: 43</p> |  <p>Initiative: 35, Organisation: 0, Motivation: 83, Resilience: 25, Sociability: 75, Professionalism: 0</p> | | | | | | |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Title</th> <th style="width: 60%;">Description</th> <th style="width: 20%;">Status</th> </tr> </thead> <tbody> <tr> <td><</td> <td>></td> <td>></td> </tr> </tbody> </table> | | | Title | Description | Status | < | > | > |
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Alternatively select the unlock button to allow the user to start a Distance Travelled Assessment.

BESTest Results – by Learner

<http://learn.forskills.co.uk/user/viewdiag.php?idusercr> Personal profile: Shannon C...

Home » General Assessments » Assessments » Shannon Carnell

Shannon

| | | |
|-----------------------------|---|--|
| Professionalism | You need to do some work on the levels of maturity and reliability that employers will expect you to demonstrate . | |
| CV | You need to do some work to improve your understanding of what makes a good CV and how to use it. | |
| Initiative | You need to do some work to develop your understanding of how to be proactive in finding and securing a job. | |
| Job Search | You need to do some work to understand the different methods involved in identifying suitable job opportunities. | |
| Resilience | You demonstrate some ability to adapt and deal with setbacks during the job search process. | |
| Workplace Behaviours | You demonstrate some understanding of the workplace behaviours expected by employers but there is room for improvement. | |
| Sociability | You demonstrate some understanding of how to be sociable and engaging in interview and workplace settings. | |
| Motivation | You clearly demonstrate consistent effort to find, apply for and secure a job. | |
| Interview Technique | You demonstrate clearly an understanding of how to best present yourself at interview with employers . | |

Alternatively select the unlock button to allow the user to start a Distance Travelled Assessment.

UNLOCK

Of the five options which one skill was the learner's greatest strengths?

- 1. Job Searching**
- 2. Organisation**
- 3. CV**
- 4. Interview Technique**
- 5. Professionalism**

Of the five options which one skill was the learner's greatest weakness?

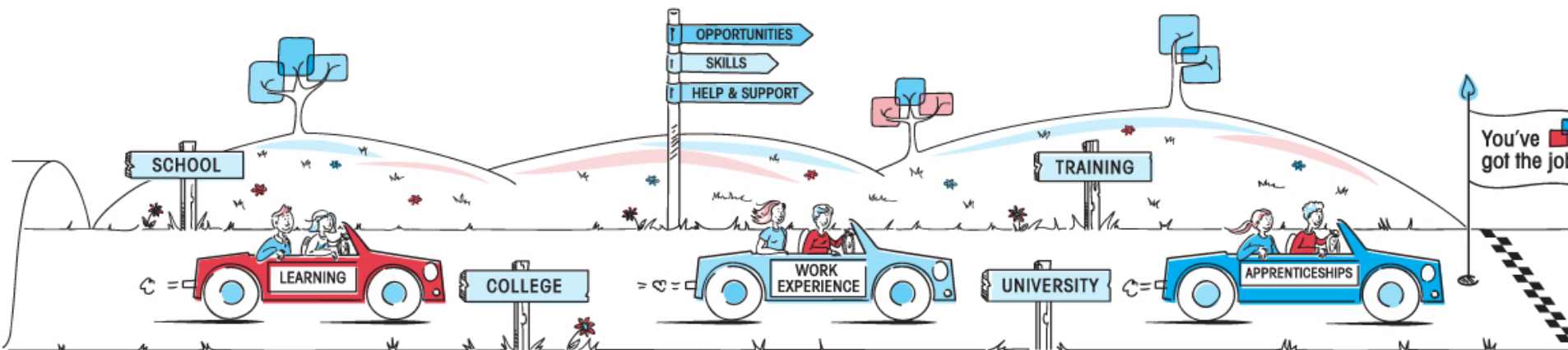
- 1. Organisation**
- 2. Professionalism**
- 3. Workplace Behaviour**
- 4. CV**
- 5. Motivation**

Themes and trends from our data

| Rank | Indicator |
|------|----------------------|
| 1 | Professionalism |
| 2 | Sociability |
| 3 | Motivation |
| 4 | Interview Skills |
| 5 | Workplace Behaviours |
| 6 | Organisation |
| 7 | Resilience |
| 8 | Job Search |
| 9 | Initiative |
| 10 | CV |

- BESTest allows offenders an opportunity to:
 - positively reflect on their employability
 - consider what employability skills and behaviours are
 - Visually see the distance travelled in training
 - build their self awareness and confidence

How job ready are my learners?
What do they need to improve?
How do the results inform programme planning?
How can the programme influence learner progression?



- Quick and easy for learners to do
- Proper scientific (psychometric) diagnostic assessment
- Measures ten different indicators of employability skills in a short time frame
- Generates unique and invaluable management information – including norm data
- Measures distance travelled
- A range of tailored e-learning modules
- Very affordable

**For more information and your free
BESTest assessment please contact:**

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