

Assess Spoken English Skills and Soft Skills while Hiring

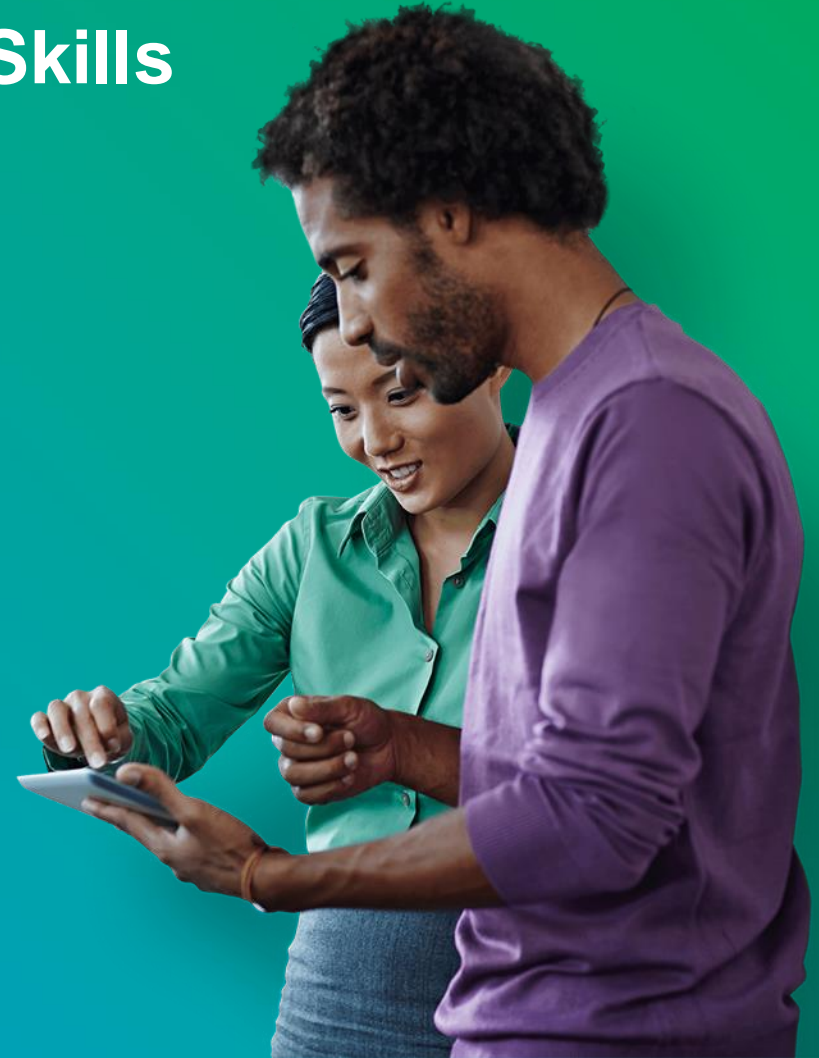
Leverage AI to objectively assess and
develop English Proficiency of your teams

Oct 2024
Redefine Learning Edusmart Solutions

Partner of

Mercer Philippines, Inc.

A business of Marsh McLennan



1. Who We Are
2. Our Solution
3. Outcomes- Reports and Executive Analysis
4. Impact
5. Commercials

Agenda

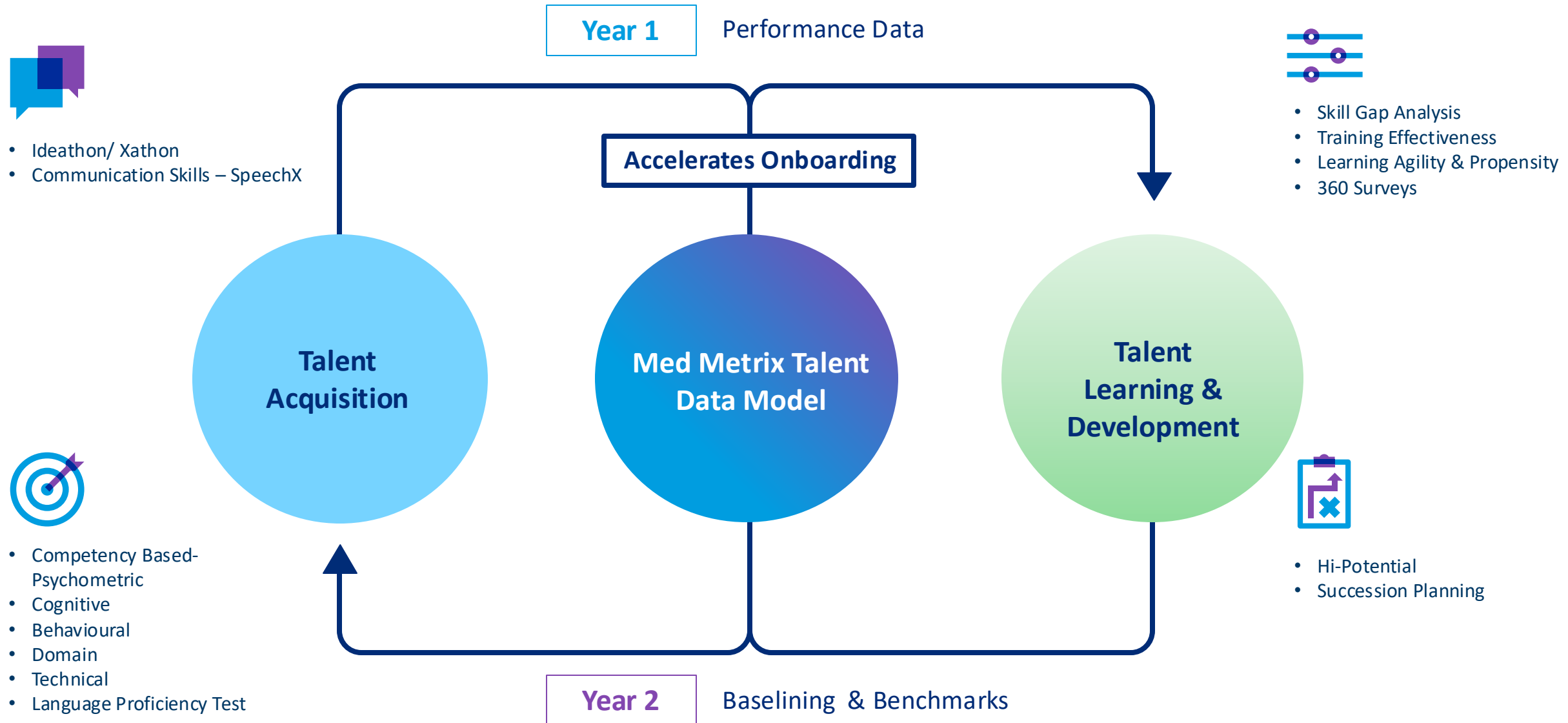
Who We Are



Mercer | Mettl is one of the largest players in skill assessments globally!

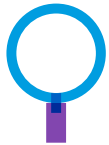


Introducing Mercer Talent Data Model



Our unmatched portfolio of assessments

1



Cognitive assessments

Identify candidate potential to learn and adapt in any job role

2



Communication assessments

Evaluate people communication skills

3



Behavioral /Personality assessments

Identify strengths and areas of development on critical personality traits

4



Functional skills assessments

Accurately evaluate talent for specific job functional skills

5



Coding assessments

Develop successful tech teams that deliver

Our Solution

2

Types of Assessment we have-

- 1. Personality, Behavioural and Cognitive- Slide Number 10,11**
- 2. Speech-X- Language Proficiency Test- Slide 13-18**
- 3. Anti Cheating Features- AI Proctoring- Slide 19**

4 Phase Execution



Phase – Baseline

Identifying the must to have from Job Description and skills inventory list.



Phase 2 – Assessment Solutions

Mercer to roll-out the ff. solutions for Med Metrix:

1. Customized Assessment
2. Tools- Cognitive, Personality, Communication, Hard Skills



Phase 3 – Administer and Develop

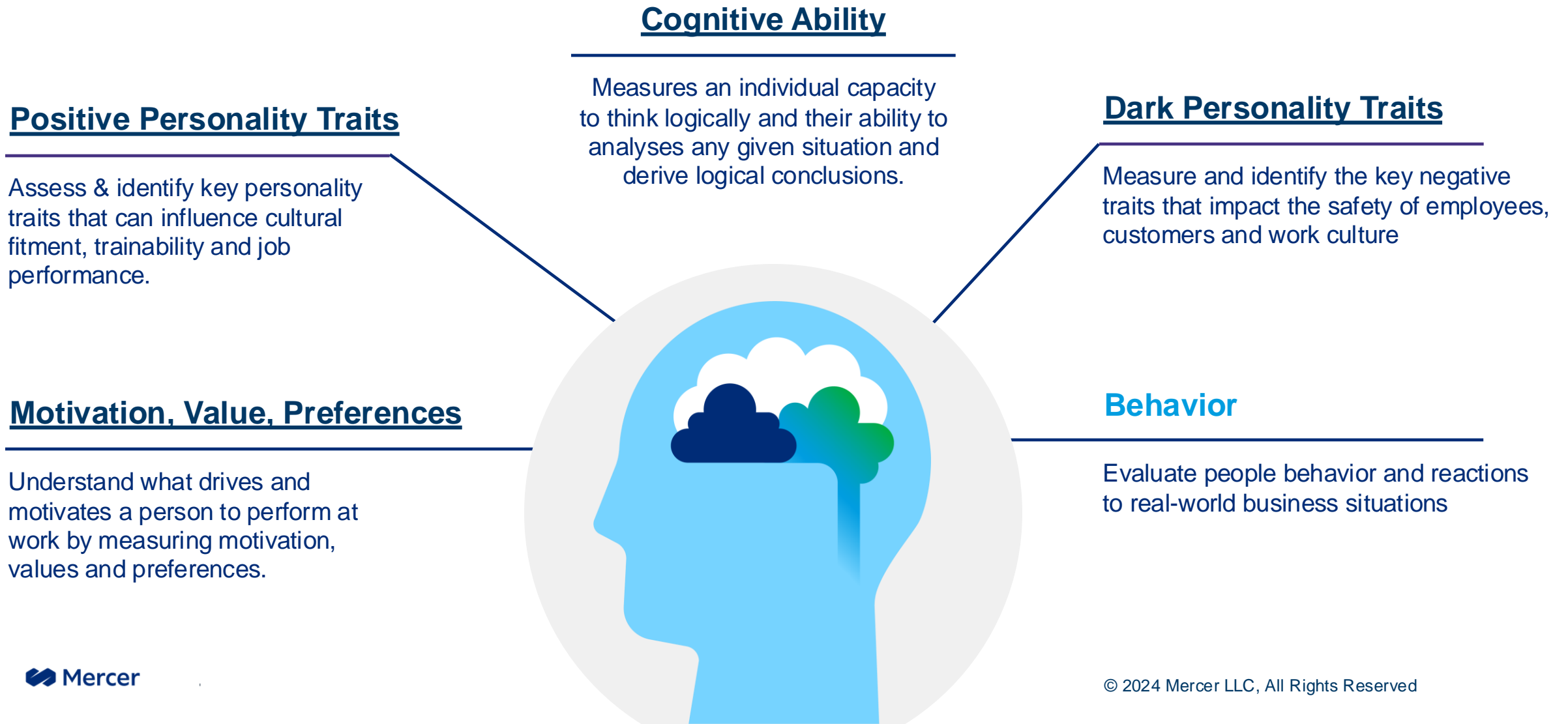
Provide HR Report with interview guides to identify social desirability and measure the communication and cognition level for the candidates.



Phase 4 : Group Analysis, Benchmarking and Remeasurement

Buy talent based on internal benchmarks and use of group data analytics to identifying if the Hiring process is efficient and optimized or not.

Accurately measuring candidate's Personality





Measuring the Cognition Level

Our aptitude assessments give a candidate's holistic cognitive evaluation by looking at fluid and crystallized reasoning

Cognitive Tests

Fluid reasoning

The ability to perceive things and absorb new information

Abstract Reasoning Tests

Measures the ability to think laterally, examine problems in unique and unusual ways and make logical connections between different concepts

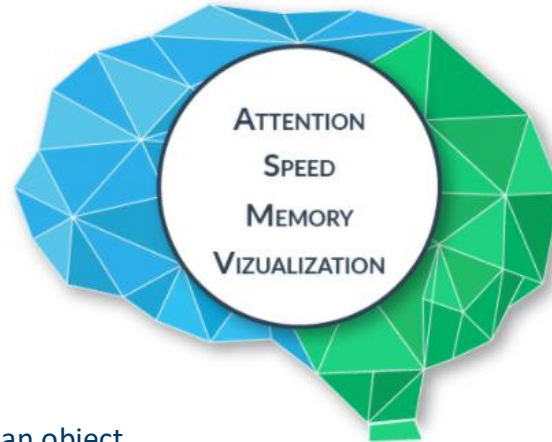
Spatial Reasoning Tests

Measures the ability of a candidate to visualize and manipulate two-dimensional and three-dimensional shapes or patterns or designs

Visual Reasoning tests

Measures the process of manipulating one's mental image of an object in order to reach a certain conclusion

CORE BRAIN
FUNCTIONS



Crystallized reasoning

The ability to retrieve and use information acquired over lifetime

Language and Comprehension

Assesses the ability to analyze and comprehend written and verbal information

Logical and Critical Reasoning

Assesses the ability to analyze and perceive the given information from different perspectives

Problem Solving

Assesses proper reasoning skills of candidates

Decision making and Judgement

Assesses business acumen

Benefits of aptitude assessments

2x

Better prediction of job performance than job interviews

3x

Better prediction of job performance than work experience

4x

Better prediction of job performance than education level

Other tests available for specific functions!

Functional skills tests

Sales and marketing

- Mettl B2C Sales Potential Assessment
- Mettl B2B Sales Potential Assessment
- Digital Marketing Assessment
- Marketing Associate Assessment
- Customer Service Assessment

Information technology

- Core Java Developer
- Angular 11
- Python Data Science

Finance and accounting

- Accounts Payable Fundamentals Test,
- Assessment for QuickBooks,
- Mettl Finance Manager Assessment

Engineer Evaluation

- Aptitude Test for Production Engineer
- Technical Support Engineer assessment
- Electrical Engineer Assessment

Entry level role tests

- B2B Sales Potential Assessment
- Entry Level Aptitude Test
- Data Entry Operator Assessment

Leadership role tests

- Mettl Leadership Assessment, Psychometric Test for Leadership, Diversity Assessment Test

..and much more

Introducing SpeechX

Automated language skills
assessment to foster smarter
talent decisions

Auto-graded tool to determine English skills of non-native speakers

Human and AI intelligence



Powerful technology blended with subject matter expertise

Actionable reports



Insightful reports generated in real-time

Candidate and recruiter friendly

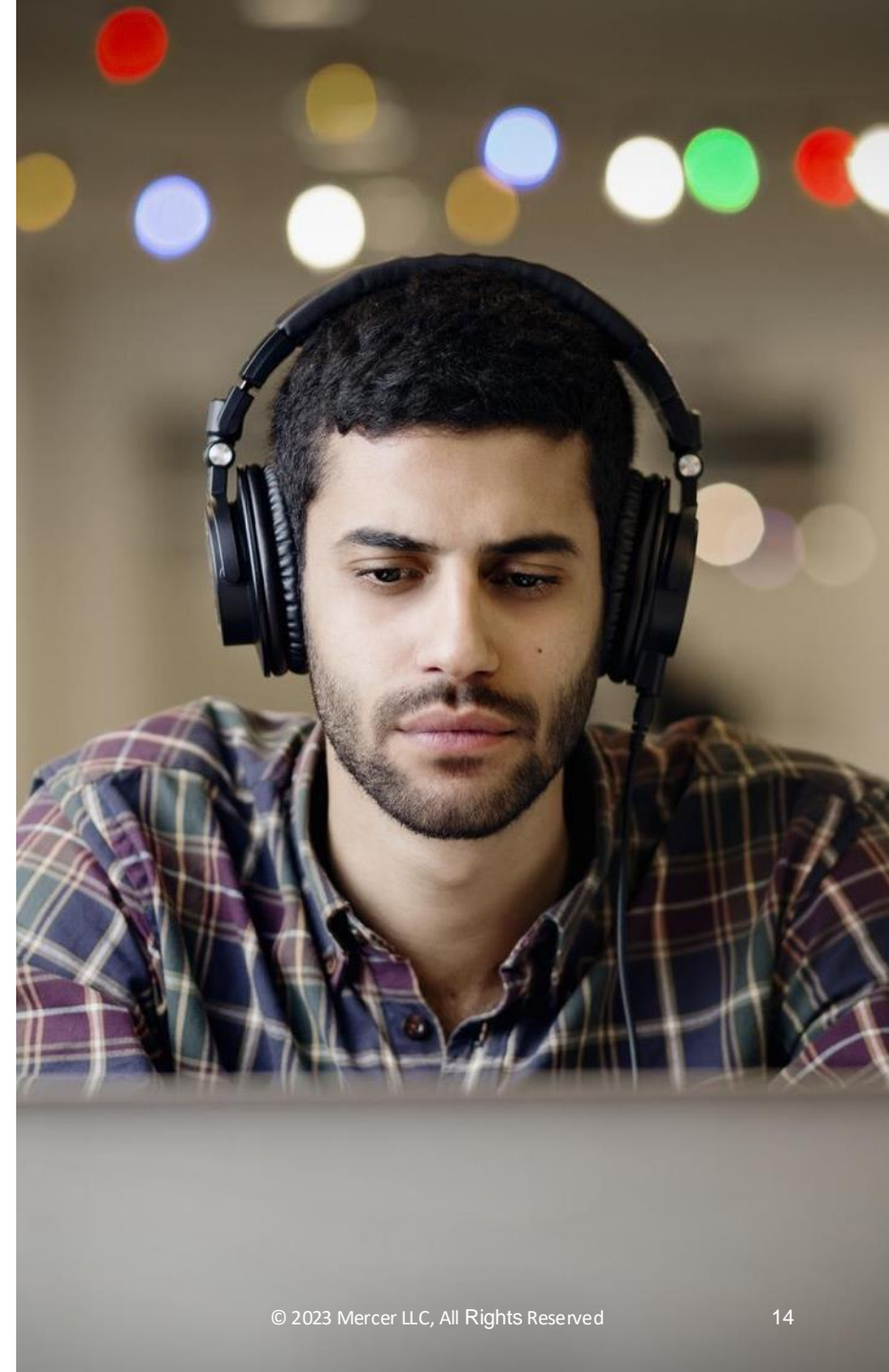


Immersive experience that save effort and time

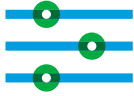
Cheat-proof platform



Extremely secure and credible platform



What makes SpeechX different?



Best-in-class methodology

- Incorporates CEFR guidelines
- Checks for high-impact and low-impact errors which makes a candidate non-trainable/ trainable



Reliable technology

- Patented and accurate speech technology from Carnegie Speech
- Subject matter expertise blended with AI technology
- Clean and easy-to-use interface



Credible impact

- Standardization speeds up evaluation process by 20%
- Enables hiring at scale while reducing the time-to- hire



Cheating prevention

- Auto-generated cheating flags using AI proctoring technology
- Image & audio capture ensures process auditability

World-class content and grading methodologies



Content

Holistic assessment content created by subject matter experts across various types of questions such as free speech, multiple choice options, reading and listening skills etc.



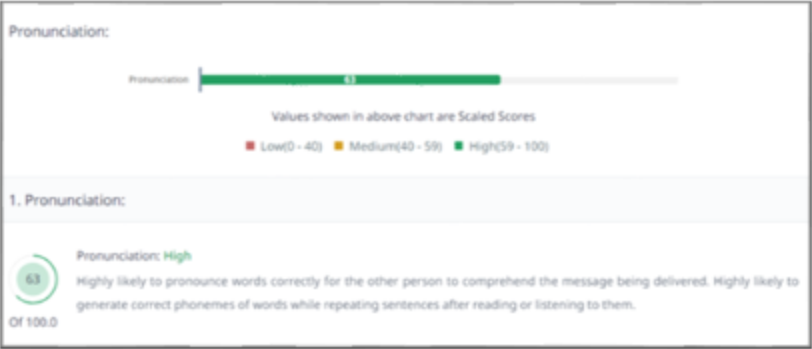
Scoring parameters

Graded scoring based on CEFR guidelines that evaluates candidates across 4 primary parameters such as pronunciation, fluency, grammar and listening comprehension



Comprehensive language evaluation metrics

Pronunciation



Check for 8+ high impact non-trainable sounds

Grammar



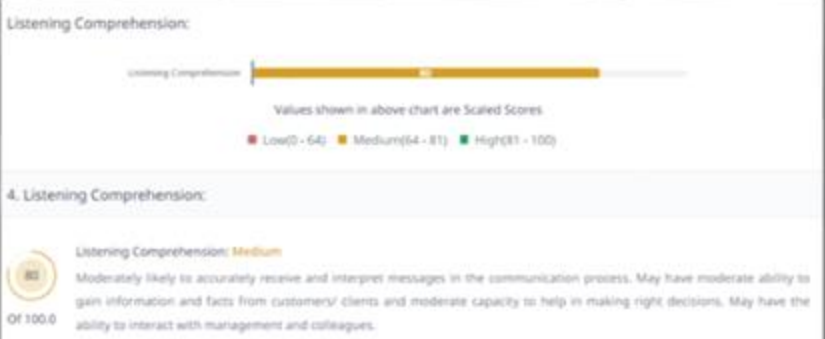
Evaluate both high impact and low impact errors

Fluency



Evaluate across multiple dimensions

Listening



Assess deductive and inference-based understanding

Comprehensive language evaluation metrics

Parameters	Sections	Question Type
Pronunciation	A and B	Read and Repeat/Listen and Repeat/Free Speech
Fluency	A and B	Read and Repeat/Listen and Repeat/Free Speech
Grammar	C	Grammar based MCQs/Fill in the Blanks (Tenses, Subject Verb Agreement, Active to Passive voice etc)
Active Listening	D	Listening Comprehension (Conversation based audios etc)
Spoken English Understanding	D	Listening Comprehension (Conversation based audios etc)

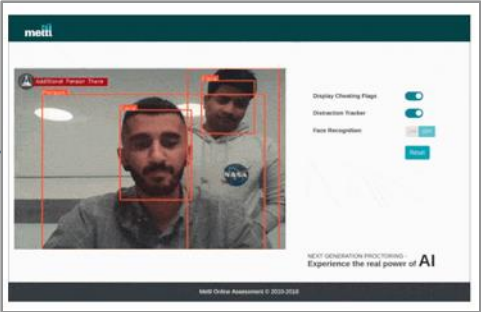
Anti-Cheating Features in place-

Candidate authentication



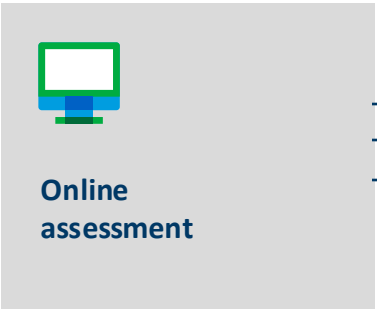
- Customizable registration fields
- Test-taker image taken
- ID image Taken

Proctoring AI flags



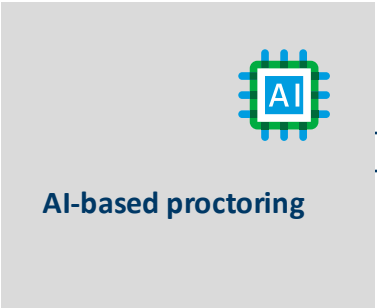
- Facial detection
- Device detection
- Body detection

Reports with candidate



Online
assessment

- Video feed
- Audio feed
- Screen feed



AI-based proctoring

- Violations
- Credibility Index



Test taker's report with
Credibility Index

Robust & reliable assessment platform with exceptional anti-cheating security features

Outcomes- Reports and Group Analytics

3

Individual Reports- HR Version

Outcomes

► Response Style **Genuine**

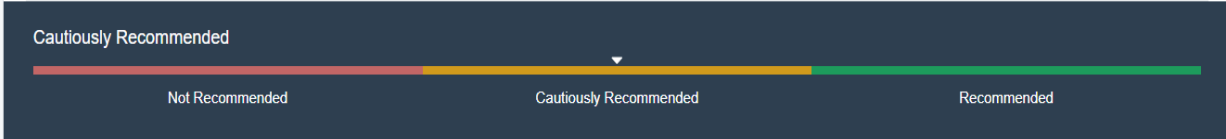
Explanation of Response Style:

Genuine
No concerns or red flags just based on response style of candidate.

Social Desirability
If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 's





Extreme Responding
If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and consistently.

Central Tendency
If the middle response ('neutral') is selected more than 30% of the time.



Strengths

- Flexibility**
Likely to be open to changes taking place in the organization and adapt to it effectively.
- Initiative Taking**
Likely to display a high level of initiative, and may often look for areas where one can contribute without being asked.
- Interpersonal Skills/ Social Competence**
Likely to communicate in a clear, confident and assertive manner with others.

 Pronunciation It reflects the ability of candidates to produce consonants, vowels, and adding/ deleting sounds. It measures how accurately one is able to produce sounds at the phoneme levels within a word.	 Fluency It assesses candidates on how fluent they are while speaking in terms of the rate of speech, pauses, and addition of fillers, through reading and repeating sentences and speaking on the spot on a topic.	 Grammar It reflects the ability of candidates to use correct grammar while speaking. Candidates are evaluated on 5 major topics - subject-verb agreement, tenses, word order, prepositions and articles.	 Listening Comprehension It assess candidates on their ability to listen attentively to a conversation or a piece of information in an audio format and recall important pointers and make inferences out of the conversations.
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Individual Reports with Interview Guides- HR Version

Outcomes

Development Plan

1. General Mental Ability Score



Developmental Tips

- Analyse statements/issues logically and come up with appropriate solutions.
- When solving problems, try to brainstorm and look at a problem through various perspective
- Think creatively - which requires looking at a problem from all the directions and not just rely
- Try to analyze information given in the form of graphs, charts and table to see the bigger pic



Suggested Activities/ Tasks

- Try to connect the unknown facts to the known ones to make a quick understanding of the new concepts.
- When faced with a new or difficult problem, think through the chain of causes leading to the problem. Write down or draw a diagram outlining the chain of events. Break it down into its component parts. Review the causes to see where prevention might be most effective.
- Try to look for points that are not mentioned directly but can be concluded indirectly by looking at the graphs, charts and tables.

3. Initiative Taking



Question 1

Give an example of an incident where you weren't able to take a task to its completion as you lacked a key skill that was required for the same.

Suggested Probing Questions

- (a) Did you manage to accomplish the task successfully?
- (b) What efforts did you put-in in order to acquire the skill?
- (c) What did you learn from this situation?



Question 2

Give an example of a situation in which you took up a task/ project on your own, without being asked to do so.

Suggested Probing Questions

- (a) Why did you decide to take it up?
- (b) What actions did you take?
- (c) What was it that you did particularly that lead to the successful completion/ or incompleteness of the task?

ILLUSTRATIVE
SAMPLE

The use of Executive briefing is to provide top Leadership Insights that helps Med Metrix in identifying the Top talents and the talents who need training at different scale.

What data points can be provided:

- Breakdown of scores based on Job Grade, Function, etc.
- Organization wide score that could be used in benchmarking process to identify current capabilities and make future acquisition decisions
- Focus investments based on, Who, Why and What to train.
- Identify what Good Looks like for Med Metrix



**Top Leadership
Insights**

Impact

4

Accuracy and Impact

Throughput Yield	Vendor X	SPEECHX
Language Assessment Pass Rate	74.0%	75.5%
Language Assessment Takers to Passed Ops Interview Throughput Yield	7.3%	17.1%
Language Assessment Takers to Offers Accepts Throughput Yield	3.8%	10.2%
Language Assessment Takers to Onboarded Throughput Yield	1.7%	3.1%
Language Assessment Takers to Passed Ops Interview Ratio	1:14	1:6
Language Assessment Takers to Offer Accepts Ratio	1:26	1:10

Success Stories

Here's how SpeechX helped
our customers transform their
talent strategies

IT services and Consulting

Experience of three decades, 37 global offices, 24K+ employees

Problem statement

- Inadequacy of effective employee-client communication
- Absence of an objective screening tool to filter candidates during campus hiring

Solution offered

- Create an approach for baselining holistic communication skills
- Combination of SpeechX and written English simulator + AI proctoring
- Identification of **'trainable'** vs **'non-trainable'** mistakes
- Standardized CEFR scores

Impact

- **67K** students took the English proficiency test
- **33k** students shortlisted for the following rounds
- Easier identification and efficient filtration of ideal prospects

welcome to
brighter



Inspiring You To Be Future Ready

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