

Apprentice + 8.0

Assessment Fact Sheet

Overview

The **Apprentice + 8.0 Job-Focused Assessment** is designed for entry-level positions appropriate for countries and industries that use an apprenticeship model. It is intended to be used multinationally for organisations whose business spans across regions.

Potential job titles that use this JFA include:

- Apprentice Electrician
- Apprentice Pharmacy Services Assistant
- Apprentice Healthcare Support Worker
- Apprentice Teaching Assistant
- Apprentice Roofer
- Apprentice Customer Service Practitioner

This JFA includes the Apprentice Relevant Experiences Scale. This scale measures Relevant Experiences in a short, multiple-choice questions assessment that asks candidates to reflect on their past experiences in internships, class projects, volunteer work, or other similar experiences. The Apprentice Relevant Experiences Scale is not offered as a standalone assessment; as part of the JFA, the Apprentice Relevant Experiences Scale is paired with a cognitive assessment and a behavioral assessment that covers additional competencies.

Job Level Apprentice

Details

Platform TalentCentral+

Average Testing Time (minutes) 30 minutes

Maximum Number of Questions..... 99

Designed for Unproctored Environment Yes

Question Format Forced Choice; Multiple Choice

Knowledge, Skills, Abilities and Competencies Measured

Apprentice Potential: This is a measure of potential for success across industry and functional area. This trait is characterized by the ability to work well with others, respond appropriately to problem situations, complete work on time, and work towards goals.

Listens Attentively: This measures the extent to which the candidate listens patiently and attentively.

Accepts Others: This measures the extent to which the candidate appreciates different viewpoints and is non-judgmental.

Shows Courtesy: This measures the extent to which the candidate shows courtesy and is polite to others.

Creates a Positive Impression: This measures the extent to which the candidate manages their own behavior to create a positive impression.

Uses Time Efficiently: This measures the extent to which the candidate manages their own time and delivers work on schedule.

Learns Quickly*: This measures the extent to which the candidate absorbs new information and masters new techniques easily.

Attends to Multiple Tasks: This measures the extent to which the candidate attends to and delivers on multiple tasks effectively.

Works to High Quality Standards: This measures the extent to which the candidate completes every task with a high degree of quality.

Attends to Work Reliably: This measures the extent to which the candidate attends to work punctually and reliably, and communicates upcoming delays or absences

*This competency is a composite of the behavioral assessment as well as SHL Cognitive: Apprentice, an interactive test of general cognitive ability