

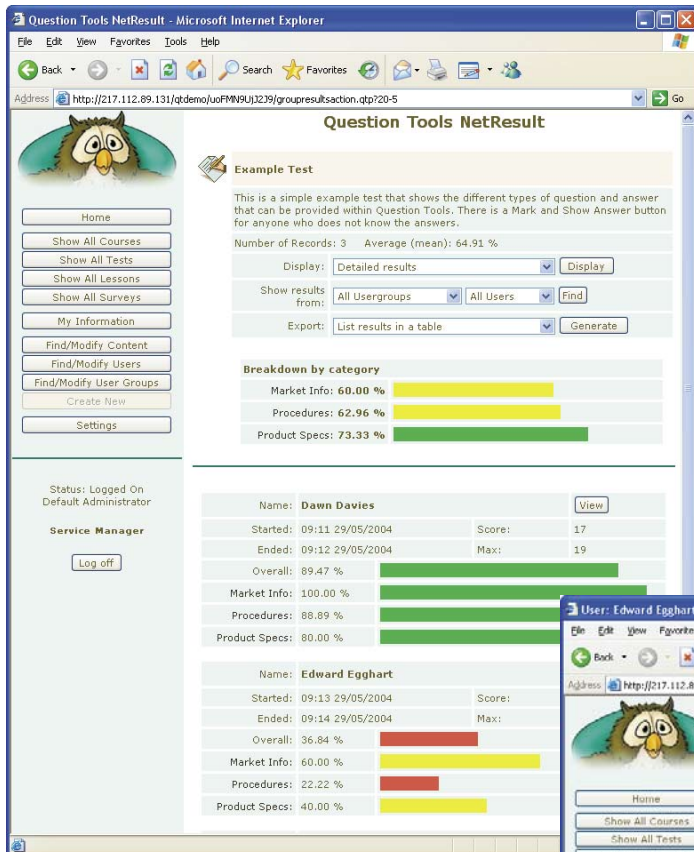
Streamlining Induction



Scenario

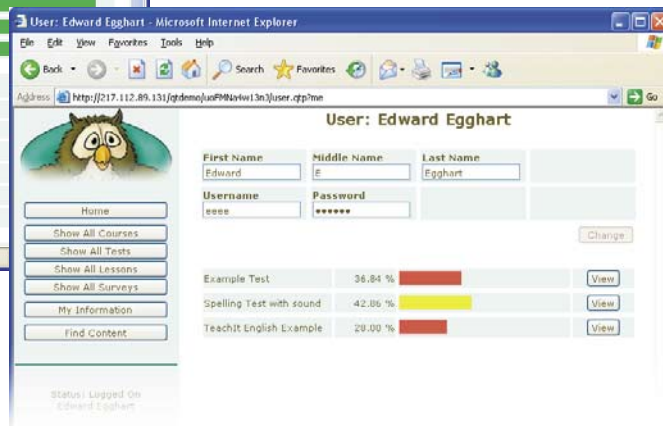
Problem

Managers in many organizations often believe all their new recruits' training needs should be dealt with during induction. Yet, the limited time available for induction restricts what can be taught. While diagnostic testing can be used to stream new recruits, it is limited by the marking effort required.



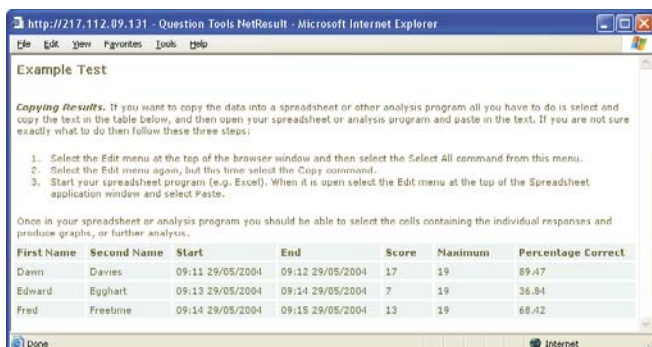
Solution

Question Tools Editor can be used to produce a range of diagnostic tests, from basic skills through to customer service and general product knowledge. By categorizing the questions in Editor, Question Tools NetTest not only provides a score for each individual, it also displays areas of strengths and weakness from just one test. Tests can be delivered over an intranet or the internet, while recruits require only Internet Explorer installed on their computers.



Outcome

More relevant training is provided for each new recruit. New staff are less bored as they did not have to sit through courses on subjects they understand well. At the end of induction the new recruits can be provided with skills portfolios showing initial diagnosis and outcome data. This latter information demonstrates effectiveness, as well as the relevance of the induction process to departments and the organization as a whole.



Benefits

- 1 The marking burden is reduced.
- 2 The results from tests are immediately available.
- 3 A greater range of diagnostic information is available.
- 4 Training can be streamlined, focusing on an individual's areas of weakness.
- 5 A skills portfolio can be easily assembled, showing initial diagnosis and final outcome.

