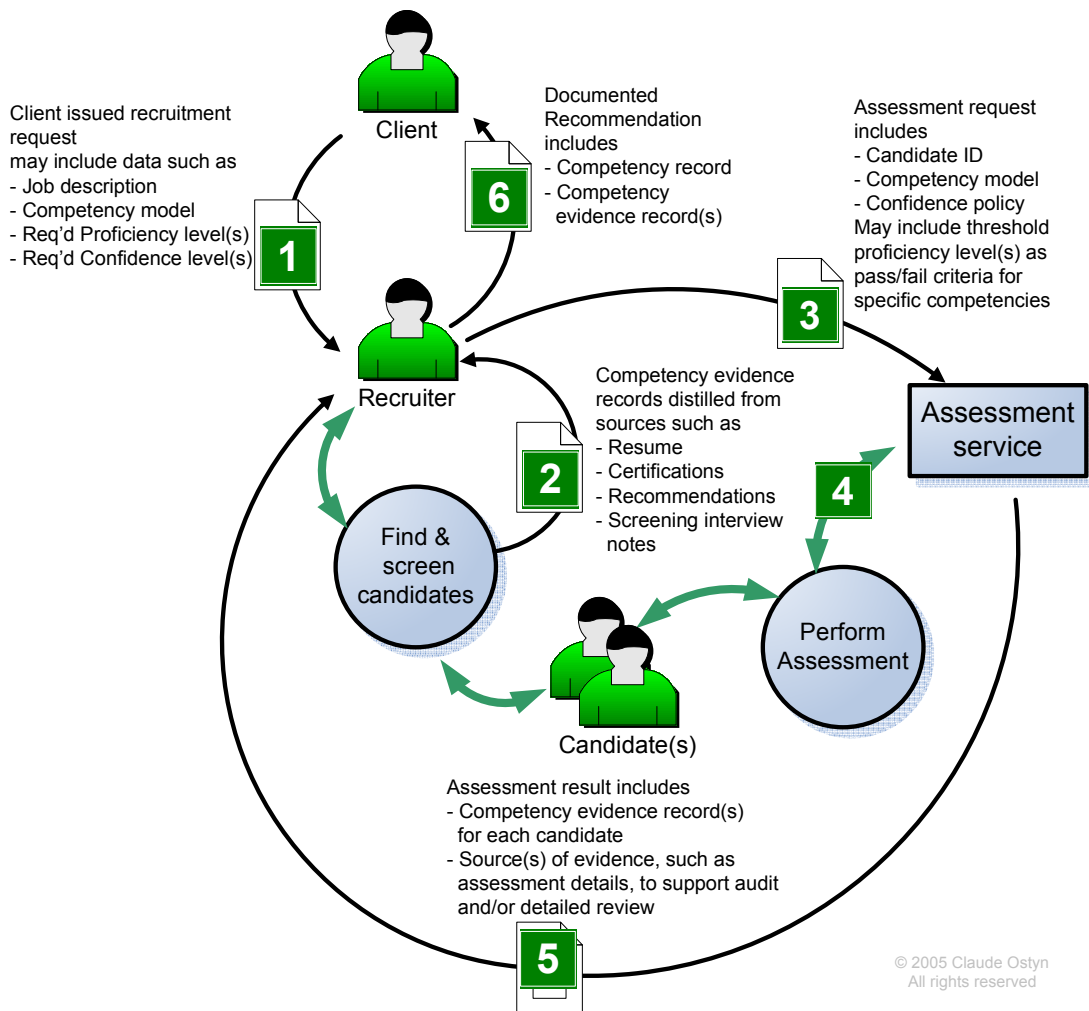


Sample use case for competency technical standards

Prepared by Claude Ostyn – September 2005, rev October 2005

Recruitment screening and selection



Process step	Applicable existing or proposed data standards	Potential (web) services
<p>1 A client of a recruiting agency needs a new sales manager, and fills a requisition form. The client found a couple of suitable competency models for the position. One was in the</p>	<p>1a. Reusable Competency Definition (RCD), for records containing definitions and referenced in the competency models</p> <p>1b. Competency maps</p>	<p>Reusable competency definition repositories (and associated search services)</p> <p>Reusable competency map repositories (and associated search</p>

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	company database, one on the web site of a trade organization. The client adds references to those models to the requisition, as a starting point for the recruiter. The client may also specify some proficiency requirements for the competencies represented in the model.		services) RCD and RCM lookup & matching services via ontology services
2	The recruiter reviews the information from the client, including the competency model, and finds candidates that appear suitable. The recruiter may do some initial screening, or delegate the screening to an assessment service (as in step 3) to reduce the field of candidates to assess more formally. For each candidate that passes screening, one or more forms of competency evidence are available for the competencies specified by the client.	2a. Reusable Competency Definitions, referenced by competency evidence records. 2b. Competency evidence records 2c. Competency maps, used to organize the competencies referenced by the evidence.	RCD repositories RCM repositories Competency evidence repositories (with controlled/restricted access) RCD and RCM lookup & matching services via ontology services Registration/publishing services for new RCDs and RCMs
3	There are some gaps in the competency evidence for some of the candidates, but they otherwise seem promising. The recruiter decides to order an assessment of those competencies. The order may ask for “pass/fail” assessment according to some predefined proficiency levels, or to just assess the candidate’s proficiency levels.	3a. Reusable Competency Definitions, referenced by the assessment request. 3b. Assessment request, which whether to test for a particular level of proficiency, or just return a proficiency rating. 3c. Competency maps, which specify how the competencies to test are related, the relative weights, etc.	RCD repositories RCM repositories Service(s) that accept and handle assessment requests (e.g. service interface provided by the assessment service)
4	The assessment service administers the assessment and evaluates the results.	4a. Reusable competency definitions, which define the competencies to assess. 4b. Competency maps, used to determine what items to select for the assessment from banks of assessment items, and how to roll up the results. 4c. IEEE 1484.11.1 data model	RCD repositories RCM repositories Assessment request handling services Assessment delivery, evaluation and tracking (SCORM data model) Assessment delivery, evaluation and tracking

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		to capture assessment details and summary observation, as well as individual success status for each tested competency. 4d. Possibly, IMS QTI to specify particular assessment items and how to evaluate them.	(QTI) Escrow service for confidential assessment result and auditing data
5	<p>The assessment service prepares a report with summary results as well as dossiers with the audit data as source of evidence to support those results.</p> <p>Note: Policies, ethical and business considerations may govern ownership of the results, and the auditability of the source data. For example, ETS will not provide detailed results of a SAT or GRE assessment for various reasons including intellectual property and security of the testing process. In such a case, the source of assessment results is only a summary, but the fine grained assessment data are not available. Other assessment services may make detailed assessment transcripts or other data available to the assessment service client and maybe also to the person being tested. This use case scenario works in any of those situations.</p>	<p>5a. Reusable competency definitions, which define the competencies that were assessed.</p> <p>5b. Competency maps, used to show how the competencies are arranged in the assessment results and how finer grained competency assessments contribute to summary results.</p> <p>5c. Competency evidence records, reflecting how each competency was assessed and the validity of the evaluation, in the form of a confidence rating.</p> <p>5c. IEEE 1484.11.1 data model tracking data providing details and summary observation, as documentation for the source of evidence.</p> <p>5d. Possibly IMS QTI fine grained assessment log and evaluation result data, as another source of documentation.</p>	<p>RCD repositories</p> <p>RCM repositories</p> <p>Assessment result ingest services</p> <p>Competency evidence repositories (with controlled/restricted access)</p> <p>Escrow service for confidential assessment result and auditing data</p> <p>Report compilation and formatting services (from standard data)</p>
6	<p>The recruiter integrates the new evidence from the assessments with the available evidence, and summarizes in the form of some proficiency rating for each competency to be evaluated. The recruiter then uses this information to rank the candidates, eliminate the weaker candidates, and</p>	<p>6a. Selected competency records, which summarize the strengths and weaknesses of the candidates for each key competency.</p> <p>6b. Reusable Competency Definitions, referenced by competency evidence records.</p> <p>6c. Competency evidence records for all the evaluated competencies</p>	<p>RCD repositories</p> <p>RCM repositories</p> <p>Competency evidence repositories (with controlled/restricted access)</p> <p>Escrow service for confidential assessment result and auditing data</p> <p>Report compilation and formatting services (from</p>

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<p>prepare interview recommendations for the client. The recruiter sends the client a dossier for each recommended candidate, with the competency evidence listed and supporting materials.</p>	<p>6d. Competency maps, used to organize the competencies referenced by the evidence. 6e. Where available, supporting assessment data such as IEEE 1484.11.1 data model tracking data providing details and summary observation, as documentation for the source of evidence. 6f. Possibly IMS QTI fine grained assessment log and evaluation result data, as another source of documentation.</p>	<p>standard data)</p>
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With special thanks to Jon Letho for useful comments on the original version of this use case.