
 **Ohio** Talent Development Network

OTDN Product Usage in the Educational Market

Presenters

Jim Kalna – Columbus State Community College

Chris Wenz – Ohio Talent Development Network Resource Center


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Agenda

- How Three Schools Have Successfully Utilized OTDN Products Internally
- One School’s Experience in Meeting the Pre-Hire Assessment Needs of Local Schools
- Q & A

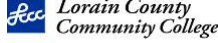
 **Lorain County Community College**

 **BCC**
Buckeye Proud!


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COMMUNITY COLLEGE

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Lorain County Community College

 *Lorain County Community College* (LCCC)


- From about 2004, LCCC conducted job profiles for key positions to better define school positions and determine best pre-hire assessments to administer
- Due to this process, a dean asked if there were assessments to evaluate customer service, critical thinking and multi-tasking abilities
- Coincided with LCCC initiative to improve customer service

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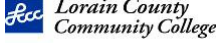
Lorain County Community College

 *Lorain County Community College* (LCCC)

- Test catalogues from vendors were reviewed, the following Shl tests from their Select2Perform (S2P) testing platform were recommended:
 - * Customer Service
 - * Cognitive Index
 - * Multitasking Ability
 - * MS Office 2010 Fundamentals
- Customer Service 2 sittings- appropriate for remote testing-
 - Screening test = 18 minutes
 - Selection test = 36 minutes
- Customer Service test utilized for multiple positions across campus

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Lorain County Community College

 **Lorain County Community College (LCCC)**


- MS Office 2010 Fundamentals measures:
 - * Word
 - * Excel
 - * PowerPoint
 - * Outlook skills

In only one test. Saving time and money!!

- Utilizes Computer Adaptive Technology (CAT)
- Questions from a test bank of over 400 questions
- Increased test security

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Lorain County Community College

 **Lorain County Community College (LCCC)**

- ***Drug Testing of Allied Health and Nursing Students***
Required before entering clinical placements
***Process:**
 - Online or paper registration available
 - Student provides urine sample at collection sites
 - Samples are tested- positive test results sent to
 - Medical Review Officer for investigation
 - Department obtains results from Sterling Talent Solutions
- Average 650 tests per year- students are billed
- Ten panel drug testing added for OTA program at EHOVE 7/17


Drug Testing Considerations

Substances	Laboratory-Based Standard Urine Panels			
	5P	7P	9P	10P
Marijuana	✓	✓	✓	✓
Cocaine	✓	✓	✓	✓
Amphetamines/Methamphetamines	✓	✓	✓	✓
Opiates	✓	✓	✓	✓
Phencyclidine	✓	✓	✓	✓
Benzodiazepines	-	✓	✓	✓
Barbiturates	-	✓	✓	✓
Methadone	-	-	✓	✓
Propoxyphene	-	-	✓	✓
Methaqualone	-	-	-	✓

Buckeye Career Center




- Approached by a Partner School regarding available tests for pre-hire selection
- Buckeye CC staff approached OTDN Resource Center for help in researching tests
- Options were provided
- Customer selected Workplace Fundamentals and MS Office 2010 Fundamentals
- Resource Center staff provided training for Buckeye CC staff with Shl's (S2P) testing platform

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Buckeye Career Center

- Workplace Fundamentals measures workplace basics including:
 - Business Communication, Diversity, Employer Expectations, Human Resources, Legal Issues for Employees, Personal Development, Planning and Scheduling, and Security
- Takes approximately 20 minutes
- Utilizes Computer Aided Technology (CAT)

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Buckeye Career Center


- Due to success- customer requested additional testing for different position
- Administered MS Excel 2010
- Buckeye CC utilized Workplace Fundamentals and MS Office 2010 for an internal position
- Thus far administered these S2P tests to over 70 candidates for multiple positions

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Columbus State Community College


- The Beginning: CSCC Workforce Development Partnership
 - Chemical Operator Program (2014)
 - Columbus Airport Authority (2016)
- CSCC Grants Department
 - FastPath (2014)
 - Insurance Industry Resource Council Workforce Grant Project (2015)

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Columbus State Community College

- CSCC Human Resource Department (2015)
 - New Leadership → New View
 - Value of Assessments in the Hiring and Selection Process
 - Goal → Assessments utilized with every posted Position

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Columbus State Community College

- CSCC Police Department (2015)
 - Turnover and Growth
 - HR → College Testing Services
 - Assistance with the Hiring and Selection Process
 - Assistance with the Promotion Process
- CSCC College Testing Services – CTS (2016)
 - Assessment usage within the Department

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TESTING SERVICES


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Columbus State Community College


- CTS – Community and Professional Testing
 - Testing Assistant Positions
 - SkillCheck Talent Acquisition Customer Service Success Profile
 - Supervisor Positions
 - SHL Supervisor (Short Form)
 - SHL Supervisor – One Sitting
 - Coordinator and Program Coordinator Positions
 - PsyMetrics Elite Manager

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TESTING SERVICES

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Columbus State Community College


- CSCC Facilities Department
 - Coordinator Position
 - PsyMetrics Elite Manager
 - Manager Position
 - PsyMetrics Elite Manager
 - Writing Prompt (provided by the Dept.)


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Columbus State Community College


- CSCC Human Resources Department
 - Coordinator Positions
 - SHL Supervisor (Entry Level)
 - PsyMetrics Elite Manager
 - HRIS Specialist Positions
 - Birkman Abilities Inventory
 - Aon Applicant Profile Matrix


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Columbus State Community College


- CSCC Office of Equity and Compliance
 - Program Coordinator Position
 - Birkman Abilities Inventory
 - Department-developed Writing Prompt
- CSCC Office of the President
 - Executive Assistant – Board Liaison Position
 - Aon Profile Matrix (Complete Battery)
 - CEB SHL Workstyles Questionnaire


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Columbus State Community College

- CSCC Grants Department
 - Ohio TechNet Grant
 - MSSC Maintenance Awareness Module
 - MSSC Safety Module
- CSCC Workforce Development
 - Columbus Urban League Collaboration
 - MSSC CPT Safety Module
 - MSSC Maintenance Awareness Module

 **Columbus**
Urban League

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Final Comments

- Secure a “Champion” for you and your services
- Important to Continually “Educate” Internal and External Customers on value of OTDN Products
- Become and maintain the “Trusted Advisor” / “Key Business Partner” status
- Keep up to date with OTDN Products/Services
- Continue to partner with other member schools and the Resource Center to meet and exceed customer needs!
- Questions??
- Thank you for attending!



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Community College*



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