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

Ohio | Talent Development Network

Agenda

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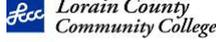 Pre-Hire Assessment Needs of Local Schools
- Q & A

Lorain County Community College   *BCC Buckeye Proud!*   **COLUMBUS STATE** COMMUNITY COLLEGE

Ohio | Talent Development Network

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

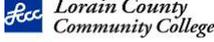**Ohio** | Talent Development Network

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

Ohio | Talent Development Network

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

Ohio | Talent Development Network

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	-	-	-	✔

Ohio | Talent Development Network

Buckeye Career Center

BCC
Buckeye Proud!

- 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

Ohio | Talent Development Network

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)

Ohio | Talent Development Network

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

Ohio | Talent Development Network

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)

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio | Talent Development Network

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

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio | Talent Development Network

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

COLUMBUS STATE
TESTING SERVICES

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio | Talent Development Network

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

COLUMBUS STATE
TESTING SERVICES

Ohio | Talent Development Network

Columbus State Community College

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

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio | Talent Development Network

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

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio Talent Development Network

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

COLUMBUS STATE
COMMUNITY COLLEGE

Ohio Talent Development Network

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

COLUMBUS STATE
COMMUNITY COLLEGE

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!