What is SHL?

SHL is a global leader in talent solutions and a leading brand of psychometric tests. SHL brings powerful and transparent AI technology, data science, and objectively to help companies attract, develop, and grow the workforce they need to succeed in the digital era. The SHL Aspiring Minds Adaptive Test (AMCAT) platform evaluates job readiness and performance potential for entry level to executive-level positions. It measures critical areas like communication skills, technical skills, logical reasoning, quantitative skills and job specific domain skills thus, helping recruiters identify the suitability of a candidate. You can access over 1400+ validated assessments in clerical, software, call center, legal, financial, healthcare, industrial, and technical job classifications through RochesterWorks!

Why should I take these assessments?

- To market yourself more confidently to employers during interviews and resume development.
- To validate your results and stand out from other candidates competing for the same positions.
- To have a better understanding of specific skill area(s) that you may need training in.

How long will the assessments take and when will I receive my results?

Normally the assessment will take 30 minutes to complete. Once you have completed your assessment, the program will generate your results immediately. Once you start an assessment it is advised that you complete the entire test.

Where will I be taking the assessment?

The assessment can be taken from any computer or mobile device that meets the system configuration; at home, the library or RochesterWorks! when open to the public. It is suggested that the individual taking the assessment be in a quiet area with little to no interruptions.

Will I be able to see the questions I answered incorrectly?

Once you complete the assessment (s), you will be provided with a raw score and the topic areas that require further training. If you would like detailed feedback on your responses, that can be obtained by the administrator.

What if I do not score well or want to bring up my score?

The purpose of SHL's assessments is to identify the skills that you currently have. It is also available to identify any possible training needs. Training may involve Assess tutorials, college, or vocational programs. Some of the learning tutorials include Excel, Outlook, PowerPoint, Word, Access and Internet Explorer.

Are SHL's assessments validated?

SHL follows professional best practices for test development and validation as documented in the Department of Labor/EEOC's Uniform Guidelines on Employee Selection Procedures, the Society for Industrial and Organizational Psychology's (SIOP) Principles for the Validation and Use of Personnel Selection Procedures, and the American Psychological Association's (APA) Standards for Educational and Psychological Testing. SHL assessments are some of the most researched and validated assessments in the world. SHL maintains thorough technical documentation on all standard assessment solutions.

What are the system and browser requirements for SHL's system?

Connection speed-You should use a 56Kb, or faster, Internet connection to get the best experience. Please use a 1Mb per second, or faster, Internet connection for video-based assessments.

Pop-up windows-Please disable any pop-up blocking software, that may prevent the test from downloading, before attempting the tests. University or company networks may have restrictions in place so please check with your local systems administrator first.

Supported Internet browsers
● Internet Explorer Version 8.0 and higher
● Firefox Version 31 and higher
● Safari Version 5.1.10 and higher
● Google Chrome Version 37 and higher

Supported operating systems
● Apple Mac OS 10.x (up to Mac OS X v10.8 – Mountain Lion)
● Microsoft Windows 10, 8, 7, Vista, XP, Server 2003, 2000, NT4.0, Millennium Edition, 98, 95
Please note your system settings may differ from the below depending on the assessments being completed.

Additional details around system requirements can be found here: *https://support.shl.com/*

Technical Assistance:
SHL Tech Support number – 1-800-899-7451 (Opt 1)
SHL Tech Support email - servicing-support@aspiringminds.com

What languages will be available in SHL's system?

Over time, all languages from the current test catalog will be available through SHL's platform. In addition to existing content, SHL has assessments available in over 35 languages, including core languages required in North America: English, Spanish, and Canadian French. Test language availability varies by test content.

Assessment Catalog:
https://www.shl.com/en/c/global/resources/ibm-kenexa/catalog/?

Is SHL's product platform compatible with 3rd party products like ZoomText and Jaws, for the vision-impaired?

SHL is committed to providing an accessible interface both for candidates and client users of our systems. It is important to note that not all of our assessments are accessible to all assistive technologies or accommodations. For example, where the measurement of a core construct of an assessment would cause an undue burden or compromise to the intent of the assessment, we will not support it. Assistive technologies supported include: mainstream screen readers, voice control software, and screen magnification technologies, as well as common inbuilt accessibility support on some operating systems.

For more information about accommodations and disability guidelines, please see our website: https://www.shl.com/en/disability-guidelines/accessibility-on-our-client-systems/