

Soft Skill Assessment

Developing career ready graduates who can demonstrate they have the soft skills to succeed is a priority consideration for employers, accreditors, and higher education institutions. However, objectively measuring soft skill related learning outcomes can be a challenge.

As described by the National Association of Colleges and Employers (NACE), career readiness is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace.



Solutions

EvaluSkills: Workplace Skills Assessment. EvaluSkills utilizes the perspectives of peers, supervisors, advisors, mentors, and colleagues using an online 360-degree assessment process. Learners and faculty gain an in-depth understanding of areas of strength and opportunities for improvement. This process provides an objective and accurate measure of skills essential to success in the workplace. With over 300 available soft skills to choose from, EvaluSkills can be customized to meet the assessment needs for programmatic evaluation. The instrument can be used by faculty, employers, internship supervisors, and perhaps fellow students. School officials can also use EvaluSkills for staff/employee evaluation, although a slightly different instrument would be used compared to the instrument used for evaluating students.

OneDay Strategy Simulation: An Interactive Learning Experience. OneDay is a multi-episode Interactive Learning eXperience (I-L-X) that teaches learners about the concept of business strategy. OneDay follows a single character – Emma, the protagonist and a young employee of a company called North South Airlines – as she navigates through the business environment, gathering information along the way from various characters and other information sources. OneDay teaches strategy, but perhaps more importantly, the experiential learning experience also teaches and assesses key soft skills such as time management, workplace communications, critical thinking, emotional intelligence, decision-making, and leadership.

Critical Thinking Assessment Service. Assessing critical thinking requires a unique assessment approach. The test bank for the Critical Thinking Assessment Service includes 40 assessment items per topic. Each assessment item includes a short case scenario and ten questions associated with the scenario. Six of the questions are multiple-choice and four of the questions are short answer. The multiple-choice questions are automatically graded. The course professor manually grades the short-answer questions. Recommended answers are provided to the course professor to assist with answer grading. The questions are categorized based on Bloom's Taxonomy. Questions 1-3 are Bloom's I/II; Questions 4-6 are Bloom's III/IV; and Questions 7-10 are Bloom's V/VI. Categorizing the questions

based on Bloom’s Taxonomy allows for measurement of critical thinking by examining a learner’s ability to demonstrate higher ordered thinking skills using a short case scenario construct.

Individual Modules

- EvaluSkills: Workplace Skills Assessment (\$45 per assessed participant)
- Critical Thinking Assessment Service (\$45 per exam)
- OneDay Strategy Simulation: An Interactive Learning Experience (12-15 hours, \$150)
- Business Leadership, Operations, and Strategy (55-60 hours, \$285)

Applications and Best Practices

- ✓ Internship evaluation.
- ✓ Pre-test/Post-test for academic program evaluation.
- ✓ Assessment of the program’s learning outcomes related to soft skills.
- ✓ Building action plans for self-development.
- ✓ Used in conjunction with a course on applied leadership.
- ✓ Supervisor and Manager 360-degree assessment.
- ✓ Organizational climate and culture evaluation.
- ✓ Pre-test/Post-test for corporate education programs.
- ✓ Assessment of critical thinking skills.
- ✓ Teach workplace skills and business strategy.

Pricing

Pricing is based on number of learner hours and the annual expected quantities. Modules are sold individually and in course packs. **Contact us** to develop a customized solution that works for your specific requirements.

Course Pack Lite includes a combination of individual topic-based modules up to 15 learner hours, e.g., two academic leveling modules and Write & Cite®. A Course Pack Lite also includes individual mid-duration modules, approximately 12-15 learner hours each.

Course Pack includes a combination of individual modules up to 60 learner hours. A Course Pack also includes individual longer-duration modules, approximately 20-60 learner hours each.

Course Pack Plus is a combination of individual modules up to 135 learner hours.