

## BIS Assessment Matrix

	Purpose	Publisher	Norming Data	Appropriate Use	Related Jobs	Format	Other Language Availability	Scoring	Testing Session Length	Approximate Cost	Last Revised
VCWS 1	Measures understanding of small tools and ability to work with them; may be used with individuals with disabilities.	VALPAR	Criterion referenced	Pre-employment screening	Entry level mechanical	Tool manipulation	May be used with persons with visual or hearing disabilities	Examiner evaluated by observation	90 minutes	\$1,695	1974
Ramsay Corporation Assessments	Assortment of testing instruments measure multiple levels of several technical skills and applied knowledge.	Ramsay Corporation	Strong	Pre-employment screening, training assignment, promotion, skills verification	Electrical, mechanical, maintenance, drafting, welding, machining, chemical operation, basic skills	Online or paper and pencil	Spanish for some instruments	Online – by company; paper and pencil – hand key	Varies – 20 minutes to 2 hours	\$20 per participant plus \$25 for administrative manual; answer sheets additional cost	Varies but recent
WorkKeys	Fundamental skills necessary for success across broad spectrum of careers (Reading for Information, Applied Mathematics & Locating Information. Optional tests include Applied Technology, Business Writing, Observing, Listening, and Teamwork)	ACT	Strong	Pre-employment screening, training assignment, skills verification	Broad range of entry level positions in multiple job settings	Online or paper and pencil	Spanish	Online – immediate; paper and pencil – scanned at testing center	Varies – 40 to 60 minutes per segment	None for CRC related segments; \$4 to \$12.50 for each optional segment	Varies but recent
Bennett Mechanical Comprehension Test	Understanding of mechanical and physical principles	Psychological Corporation	Strong, multiple groups	Pre-employment screening	Electrical and mechanical positions, skilled trades, mechanics and equipment operators	Paper and pencil; online administration also available	None; 4 <sup>th</sup> grade reading level	Hand score	30 minutes	Examination kit \$55; test booklets app. \$195 per pkg. of 25; answer sheets app. \$115 per pkg. of 50; answer keys app. \$35	1994
Bennett Hand-Tool Dexterity Test	Manipulation of small and medium sized hand tools to perform multiple tasks	Psychological Corporation	Criterion referenced; strong	Pre-employment screening; job assignment	Mechanical, maintenance, assembly line	Manipulation	None; suitable for individuals with certain disabilities	Examiner evaluated by observation	10 minutes	\$390 per work station	Unknown
ETSA Sales Aptitude	Measure abilities and skills required for effective selling	Educators'/- Employers' Tests and Services Associates	Adequate	Pre-employment screening, job assignment, promotion	Retail, wholesale, direct consumer sales	Paper and pencil	None	Hand scored	60 minutes	App. \$2 per test plus manual (\$5) and handbook (\$15)	1990

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<b>Personnel Tests for Industry</b>	Verbal and numerical skill assessment	Psychological Corporation	Strong	Pre-employment, skill development	Front-line industry jobs (manufacturing, maintenance, construction)	Paper and Pencil	None	Hand scored	Verbal 5 minutes, Numerical 20 minutes	\$285 for pkg. of 100 either Verbal or Numerical; key and manual included	1980
<b>Dvorine Color Vision</b>	Determine color discrimination ability	Psychological Corporation	Criterion referenced; strong	Color vision screening	Occupations that require accurate color vision	Visual identification	None	Examiner evaluated by observation	2-3 minutes	\$390 for book of color plates; recording forms \$40 for pkg. of 35	1988
<b>Industrial Reading Test</b>	Assess reading comprehension of technical material	Psychological Corporation	Strong	Pre-employment screening	Jobs that require high school or technical reading skills in industrial settings	Paper and pencil (2 forms available)	None	Hand scored or scannable	40 minutes	\$175 for 50 candidates; additional pkg. or 50 answer sheets \$45	Recent
<b>Short Employment Tests</b>	Verbal, numerical and clerical skills	Psychological Corporation	Strong	Pre-employment screening	Entry level clerical positions	Paper and pencil	None	Hand scored	15 minutes	Starter kit for 25 candidates \$249; additional test booklets \$320 per pkg. of 100	1993
<b>Leadership Skills Inventory (Self and Others Versions)</b>	Leadership skills	Consulting Resource Group International, Inc.	Adequate for training purposes	Identify strengths and areas for growth in self and others; measure leadership impact; create training plan	Managers, supervisors, coaches, trainers, entrepreneurs	Paper and pencil	None	Self scored	Untimed	Others Version \$10 per person; Self Version \$15 per person	1992
<b>Entrepreneurial Style &amp; Success Indicator</b>	Indicators of communication and entrepreneurial skills; management and leadership implications	Consulting Resource Group International, Inc.	Adequate for consulting and training purposes	Identify strengths and barriers in the areas of entrepreneurship, response to stress, management & leadership	Small business management, self-employment, unit leadership, partnerships	Online or paper and pencil	None	Unknown	Untimed	Paper & pencil \$20; online \$35; in-depth interpretation \$15	Recent
<b>Language Assessment Scales Reading/Writing</b>	Assesses non-native English speaking students' reading and writing proficiency	CTB/McGraw-Hill	Criterion referenced	Determine level of English language proficiency for written communication	Entry level employees in multiple settings	Paper and pencil	Spanish	Hand scored	90 minutes	Testing materials for 50 candidates approx. \$270	1994