



Pearson

**Versant**

**Your tool for testing  
language skills**

February 2021

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Pearson

# The world's largest learning company

*To help people make progress through access to better learning - which opens opportunities, creating fulfilling careers and better lives.*

22,500 employees

In more than 70 countries.

Pearson is more than just textbooks, offering a diverse range of products and services:

-Online and blended learning

-testing and accreditation



February 2021

# What are the English needs in the workplace?

- English is the main language used in the professional and business world
- It is the dominant language in more than 60 nations (British Council)





# Versant History

**350 million**  
tests scored since  
our launch in 1996



**24x7**  
test availability  
no appointment needed



**Versant**  
delivers in over  
**100** countries





# Introducing the Versant Tests



# How is Versant Used in Corporate Settings?

## Recruiting & Training

- Reliable, scalable screening for potential employees
- Entry level/Work from home jobs
- Positions where communication is key
- Customer care/support roles
- Key industries: contact centers, hospitality, aviation, banking, insurance

## Special Assignments & Projects

- Verifying English for global project teams or overseas assignments
- Assessing readiness for leadership programs or promotion

## Benchmarking Language Skills

- Verifying English levels of current employees
- Setting standards for spoken English



# Impact of Using Versant



Improve the quality of communication

Reduce the number of “mistake” hires



Improve productivity



Reduce complaints attributed to language problems

Reduce screening time, enable faster hiring decisions



# Other Administration Options

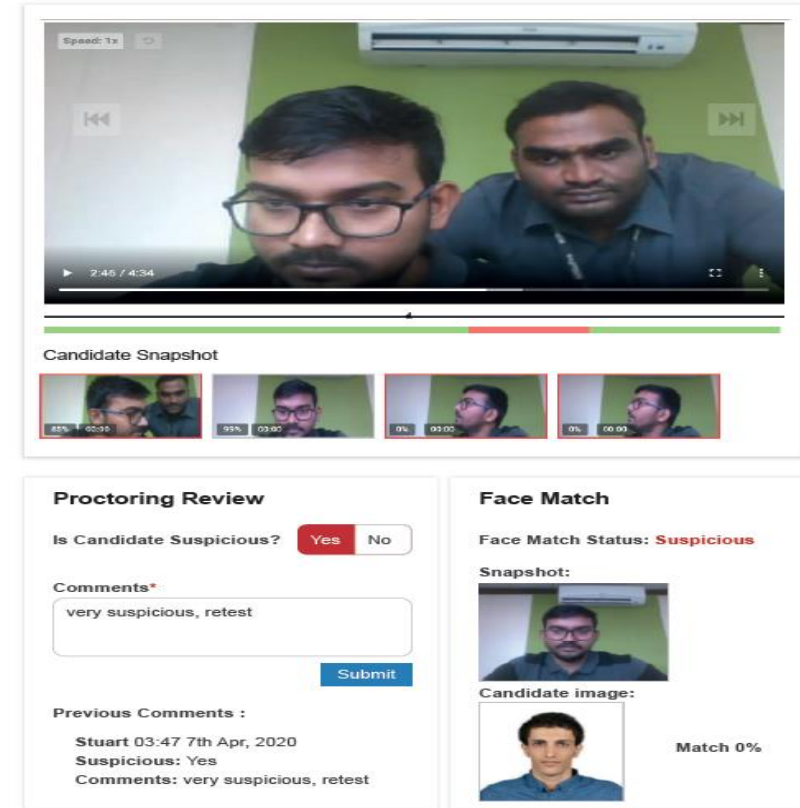
Available options depends on test type



Computer software  
(CDT)  
*Windows only*



Smartphone  
*With app on Android  
or iPhone devices*



The screenshot displays the Versant proctoring interface. At the top is a video player showing two candidates. Below the video is a 'Candidate Snapshot' section with four small video thumbnails. The interface is divided into two main review panels:

- Proctoring Review:** Includes a question 'Is Candidate Suspicious?' with 'Yes' and 'No' buttons. A text input field contains 'very suspicious, retest'. A 'Submit' button is located below the input. A 'Previous Comments' section shows a comment from 'Stuart' dated '03:47 7th Apr, 2020' with the status 'Suspicious: Yes' and 'Comments: very suspicious, retest'.
- Face Match:** Shows a 'Face Match Status: Suspicious' in red. It includes a 'Snapshot' of the candidate and a 'Candidate image' for comparison. The 'Match' percentage is shown as '0%'.



# About the Test



# Overview of Key Versant Products – Corporate

Assessment		Attributes		
Test Name	Purpose	Description	Delivery	
<b>Versant 4 Skills Essential Test</b>	<ul style="list-style-type: none"> <li>• Screening applicants</li> <li>• Assessing existing staff</li> <li>• Benchmarking language skills</li> </ul>	<ul style="list-style-type: none"> <li>• 30 minutes</li> <li>• 4 skills test</li> <li>• Scores available:               <ul style="list-style-type: none"> <li>• Speaking, Listening, Reading, Writing</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• CDT</li> <li>• Web</li> </ul>	
<b>Versant English Test</b>	<ul style="list-style-type: none"> <li>• Screening applicants</li> <li>• Placement into learning programs</li> <li>• Assessing existing staff</li> </ul>	<ul style="list-style-type: none"> <li>• 17 minutes</li> <li>• Speaking only test</li> <li>• Scores available:               <ul style="list-style-type: none"> <li>• Sentence Mastery, Vocabulary, Fluency, Pronunciation</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• CDT</li> <li>• Web</li> <li>• Mobile App</li> </ul>	
<b>Versant Writing Test</b>	<ul style="list-style-type: none"> <li>• Screening applicants</li> <li>• Placement into learning programs</li> <li>• Assessing existing staff</li> </ul>	<ul style="list-style-type: none"> <li>• 35 minutes</li> <li>• Writing only test</li> <li>• Scores available:               <ul style="list-style-type: none"> <li>• Grammar, Vocabulary, Organization, Voice &amp; Tone, Reading Comprehension</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• CDT</li> <li>• Web</li> </ul>	



# Other Versant Tests

- *Versant Professional Test*
- *Versant Placement Test*
- *Versant French Test*
- *Versant Arabic Test*
- *Versant Dutch Test*
- *Versant Spanish Test*



## VERSANT SPANISH TEST

REMINDER: The test begins when you say your name. If you hang up before you complete the test, the test cannot be graded. You cannot reuse the Test Identification Number.

Test Identification Number (TIN)

**1234 5678**

Expires: January 1, 2019

*Thank you for calling the Ordinate testing system.  
Please enter your Test Identification Number on the telephone keypad.  
Now, please say the city and country you are calling from.  
Now, please follow the instructions for Parts A through G.*

PART	TASK	TEST DETAILS
<b>A</b>	<b>Reading</b>	<i>Please read the sentences as you are instructed.</i> 1. Julio recibió de regalo una nueva bicicleta último modelo. 2. Iba a la universidad y al trabajo en su nueva bicicleta todos los días. 3. Un día a la salida del trabajo se dio cuenta de que se la habían robado. 4. Se quedó muy triste pensando que no le había durado mucho tiempo. 5. Habían quedado en encontrarse en el parque, al mediodía. 6. Mientras paseaban Jorge le contó sus planes y le preguntó si quería compartirlos. 7. Ella se quedó pensando un rato, luego le dijo que sí, que le acompañaría. 8. Felices, se abrazaron y decidieron ir a comer juntos al restaurante de la esquina.
<b>B</b>	<b>Repeat</b>	<i>Please repeat each sentence that you hear.</i> Example: a voice says, "Le gusta cantar canciones románticas." and you say, "Le gusta cantar canciones románticas."
<b>C</b>	<b>Opposites</b>	<i>Now, when you hear a word, just say the opposite.</i> Example: a voice says, "alto" and you say "bajo". a voice says, "abierto" and you say "cerrado" .
<b>D</b>	<b>Questions</b>	<i>Now, please just give a simple answer to the questions.</i> Example: a voice says, "¿Qué es más pequeño: un tren o un insecto?" and you say, "un insecto" .
<b>E</b>	<b>Sentence Builds</b>	<i>Now, please rearrange the word groups into a sentence.</i> Example: a voice says, "y Juan" ... "Pedro" ... "juegan juntos" and you say, "Pedro y Juan juegan juntos."
<b>F</b>	<b>Story Retelling</b>	<i>You will hear three brief stories in Spanish. After each story, you will have 30 seconds to retell it in Spanish as best you can. Try to retell as much of the story as you can in Spanish, including the situation, characters, actions and ending.</i>
<b>G</b>	<b>Open Questions</b>	<i>You will have 30 seconds to answer each of two questions. The questions will be about family life or personal choices. Each question will be spoken twice, followed by a beep. When you hear the beep, you will have 30 seconds to answer the question. At the end of the 30 seconds, another beep will signal the end of the time you have to answer.</i>

*Thank you for completing the test.*

PEARSON

Versant Spanish Test - Demo - 56 - 11111 - 1

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# Versant Score Reports

- Score reports are available within minutes after test completion
- Provides **Overall Score** and diagnostic breakout scores
- Precise numeric scores in the range of 20–80
- Rich detail that also includes:
  - Suggestion for improvement
  - Score mappings to CEFR in addition to GSE and other scales

## SCORE REPORT



Versant 4 Skills Essential Test

Test Identification Number: 12345678  
 Test Completion Date: June 1, 2019  
 Test Completion Time: 1: 23 PM ( UTC)

OVERALL SCORE		
Versant	GSE	CEFR
69	77	C1

SKILL AREA	SCORE	20	30	40	50	60	70	80
Overall Score	69							
Speaking	71							
Listening	67							
Reading	65							
Writing	72							

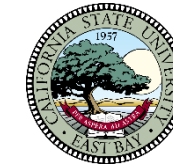
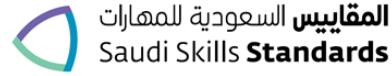
	DESCRIPTION
Overall	The Overall score of the test represents the ability to understand spoken and written English and respond appropriately in speaking and writing on everyday and workplace topics, at an appropriate pace and in intelligible English. Scores are based on a weighted combination of the four skill scores. Scores are reported in the range from 20 to 80.
Candidate's Capabilities	Candidate speaks and understands at native-speaker speeds with minimal effort, and can contribute readily to a native-paced discussion at length, maintaining the colloquial flow. Speech is fluent and intelligible. Candidate has consistent mastery of complex language structures. Candidate reads and writes at native-speaker speeds, and can readily produce written texts for most purposes. Writing is generally effective and clear.

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For more information, visit us online at [www.VersantTests.com](http://www.VersantTests.com)



# Who Uses Versant?





# Case Study: Dell Computer Corporation

## Challenges

- Widely publicized customer dissatisfaction due to poor communication skills
- Standards varied greatly for internal, outsourced, 3rd party placements, and contingent staff
- High volume recruiting

## Changes

- Selected one screening tool globally for all internal and outsourced locations. Also required of staffing providers.
- Extensive benchmarking to set consistent standards by job role

## Results

- Significant reduction in customer problems due to language issues
- Much improved control over quality of outsourced, placed, and contingent staff
- Reduced burden on English training programs due to better selection of employees with adequate language skills



## Case Study: LG Electronics

- English named LG internal business language
- Employees where English not 1<sup>st</sup> language having communication problems with global assignments, global projects
- Employees located in 50+ countries
  
- Selected new English test with emphasis on speaking (to address communication skills required)
- Establish thresholds for employees who will be on global assignments/teams

### Results

- Speaking test administered across global project team to assess level of language skill
- Determined level of proficiency required for high job performance
- Advised minimum required speaking standard for employees assigned to working in global communication environments

# TDK

*Country: Japan*



**Who:** 90,000 staff annually

**Purpose for Testing:** Identify and place employees needing communicative language training

**Problem:** Needed a reliable and accurate test aligned to CEFR that can easily scale to 23 markets globally

**Solution:** Chose VET delivered via smartphone app and web to provide maximum flexibility to staff



# Rakuten

*Country: Japan*



*“Today, more than 90% of our employees have achieved the required level of English. This is allowing us to do many things, including recruit the best and the brightest from all corners of the globe to work with us”*

*~ Hiroshi Mikitani, CEO, Rakuten*

**Who:** 15,000 staff annually

**Purpose for Testing:** Screen, identify, promote talent aligned to internal benchmarks for communicative English

**Problem:** Needed to raise levels of English proficiency across the workforce to drive globalization strategy

**Solution:** Chose VET web delivered via SK2 to allow repeat test taking and longitudinal tracking of performance – accurately and scalably



# Deloitte

*Country: India*



# Deloitte.

**Purpose for Testing:** Screen applicants and staff during recruiting and training programs to identify those with language deficiencies.

**Problem:**

- Study of old screening method reported inconsistent, inaccurate results by human raters
- Rising costs of oral interviews made consistent testing problematic across locations
- Needed a standardized spoken English test with demonstrated reliability, accuracy, and validity.

**Solution:** Chose Versant delivered via phone and computer to improve alignment across recruiting and training. Versant testing all but eliminated the number of consultants washing out of new hire training or not making the cut due to language issues.





“  
With Versant, we  
know our team  
members are  
ready to create  
great experiences  
for our customers.

”

- Hilton Hotels

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Questions?

ALWAYS LEARNING