



Digital Trends That Are Transforming Credentialing



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Tablet-Based Objective Structured Clinical Examination


E.W. Looney - CEO, BrightLink




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Start at the beginning...


- What do the following have in common?
 - Objective Structured Clinical Examination (OSCE)
 - Performance Testing
 - Practical Examination
 - (and even many) Constructed Response/Essay




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Human Graders Required

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Problems with Human Graded Exams?




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Problems with Human Graded Exams?

Difficult to isolate variables:

- Examiner (bias, blood sugar, fatigue)
- Performance Item (context, concept, communication)
- Additional actors/equipment
- Environment (lighting, sound, directions)

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Some organizations simply aren't measuring skills that *can only* be measured using human graded items.




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How can it be better?

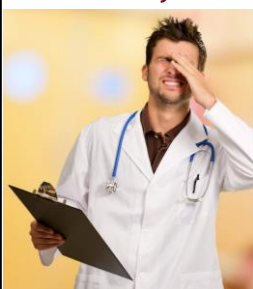
1. Process to control *more* variables
2. Technology to reduce overhead and reduce impact of human factors
3. Technology to synthesize real-time data



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Case Study: Australian Medical Council



Before:

- Grading performed via paper
- Holistic, exception marking
- “Roaming” environment



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Case Study: Australian Medical Council

After:

- Grading via tablets
- Implemented “required choice” and “forcing functions” via technology
- Standardized environment




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Future Work

With performance item utilization *booming*, what’s next?


- Complete digital capture of evidence
- Study effect of remote, asynchronous evaluation
- Predictive examiner calibration
- Automation of standardization material


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Animated Situational Judgment Testing (SJTs)

Maggie Collins - Director, Credentialing Services, HumRRO



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Animated Situational Judgment Testing (SJTs)

- SJTs: A competency-relevant problem or challenge that requires action or decision-making
 - Scenarios developed from task-KSA based critical incidents
 - Realistic responses of varying effectiveness
 - Multiple scoring methods



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Animated Situational Judgment Testing



Scenario 1 Rate the effectiveness of each response listed below, using the drop-down lists on the right.

Low	Moderate	High
Ineffective Action: Lays in with a bad attitude	Successful/Effective Action: Lays in with a positive or neutral attitude	Very/Effective Action: Lays in with a good attitude
A. Stop the meeting and ask for a review of the project plan against actual performance.	<input type="text"/>	<input type="text"/>
B. Ask Angela why she didn't finish her portion until the deadline was so near.	<input type="text"/>	<input type="text"/>
C. Tell them you're not interested in blaming anyone. You just want to know why we were late.	<input type="text"/>	<input type="text"/>

[View Scenarios](#)



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Animated Situational Judgment Testing

- Advantages
 - Optimize validity
 - Enhance user receptiveness
 - Capitalize on technology





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Animated Situational Judgment Testing

- Challenges
 - Cost
 - Maintenance
 - Traditional SJT challenges





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Animated Situational Judgment Testing

- Considerations for testing programs
 - Technology
 - Candidate experience
- Evolution - Extended SJTs and role plays





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Remote Proctored Assessment and Digital Badges

Andy Stockinger - Product Strategist, Pearson VUE



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The Challenge . . .

How can you **expand** your program's reach and promote a more **accessible** delivery model while maintaining consistent services and quality experiences for your learners?



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Spoiler Alert!



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Remote Proctoring

An Internet Based Testing (IBT) delivery model where the proctoring is provided by a remote human proctor using web-based video, audio and system monitoring.



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Remote Proctoring

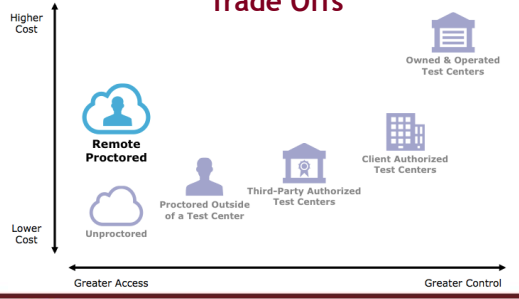
Ideal for organizations that want to offer remote proctored testing as an option, usually in conjunction with other delivery models

- Balances access and ease of use, with security
- Supports flexible delivery environments
- BYOD - candidates use own equipment



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Trade Offs



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Web-Enabled Credentials via Acclaim



Web-Enabled Credentials via Acclaim

Gain maximum brand exposure for your learning program with a Badge that can be shared wherever, however your learners want.



Influence the Global Job Economy

Acclaim's goal is to help individuals tell their professional story. Our approach takes into consideration not just our role, or yours, in fulfilling this promise. We're part of a larger eco-system.



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