

OUR ASSESSMENTS ARE DESIGNED

to produce a comprehensive profile of the knowledge set of Information Technology candidates and employees

IKM's Knowledge Measurement solutions allow organizations to recruit superior candidates and evaluate the impact of training and education programs through software-based assessments. IKM TeckChek™ is a suite of assessments to provide a powerful, comprehensive and flexible solution for measuring knowledge of IT candidates and employees.

Use IKM TeckChek™ to Manage your IT Human Capital Requirements

- Reduce high-stakes hiring errors
- Facilitate skills matching to project needs
- Perform Skills Gap analysis
- Devise Knowledge Sharing and Mentoring Programs
- Customize training content
- Improve professional development planning
- Provide individual training prescriptions

"It is absolutely essential to the survival of IT organizations today to accurately determine the technical proficiency of each staff member."

H. Michael Boyd, Ph.D. Analyst,
International Data Corporation (IDC)

IKM TeckChek™ Assessments

IKM TeckChek™ has standard and customizable assessments designed to produce a detailed Proficiency Profile™ that includes necessary knowledge, understanding, application ability, work speed, and strengths and weaknesses within the discipline. Areas of evaluation include Programming and Development, Administration and Technical Support of applications, languages, databases and operating systems. IKM TeckChek™ has an extensive selection of assessments for new and old technologies, and this number continues to grow.

For the most up to date assessment packages visit http://ikmnet.com/available
A sample of IKM TeckChek™ assessments includes:

- Java J2EE
- Java 2
- C++
- Oracle10g Database Administration
- Windows 2000 Server Administration
- VB.NET
- Project Management
- Internet Security
- Network Engineering
- C# Programming
- Software Quality Assurance
- Lotus Notes / Domino Administration
- Rational XDE
- Unix Administration
- IBM VS/Cobol II
- PC Technical Support
- Microsoft SQL Server 2000 Database Administration
- Oracle PL/SQL Programming
- ANSI C
- ASP.NET



IKM TeckChek™ Methodology

All IKM TeckChek™ assessments employ a unique and proven methodology to deliver the most detailed and valid results of any knowledge measurement solution in the market.

Adaptive Testing: The question and difficulty level is dynamically selected based on the assessment-taker's previous responses. This eliminates questions that are too easy or too difficult.

- No time wasted on questions not suitable for the assessment-taker
- Assessment-takers continually challenged by questions at their demonstrated knowledge level
- Quicker assessments are less disruptive to employer, employee and candidates

Sub-Topic Assessment:

Unlike other assessment solutions, IKM TeckChek™ applies its Adaptive Testing into 12-18 sub-topics. By adapting independently within sub-topics, the knowledge in one sub-topic does not impact the difficulty level of questions in other sub-topics. This allows each sub-topic to be independently evaluated.

- Most accurate way to identify strengths, weaknesses or proficiency

Weighted Questions:

In an adaptive assessment, the number of correctly answered questions is not nearly as important as the difficulty and relevance of those questions. For this reason, all IKM TeckChek™ questions are weighted based on difficulty and importance.

- Improves granularity of results
- Assures relevance of results

Weighted Answers:

Every answer is weighted for accuracy. Extreme incorrect answers will lose substantial credit, while slightly incorrect answers may not lose as much credit as partial understanding is demonstrated.

- Provides greater insight into knowledge levels than a simple correct / incorrect assessment
- Provides greater scope to demonstrate knowledge
- Eliminates influence of guessing

Multiple Correct Response:

With Multiple Correct Responses each question has five possible answers, of which up to three can be correct – totaling 25 different answer combinations. The assessment-taker can demonstrate different levels of knowledge about the question topic as each answer combination has its own point value. Unlike traditional assessments where one correct answer provides a binary result (correct or incorrect), IKM TeckChek's™ Multiple Correct Responses provides a very detailed level of feedback on each question, ensuring the most reliable view of proficiency. With Multiple Correct Responses it is possible to generate a true comprehensive profile of strengths and weaknesses.

- Enables independent and objective evaluation of strengths and weaknesses
- Increases accuracy, reliability and usability

Percentile Rankings:

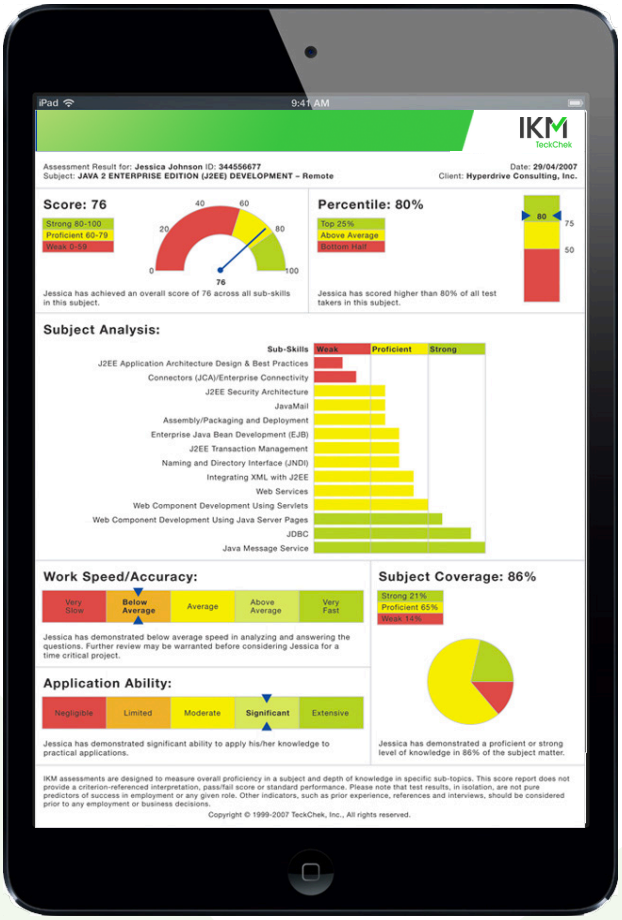
Allows an individual to be compared to the assessment-taking population. A score in the 60th percentile means that the score is higher than 60% of all scores for that assessment.

- Provides a benchmark for individual comparison
- Offers insight into IT market level of competencies



IKM TeckChek Proficiency Profile™

Underlying IKM TeckChek's™ unique methodology are powerful algorithms, scoring, weighting and scheduling that provide detailed information forming an overall Proficiency Profile™. The comprehensive Proficiency Profile™ is a key report automatically generated by IKM TeckChek™ displaying an individual's assessment results in an organized, easy to read format. Added to the key areas of measurement is an Automated Score Interpretation that is calculated for all areas assessed highlighting the overall technical capability of the assessment-taker.



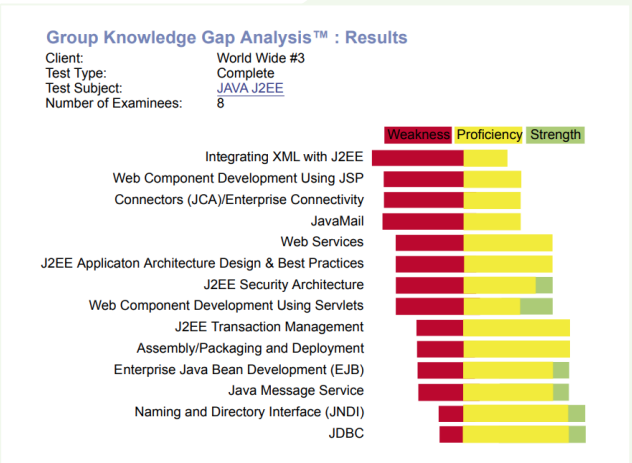
IKM TeckChek™ Reporting & Analysis

All information generated by the IKM TeckChek™ Proficiency Profile™ is stored in a single repository acting as a Human Intelligence Database (HID), allowing further analysis and reporting at any level, including individual, project team, departmental or enterprise-wide.

- SkillSummary™ Reports: Summarizes overall strengths and weaknesses (skill gaps) of a given group within a designated technology
- SkillSearch™ Reports: Identifies employees meeting designated search criteria
- Compare Scores™ Reports: Provides comparisons of designated components such as branches, dates and departments or use for pre and post-training comparisons.

With IKM TeckChek's™ powerful reporting and analysis capability, decision-making is possible with a higher degree of confidence. Use IKM TeckChek™ to take the guesswork out of day-to-day challenges such as:

- Recruitment
- Skill gap analysis
- Project staffing
- Skill searching
- Individual career planning
- Group training
- Prescriptive Learning





- Assessments available in a supervised or unsupervised environment
- Utilizes unique industry-leading assessment methodology
- Includes access to powerful reporting and analysis
- Highlights candidates and employees strengths and weaknesses
- Provides the most accurate and cost effective way for knowledge measurement

IKM QwikChek™

Short assessments are ideal for evaluating large groups of employees or candidates before utilizing valuable recruiting, training and technical resources. IKM QwikChek™ provides short assessments in a broad manner covering all aspects of the technology, without delving too deeply into analysis.

IKM TestWrite™

IKM acknowledges that not all companies are alike. Some may have unique assessment requirements not commonly available. Others may require extensive customization of existing assessments to accommodate their specific needs. IKM TestWrite™ offers the capability to extend or develop new assessments while maintaining IKM TeckChek's™ unique assessment methodology. This ensures result integrity and cost efficiency is not jeopardized.

IKM TestBuild™

Like IKM TestWrite™, IKM TestBuild™ is designed to add flexibility to the assessments without jeopardizing result integrity and cost efficiency. When a specific job requires knowledge in numerous subjects and administering multiple assessments is not practical, IKM TestBuild™ allows you to build a customized assessment by combining questions from relevant sub-topics within existing assessments.

IKM Virtual Recruiter™

IKM Virtual Recruiter™ is designed to quickly and easily develop a shortlist of quality candidates in a recruitment drive. Candidates who submit a resume to a Virtual Recruiter™ client are automatically emailed an invitation to visit a client-branded assessment center where they can take short assessments in any technologies they wish to be considered for employment. When considering large volumes of applications, IKM Virtual Recruiter™ greatly reduces headcount, review time, and corresponding expense associated with a manual resume review process, and allows more focus on matching the right person for the role. All assessment results are stored in a candidate database and are available for consideration on future job searches.

Ease of Access

IKM TeckChek™ assessments can be accessed from any computer with an Internet connection, permitting assessments in the office, home, or from remote locations. For supervised or classroom style assessments use IKM TeckChek™ Secure: Ideal assessment solution when security and integrity of assessment results are of paramount concern, such as high-stakes hiring, training and promotion decisions. For unsupervised or remote style assessments use IKM TeckChek™ Remote: The perfect solution when convenience of remote assessments outweighs concerns about security in circumstances such as hiring and internal training programs.

Other IKM Solutions

IKM Knowledge Measurement Solutions include assessments on the widest range of competencies in Microsoft Office, clerical, medical, legal, call center, accounting, behavioral, computer literacy, IT, food services, retail sales and light industrial areas.

Working in Partnership

IKM works with organizations in partnership to ensure they are better placed to make informed decisions on recruitment and training programs. Contact IKM to begin the process of enhancing workforce knowledge management across the enterprise.