

CNC Technical Solutions Pre-Employment Assessment Program



As a “World Class” Technical Training Provider, CNC Technical Solutions has developed a well-conceived practical method of evaluating the level of technical knowledge and skills that a reasonably experienced technical candidate should have to perform their duties. To further clarify, this would be a technical individual that has already worked in industry and has enough work experience to confidently apply for a position as an Industrial Electrician - Technician in a modern manufacturing facility.

During development of this assessment, we carefully considered key factors such as overall electrical knowledge, basic electrical safety and the candidate’s ability to use typical electrical instrumentation and hand tools that are commonly found in industry. Also, the candidate’s ability to use their skills, hand tools and instruments in harmony to debug or problem solve technical issues will be assessed.

CNCTS has designed a weighted scoring system that allows us to practically evaluate all facets of the candidate’s ability. It should be clearly understood that written tests alone are often a misleading metric as a large percentage of people consistently score poorly when faced with a written test, yet can perform very effectively given their knowledge and skills in the practical hands-on application of their duties.

For this reason, we have weighted the maximum value of the written assessment to 25% of the overall score, meaning the practical score has three times the value of the written score. For practical purposes, if a candidate answers all the questions correctly on the written assessment and receives a score of 100% the weighted value would be 25% of the max weighted written assessment value. In contrast, the practical assessment is weighted to 75% of the candidate’s actual score. Weighting the score in this manner places a much higher value on the candidate’s practical hands-on ability, rather than their theoretical ability. The example below shows the weighted scoring method:

Written Assessment is 25% of the overall Score

The candidate’s final score is multiplied by 25% to achieve the weighted written score. Example if the student scores 50 out of a possible 100 points on the test, the weighted score is 25% of 50 or **12.5%**.

Practical Assessment is 75% of the overall Score

The candidate’s final score is multiplied by 75% to achieve the weighted practical score. Example if the student scores 80 out of a possible 100 points on the test, the weighted score is 75% of 80 or **60.0%**.

To achieve the combined score, we add the weighted grades for the overall score. In the example above the student had **12.5%** written + **60.0%** practical = **72.5%** Overall Score

65% is the minimum score to be achieved for a recommendation to hire from CNCTS.

Please note: the client should weight this recommendation with many other factors or characteristics that are NOT considered by CNCTS when deciding to hire a candidate. This assessment only considers a candidate’s technical knowledge and skill as assessed by CNCTS.

OBSERVATIONS

Action item	Status
Punctuality	
Appearance	
Enthusiasm & Ambition	
Self-Confidence	
Comments:	

ELECTRICAL SAFETY & OSHA CERTIFICATIONS

Action Item	Status
Arc Flash NFPA 70E	
National Electrical Code NEC	
OSHA 10 HR Workplace Safety	
Lock Out Tag Out	
Comments:	

RESULTS AND RECOMMENDATIONS

Action Item	Score	Status
Overall Score		
Hiring Recommendation		

The findings listed in this report are accurate and have been followed in strict adherence to the CNC Technical Solutions Pre-Employment Evaluation for Industrial Electricians -Control Technicians Vetting Program. This report is purely a technical evaluation and nothing other than what is outlined on this report should be assumed. CNC Technical Solutions has not provided a background check, education, credentialing, criminal background check or any other method of employment validation. It is incumbent upon the employer to review those metrics as additional considerations before offering employment.

John A. Nappa
 President & CEO
 Cnc Technical Solutions Inc