

“ Using the Q-Test has been a very positive experience. The results are consistent and those assessed feel that the test is more enjoyable, fair and representative of their skills. ”

## Indigenous Assessment

### **Creative approaches. Unique resources. Outstanding outcomes.**

ValueEdge Consulting is an assessment industry leader which prides itself on delivering innovative and practical solutions to meet the unique recruitment, selection and development challenges of our clients.

Reflective of this commitment, we now provide specialised Indigenous Assessment Services – a unique suite of solutions for organisations that work with Indigenous communities and their members.

### **The Q Test – A unique language-free culture-fair assessment tool. A breakthrough in Indigenous assessment**

Critical to the ongoing success of organisations with Indigenous training and employment needs is their ability to engage with members of the local indigenous communities. One vehicle for achieving this result is through the provision of employment and training opportunities for community members; yet this situation raises the concern of how to fairly and accurately select people to participate in such programs.

In numerous settings the need for an appropriate assessment instrument to support such selections is the key to this issue. To meet this need, ValueEdge Consulting utilises the Q Test, an innovative test designed for use with members of Indigenous communities who are faced with language, educational or cultural barriers.

A number of vital elements underpin the success of the Q Test when used with these communities:

- > removal of inherent language and culture bias, providing fair, unbiased assessment
- > acceptance and trust by the community leaders and members
- > successful employee selection with predictive validity

The Q Test, a unique language-free culture-fair assessment tool available through ValueEdge Consulting, provides an insight into the learning potential of candidates. This assessment of 'trainability' is established through a candidate's combined outcome relating to six ability sub-tests:

- > Sub-test 1 - Sequential Memory
- > Sub-test 2 - Visual Memory
- > Sub-test 3 - Planning
- > Sub-test 4 - Abstract Manipulation
- > Sub-test 5 - Pattern Matching
- > Sub-test 6 - Design Sequencing

### **A suitable tool for a diverse world of applications**

In addition to applications with Indigenous candidates, The Q Test can also be used to assess candidates for training or employment opportunities where any significant language or communication barrier exists between them and their assessor.

### **The Q Test - Going from strength to strength**

An expanding range of organisations throughout Australia and abroad are currently applying the Q Test to meet their Indigenous assessment needs, including:

- > Freeport Mine, Indonesia
- > MMG, Sepon Mine, Laos
- > Exxon Mobil, LNG PNG Project, PNG
- > PanAustrian, Laos
- > Worley Parsons, Dili, East Timor
- > Balga Senior High School, Perth, WA (member of WA Dept of Education Aboriginal Innovation School network)
- > Roebourne Regional Prison, WA
- > Kimberley Group Training, WA
- > Rio Tinto: Iron Ore, WA; Aluminium Weipa, QLD
- > Newmont Asia Pacific
- > Nyaarla Projects, WA (for DEEWR Indigenous Youth Mobility Program)
- > ITEC Employment, QLD
- > Pindan College, South Hedland, WA
- > Ngarda Civil and Mining, WA
- > Macmahon Contractors, WA
- > Dept of Defence, NORFORCE, WA/NT
- > IS Australia, NT



Contact ValueEdge to discuss your Indigenous assessment needs

To discuss ValueEdge's Indigenous Assessment Services, please contact Darren Thomas at

[darren@valuedge.com.au](mailto:darren@valuedge.com.au) or phone

+61 3 9690 4550.

Visit us at [www.valuedge.com.au](http://www.valuedge.com.au)