

“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 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 ValueEdge Indigenous Assessment Services – a unique suite of solutions for organisations that work with indigenous community members, especially in remote locations.

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

Critical to the ongoing success of organisations in remote locations 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 utilises the Q-Test, an innovative test designed for use with members of remote indigenous communities who are faced with language and communication difficulties.

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, 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 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 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 or establishing capacity to utilise the Q Test with their Indigenous assessment needs. These include:

- > Freeport Mine, West Papua Indonesia
- > Rio Tinto Aluminium Weipa, Queensland
- > Oxiana, Sepon Gold and Cooper Mine, Laos
- > Indigenous Workready, Perth, Western Australia
- > Energy Resources of Australia (ERA), Jabiru, Northern Territory
- > Pan Australian Resources, Laos
- > BHP Billiton, Maruwai Project, Kalimantan, Indonesia
- > Rio Tinto Coal Australia – Hail Creek, Queensland
- > Newmont Asia Pacific



Contact ValueEdge to discuss your indigenous assessment needs

To discuss ValueEdge’s Indigenous Assessment Services, please contact Peter Davidson, ValueEdge Principal Psychologist at peterd@valuedge.com.au or phone +61 3 9690 4550 or +61 2 8448 2024 Visit us at www.valuedge.com.au