

Innovation in testing methodologies- EPSO

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Who we are and what we do:

EPSO selects staff for



European Parliament
5000



Council of the EU
3500



European Commission
35000



European Court of Justice
2000



Court of Auditors
900



European External
Action Service



Economic and Social
Committee



Committee of the
Regions



European
Ombudsman



Agencies, JRCs, REPs, DELs



European Data Protection
Supervisor

Who we are and what we do:

PER YEAR:

- 20 - 40.000 Applicants
- 25 - 35 Competitions
- More than 3000 candidates are invited to Assessment Centre
- More than 1000 Laureates
- 6 - 10 tests assessing:
 - Eligibility
 - Reasoning
 - General competencies
 - Field related competencies

2 new features in EPSO Assessment Centre

- Individual scoring

Each member of the pair of the SBM scores individually (2 scores per pair)

- Increased objectivity (double nb of scores)
- Increased equality of treatment (normalization)
- Shorter day for SBM
- Less SBM meeting

- Open book

Test material is provided to candidates via website, ahead of the tests

- Equality of treatment
- Transparency
- Shorter test development

3 computer assisted methods of selection

- Ranked Talent Screener

Candidates are ranked by an algorithm based on specialist work experience

- Use of AI in developing Multiple Choice Questionnaires

AIG (Automated Item Generation) technology

- Use of algorithm in exploiting Talent Screener data (project with JRC)

Examples of use of algorithms

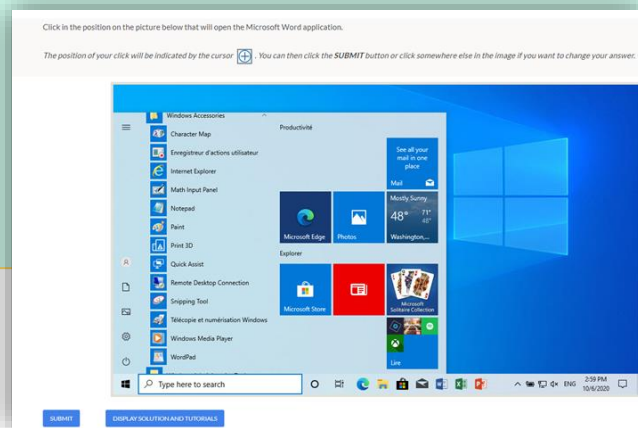
CAND_ID	EXP ORDE	MONTH	DAY	TASK	PERCENTAG	perc x mont	TASK DESCRIPTION
4722982	1	47	28	40	15	7,05	Implementation of policies
4722982	1	47	28	38	35	16,45	Development of policy, initi
4722982	1	47	28	36	2	0,94	Monitoring, control, surveill
4722982	1	47	28	37	15	7,05	International negotiations a
4722982	1	47	28	34	15	7,05	Tasks in the area of fisherie:
4722982	1	47	28	33	10	4,7	Tasks in the area of fisherie:
4722982	1	47	28	35	3	1,41	Socio-economic analysis in
4722982	1	47	28	39	5	2,35	Legal analysis and interpret
4722982	2	23	28	37	15	3,45	International negotiations a
4722982	2	23	28	39	5	1,15	Legal analysis and interpret
4722982	2	23	28	36	5	1,15	Monitoring, control, surveill
4722982	2	23	28	40	15	3,45	Implementation of policies
4722982	2	23	28	33	15	3,45	Tasks in the area of fisherie:
4722982	2	23	28	34	35	8,05	Tasks in the area of fisherie:
4722982	2	23	28	35	5	1,15	Socio-economic analysis in
4722982	2	23	28	38	5	1,15	Development of policy, initi
4722982	3	3	29	38	15	0,45	Development of policy, initi
4722982	3	3	29	36	0	0	Monitoring, control, surveill
4722982	3	3	29	39	0	0	Legal analysis and interpret
4722982	3	3	29	33	10	0,3	Tasks in the area of fisherie:
4722982	3	3	29	34	20	0,6	Tasks in the area of fisherie:
4722982	3	3	29	40	50	1,5	Implementation of policies
4722982	3	3	29	37	5	0,15	International negotiations a
4722982	3	3	29	35	0	0	Socio-economic analysis in
4722982	4	4	30	35	0	0	Socio-economic analysis in
4722982	4	4	30	34	0	0	Tasks in the area of fisherie:
4722982	4	4	30	38	0	0	Development of policy, initi
4722982	4	4	30	39	0	0	Legal analysis and interpret
4722982	4	4	30	40	0	0	Implementation of policies
4722982	4	4	30	36	0	0	Monitoring, control, surveill
4722982	4	4	30	37	0	0	International negotiations a

The screenshot displays the 'Automatic Item Generation (AIG) v 1.0' web application. It shows a source text on the left and a generated question on the right. The question is: "Q - How many Member States has the Commission identified macroeconomic vulnerabilities related to imbalances and excessive imbalances?" and the answer is "A - 12". Below the question, there is a "Q&A builder" section with checkboxes for different answer options (A1-12, A2-not selected, A3-not selected, A4-not selected) and buttons for "Generate" and "Validate Q&A n°1".

2 new tests (on pass basis)

- Digital skills

Computer-based test
upfront



- EU knowledge

Open book Multiple-
choice questionnaire

Additional projects

- Revamping of the EPSO account and EPSO application interface (to allow enhanced data mining, searching and screening by recruitment services)
- Blended training modules for Assessors
- New approaches: gamification, data driven screening tools, e-translation, etc...
- Research made by psychologists in EPSO and with Academia (Delft Univ, Rotterdam Univ, Saarland Univ, etc)