



YouTestMe

Application Specialist – Pre Employment

Table of Contents

1	Introduction.....	3
2	Task.....	3
3	Use Cases.....	5
3.1	U.S. Department of Education - Annual Certification Program	5
3.2	Walmart - Weekly Cashier Certification.....	5
3.3	LearnPro Academy - Online Certification Sales	5
3.4	EdTech Solutions - Moodle LMS Integration.....	5
3.5	HR NOW! - Asynchronous Video Interviews and Skill Gap Analysis	6
3.6	Stanford University - Accreditation Testing.....	6
3.7	IBM - Employee Training Evaluation	6
3.8	American Bar Association - Remote Proctoring for Law Exams.....	7
3.9	Target Corporation - Retail Manager Training.....	7
3.10	Mayo Clinic - Skill-Based Testing for Healthcare Professionals	7
3.11	CodeRise - Custom Curriculum Certification.....	7
3.12	Chicago Public Schools - Standardized Testing	8
3.13	HireSmart Agency - Pre-Employment Testing.....	8
3.14	GE Manufacturing - Bi-Annual Safety Training	8
3.15	Oxford University - Online Exam Platform.....	8
3.16	LinguaPro - Language Proficiency Testing.....	9
3.17	TechForward - IT Skill Assessment	9
3.18	Government Digital Services - Workforce Upskilling	9
3.19	GlobalAid NGO - Volunteer Training.....	9
3.20	FitPro Academy - Fitness Instructor Certification	10
4	Task Submission Instructions	10

1 Introduction

You are required to complete this task (minimum 3 action items) as part of the application process. Successfully completing it will demonstrate your ability to understand, evaluate, and present solutions effectively. In this document you will find, task instructions, offered use cases, submission instructions.

2 Task

You are a **Specialist in Process Automation and Optimization** within your organization. Your primary task is to evaluate potential solutions that can streamline and enhance the examination and certification processes for your company. As part of this mission, you have been assigned to assess the capabilities of the **YouTestMe application**, a cutting-edge platform designed to automate exam management, improve efficiency, and ensure compliance with industry standards.

Your role involves taking on the perspective of both a technical expert and a strategist. You will:

1. **Deep Dive into the Application:** Familiarize yourself with the platform's features and functionalities, understanding how they align with your organization's unique requirements.
2. **Simulate Real-World Use Cases:** Build scenarios based on your organization's needs, such as large-scale certifications, remote proctoring, or corporate training evaluations.
3. **Critical Analysis:** Identify the platform's strengths, potential limitations, and areas for improvement.
4. **Prepare for Stakeholder Communication:** Develop comprehensive presentations, pitches, and reports that will help your manager and decision-makers evaluate the viability of adopting YouTestMe.

Action items:

1. Choose one of the [Use Cases](#) (chapter 3) to resolve.

2. Fill the Application with Sample Data

Populate the YouTestMe app with realistic sample data relevant to the assigned organization. Include user profiles, schedules, courses, certifications, and evaluations.

Technical instructions: To obtain access to application please register on our application using this [link as instructor](#).

2. Simulate the Process

Set up and execute the organizational processes within the application, ensuring all functionalities align with the use case requirements.

3. Record a presentation video

Get ready to present a live simulation of the process. This presentation should be **30 minutes long** and demonstrate how YouTestMe solves the organization's specific challenges.

Deliverable: Upload the MP4 screencast with your voice over (English) to a cloud storage and provide the link.

4. Create a Help Center

Create a word document for the use case. The goal of the Word Document is to become a specialized use case support center, where users of the application can easily find relevant and verified instructions. Use existing material you can find on our website (videos, articles), and optionally add custom text for better understanding. Include:

- Knowledge base links.
- Video tutorials.
- Custom instructions tailored to the use case.

Technical instructions: Upload the document to the cloud storage and provide the link.

Use this [document template](#).

5. Prepare a PPT and Sales Pitch

Create a compelling PowerPoint presentation with a persuasive pitch. The goal: convince your manager why the organization should invest in the YouTestMe platform.

Technical instructions: Upload the PPT to the cloud storage and provide the link.

6. Prepare a Critical Report

Write a report outlining obstacles, challenges, and limitations faced during the process. Include recommendations for improving the application.

Technical instructions: Upload the document to the cloud storage and provide the link.

Use this [document template](#).

7. Send an email with submission details ([instructions](#)) to careers@youtestme.com

3 Use Cases

3.1 U.S. Department of Education - Annual Certification Program

Scenario: Organize **annual certification exams for 500 candidates** in **5 major cities** (New York, Chicago, Los Angeles, Dallas, Atlanta). Exams are conducted in physical buildings using **100 computers per location**. Tasks include candidate registration, exam creation, proctoring, and generating detailed performance reports.

Challenge: Ensure seamless operations, adherence to government standards (e.g., ADA compliance), and accurate reporting to stakeholders.

Reports:

- Candidate registration summary per location.
 - Exam participation and pass/fail rates by city.
 - Compliance checklist for government standards.
-

3.2 Walmart - Weekly Cashier Certification

Scenario: Certify **20,000 cashiers weekly** across **5,000 store locations**. The workforce sees a **30% annual turnover**, requiring frequent training and certification on customer service, POS systems, and compliance protocols.

Challenge: Automate the certification process to handle this volume efficiently, minimizing downtime while maintaining quality.

Reports:

- Weekly certification completion rates.
 - Regional breakdown of certifications and re-certifications.
 - High-risk areas (e.g., frequent failures or overdue certifications).
-

3.3 LearnPro Academy - Online Certification Sales

Scenario: Offer certification and training online for **50 different courses** on IT and professional skills. Courses need to support **self-paced learning**, automated grading, and instant certification issuance.

Challenge: Deliver a seamless user experience for **10,000 monthly active learners** globally.

Reports:

- Enrollment statistics by course.
 - Learner progress tracking and drop-off analysis.
 - Payment and revenue analytics linked to certifications.
-

3.4 EdTech Solutions - Moodle LMS Integration

Scenario: Integrate Moodle LMS with YouTestMe to enhance exam preparation for **5,000 students** in universities and corporate training programs.

Challenge: Ensure seamless integration, maintain data integrity, and offer advanced reporting for educators

and administrators.

Reports:

- Synchronization status and integration logs.
 - Exam performance by group/class.
 - Recommendations for improving exam prep strategies.
-

3.5 HR NOW! - Asynchronous Video Interviews and Skill Gap Analysis

Scenario: Conduct **asynchronous video interviews** for **2,000 job candidates monthly**. Provide automated skill gap analysis based on job descriptions and competency frameworks.

Challenge: Design a workflow to evaluate candidates efficiently and generate meaningful feedback.

Reports:

- Candidate skill gap analysis vs. job requirements.
 - Interview completion rates and average scores.
 - Suggested training or upskilling paths per candidate.
-

3.6 Stanford University - Accreditation Testing

Scenario: Conduct accreditation exams for **3,000 graduate students** annually. The exams must comply with strict accreditation body standards, including **remote proctoring** and **automated grading**.

Challenge: Ensure secure testing environments, scalability for concurrent test-takers, and detailed reporting for accreditation purposes.

Reports:

- Accreditation compliance reports.
 - Proctoring logs and incident summaries.
 - Student performance trends by program/department.
-

3.7 IBM - Employee Training Evaluation

Scenario: Evaluate skill levels of **10,000 employees annually** post-training on new technologies and processes.

Challenge: Automate pre- and post-training assessments and provide actionable insights linked to employees' development plans.

Reports:

- Pre/post-training performance comparisons.
 - Departmental performance improvement trends.
 - Recommendations for further training needs.
-

3.8 American Bar Association - Remote Proctoring for Law Exams

Scenario: Conduct remote certification exams for **5,000 candidates** pursuing bar licensure.

Challenge: Maintain security, prevent malpractice, and ensure a smooth candidate experience.

Reports:

- Proctoring incident logs.
 - Exam success rates categorized by jurisdiction.
 - Time-on-task analysis for each section of the exam.
-

3.9 Target Corporation - Retail Manager Training

Scenario: Certify **2,000 store managers** annually on compliance, customer service, and inventory management.

Challenge: Manage diverse learning modules and track progress across multiple locations.

Reports:

- Certification rates by location and region.
 - Module completion times and trends.
 - Manager competency levels and improvement areas.
-

3.10 Mayo Clinic - Skill-Based Testing for Healthcare Professionals

Scenario: Conduct skill-based assessments for **10,000 nurses and doctors annually** to ensure updated certifications in **15 specialized medical fields**.

Challenge: Customize exams for specific skillsets, provide actionable feedback, and integrate certification with HR systems.

Reports:

- Certification validity by skill type.
 - High and low performers by specialization.
 - Departmental gaps in certifications.
-

3.11 CodeRise - Custom Curriculum Certification

Scenario: Certify **5,000 learners monthly** on a custom tech curriculum, including **coding, cloud computing, and cybersecurity**.

Challenge: Create flexible systems to accommodate varied course lengths and structures while automating grading and certification.

Reports:

- Certification rates and average completion times.
 - Project-based evaluation summaries.
 - Feedback on curriculum engagement and relevance.
-

3.12 Chicago Public Schools - Standardized Testing

Scenario: Conduct standardized tests for **10,000 students across 50 schools**.

Challenge: Manage logistical complexity and deliver fast, accurate results.

Reports:

- School-level and district-level performance summaries.
 - Student demographics and performance correlations.
 - Comparative analysis of year-over-year performance.
-

3.13 HireSmart Agency - Pre-Employment Testing

Scenario: Use pre-employment tests to evaluate **3,000 candidates monthly** for job placements across industries.

Challenge: Design adaptive testing modules and generate insightful reports for clients.

Reports:

- Candidate suitability rankings by job role.
 - Average time to hire based on test scores.
 - Industry-specific testing performance trends.
-

3.14 GE Manufacturing - Bi-Annual Safety Training

Scenario: Certify **15,000 factory workers** on safety protocols every six months.

Challenge: Ensure compliance with OSHA standards, streamline testing across factories, and track certification validity.

Reports:

- Certification expiration timelines.
 - Factory-level compliance status.
 - Incident correlations with certification history.
-

3.15 Oxford University - Online Exam Platform

Scenario: Transition **20,000 annual exams** to an online format.

Challenge: Handle simultaneous exam sessions with **1,000+ concurrent users** and ensure accessibility.

Reports:

- Server performance and uptime during exams.
 - Exam completion rates and pass/fail distributions.
 - Accessibility compliance and issue logs.
-

3.16 LinguaPro - Language Proficiency Testing

Scenario: Offer global language proficiency tests to **50,000 candidates annually**.

Challenge: Ensure scalability, secure proctoring, and accurate assessments tailored to regional language requirements.

Reports:

- Test performance trends by language.
 - Global candidate demographics.
 - Proficiency level distributions by region.
-

3.17 TechForward - IT Skill Assessment

Scenario: Conduct **bi-annual skill assessments** for **500 IT professionals** in coding, systems analysis, and cybersecurity.

Challenge: Automate grading, provide detailed feedback, and maintain test integrity.

Reports:

- Skills matrix for team capabilities.
 - Certification progression timelines.
 - Project readiness assessment reports.
-

3.18 Government Digital Services - Workforce Upskilling

Scenario: Certify **25,000 public sector employees** on digital literacy annually.

Challenge: Customize courses for varied skill levels and track employee progress for departmental reporting.

Reports:

- Progress and completion rates by department.
 - Assessment of digital skill gaps.
 - Recommendations for additional training programs.
-

3.19 GlobalAid NGO - Volunteer Training

Scenario: Train **10,000 global volunteers** annually on compliance, ethics policies, and emergency response protocols.

Challenge: Deliver accessible and engaging content while accommodating diverse linguistic and cultural backgrounds.

Reports:

- Volunteer engagement levels.
 - Training completion rates by region.
 - Post-training readiness assessments.
-
-

3.20 FitPro Academy - Fitness Instructor Certification

Scenario: Certify **2,000 fitness instructors** annually, including theoretical knowledge and practical skills assessments via video submissions.

Challenge: Handle video evaluations efficiently and automate certification issuance.

Reports:

- Certification completion rates by program type.
- Assessment quality and feedback reports.
- Regional trends in instructor certifications.

This structure provides clear details for each scenario, along with the types of reports that need to be generated to ensure thorough analysis and decision-making.

4 Task Submission Instructions

Email Template for Task Submission

Subject: Completion of Task for Application Specialist Position

Dear [Recipient's Name],

I hope this message finds you well.

As part of the application process for the Application Specialist position at [Company Name], I have completed the assigned task. Please find attached the following deliverables for your review:

1. **Comprehensive Documentation (DOC File):** Step-by-step instructions and guidance tailored for the simulated organization.
2. **Sales Pitch Presentation (PPT):** A persuasive presentation highlighting the value and benefits of the YouTestMe platform.
3. **Critical Report (DOC File):** A detailed analysis of the platform's strengths, weaknesses, and recommendations for improvement.
4. **Video Presentation (MP4):** A recorded presentation demonstrating key features and workflows of the YouTestMe platform.

Attachments:

- [YourName]_Documentation.docx
- [YourName]_SalesPitch.pptx
- [YourName]_CriticalReport.docx
- [YourName]_YouTestMe_Presentation.mp4

I have thoroughly reviewed all materials to ensure accuracy and alignment with the instructions provided.

Should you have any questions or require additional information, please do not hesitate to reach out.

Thank you for this opportunity, and I look forward to the next steps in the application process.

Best regards,

[Your Full Name]

[Your Contact Information]

[LinkedIn Profile or Other Relevant Link, if applicable]