

# SHL Release notes

December 2021



# TalentCentral

# **Release Notes**

Version: 1.0 | Last updated: 27 December 2021 © 2021 SHL and/or its affiliates. All rights reserved. | Page 2 of 11

# Summary – 20<sup>th</sup> December Release

On 20<sup>th</sup> and 21<sup>st</sup> December, the following feature improvements and bug fixes are planned to be released into the TalentCentral platform.

## In this Release:

### **Talent Central**

#### **Email Enhancements**

**Introduction:** We have introduced changes in the way emails and notifications are scheduled from TC. TC admins will now have control over the different types of email that go out from the application to evaluators and candidates.

The types of notification that we have introduced for evaluators are:

- 1. Candidates assigned
- 2. Pending evaluation for completed assessments (Daily Digest)
- 3. Reminders for evaluation

Furthermore, we have also allowed TC admins to create custom templates for evaluators so that clients can add specific instructions for them. The following changes are a part of this feature:

#### **Notification Tab on Company Settings**

- 1. Introduced the notification tab under company settings that provides the capability of setting email templates for candidates, evaluators and aliases. The settings selected in the notifications tab will be applicable for all projects within that company unless changes are made for a specific project.
- 2. TC admins will be able to create/select a custom email template for the evaluator at the company level along with the candidate custom template and the email settings.
- 3. For candidate email selection under the notifications tab
  - a. The admin user can add new templates for candidate notification such as invitation, reminder, and project update.
  - b. The admin user can also set the email settings at the company level such as adding emails of the people to whom project updates need to be sent, candidate notifications and can also enable integrated candidate emails. This functionality is similar to what we had in the email accordion of a project.

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#### 4. For evaluators:

- a. The admin user can add/customize evaluators' emails such as candidate assigned, assessment complete, daily digest.
- b. These emails can be enabled/disabled under email settings at company level.

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	Accessibility Contact Us S	HL.com Support		© 2021 SHL and/or its affiliates. All rights reserved.	

5. Alias tab has a combined list of names that can be used for both candidates and evaluators

#### **Combining Notification and Email Accordions**

- 6. We have combined the accordions for email & notifications and added project level email settings which provide an option for the TC admin to configure candidate and evaluator emails at the project level.
- 7. These are the same types of email that the user can customize/add at the company level, this accordion will allow them to do this on project level. Any selections made at the project level will override the company level selection.

Candidates*	Candidates 0	Single-Use Links : 0	Multi-Use Links : 0
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Candidate Messages			
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8. Selecting a check box will enable the email type for that project. From the people icon TC admins can select BCC values if necessary. The options of different types of emails appear based on the type of package that has been added to the project.

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Add Reminders	Project Creator  All users assigned to the project			
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Candidate completed project	SHL Standard 🗸 🐨 🚯 👪			
See all emails				
Candidate Messages				

- 9. Adding reminders Once the TC admin clicks on 'Add Reminders', a set reminder row opens based on if the admin selected 'Days of Completion' or 'Deadline Date' in the project's basic settings.
  - a. For days of completion, enter the reminder for 'Days after Start'.

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Candidates*	Candidates 0	Single-Use Links : 0	Multi-Use Links : 0	
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Invitation/Register via MUL	Testing UAT E2E 17 🗸 🕐 🚯 👪			
Project updated	Testing UAT E2E 17 🗸 🕐 🚯 🕌			
Reminder 1	Testing UAT E2E 17 🗸 🌒 🕄 🎎	Days after start 2	2	]
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+ Add Reminders				
Project Creator	Email Template			
Project creation	SHL Standard 🗸 👁 🕄 👪			

b. For deadline date, select between 'Reminder Date' or 'Days before Project Deadline'.

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Project Creator	Email Template	
Project creation	SHL Standard 🗸 🕐 🔁 👪	
Candidate completed project	SHL Standard 🗸 🕐 🚯 👪	
See all emails		
Candidate Messages		

10. Create real-time assignments, real-time completion, and daily digest evaluator emails:

- a. The evaluator can now receive an email notification when a candidate is assigned or when a candidate completes the test, or they can receive a daily digest containing details of assignment and completion in one single email.
- b. Candidate assigned A real-time email notification will be sent to the evaluator if a project has an SIOD/custom authoring and the candidate is assigned to the project for a given evaluator(s)
- c. Assessment completed A real-time email notification will be sent to the evaluator if a project has an SIOD/custom authoring, and the candidate completes the test. This will be sent as and when the candidate completes either of the SIOD/custom authoring that require manual evaluation. The email will also have an evaluation link against the name of candidates which will take the evaluator to the review grid of TC.
- d. Daily digest The evaluator can now receive one daily digest email, if configured in a project, that has one consolidated detail on the candidate assigned and the assessment completion details for the SIOD and/or custom authoring test. Frequency of the email:
   6 am in time zone for regions as: EU region GMT, US Region Central Time US, AU region AEST, China China time zone.

- The digest will check whether there is any pending action or not. For example, if no candidate is assigned or added to the project then no email will be sent to the evaluator.

- 11. Existing Projects: The admin user will be able to view the new emails and notification accordion with the previously set email configuration for the candidate and admin emails.
- 12. For Volume Recruitment under the email and notification accordion the video feedback option will be in preview mode only. The user will not be able to create a custom template for this type of notification.

## VADC

#### **Bulk download of integration matrix**

An integrated score export extracted from the platform is used as an input to the integration meeting. This export contains competency scores from all VADC exercises assigned to a participant.

#### **Overview** -

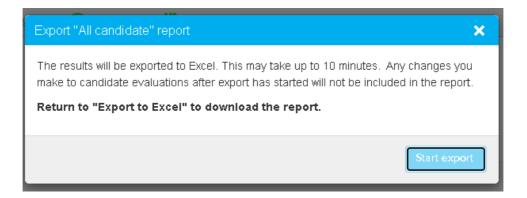
A TalentCentral user/assessor can export the integration sheet for multiple candidates from the TalentCentral integration matrix in excel.

# How can the assessor/ TalentCentral user download an integration matrix for all candidates from the TalentCentral review grid in one excel file?

• The assessor/ TalentCentral user lands on the integration matrix page, clicks 'Export to excel' and chooses 'For all candidates' from the drop-down.

Demo VADC ast Updated: by Assessor's name on 20	0/05/2021, 10:36 AM				Lauch Report	Export to Excel	
Gio Royce (Cand	didate: 2 of 5)					For current candie	date Save & Publish
Excercises Competencies	Overall Report	Add Column o[	First Loyalty High Performing Meeting	First Loyalty Written Strategic Analysis	First Loyalty Client M (Integrated)		it Loyalty Super Negotiation eting (Integrated)
<ul> <li>Adapting and Coping</li> </ul>	4 /5	i	4/5	6/7	Not Available	2/3	
Strengths	<ul> <li>Candidate Is a of persuasion</li> <li>Candidate is a</li> </ul>	erally makes decisions without too much delay. s comfortable as most to use a moderate degree when motivating others. s prepared and as comfortable as most others to ions from others in order to make a decision.	Assessor Name B: Candidate generally makes decisions without too much delay.	Assessor Name A: Candidate Is as comfortable as most to use a moderate degree of persuasion when motivating others.	Not Available	pre	essor Name B: Candidate is as bared and as comfortable as m ars to seek contributions from ars in order to make a decision.
Development Areas	solution. • There was lack	ds to be more assertive while proposing the col conviction during interview process. By th the right set of goals and profile can help in the tright set of goals and profile can help in the set	Assessor Name B: Candidate needs to be more assertive while proposing the solution.	Not Available	Not Available	con By a goa	essor Name B: There was lac viction during interview proce aligning him with the right set Is and profile can help in rovement.
> Analysing and Interpreting	/5	i	3/5	4/7	Not Available	3/3	
> Communication	/5		4/5	Not Available	Not Available	3/3	
> Critical Thinking	/5	l .	2/5	1/7	0/5	2/3	
> Decision Making	/5		4/5	Not Available	3/5	4/3	
> Collaboration	/5		0/5	3/7	2/5	1/3	

• A pop-up with the 'Start Export' button opens. The assessor/ TalentCentral user clicks on the 'Start Export' button to start the download process. The system will take time to process the request.



• After a few minutes, the assessor/TalentCentral user again clicks on the 'Export to excel option', chooses 'For all candidates' from the drop-down, and a pop-up with options to 'Download Report' or 'Start New Export' opens.

• The assessor/TalentCentral user can click on 'Start new export" to create a request for a new export or the user can click on the 'Download Report' option to download the previously generated excel. On clicking 'Download Report", an excel with all scores and narratives gets downloaded.

Export All Candidate Report	Х
Report available to download: Exported by <b>Firstname Lastname</b> on <b>August 21, 2021</b> at <b>11:27 am</b> Download report	
<b>Exporting a new report may take up to 10 minutes.</b> Any changes you make to candidate evaluations after export has started will not be included in the report. <b>Start new export</b>	

• Here's a preview of how the excel report displays multiple candidates.

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A A	В	С	D	j E	F	G	н	. j i.	J	
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	Project Name			Graduate Hiring-						
	Date			03/11/2021						
			Candidate A					Candidate B		
Competency Name	Overall Rating	Strength	Development	VADC_ScaleTest1	VADC_ScaleTest2	Overall Rating	Strength	Development	VADC_ScaleTest1	VAD
Creating and conceptualizing	VADC_ScaleTest1			1.50	2.50	VADC_ScaleTest1			1.50	2.50
Delivering Results and	VADC_ScaleTest1				2.50	VADC_ScaleTest1				2.50
Entrepreneurial and	VADC_ScaleTest1					VADC_ScaleTest1				
Formulating Strategies and	VADC_ScaleTest1			-	-	VADC_ScaleTest1				-
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2										
Candidate						: •				D
ady								III III II		-+ 1

#### Review candidate preparation material in the candidate VADC dashboard

When a client wants to use Zoom, Teams, or any meeting platform other than SHL live meeting, the candidates can now view their preparation material on the VADC dashboard during the live interaction with the assessor on the other platform. The candidates no longer need to login to SHL live meeting to access their preparation material when using another meeting tool.

#### How to enable it?

• While creating the project, the TC admin can choose whether to allow candidates to view their preparation response or not. This setting can be changed anytime (irrespective of the project status).

Basic Settings*	Project Name* :	Deadline Date* :	Application Form:
Products*	Assessment Profiles :	Selected Products : First Loyalty Client M	
Product Settings*	Products :	Interviewers/Assessors: 0	Evaluators : 0
Schedule the preparation Exercise Settings Your package might include a preparation exercise. You can set it to Manage Candidates page. The scheduling cannot be overidden after First Loyalty Client Meeting			er on the sto view submission post exercise
Select Interviewers/Assessors Please Select		<ul> <li>Mark Self as In</li> </ul>	terviewer/Assessor
▶ Users*	User Group Chosen* :	Additional Users: Not Defined	
Candidates*	Candidates 0	Single-Use Links : 0	Multi-Use Links : 0
Notifications	Results Received : true		

#### Where can the candidate view their preparation material?

• In case of simulation only (preparation only), the candidates will see a 'View Submission' button on the TalentCentral assessment homepage once they have completed the preparation exercise.

<b>0 Assessment(s) left</b> Due by 21-September-2021, 15:29, UTC+05:30 Chennai, Kolkata, Mumbai, New Delhi	
Scheduled Tasks	
Client Meeting Available on: Desktop The expected time of 165 minutes is based on the time required for instructions, practice exercises, if any, assessment.	and completion of the
Preparation (Tue, Sept 7 2021 1:34 PM, UTC+05:30, Asia/Kolkata)	L 165 r Expected
C Audio, KeyBoard, Mouse, Microphone, Camera	View Sub

• Clicking on the view submission button will open the candidate responses in the same tab.

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Back							<ul> <li>1/50 Page</li> </ul>	- + 100%
			Archite	ecting for the	e Cloud			
				AWS Best Practices				

• In case of multitask exercise (Preparation + Live meeting), the candidates will see the 'View Submission' button on their task listing page once they have completed the preparation exercise.

SHL.	
< Back	
W	elcome to this business simulation. You need to complete the
	following:
	First Loyalty Client Meeting
	Client Meeting Preparation     Completed     Tue, Sep 14 2021 05:15 PM, UTC+05:30 Asia/Kolkata
	Client Meeting Scheduled     Join       Tue, Sep 14 2021 06:00 PM, UTC+05:30 Asia/Kolkata

• Clicking on the 'View Submission' button will open the candidate response in the same tab.

						t.com/19176				☆	🕈 😩 Update
Apps 👎 VA - Da	aily Scrum	PingOne	📙 тс	C Prod	VACDC	Automation	👶 Virtual ACDC: Bamb	Virtual Assessment	Team Calendars - C	Cb Best Online HTML	» 🗄 Reading
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• Once both exercises of multitask are completed, the candidates will also see a 'View Submission' button on the TalentCentral assessment homepage.

The candidates will also receive an email with a link to view the submitted response once the preparation part of the exercise is completed. (The email is planned for January release with all localisations).

### **Coding & Simulations**

#### Improvement: Code stubs generation support now available in C++14, Python3.7

- Now, the user can generate code stubs in C++14 and Python3.7 in addition to the existing ones from the authoring tool for coding questions
- Languages supported for code stubs generation are C, C++, C++14, C#, Python, Python3, Python3.7, JavaScript (Rhino) and Golang
- Java 11 will also be made available in the December release.

# New feature: Code stubs and reference code will be available in Smart Interview Live and Smart Interview Live: Coding (To be released by Dec).

Code stubs are the boilerplate code which handles the input and output for the given problem and the candidate needs to complete the required function only with appropriate logic. Reference code is a code snippet provided to give the candidate a sample code so that they can refer to the syntax of the language

- Code stubs and reference codes will be available in SIL/SILC after the December release
- Code stubs will be available in C, C++, C++14, Java, Java 11, C#, Python, Python 3 and Python 3.7, Javascript (Rhino) and Golang
- Reference codes will be available for most languages and would be present if code stubs are not there for a language in a particular question/
- The user can create code stubs through the authoring tool while creating a coding question and add these to the interview. The created code stubs will be shown on the SIL/SILC interface when the interviewer/candidate lands on that question.

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## **Continuous Improvement**

#### Bugs

Minor bugs were fixed as part of our monthly and quarterly maintenance releases.