# SHL Release notes

## TC Release (27.0.0) - 15/16th September 2021

# TalentCentral

**Release Notes**

# Summary – 16th September Release

On 15th/16th September, the following feature improvements and bug fixes are planned to be released into the TalentCentral platform.

## In this Release:

### Aspiring Minds Reports

- Updating the terminology used in Aspiring Minds reports and replacing terms such as "Rejection" and "Plagiarism" as well as changing the icons.

**We are making the following updates:**

**A. For the candidate status section:**

This section is displayed based on the thresholds set by the recruits for a particular job role

- **Thumb Icons**
  - Currently, these are dynamic based on the score
    - High Score - Green thumbs up
    - Mid Score - Amber sideways thumb
    - Low Score - Red thumbs down
  - We are replacing the thumb icons with coloured circles

- **"Reason for Rejection"**
  - This is used to display the test(s) in which the threshold was not met if the candidate has a low score for the job role
  - We will be changing "Reason for Rejection" to "Scored low on" and listing out the tests
    - The term "Candidate Status" will be updated to "Potential Fit"

## Current Implementation
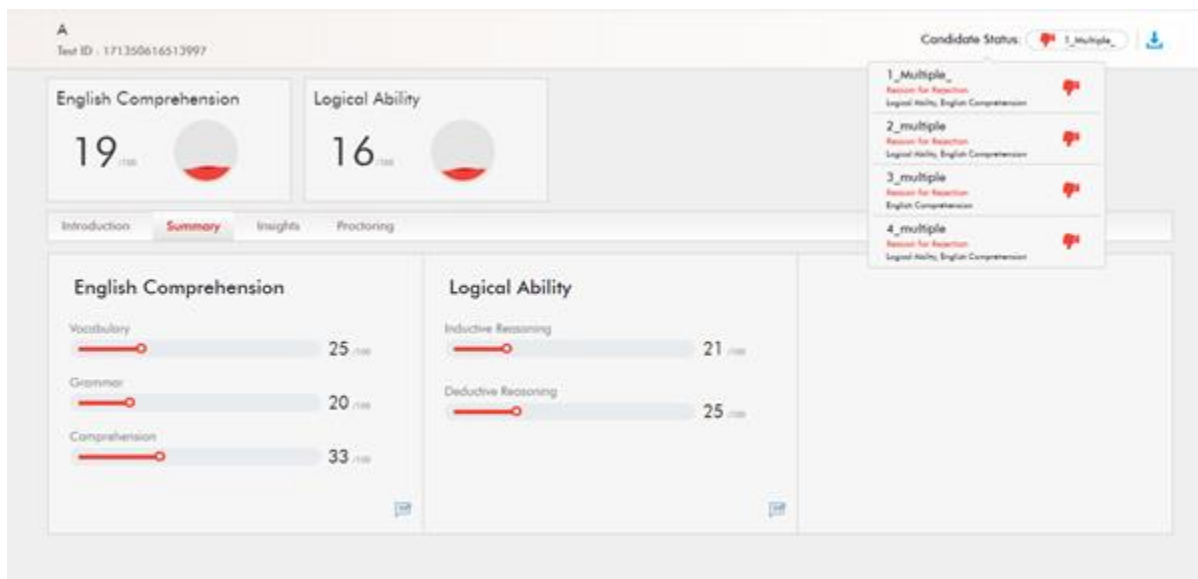


## Updated after changes
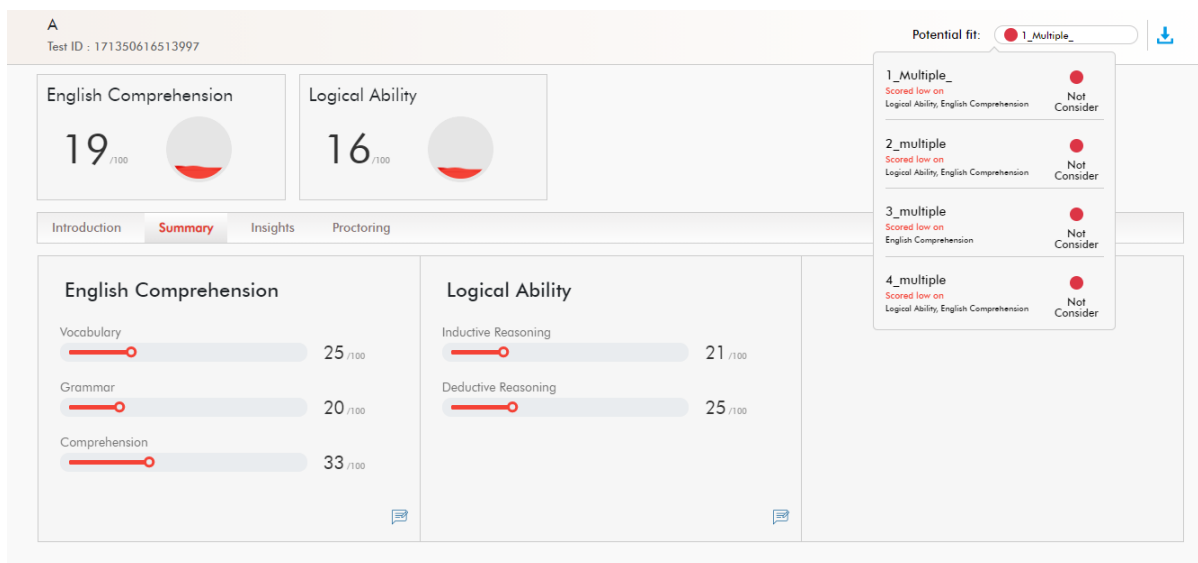


### B. Your Feedback chapter:

This saves the manual evaluation rating in the Your Feedback chapter

- **Thumb Icons**
    - Currently, the final status is displayed as thumb icons and the rater can select them
        - High Score - Green thumbs up
        - Mid Score - Amber sideways thumb
        - Low Score - Red thumbs down
    - We are replacing the thumb icons with coloured circles
        - We will also be allowing customers to remove the icon in the settings

## Current Implementation



## Updated after changes

# Smart Interview on Demand

- **New feature: Device Testing in China -** The standard sample/device testing question to check the device compatibility for Video Interview is now also available in China. This is the standard sample question that will be delivered as the first question in the interviews by default. The candidate's response to this question is not scored. It will check the device compatibility for Connection, Question Audio, Response Audio and Response Video.

- **New feature: Intelligent player -** will now be available across all regions. Intelligent player comprises of an array of video control features (such as playback speed, miniplayer, closed captioning etc) as well as some differentiator AI-powered features that improve the overall evaluator experience & efficiency while also considerably reducing the cognitive load of assessing large volumes of candidate responses. The AI powered features include : time synced transcript of the candidate's response, key phrase highlighting to summarise the response, and word sentiment indicators to highlight the underlying emotion of particular words that are relevant to the context of the interview.

- **New feature: 96 UCF questions for each Professional and Managerial level -** are now available on the platform as a part of the SHL question bank. The questions are in English, text-only format and can be found under Situational Questions.
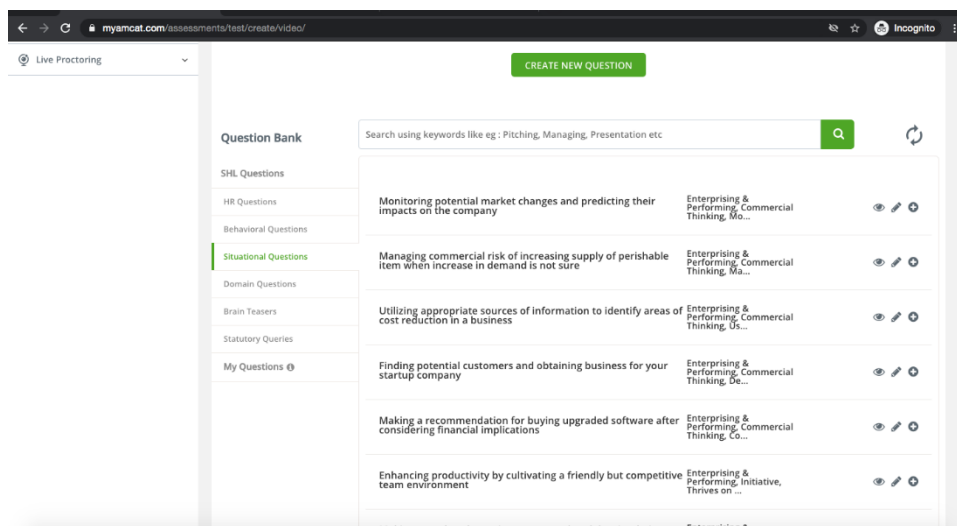
- **Improvement: Language/ Grammar score removed from overall workplace skills score calculation -** Currently, the overall workplace scores consider language scores while calculating the average. With this change, the language score will be deprecated from the calculation of the overall workplace skills score.

### Impact of this change:

- The overall workplace skills score will now be the average of sub competency scores, excluding the grammar score. Formula: Average content score = ceil (avg (competencies scores)).

  The language score will not display in the report under the Workplace Skills score
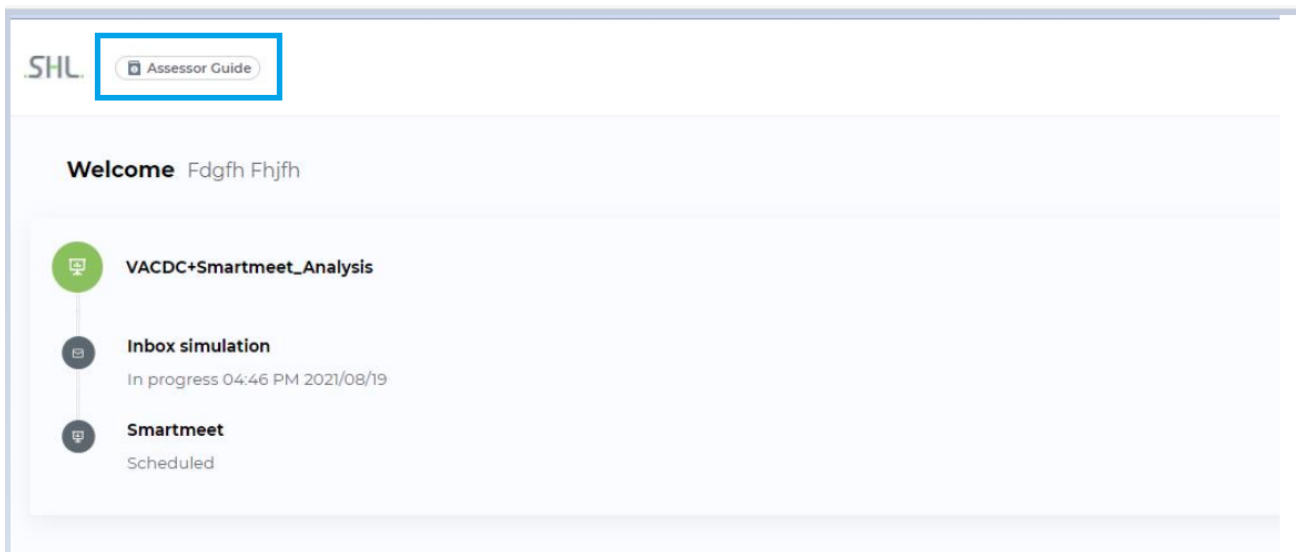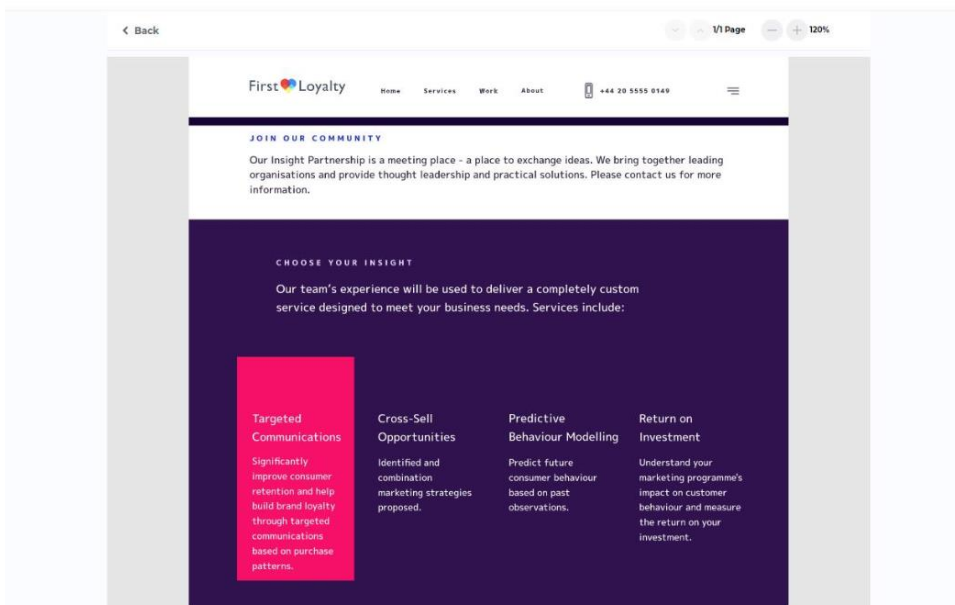
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# VADC – Assessor Guide

**Overview**
Assessor guides are a guiding document for PS/external assessors to conduct meeting exercises. TC Assessor(s) can view assessor guides in the PDF preview from the Talent Central Review Dashboard during the live interaction, or in the playback of the live meeting.

**How can the TC Assessor view the VADC Assessor Guide in the Talent Central Admin Application?**
The assessor needs to launch the assessor guide from the TC dashboard.

- TC assessor to view the assessor guide from the live meeting.



# Integration Matrix and the Lead Assessor Journey

**Overview**

The lead assessor added in a TC project has edit rights in the integration matrix and will be able to add the overall rating, add/remove the manual column (for adding any new exercise scores) and save the overall rating with the other existing integration matrix details, scores, and comments.
The manual columns allow the lead assessor to include scores for any offline assessments/ non-VADC test which they might want to include in the score card and is applicable for the given centre. All other users with access to the project but not selected as a lead assessor will see the integration matrix in a read-only mode.

**Admin Journey**

- Select the lead assessor for your VADC project.

- TC lead assessor to add/update overall rating and prepare the final collated rating form.

| ◀ ▶ **User 1 Check** (Candidate: 1 of 1) | | | | Save |
|---|---|---|---|---|
| **Exercises** | **Overall Report** | Add Column ⊕ | **QA Test VACDC Smartmeet Analysis** | **QA Test VACDC Smartmeet meeting** |
| **Competencies** | | | | |
| ⊙ Commercial Thinking | 4 | /5 | 2/3 | Not Available |
| ⊙ Creating and Conceptualizing | 2 | /5 | Not Available | 4/4 |
| ⊙ Decision Making | 1 | /5 | 1.50/3 | 1/4 |
| ⊙ Delivering Results | 3 | /5 | 2.50/3 | Not Available |
| ⊙ Delivering Results and Meeting Customer Expectations | 2 | /5 | 2/3 | Not Available |
| ⊙ Enabling the Network | | /5 | Not Available | 1/4 |
| ⊙ Entrepreneurial and Commercial Thinking | 1 | /5 | 1.50/3 | Not Available |
| ⊙ Formulating Strategies and Concepts | 2 | /5 | 2.50/3 | Not Available |
| ⊙ Leading and Deciding | 2 | /5 | Not Available | 4/4 |
| ⊙ New Competency | 2 | /5 | Not Available | 4/4 |
| ⊙ Organizing | | /5 | Not Available | 1/4 |

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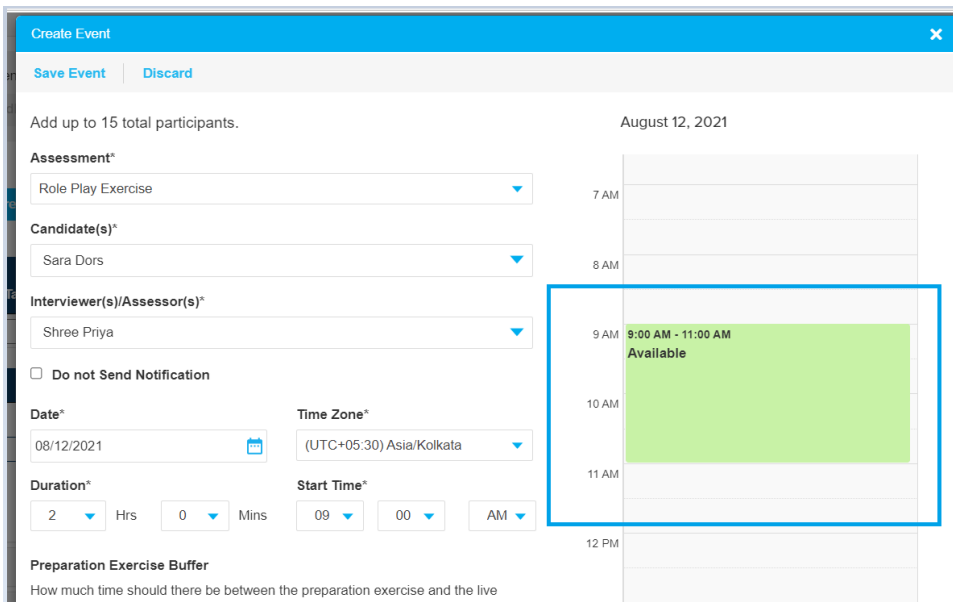# Interviewer/Assessor Availability

**Overview**

When the TC admin schedules/reschedules an exercise, the user can view the availability of the selected interviewer/assessor(s) for the selected slot.

Note: this functionality doesn't fetch the availability of Interviewers/Assessors from the organisation calendars; it checks within Talent Central to see whether the interviewers/assessors are booked for any other event in the same time slot.
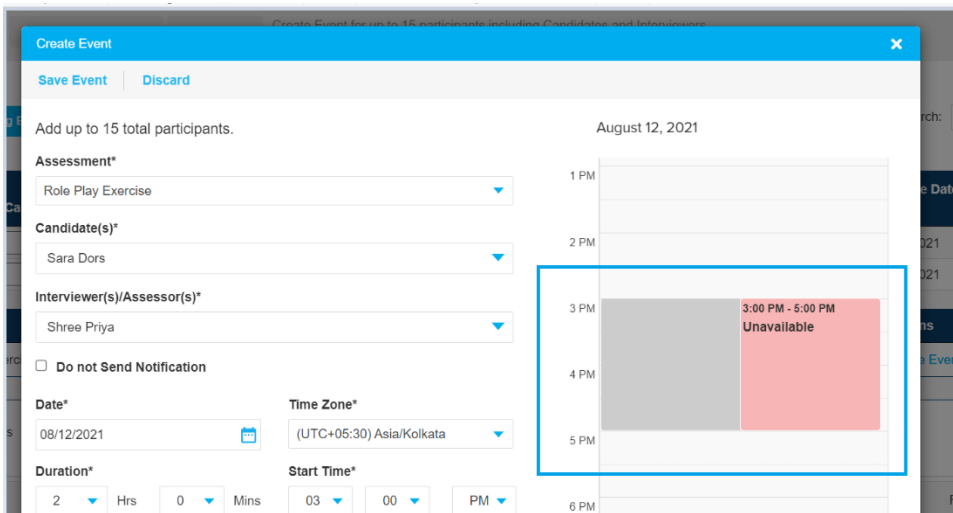
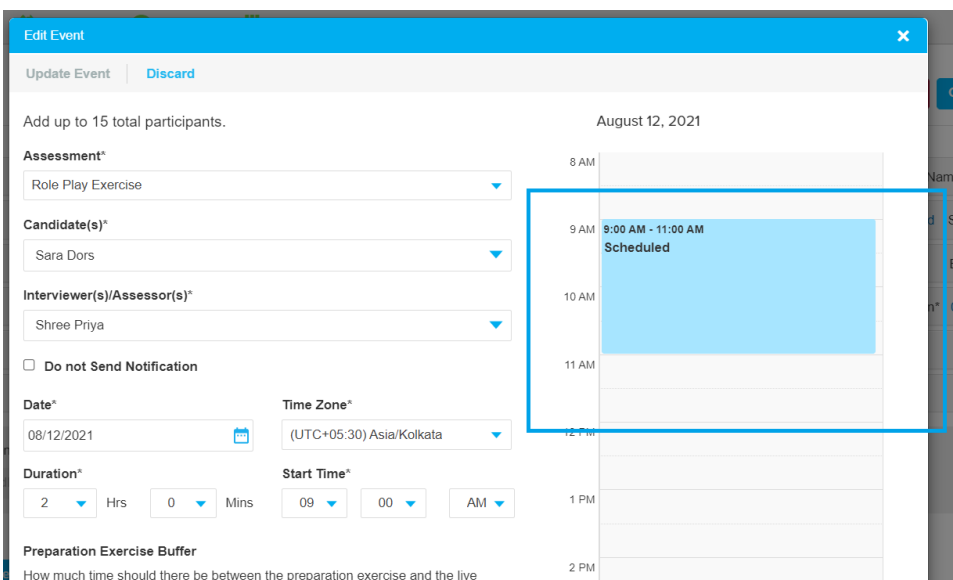**a)** By default, when the Interviewer/Assessor is not yet selected
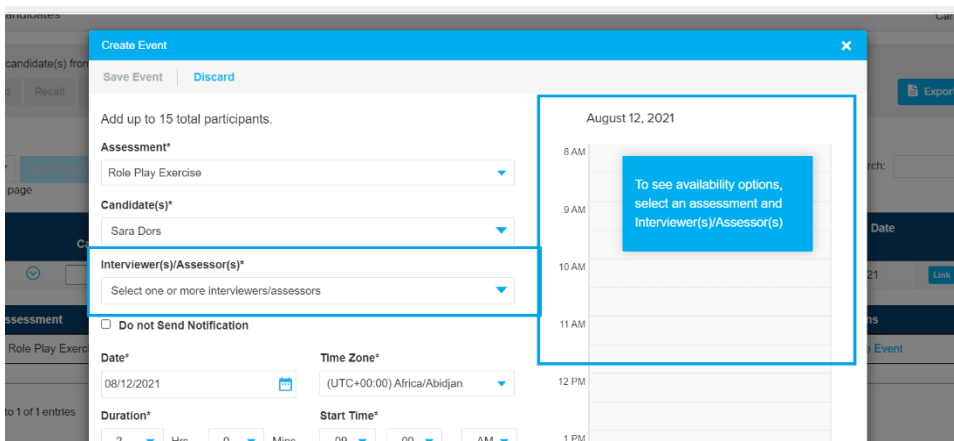


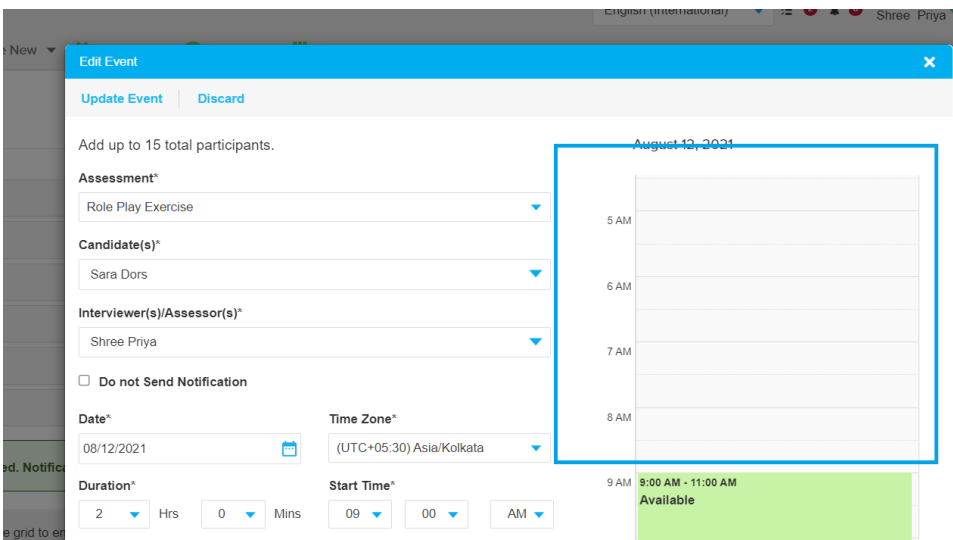**b)** Interviewer/Assessor available for the chosen slot.

**c)** Interviewer/Assessor not available for the chosen slot.



**d)** Interviewer/Assessor scheduled for the given event (when rescheduling the exercise)



**e)** Interviewer/Assessor availability for another slot other than chosen slot.
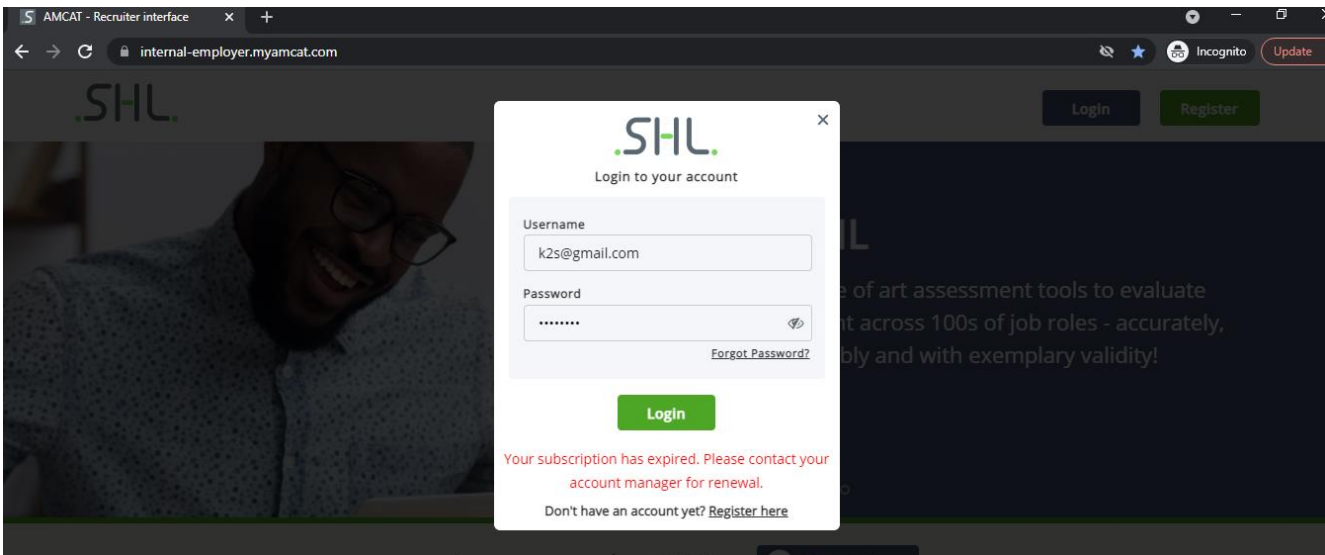
# AMCAT, iAssess & Virtual Products

**Release Notes**

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# iAssess

1. **Improvement:** Text change for account expiry case:

    a. if the organisation's account validity on iAssess has expired and they try to log in they should receive a message that says:

    "Your subscription has expired. Please contact your account manager for renewal".



    b.    If the organisation's trial period has expired and they proceed to log in on the iAssess application, they should receive the following message:

    "Your trial has expired"

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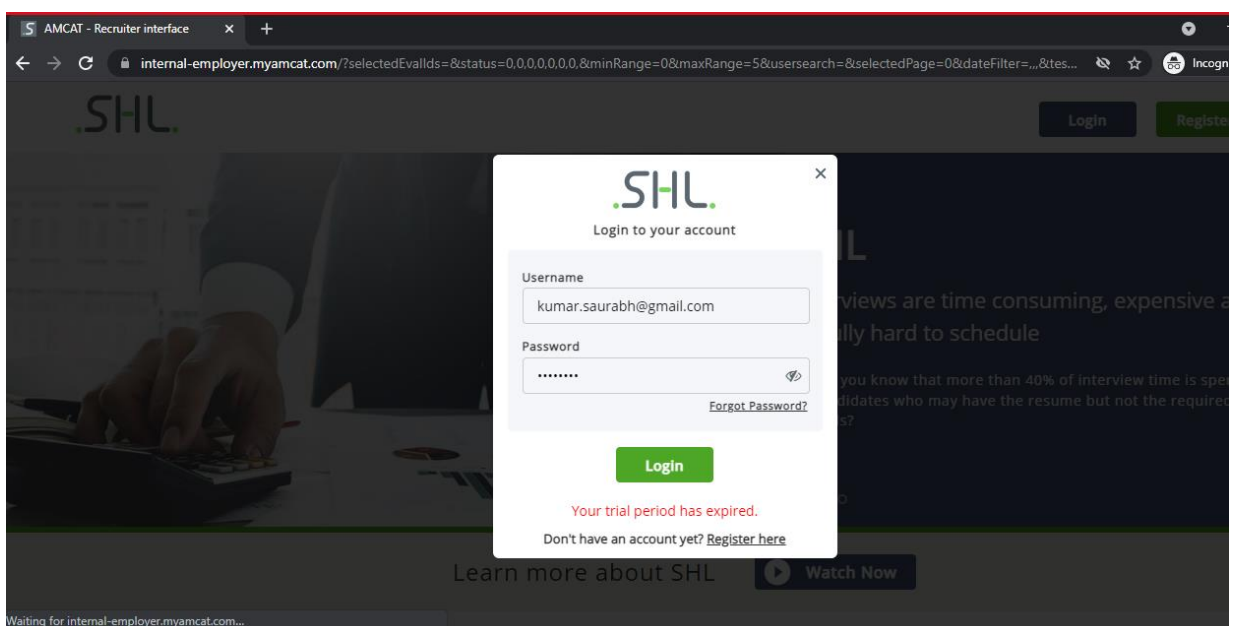
c.     Similarly, if an inactive user tries to log in to the application, they will receive the following message:

"Your account is set to inactive. Please contact your account manager for any queries."
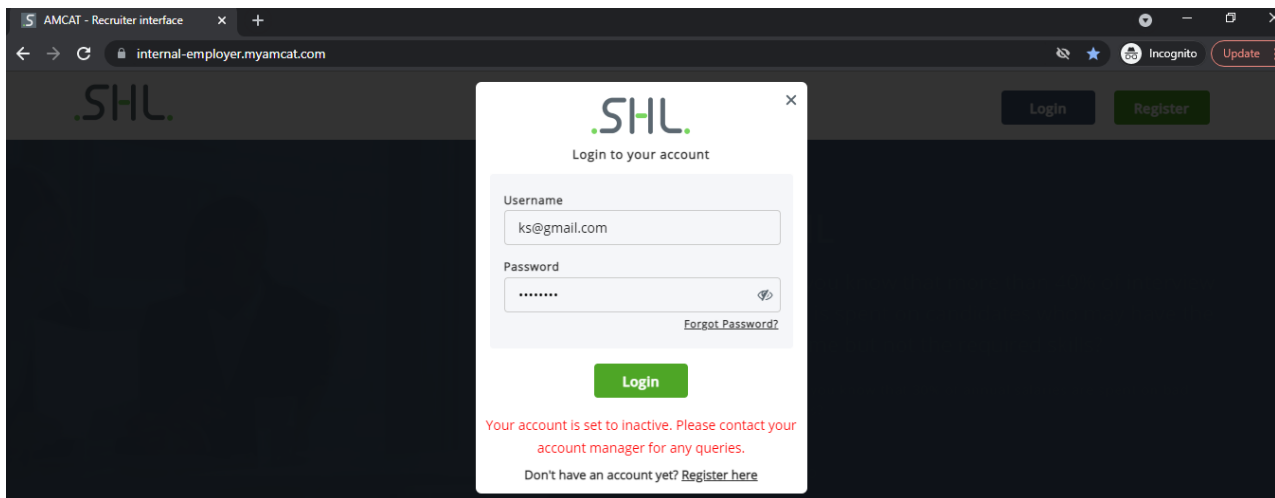


2.  **New Feature:** Assign evaluator/invigilator while uploading the candidate sheet in bulk scheduling

a. For live proctoring, users will have the ability to bulk upload invigilators and evaluators from the iAssess application.
b.   While scheduling the assessment, candidates can use the option of bulk upload with invigilator mapping.
c. In this option, the invigilators and evaluators should already exist in the system, no new invigilators or evaluators will be created from this excel file.
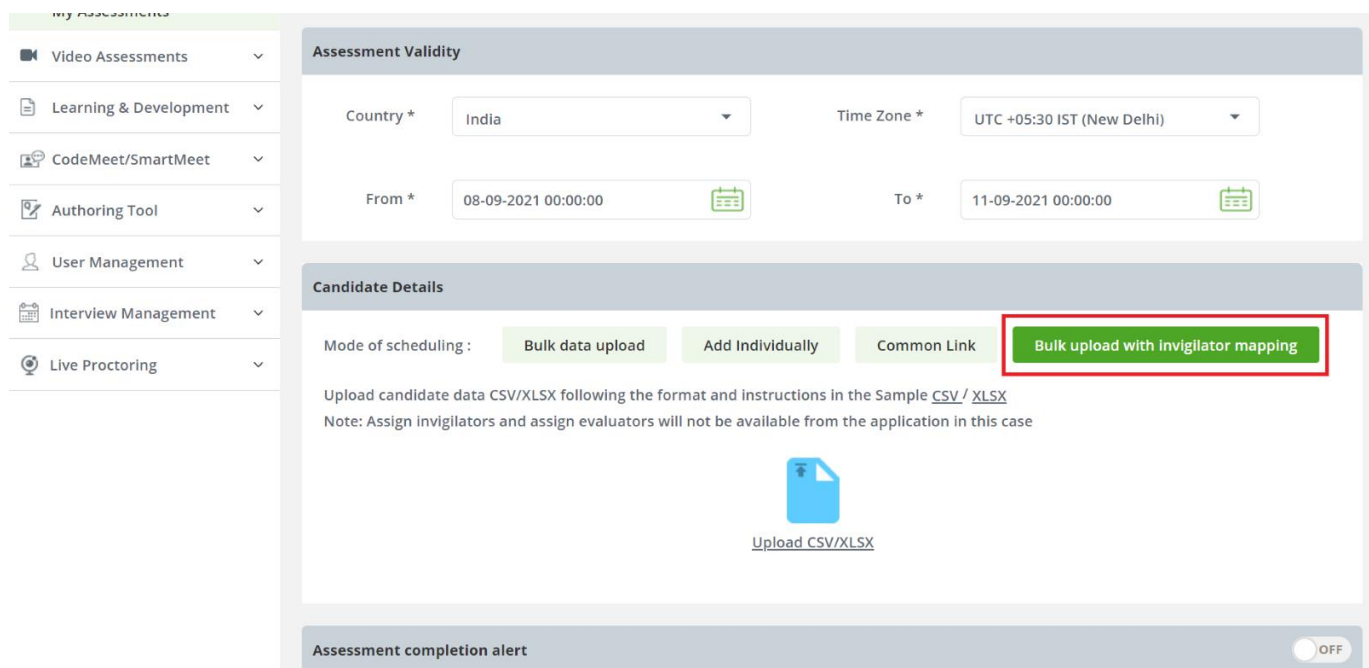
3. **New Feature:** Option to download invigilator-candidate mapped list from iAssess
   a. A bulk scheduling file that is uploading from the iAssess application immediately gets downloaded with the list of candidates added and their relevant information.
   b. For bulk upload with invigilator mapping, the downloaded file will also contain the names of invigilators and evaluators.

4. **Improvement:** Add date filter & request time on bulk data download mailer
   a. When a user generates an excel report for more than 5000 candidates, they will receive an email with a link to download the file.
   b. Within the email for filtered data ready in iAssess, they will also receive the applied filter on the attempt date and scheduled date.
   c. This will keep the user aware of the date filters applied while requesting an excel file.

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**Hi Admin,**

Requested assessment data is ready to download. Click on the button below to download it.

**Date and time of the request: 03-09-2021 01:56:07**

**Date Filter Applied:**
**Schedule Date:** NA
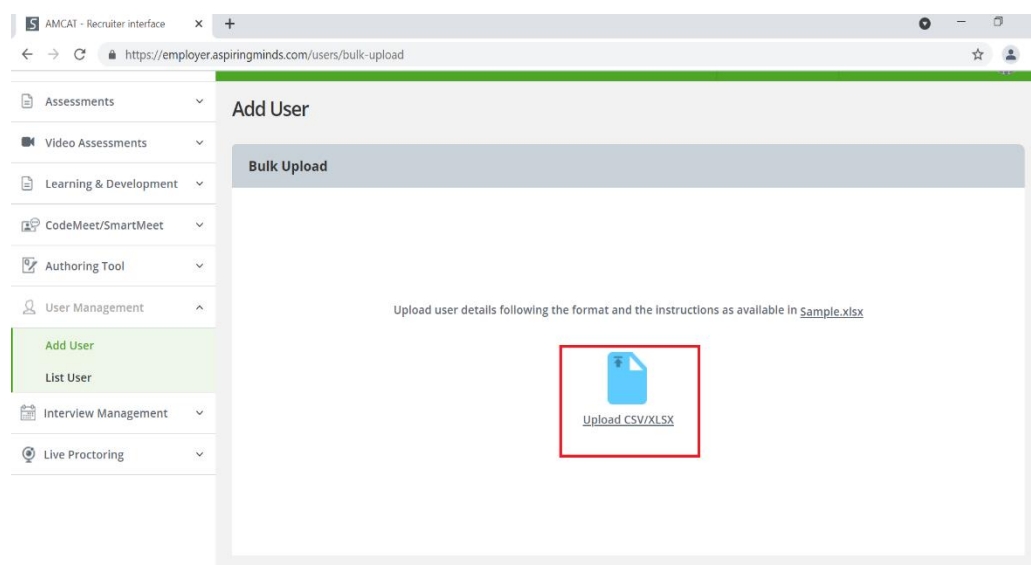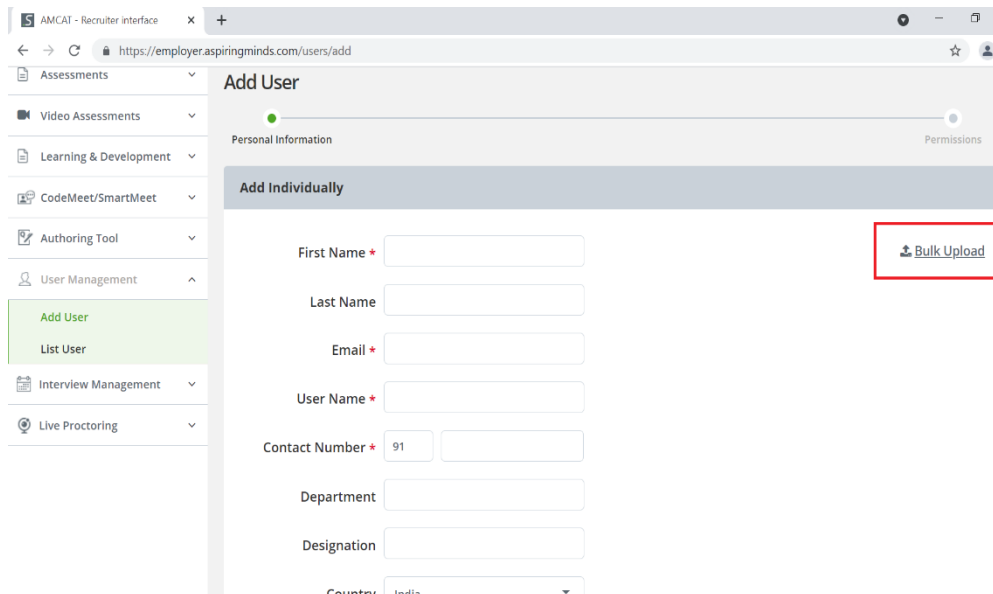**Attempt Date:** 2021-08-01 to 2021-08-31

**Download File**

**Note:**

You need to login to your iAssess account to access the download link.

Thanks
**SHL**

If you are not the right recipient of this email, write to us at techsupport@shl.com

5. **Improvement:** Bulk user creation for adding users
    a. iAssess application users can be added via bulk upload.
    b. All mandatory fields on the front end will also be mandatory in the excel file.
    c. By clicking on the bulk upload link, the user will be redirected to a screen from where they will be able to upload the list of iAssess users.