

EPSO/02/PO/2009/065 - QUESTIONS AND ANSWERS SERIES 3

Question 3-1 (original version)

Q : EPSO request advice on the use of selection rules applied to abstract/inductive reasoning tests (e.g. cut-scores), but also state that other tests (verbal and numerical, situational judgment) are already being used or will be used in the future alongside the new abstract reasoning tests. To what extent is consultancy on such issues seen by EPSO as critical to finalising the requirements for the tests or are these requirements such as cut-scores for use with EPSO tests already defined and fixed? We assume that any requirement for consultancy on selection rules for the abstract reasoning tests will need to include consideration of any policies such as cut-scores on the other tests. Would this be correct?

A : At present and for the foreseeable future, V&N reasoning tests will have a fixed minimum cut-score of 50% (but this figure could vary upwards or downwards) with the added proviso that only a predetermined number of candidates will go through (the "X" best). The same would apply to abstract reasoning, but consultancy on this issue is asked for. Please note that for the foreseeable future Situational Judgement Tests are not meant to have an eliminatory character in EPSO competitions.

Question 3-2(original version)

Q : EPSO have stated that they require one example test for the AD level and one example test for the AST level. Can EPSO confirm that they wish to have empirical data showing how the tests provided meet the requirements set out in 3.2.2 and 3.2.3 such as test reliabilities, effect size comparisons by demographics (gender, language and age), test score distributions (to show the tests avoid the ceiling effect) as well as item difficulty classifications?

A : Any statistical data resulting from the sample tests to be provided with the proposal will constitute a useful elements for the comparison of tenders.

Question 3-3 (original version)

Q : While we understand that the tests supplied must be unique to EPSO, EPSO also state that existing items may be used. These items will therefore not be unique to EPSO. Can EPSO confirm that all pre-existing intellectual property rights provided by the contractor to EPSO will continue to belong to the contractor? EPSO and its contractors shall keep all such intellectual property confidential and shall use it only for the purposes of providing services to EPSO under this agreement?

A : Test forms accepted by EPSO will be copyrighted as such (i.e. the whole test) by EPSO. It is, however, understood that the contractor may keep the intellectual property rights to possible pre-existing items, provided the items in question are clearly marked by contractor.

Question 3-4 (original version)

Q : EPSO state the requirement for pre-testing of items and give broad demographic definitions for the candidates who are likely to apply for each level of entry (AD and AST). Do EPSO require that the pre-testing is on samples who match the demographics of EPSO candidates as described in the specifications (e.g. that items used in the AD tests have been pre-tested on graduates with little or now prior working experience and with roughly a 50:50 split in terms of gender)?

A : EPSO do expect that the pre-testing is made on samples which match the demographics of EPSO candidates as described in the specifications. Male and female proportions are to be considered as being equal.

Question 3-5 (original version)

Q : How important is it that the tenderer can show from pre-testing that the items function equivalently in the three languages in which the tests are to be deployed (i.e. English, French and German) or can any information on equivalence across languages including the different-EU languages be supplied to satisfy EPSO's requirements?

A : Abstract reasoning tests are by definition language free . EPSO requires the absence of cultural bias.

Question 3-6 (original version)

Q : EPSO give three age bands to be included in analyses of bias. Can EPSO give some indication of the proportions who apply within those age bands by level of entry (e.g. is the age profile for AD candidates 60%, 30% and 10% across the three bands given)? Should pre-testing include data according to these age profiles to show that the pre-testing samples are reflective of and relevant to the demographics of EPSO candidates?

A : EPSO is not in the position to disclose any further information on the structure of the three age bands described in section 3.2.2. Please note that for the purpose of the tender, a roughly equivalent split for the three age bands may be assumed.