



Module 5: Evaluating and Validating an Assessment Centre (Validating ACs 101)

The AC Academy's aim is to establish competence with AC practitioners in designing, delivering, and researching Assessment Centres (ACs) designed according to best practice and ethical guidelines to the benefit of all stakeholders.

Mission of the AC Academy

Establishing and transferring competence to AC practitioners to design, implement, and research ACs according to best practice and ethical guidelines that support Talent Management objectives in organisations. This is done through presenting various training interventions.

Vision of the AC Academy

To have world-class AC competence of South African, African and international AC practitioners to ensure the ethical, scientific and needs-driven delivery of ACs in organisations.

Module 5: Evaluating and Validating an Assessment Centre

Purpose of Module 5

An Assessment Centre, irrespective of its purpose, must deliver reliable and valid results in a cost effective manner. The purpose of this module is to position aspects to consider when evaluating the effectiveness of the centre, as well as approaches to determining the reliability and validity of a centre.

Course Outcomes

- Knowing how to conduct a systematic evaluation of the AC content and process involving all key stakeholders.
- Knowing how to determine the operational reliability and the internal reliability of the overall AC process, as well as the different assessments within the AC.
- Knowing which types of validity analyses as is required by the purpose of the AC, to conduct, as example construct validity, predictive validity, training validity, etc.
- Being knowledgeable about the ethics of evaluating and validating an Assessment Centre.

Target Groups

Participants attending Evaluating and Validating Assessment Centres should already have attended Observer 101, Designing Centres 101, as well as Implementing ACs 101. In addition, participants are:

- IO Psychologists
- HR Professionals
- Psychometrists
- Anyone with a solid background in Human Behaviour

Continuous Professional Development – Up to 14 CEUs can be earned by attending

Duration – Two days

Want to Know More?
Please contact Judith Williamson on +27 83 304 6068 or
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