

Competency Assessments



Assessment Solutions

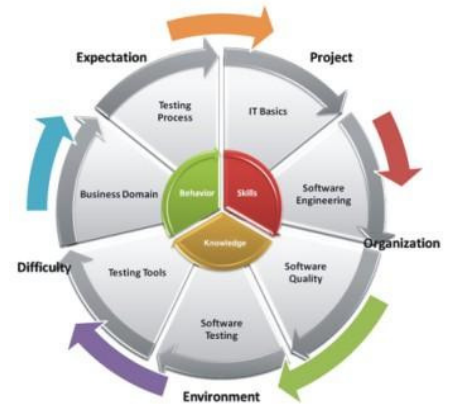
Recognizing and Enabling Transformation!

A great organization starts with great employees, and the employees are what an organization is made of. In times of consolidation, it is necessary for every organization to focus on identification, retention, and development of skills required. Firstly, the challenge is the lack of a competency framework for Testing, and secondly, the lack of scientific, objective assessment focused on Software Testing.

Taking inspiration from SFIA Framework of UK, we at QAI Global Institute have developed a role based competency framework for Software Professionals, namely **Universal Competency Framework for Testers (UCFT)**. The competency framework is aligned to the Bodies of Knowledge of reputed certifications from organizations like QAI, ISTQB, IIST, and process frameworks like CMMI, TMM, TPI and TMMI.

Based on the UCFT, we designed an role based assessment which is easy-to-administer, low in cost and accessible online, anywhere in the world. The key highlights of our assessments are as follows:

- 40 Knowledge Areas
- 04 Roles of Testing Organization
- 04 Levels of Cognition
- 03 levels of difficulty
- 9,000+ strong Question Bank
- Adaptive Testing Methodology
- Objective Assessment
- Aligned to certification bodies like QAI, ISTQB, IIST
- Aligned to process frameworks of CMMI, TMMI, TMM, & TPI
- Easy to customize
- Administered Online and in Paper and Pencil Mode
- Instant Test Results
- Dedicated Support team
- Available across 264 proctored centers
- Post assessment support for learning plan creation
- Organizational Skill Reporting



Our anchor customers for this line include:

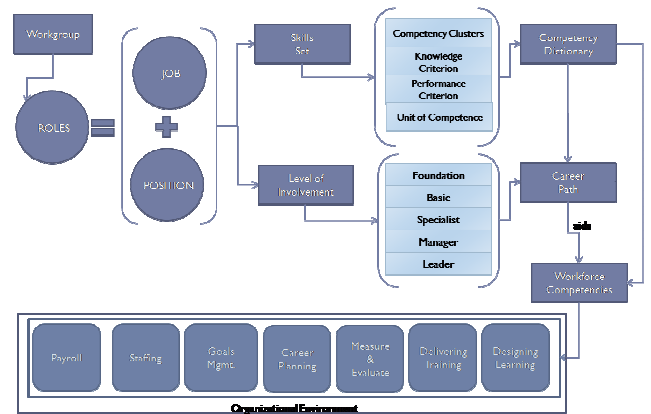


Assessment Methodology

Alignment of Role and Result is the KEY!

Competencies are the knowledge, understanding, practical and thinking skills needed to perform effectively to the standards required in employment. They are identified and demonstrated through sets of behaviors that encompass the skills, knowledge, abilities and personal attributes that are critical to successful role accomplishment.

The UCTF Framework has been designed and developed to incorporate the dimensions of competence, namely organizational, technical, process, people and management. The intent is to ensure that the individuals themselves, their organizations, and associated industry professional bodies apply a rigorous methodology for the development, assessment, and recognition of competence in individual testing professionals.

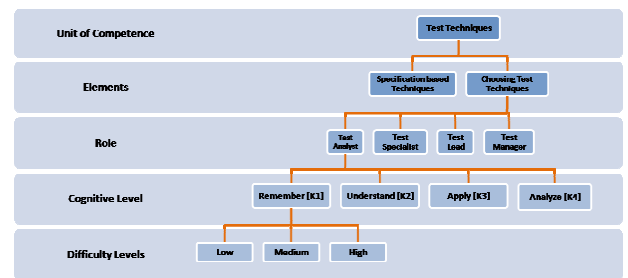


The UCTF Framework has also been developed to apply generically to all levels of testing professionals, regardless of the nature, type, size, or complexity of projects in which they are engaged—in other words, to apply to testing professionals involved with the function of testing. It is also made in a flexible manner to enable customization to an organizational context.

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The UCTF Framework is structured as follows for every single role, identified:

- **Competency Clusters.** Competency Clusters are included in the structure of the UCTF Framework, and correspond to the testing process groups of Initiating, Planning, Staffing, Engineering, Executing, Automating, Controlling, and Closing.
- **Units of Competence.** Units of Competence describe, in broad terms, what is expected of testing professionals in particular aspects of the job. A Unit is able to stand alone as a complete function in the area of employment. Each Unit of Competence in this section of the UCTF corresponds to a Knowledge Area of Testing.



- **Elements.** Each Unit of Competence and Competency Cluster consists of a number of Elements, which reflect the competencies that project managers are expected to possess.
- **Cognitive Levels.** For each defined element of the knowledge area, we assign a cognitive level based on the role requirements in an organization. The current cognitive levels include, Remember (K1); Understand (K2); Apply (K3); and Analyze (K4).
- **Difficulty Levels.** On a single cognitive level, it is also essential to identify individuals who can handle complex situations. Hence the model accommodates for a difficulty level namely, Low, Intermediate, and High for enabling customization.

If you have an existing competency framework, you may find it useful to review it against this framework and adopt a “mix and match” approach, adopting new competencies from the UCTF in areas that you feel need to be updated or strengthened.

Roles that UCTF addresses currently includes:

- Test Analyst 01 - 02 Years of Experience
- Test Lead 03 - 04 Years of Experience
- Test Specialist 05 - 07 Years of Experience
- Test Manager 08+ years of experience

Types of Testing that we focus on include the following:

- Functional Testing
- Agile Testing
- Performance Testing
- Exploratory Testing
- Security Testing
- SOA Testing

The Knowledge Areas for the assessment includes the following:

- Software Engineering
- Software Process
- Test Planning
- Test Design
- Test Metrics
- Testware Management
- Testing Standards
- Test Team Management
- Software Quality
- Reviews & Inspections
- Test Estimation
- Test Techniques
- Test Execution
- Test Reporting
- Test Tools
- Defect Prevention
- Quality Assurance & Control
- Test Strategy
- Test Requirements
- Static Test Techniques
- Test Environment
- Test Process
- Configuration Management
- Statistical Process Control

The assessment is currently aligned to the following:

Process Frameworks

- Test Process Improvement (TPI)
- Test Maturity Model (TMM)
- Test Maturity Model Integration (TMMi)
- Capability Maturity Model Integration (CMMi)

Certification Bodies

- QAI Global Institute
- ISTQB
- IIST

Certifications

- Certified Associate in Software Testing (CAST)
- Certified Software Tester (CSTE)
- Certified Manager in Software Testing (CMST)
- ISTQB Foundation Level
- ISTQB Advanced Level
- Certified Software Test Professional (CSTP)
- Certified Test Manager (CTM)

We have developed questions for every role, competency cluster, every knowledge area, process framework, cognitive and difficulty levels to suit the requirement, and enable the customization possible for an organizational context.

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