



Questions Received and Answers Provided in respect of CON542 – FET Psychometric Assessment
Published on: 23 July 2013

No.	Question	Answer
1	Will the assessments be taking place at the FET colleges, or at the provider's venue?	<i>The participating FET Colleges have indicated that assessments can take place at a number of their campuses. We would however prefer if respondents could include the option of computer and internet access, as a contingency arrangement. This should be quoted separately.</i>
2	If at the FET colleges – what are the size of the venues? In other words, how many people would we be able to assess?	<i>The FET Colleges each have more than one computer lab which can each accommodate approximately 60 learners. This figure is however not guaranteed.</i>
3	Would you do the assessment bookings, or would that be organized by the service provider?	<i>We would expect the service provider to liaise with the FET College Support Centres to finalise assessment bookings.</i>
4	Which OPQ reports (profile report, universal competency report) will be need to be generated from the OPQ?	<i>The type of report selected should be done based on the purpose of the psychometric assessments. The emphasis for the purpose of this project would be selection from a manager's perspective. The profile report would thus not be sufficient as the information needs to provide the employers with an indication of:</i> <ul style="list-style-type: none"> - <i>The learner's likely behaviour in the workplace</i> - <i>The compatibility of the learner's personality with the employer's organisational culture</i>
5	When referring to the Motivational Analysis using Career Anchors, are you referring to a specific assessment, or a general career anchors assessment?	<i>We are referring to a general career anchors assessment, for example Schein's Career Anchor Assessment.</i>
6	When presenting the general report, to whom will this be presented, and will it require face to face presentation?	<i>The general report should be presented to Fasset, and does not need to be face to face even though it might be valuable to do so. The report will be viewed by the participating employers.</i>
7	Would you only want the feedback after the completion of all the assessments, or at certain intervals?	<i>Feedback could be provided after completion of all the assessments, or alternatively the learners could be grouped per qualification and feedback can be given per group.</i>

No.	Question	Answer
8	When referring to internet access, will the venue have the relevant computers, and we will only need to provide an internet connection?	<i>This relates to question 1 and 2. Both FET Colleges have internet access in their computer labs.</i>
9	Or would we need to provide computers and internet connection, as well as the venue in which to complete the assessments?	<i>Refer to Question 1, 2 and 8.</i>
10	Will all assessments be taking place in either Pretoria or Johannesburg?	<i>All assessments will take place in Johannesburg and Pretoria, at the FET College campuses. This is the ideal, but the respondents are welcome to include and quote for other venues / options as a contingency arrangement.</i>