



## **Aptitude Assessments Overview**

### **Purpose**

As part of the Institute for American Apprenticeships student selection process, we administer aptitude assessments. These standardized assessments are designed for both entry-level and experienced candidates. They evaluate a person's aptitude and potential for working in a healthcare environment. These assessments assume no prior experience or knowledge of the healthcare industry.

### **General Description**

#### ***Aptitude***

Assess cognitive aptitude, which measures problem solving ability, critical thinking, attention to detail, and learning ability.

#### ***Personality***

Measure behavioral traits and tendencies that provide valuable information about a candidate's occupational fit.

#### ***Motivation***

Predicts whether candidates will follow rules, support safe work practices, and be reliable, conscientious employees.

#### ***Skills***

Evaluates a candidate's job-related competencies, from reading and math ability to typing, Microsoft Office, and computer skills.

Assessment links will be sent to each interested applicant following confirmation of attendance at Orientation. Program staff will use the e-mail address on the initial application to send the link. Assessments will take approximately one hour to complete and must be completed by June 15, 2022, at 12:00pm (Noon).

Applicants must not receive outside assistance during the assessments.