

HR Tech
Factory

HR Tech Tools

Our on-demand software

HR Tech Tools

On-demand software for a 360° assessment of candidates and employees

Arca24 has developed a set of software available online, designed to make the process of selection and evaluation of candidates and employees more effective and simple:

- **SoftskillLab** - Online psychological testing platform
- **ExaminLab** - Online Hard Skills Testing Platform
- **CVideo** - Video interviewing platform

These tools are aimed at recruiters and HR managers, can be easily integrated with other tools (ATS, Employee Management Software) and linked to job platforms and portals, in order to ensure complete management of the entire assessment process.

API
integrations

optimizing
data synchronization



softskilllab

Online psychological testing platform

What is SoftskiIIIab?

The cloud solution for assessing the candidate's entire personality

In the world of personnel selection, the use of tests, in particular personality tests, is widespread in order to assess the skills of candidates or employees.

Very often, however, these tests, particularly cognitive tests, are very complex and difficult to use or interpret by people who do not have a psychological background.

Arca24, in collaboration with the **Università Cattolica del Sacro Cuore di Milano**, has created a library of 37 online adaptive tests, easy to administer and simple to measure and interpret, born as a result of a targeted analysis of the most common and current needs in the labour market today, in terms of skills, personal attitudes and cognitive competences.

online
testing platform

37
assessment
tests



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

Softski||lab's test library

Four different classes of assessment tests

The library includes **37 tests**, divided into **4 different classes** and consisting of **more than 400 questions**, which allow you to draw up a precise profile of the skills and psychological style of the candidate or employee in the working environment.



Soft Skills

- 25 assessed Soft Skills
- 25 online tests
- 10 minutes – average duration per test
- About 10 questions per test



Personality Factors

- 7 assessed Personality factors
- 7 online tests
- 10 minutes – average duration per test
- About 10 questions per test



Cognitive Skills

- 3 investigated Cognitive areas
- 4 Digital Escape Rooms of different complexity
- From 10 to 30 minutes
- About 21 questions in total



Psychological Styles

- 14 assessed psychological dimensions
- 1 single online test
- 20 minutes
- About 21 questions in total

Soft Skills

25 tests available

Tests assessing the set of competencies not directly related to a specific task.

They refer to an employee's relationship with any other member of the organisation and the context in which he or she is located.

They are necessary for any role and position.

- 25 assessed Soft Skills
- 25 online tests
- 10 minutes – average duration per test
- About 10 questions per test



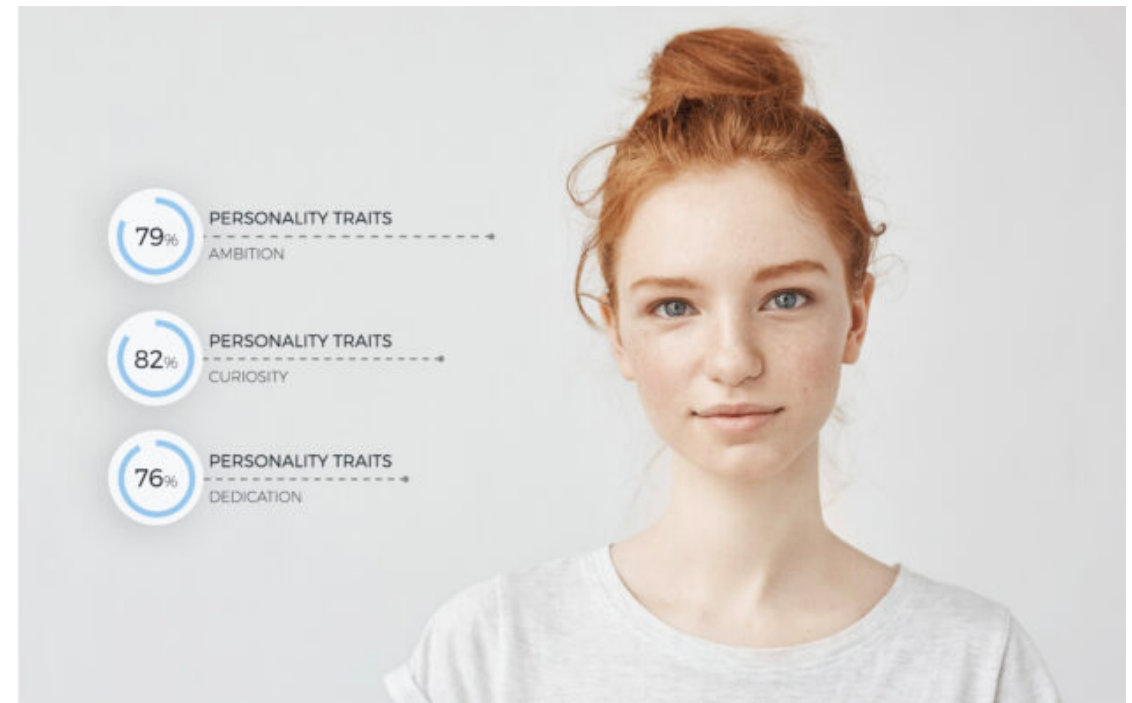
Personality Factors

7 tests available

Tests assessing the disposition to act, process information or express emotions independent of changing circumstances.

Personality traits are stable and unlikely to change.

- 7 assessed Personality factors
- 7 online tests
- 10 minutes – average duration per test
- About 10 questions per test



Cognitive Skills

4 Digital Escape Rooms

Tests assessing the set of skills and functions necessary for the acquisition and processing of information, which underlie the processes of learning, memory, problem solving, attention, knowledge.

- 3 investigated Cognitive areas
- 4 Digital Escape Rooms of different complexity
- From 10 to 30 minutes
- About 21 questions in total



Psychological Styles

1 single online test

Test assessing the psychological style of candidates and employees.

It allows the 14 personality dimensions (emotional instability, independence, etc.) to be cross-referenced with the seniority, role, gender and schooling levels of those tested, investigating their adaptability to a certain profession or company context with a high degree of accuracy.

Thanks to a study of a heterogeneous sample of 100,000 candidates, the test has defined 14 personality models within which the person can be placed.

- 14 assessed psychological dimensions
- 1 single online test
- 20 minutes
- About 21 questions in total

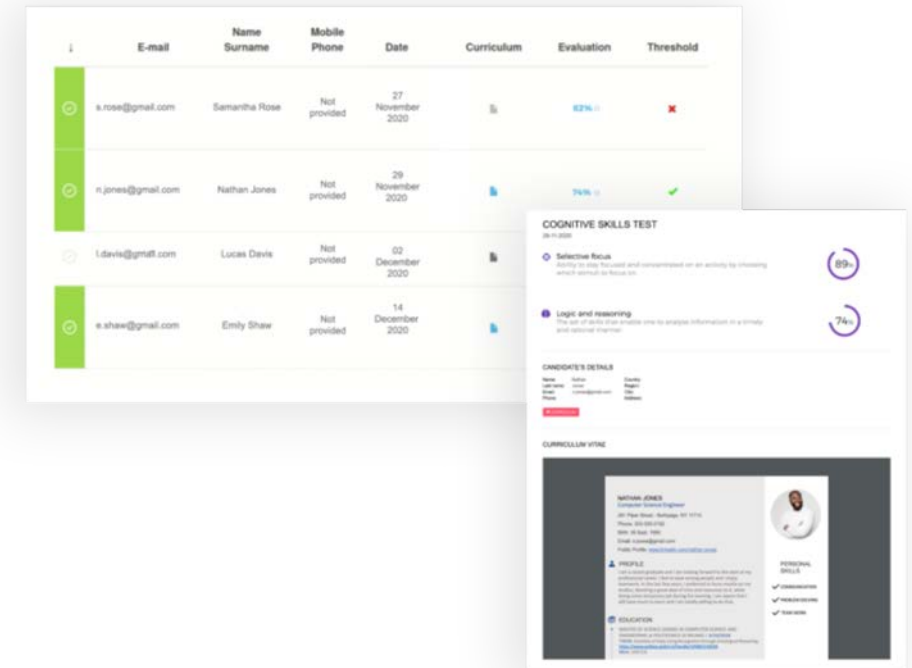


Application fields

From selection to assessment

Softskilllab is an extremely versatile tool as it can be used for various purposes:

- **Selection:** to conduct an initial selection of candidates or to obtain a detailed analysis of specific competences in the final assessment phase
- **Potential assessment:** understand the unexpressed capacities of an employee in order to enhance them or help them develop them
- **Career guidance:** taking stock of a person's skills to understand which ones they have and which ones they need to work on
- **Assessment of the status quo:** conducting a preliminary analysis to identify which skills need to be trained
- **Competence mapping:** as a 360° assessment tool to identify and measure the competences of company resources
- **Assessment for organisational and reorganisational purposes:** to get an idea of how a member of staff might behave in a given position or in relation to a given context in order to choose which new tasks or roles to assign to them

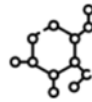


The advantages of SoftskilIab



Customised assessments

All the competences presented can be measured individually with an ad hoc test or can be combined with each other



Scientific basis

Test development carried out in collaboration with the Catholic University of Milan



Integration with APIs

Easy connection to company applications



Full assessment of the candidate

Only about 90 minutes for the candidates to fill in all the tests and thus get a 360° assessment of the person



Multilingual

6 languages available: Italian, English, German, French, Spanish and Portuguese



Variable duration

Customised duration of each assessment depending on the number of tests chosen

The advantages of SoftskiIlab



Multiple fields of application

Possibility to create a tailor-made assessment according to the purpose of the assessment



Clear results

Results easy to interpret, even by non-specialist personnel



Targeted texts

Adaptive tests, more specific than personality tests on the market



Time saving

Possibility of evaluating several candidates at the same time thanks to the cloud system



Variable items

Different types of questions: multiple choice, with pictures, agreement index and a digital escape room



Simple administration

Within the system it is possible to send emails to candidates with the link to take the test



ExaminLab ¹

Online Hard Skills Testing Platform

ExaminLab and Hard Skills

Adaptive testing of language and vocational skills

For a 360° assessment, it is possible to integrate the evaluation of soft skills with **ExaminLab**, the online testing platform that helps companies to verify, in a fast and effective way, the hard skills of their employees and candidates through tests made according to the "CAT - Computerized Adaptive Testing" technology.

The adaptive tests involve the administration of questions of incremental difficulty according to the answers received from the candidate: if the examinee answers correctly to the first quiz, he/she will then be administered questions of greater difficulty, otherwise he/she will be subjected to easier questions.

ExaminLab was created thanks to the collaboration between Arca24 and British Language Centre (a company specialized in language and professional training).



ExaminLab Library Tests

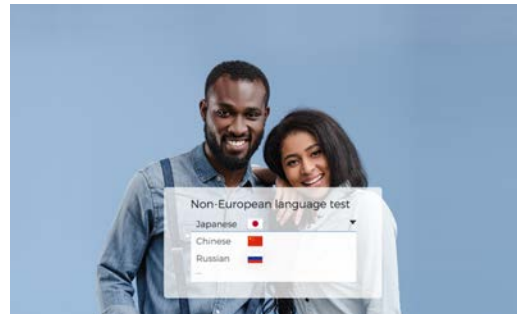
Four different classes of assessment tests

The library includes **15 tests**, divided into **4 different classes**, which make it possible to draw up a precise profile of the candidate's or employee's linguistic and professional skills.



International Languages

- 6 available tests
- 25 minutes – average test duration
- 6 levels



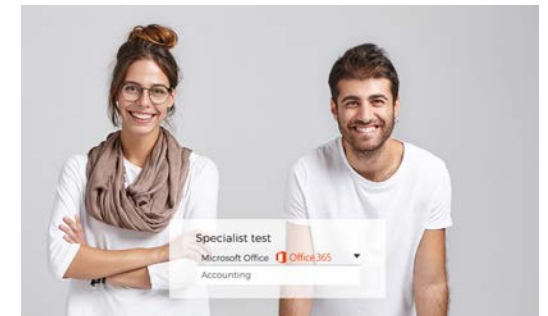
Non-european languages

- 4 available tests
- 25 minutes – average test duration
- 6 levels



Business languages

- 3 available tests
- 25 minutes – average test duration
- 4 levels



Specialist tests

- 2 available tests
- 35 minutes – average test duration

International Languages

6 International Languages Online Tests

Tests designed to assess the level of knowledge of international languages (**English, French, Italian, German, Spanish, Portuguese**) of candidates and employees, indicating the actual level of competence (A1, A2, B1, B2, C1, C2).

- 6 available tests
- 25 minutes – average test duration
- 6 levels



Non-european

4 Non-european Languages Online Tests

Tests designed to assess the level of knowledge of non-European languages (**Chinese, Japanese, Arabic and Russian**) of candidates and employees, indicating the actual level of competence (A1, A2, B1, B2, C1, C2).

- 4 available tests
- 25 minutes – average test duration
- 6 levels

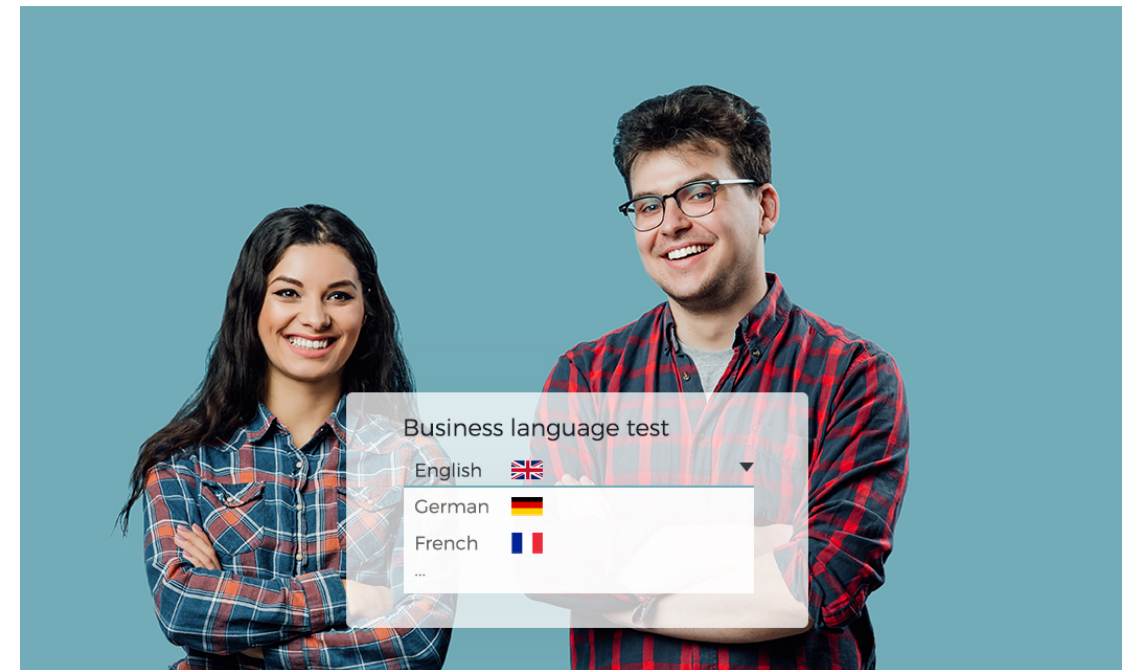


Business Languages

3 Business Languages Online Tests

Tests designed to assess the level of knowledge of business languages (**English, French, German**) of candidates and employees, indicating the actual level of competence (A2, B1, B2, C1).

- 3 available tests
- 25 minutes – average test duration
- 4 levels



Specialist

2 online tests on basic IT and accounting skills

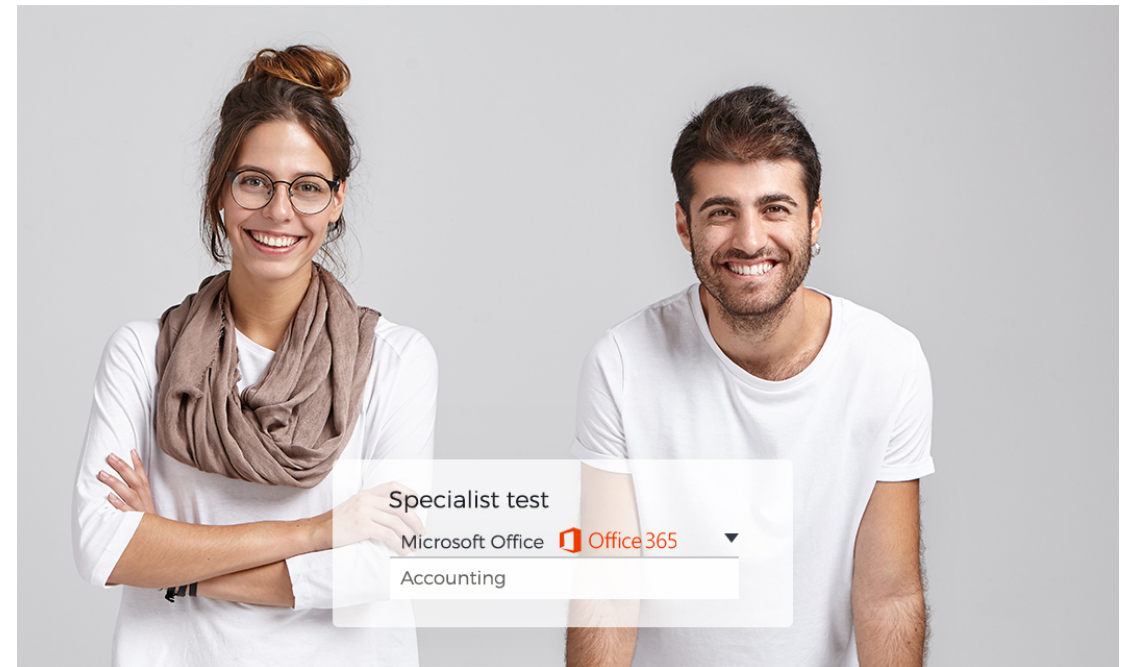
Tests designed to examine the level of knowledge of candidates and employees in two different categories: basic computer skills (verification of skills in the use of Word, Excel, PowerPoint, messaging tools, etc....) and accounting (assessment of administrative accounting skills).

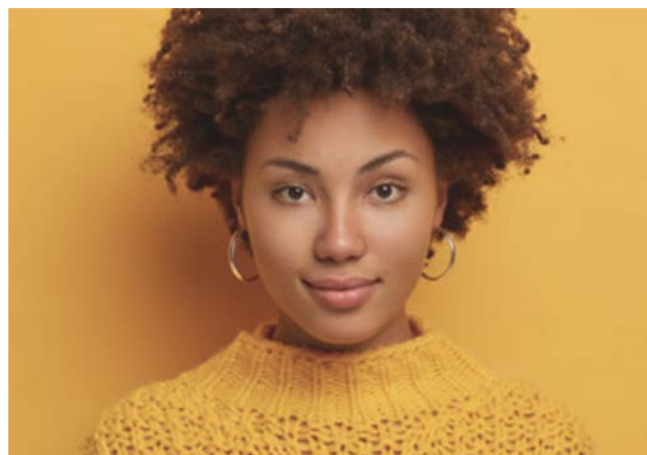
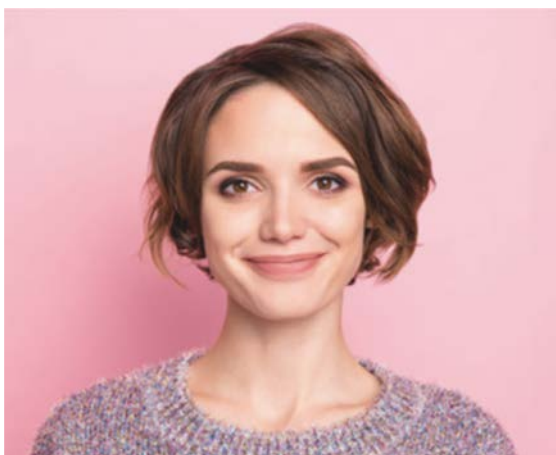
Office (tests enable recruiters to test the familiarity of candidates with the most common office tools like Word, Excel, PowerPoint,...):

- 3 levels
- 45 minutes – average test duration

Accounting (Assessment of administrative and accounting skills):

- 6 levels
- 30 minutes – average test duration





CVi▶eo

Video interviewing platform

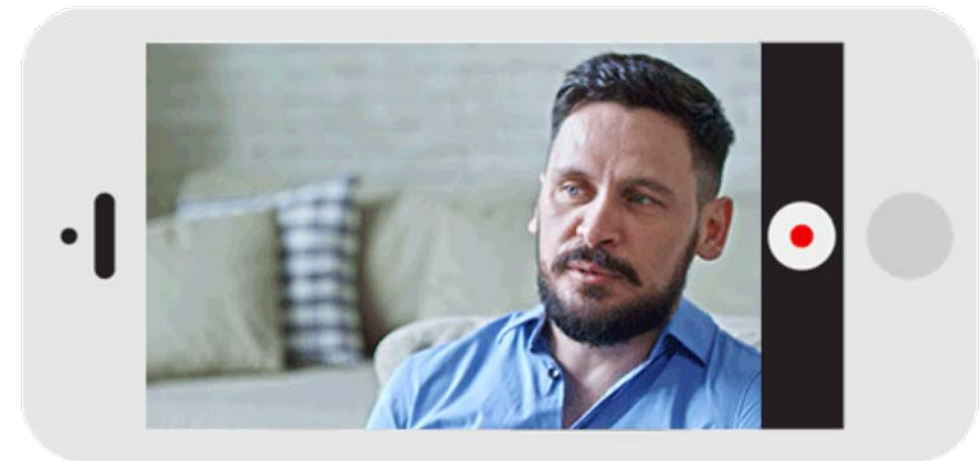
CVideo

Video interviewing platform

CVideo is a web platform for automated video interviewing; an efficient tool that allows you to quickly and easily select candidates.

It can be accessed from any device and is a valuable aid in selecting suitable candidates for an in-person interview.

CVideo is suitable for companies, employment agencies and search and selection companies.



Advantages of CVideo



Freedom of organization

Automated video interviews are a valuable aid to speed up selection times, avoiding live interviews at inconvenient times for the candidate and the company.



Time saving

You can save time, avoid interviews with unsuitable candidates, and have the ability to easily compare the responses you receive from candidates.



Storage and Sharing

You can easily store, review video interviews and decide to share them with your colleagues or people outside the company.



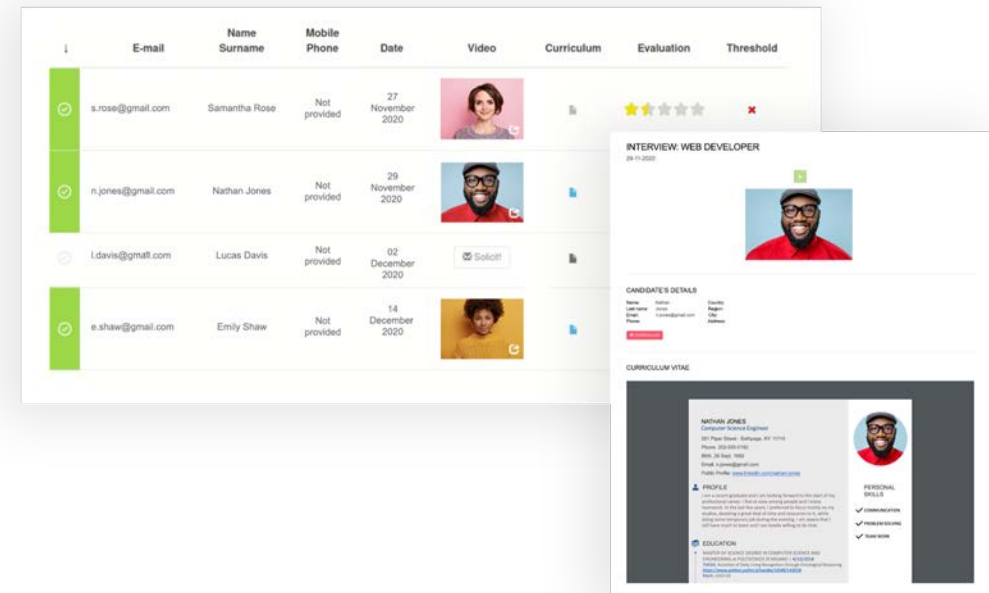
Automated Interview

By uploading the video session in just a few minutes, the system is able to automatically interview all of your chosen candidates for you.

The features of CVideo

Create video interviews in a simple and immediate way

- Enter the **message text** in the email invitation to the video interview
- Enter the **questions** and give each one an answer time (from 1 to 5 minutes): you can submit it in written form or record a video
- **Invite** one or more candidates: ask them to fill out a complete information sheet for each one and their cv
- Define the **storage time of the videos**: 2 or 12 months depending on your subscription
- Watch the video interviews received, **rate** them from 1 to 5 stars or leave a written comment
- **Share** with other recruiters the most interesting video interviews through a simple link





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