
1. About LANGMaster eTestMe.com testing platform

1.1. eTestMe. com introduction

LANGMaster eTestMe.com is an electronic testing platform which is able to evaluate reliably a person's language skills using a computer and the internet. It is mainly designed for companies and organizations which look for fast and efficient way to test language skills of their employees, students or job applicants. The application tests language skills of all people who must use a foreign language at work, or attend a language course.

eTestMe. com provides:

- relevant, useful, and reliable language tests with standard and professional topics,
- complex electronic testing: grammar and vocabulary, reading comprehension, listening comprehension, writing, and speaking (writing and speaking evaluation is performed electronically by a tutor – trained language professional),
- test results are based on the criteria of the Common European Framework of Reference (CEFR),
- immediate test results (writing and speaking is evaluated by a tutor within a few hours),
- certificate with test results including detailed information how the test result should be interpreted,
- recommendation to companies (HR managers), which strategies for further development of the employee's language skills should be applied,
- time- and cost-effective tool for finding out the language needs (language audit),
- extensive database of the test questions – each test is an original,
- testing organized according to the individual company needs (place and time of the testing, test contents, test administration tailored to a specific company, embedding the testing environment into the existing company systems, etc.).

1.2. Common European Framework of Reference (CEFR) for languages

eTestMe. com is based on the requirements by the "Common European Framework of Reference (CEFR)" for languages, which was issued by the Council of Europe and which enables mutual comparison of the language skills within European Union.

Common European Framework of Reference

<http://europass.cedefop.europa.eu/europass/home/hornav/Downloads/CEF/LanguageSelfAssessmentGrid.csp> defines language levels precisely from beginners to advanced. These levels are labelled A1, A2, B1, B2, C1, C2. CEFR in Europe, is used as a standard framework for comparing knowledge of different people who have attended various language exams.

As a part of the language test evaluation, eTestMe.com determines the level of the tested participant in accordance with CEFR classification. Based on the test results, the company (HR manager) can easily compare the results of the tested participant with the results of other employees who have passed an internationally recognized language exams and tests.

Same way, a company can compare language skills of their employees and then suggest economical and reasonable language development all across the company.

See table comparing A1- C2 levels with the well-recognized language exams:

CEFR	ALTE levels	Cambridge ESOL	IELTS	TOEIC	TOEFL	Previous designation
A1	Breakthrough	-	1-2	-	-	Easystart / Beginner
A2	level 1	KET	3	246 - 380	96 - 125	Elementary/Pre-Intermed.
B1	level 2	PET	3.5 - 4.5	381 - 540	126 - 175	Intermediate
B2	level 3	FCE	5 - 6	541 - 700	176 - 235	Upper intermediate
C1	level 4	CAE	6.5 - 7	701 - 910	236 - 275	Advanced
C2	level 5	CPE	7.5+	910+	276+	Professional

1.3. Principle of operation

LANGMaster eTestMe.com is a computer-based system which connects three bodies (at three different times and three different places).

Company/Administrator (HR department)

- Enters the tested participants into the system and invites them to tests.
- Defines the method of testing for each tested participant.
- Processes the test results and recommends further steps (has results of the individual test questions, evaluation of the speaking and writing sections by the tutor, test time, interruption information, etc.).
- Processes results of all the tested participants according to the requirements of the managers within the company and recommends further development.

Tested participant

- Performs the test based on the test invitation sent according to the requirements.
- The test takes 1 hour and 40 minutes.
- When the test is completed, the tested participant receives a certificate with the test result.

Tutor (Evaluator)

- Based on the system notification, tutor listens to the recordings of the tested participant and reads their essays.
- Enters evaluation into the system.
- Recommends areas that could be developed by the tested participant.

1.4. eTestMe. com operation

LANGMaster eTestMe. com is a sophisticated and flexible testing platform which you can try for free and in more detail on <http://eTestMe.com/TestDemo.aspx>.

You can test your employees or job applicants immediately on <http://eTestMe.com>. Order required number of tests, we will authorize you as the administrator and since that point you are able to invite your employees or job applicants to test. According to your instructions, the tested participants will carry out the test wherever where they can connect to the internet or you can invite them to your computer room or office.

eTestMe. com can also be installed into your intranet site and be embedded into your information systems.

Test questions can be modified according to your requirements or it is possible to tailor a test to the exact needs of your company.

2. Relations of Europass, Europass language passport, Europass CV, Common European Framework of Reference (CEFR) and eTestMe.com

Europass

(<http://europass.cedefop.europa.eu/europass/home/hornav/Introduction.csp;jsessionid=49ABD8C239AA5E7CC31D6877F54B9CE8.wpc1>) is a way to help people easily and clearly define their skills and qualifications in Europe (in European Union, in countries involved in EFTA/EEA, and candidate countries).

Europass includes (apart from others)

- **Europass curriculum vitae**, which describes qualifications, knowledge, and skills, including the language skills
(<http://europass.cedefop.europa.eu/europass/home/hornav/Downloads/EuropassCV/CVTemplate.csp>)
- **Europass language passport**, which describes only the language skills.
(<http://europass.cedefop.europa.eu/europass/home/hornav/Downloads/LangPassport/ELPTemplate.csp>)

Both Europass curriculum vitae and Europass language passport use self-evaluation in accordance with the Common European Framework of Reference (CEFR) as the evaluation criterion. This ensures openness as well as independence on various language schools and testing methodologies.

CEFR instructions (describing a method how to self-evaluate someone's language skills) are extensive and the self-evaluation itself is very often burdened by a subjective view. LANGMaster eTestMe.com system can be used to verify the information mentioned in the self-evaluation and brings a breakthrough in the objectivity of the knowledge evaluation as mentioned by the candidates in their CV and language passport.

3. Detailed description of LANGMaster eTestMe.com

3.1. Roles of the individual participants of the testing process

LANGMaster eTestMe.com is a computer-based system that connects three bodies (at three different times and three different places).

- Enters the tested participants into the system and invites them to tests.
- Defines the method of testing for each tested participant.
- Processes the test results and recommends further steps (has results of the individual test questions, evaluation of the speaking and writing sections by the tutor, test time, interruption information, etc.).
- Processes results of all the tested participants according to the requirements of the managers within the company and recommends further development.

COMPANY/
ADMINISTRATOR

TESTED
PARTICIPANT

- Performs the test based on the test invitation according to the requirements sent.
- The test takes 1 hour and 40 minutes.
- When the test is completed, the tested participant receives a certificate with the test result.

TUTOR

- Based on the system notification, tutor listens to the recordings of the tested participant and reads their essays.
- Enters evaluation into the system.
- Recommends areas that could be developed by the tested participant.



3.2. Testing process

Activities of the individual test participants follow one another. The whole testing process comprises of the following steps:

1. **Company/Administrator (HR department):** enters the tested participants into the system. The participants can be entered either individually or by using bulk import.
2. **Company/Administrator (HR department):** sends emails to the tested participants with invitations to test. The participants can be invited either individually or by using bulk invitation. When inviting, it is necessary to select the correct type of the test (see Chapter 3.3). Pro-version enables the company/administrator to select and group the tested participants according to chosen criteria.
3. **Tested participant:** accepts the invitation, gets familiar with the testing environment (gets ready for the test). During the test preparation, the tested participant should check the correct setting of the speakers and microphone (in order to play and record sound during the test) and tries all the activities that they will come across in the real test (to make sure the actual test will run smoothly and everything is clear).
4. **Tested participant:** performs the test. The individual test sections are limited by time and you cannot go back to the questions you have already completed. It is possible to interrupt the test in urgent situations without depreciation. Speaking (recorded using microphone) and writing on a given topic are also part of the test.
5. **Tutor (Evaluator):** evaluates the speaking and writing sections of the tested participants. Tutor receives a “test to be evaluated” notification by email. They will then click to open the test, listen to the recording, read the essay and evaluate the tested participant.
6. **Company/administrator (HR department):** gets detailed test results of the individual tested participants. Apart from the overall test evaluation, they will also receive detailed results of the individual questions, participant’s recordings and essay.
7. **Tested participant:** receives a certificate signed electronically which can be printed out.

3.3. Ways to move in the test

Company (HR department) invites participants by sending a test invitation and selection one of the ways to move in the test:

- **Test of all skills for a single level (selected in advance) in accordance with CEFR classification (A1-C2)**
Example: This test is suitable if a job applicant declares their language knowledge to be on the level FCE in accordance with ESOL but does not own the certificate to prove such knowledge. It is then recommended to invite the applicant to the B2 level test (corresponding to FCE – ESOL). The test result may then give us the following information: “B2 accomplished by 82%”, which verifies the applicant’s declaration, or „B2 accomplished by 56%, fail“.
- **Detailed testing of each skill separately**
Test is preceded by a detailed **self-evaluation questionnaire** which will help to define the levels for each skill separately. The system then runs a test with separate skills on different levels based on the levels defined by the self-evaluation questionnaire. The test result is separate percentage evaluation for individual tested skill and level. For example: Grammar and vocabulary – level A2, 77%, reading comprehension – level B1, 68%, listening comprehension A2, 82%, speaking - level A2, 67%, writing - level B1, 60%.

- **Adaptive test (in progress)**

The main significance of the adaptive test lies in elimination of the subjective view of the tested participant. The test itself is not preceded by a self-evaluation. The self-evaluation is replaced by a continuous-evaluation system, which changes the test level while the test is still in progress so the final level corresponds to the language knowledge of the tested participant. If a participant answers the questions correctly, the following questions will be more difficult. If a participant answers wrongly, the following questions will be easier. The test result is the reached language level and percentage evaluation for each language skill separately as in **Detailed testing of each skill separately**. The main benefit of the adaptive test is its independence and more accurate results.

- **Placement test (in progress)**

The placement test is used for quick and approximate determination on which level the tested participant is. It is recommended at the beginning of the language audit when a large number of tested participants must be placed into groups: basic language user (levels A1-A2), individual user (levels B1-B2), and experienced user (levels C1-C2). Complete test takes 30 minutes. Only exactly assessable skills are tested: grammar and vocabulary, reading and listening comprehension. Based on the test results, it is possible to select a suitable test for detailed testing in accordance with CEFR. In case of a significant deviation of the test result from the knowledge declared in the Europass CV, it is possible to change the way you work with the job applicant.

3.4. Main features of the electronic testing system eTestMe.com

1. **Solely electronic testing** knowledge of a foreign language.
2. **Complex electronic testing** – includes: grammar and vocabulary, reading comprehension, listening comprehension, writing, speaking.
3. **Combined evaluation:**
 - 3.1. **Automatic evaluation by computer** (grammar and vocabulary, reading comprehension, listening comprehension).
 - 3.2. **Evaluation by tutor –independent language professional** (writing and speaking).
4. **Test results** are processed in accordance with the CEFR methodology and are **comparable to any other international language exams**.
5. **Two types of testing platform** – “Standard version“ and „Professional version“.

Standard version can be seen in the demo version.

Professional version is an extended by specific requirement by the client:

A, data requirements

- Special topics, tailored to the needs of a specific position (e.g. vocabulary related to gas, energy, finance sectors etc.)
- Questions and tasks that demonstrate the ability to resolve conflict situations, the ability to negotiate, address objections assertively, or ability to deal with problems directly related to the specific position in English,
- Evaluation can be done by the client’s HR department or with the use of the tutor – independent language professional provided by LANGMaster company.

B, test administration requirements

- grouping any output according to requirements (department, position, language skills etc.),
 - company logo, adaptation to the required corporate visual,
 - various inputs and outputs into and out of the testing platform in accordance with the client's requirements.
6. **Test is limited by time** – when the time is up, the user automatically is redirected to the next section. It is impossible to go back to any preceding questions.
 7. **Tests cannot be learnt in advance** – test questions are selected randomly out of a large number of prepared questions.
 8. **Test can be interrupted** (e.g. due to blackout, interruption in internet connection) without any damage to the already tested sections. The system keeps track of the number of interruptions and it can be a major indicator of fair treatment.
 9. Test applies **percentage evaluation** in order to reflect any minor variations in each of the tested areas.
 10. **Data** for the LANGMaster testing platform **have been provided by a renowned language school** in order to meet all the requirements of the National plan for education of foreign languages and all the outputs are in accordance with the Common European Framework of Reference for Languages (A1-C2).
 11. Electronic testing is designed for everybody and does not require any special skills. The testing itself is preceded by the "Test preparation." This preparation is a sample of a real test including the final evaluation and all runs in the mother tongue of the tested participant. The user can try all types of questions and activities that they will come across in the test. They can also check if playback and recording works adequately. The test preparation is not limited by time.

4. In progress

- More tested languages (German, French etc.)
- Localization of the user 's interface into various languages. Suitable for testing language skills of employees and job applicants from other countries and simple comparison of the test results with the "local" employees.
- Testing IT skills: Microsoft Office, Internet, Windows.
Testing IT skills runs in a sophisticated and objective method. The user works directly with the tested program (e.g. MS Word) and performs individual tasks according to the given instructions (the instruction may be "format the text", "move the text into the following paragraph" etc.) The system checks if the result corresponds with the instructions and evaluates the user. The test uses YES/NO questions or multiple choices as little as possible because these are very academic and has only little use in the real life.