



White Paper

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1. Introduction

Corporate training, as all educational processes, requires good assessment. Having adequate evaluation and feedback is essential for successfully designing employee training. If these elements are missing, corporate training may not achieve its goals, and its value for the organization may decrease.

It is also of high significance for an organization to create continuous learning opportunities for its employees. By conducting targeted and effective assessments, companies can check which team members need to acquire new skills and knowledge and can verify that the training is bringing about the desired results.

Digitalization has brought immense advancements in corporate training. Thanks to these, educators and organizations can detect when employees need training, optimize training investment, ensure meeting of compliance standards, and automate feedback to trainees, among other things.

Naturally, the assessment process is important for employees who have to meet specific targets for their professional development. For employees, digital assessment brings numerous perks, especially in the age of remote work. They can get tested on their new knowledge and receive feedback from any point in the world.

As the benefits of online assessment platforms are significant, forward-looking organizations use them actively in their employee development, change management, and digital transformation processes. Such platforms empower companies to meet ambitious business objectives and standardization requirements, while also offering focused and effective corporate training to their staff.

In this whitepaper, you can find the full details of how an online assessment platform such as Pedagoo can help your organization and your employees make the best use of corporate training. You can get acquainted with the different features that assist both team members and corporate trainers - and improve their experience. The specific tools that Pedagoo offers for corporate training assessments are also reviewed.

If you want to explore the power of an online learning assessment platform for your organization, you can find out how Pedagoo can help in the following sections.



2. The benefits of online learning assessment platforms

Assessment platforms have the potential to bridge the gap between corporate training and the practical skills of employees. According to the [Harvard Business Review](#), companies spend billions on training yearly. Yet this investment has doubtful results, as 70% of employees say they haven't mastered the skills they need for their positions.

Online assessment platforms like Pedagoo have proven their effectiveness in helping corporate organizations to improve their training processes and their return on investment.



Technology-enhanced practice and assessment tests bring positive results for both employees and employers. [Data-driven assessments are among the top emerging technologies](#) that training and development professionals are eagerly looking forward to, along with personalization and adaptive learning, and employee-led learning.

Benefits for employees

Students derive many significant benefits from having the opportunity to take assessments online. For students, an online assessment platform:

- * Increases opportunities to take actions based on feedback
- * Captures a wider array of skills that are usually not accounted for by traditional means of assessment
- * Provides immediate feedback tailored to the specific needs of each student
- * Offers accurate assessment results but also allows for manual input and suggestions by teachers about where to look for more information or how to approach a certain problem
- * Improves student motivation and performance
- * Increases access for students located far away and students with specific learning needs
- * Provides greater freedom in how and when to take an assessment
- * Allows students to perform practice tests in preparation for an assessment

Benefits for organizations

The benefits of online assessment platforms are not reserved only for employees. In fact, they bring immense positives in terms of organizational effectiveness and process optimization.

Online assessment tools like Pedagogoo allow your organization to:

- * Design a wide range of diverse assessments
- * Digitalize the assessment process fully or use a hybrid approach
- * Conduct assessments with more flexibility in terms of timing and device use
- * Optimize efficiency in all stages of the assessment process, including submission, evaluation, scoring, and feedback
- * Automate the marking process
- * Better analyze employee results
- * Gain insights into how to improve corporate training content
- * Identify trends with employee performance
- * Figure out the exact training needs for different staff members
- * Reduce corporate training assessment costs

What are the features that make assessment platforms so powerful? Here are the most useful capabilities that you can access with an online assessment tool like Pedagogoo.



3. The power of Pedagogoo

As an online assessment platform, Pedagogoo is designed to help trainers with the tools they need to adequately measure the skill sets and knowledge of their employees.

The platform boasts a number of highly efficient tools that allow organizations to provide personalized assessment to staff members, as well as to optimize the value of corporate training. That's how companies can speed up their change management, as well as their digitalization efforts.

With Pedagogoo, organizations can identify the training needs of their employees, model the training sessions according to employee progress and performance, provide hands-on training, and evaluate their staff regularly.

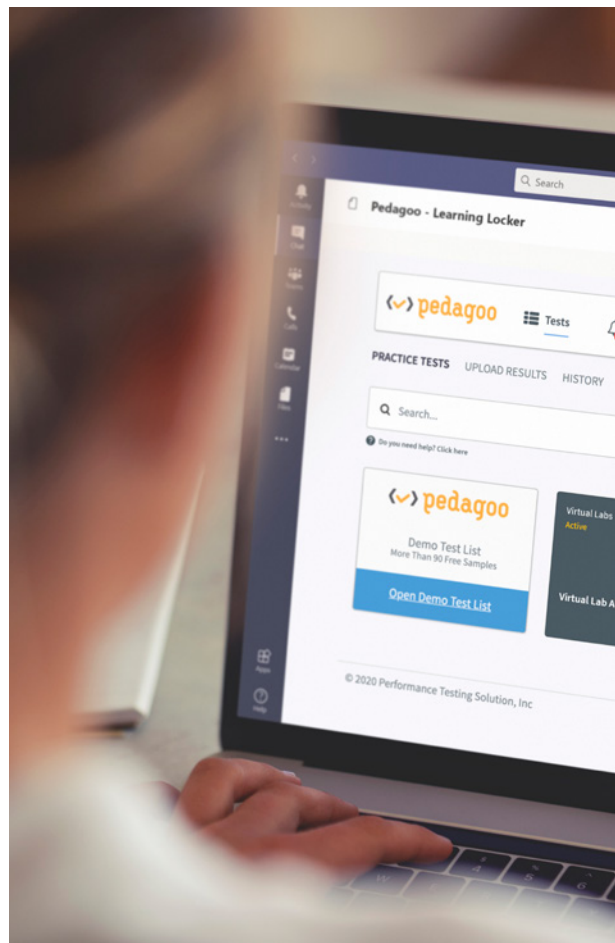
Regular assessment of employees' skills

Pedagogoo allows organizations to determine what their staff members need to progress on their career paths.

Using the platform, you can continuously measure the knowledge of your employees in particular fields. That's how you can **identify in which areas they need to receive training**. This reduces the time and effort required to figure out training needs and the most important topics.

Regular assessments conducted in Pedagogoo can help you to **evaluate the progress of career development plans** as well. You can regularly check the level of qualification of each employee against the targets you have set.

Creating **formal tests for your employees** can also help you identify the degree of corporate compliance of each staff member. Through them, you also gain insights into how much your team meets quality norms and procedures at any given moment.



Regular assessments enabled by the Pedagogoo platform allow you to empower your employees. You will be able to identify knowledge gaps in your team, and implement a precise plan to address these learning needs. This will boost the overall efficiency of your corporate training, as well as the qualification levels of each employee.

Model the training process according to your team's needs

With Pedagogoo's tools, your corporate training providers can get a continuous overview of employee performance.

On the basis of these insights, your **managers and trainers can better shape the training process**. They can get a clear understanding of what each training session should look like to meet the current learning needs of employees.

Regular assessments can also **provide insights into the right timing for corporate training sessions**. For example, if there are specific deadlines on a project, managers can tailor training to prepare employees for the new challenges based on assessment results.

In these ways, Pedagogoo gives your organization full control over the training process. It also helps you optimize the value of the training investment.

Practical training via simulations or a real secure environment

One of the greatest advantages of using Pedagogoo for your corporate training needs is that it helps your team with practical learning.

It's very difficult to learn practical skills if you are only given the theory. That's why practical classes are the most effective tools for training across industries. Pedagogoo provides you with **software simulations to help your employees gain the hands-on experience they need**.

In the platform, staff members can **access simulated environments, as well as a real secure environment**. This promotes their quick learning process and adoption of practical skills.

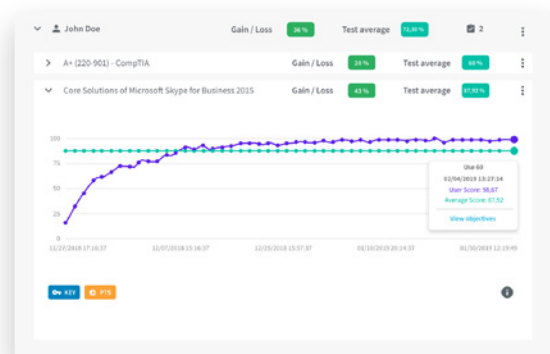
With the practical training in Pedagogoo, your employees can quickly start using what they learn. This optimizes the effectiveness of the training and brings faster results for your organization.



Track the degree of learning of employees

Pedagogoo’s tools can provide you with regular evaluation of your employees’ level of expertise.

This is especially useful when your organization has to **implement new compliance standards**. In this case, your staff needs to quickly gain new knowledge about processes and norms that have to meet a fixed set of requirements. With Pedagogoo, you can track the level of knowledge which your employees have acquired, and determine whether more training is needed.









The regular assessments are also essential for **navigating the change management process of your organization**. Through them, you can get a real-time snapshot of how well your employees internalize the new framework that you want to embed.

4. How Pedagogoo transforms your corporate training process

Pedagogoo boasts a suite of tools that are designed to innovate any type of educational or training program.

With the help of our online assessment platform, you can create assessments and grade them faster than ever. You can easily monitor and analyze the progress of each employee in your corporate training program. Then, you can build in-depth reports which can inform your strategic planning.

The tools that are most applicable for corporate training purposes include:

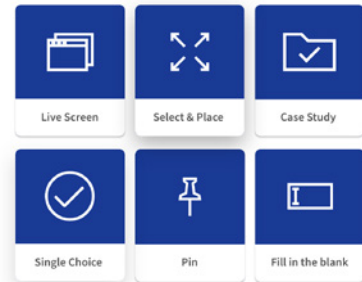
 <p>Authoring Tool</p>	 <p>Assessment Builder</p>	 <p>Partner Portal</p>
 <p>My Account Tool</p>	 <p>Learning Locker</p>	 <p>MeasureUp® Catalog</p>

In the following sections, you can get to know how each of these tools furthers your corporate training efforts - and how you can use them together to deliver outstanding online assessments for the benefit of your employees and your organization.

Authoring Tool

Pedagoo's Authoring Tool is your trusted partner in creating assessment content. You can build and organize practice and assessment tests for your employees with ease. The creation process is intuitive and seamless due to the tool's user-friendly interface. This means you don't need to be a technical specialist to use it.

With the Authoring Tool, you can:



Create interactive questions

You can create questions in the way that best fit your training purposes. You can fully control the formatting. To enrich the experience of employees, you can add multimedia, such as images and audio files. In addition, you can set the difficulty level of each question and mark its training objective. That's how you can keep track of employees' progress.

Select from ready-made question types

You can choose from 14 question types in the Authoring Tool to help you set up your corporate training tests. Some of them include Select & Place, Single Choice, and Fill in the Blank. There are also more advanced options with videos.

Make use of custom workflows

Whatever your needs, the Authoring Tool adapts to the process that you want to follow to set up your test. You can create your own custom workflow and determine the roles that are responsible for the different stages of test creation.

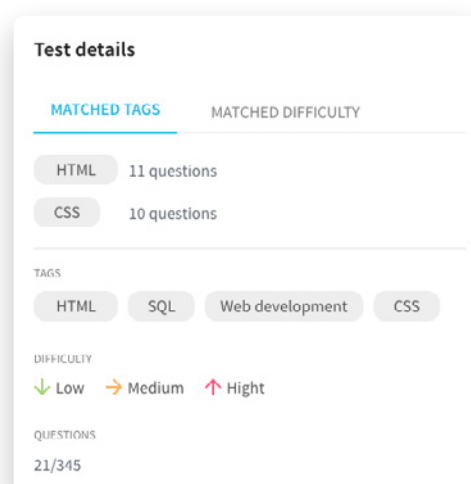
Manage and distribute your tests

You can organize your content in a variety of ways. By setting up filters and search criteria, you can manage your tests quickly and efficiently. When you're ready to send out a test, you can easily publish it.

A Assessment Builder

The Assessment Builder tool allows you to set up a complete assessment in an easy way. You can create custom assessments containing a combination of your own questions and questions from the leading source of IT assessments and practice test questions - the MeasureUp® Catalog.

The Assessment Builder tool allows you to:



Build custom assessments

You can set up custom evaluation tests by using your own content database. The questions can be categorized in a variety of ways, such as subject, degree of difficulty, and type of question. You can control the display of questions as well, which can be either random or fixed.

Create individualized assessments

You can create tailor-made assessments to check your employees' skill set and knowledge base. At your disposal are all existing published tests and questions, so that your custom tests can be comprehensive.

Enrich your evaluation tests with MeasureUp® content

Your custom assessments can include ready-made questions from the MeasureUp® Catalog. You have access to more than 25,000 IT pro questions to diversify your content.

Check your assessments' content balance

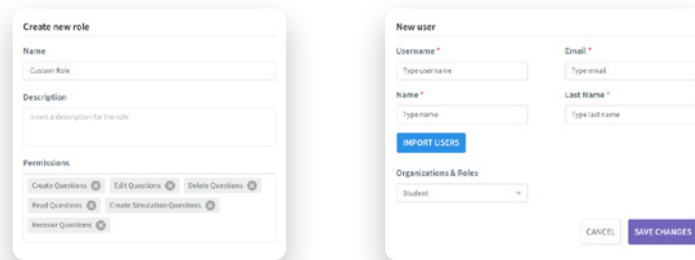
Once you've designed your evaluation test, you can preview it prior to publishing. You can also analyze its content and the type of questions it contains by creating a report.



Use your own database of content, correctly grouped by subject, question type, or degree of difficulty, among other labels, to create custom tests by combining all the questions created in your system, regardless of the category or publisher.

My Account Tool

Within My Account, you can create the structure, users, and roles of your corporate training assessment system. This can follow the existing structure of your organization to adapt to its needs in the best possible way. You can then flexibly grow the network over time, as users and roles change in your company.



You can do the following in My Account tool:

Configure your account

In this tool, you can set up your user profile and add your information. You can also adjust your user experience by managing the display and delivery of practice and assessment tests.

Add roles and permissions

You can fully control the role profiles in your Pedagogoo account to correspond to your internal workflows. You can create custom roles that fit your specific requirements. Alternatively, you can also use predefined role profiles in the tool. Then you can set different permissions for each of the roles.

Set up your distribution network

In My Account, you can recreate the structure of your company to effectively distribute tests across the whole organization. The whole network can get access to the content that you create in the Authoring Tool and the Assessment Builder.

Manage users

The user account validation system that Pedagogoo boasts allows you to input users individually or in large batches. Members of your organization will then get a validation link via email to activate their accounts.

MeasureUp® Catalog

The MeasureUp® Catalog is an official provider of ICT certification practice tests and assessment exams and official partner for practice tests of Microsoft, VMWare, and Cisco. As such, it contains tests for these three companies as well as other major technology vendors.

The MeasureUp® Catalog is also an authorized provider for Amazon Web Services, Oracle, Project Management Institute, and CompTIA. Pedagoo allows you to add questions from the catalog to your own assessment tests.

Access more than 249 portfolio titles

The Catalog has more than 190 portfolio titles from large technology companies. The tests have been crafted by technical experts in the respective fields.

Set up proven ICT assessments

You can create your evaluation tests for your employees by adding questions from the MeasureUp® database. It contains more than 25,000 entries that are in line with the official certifications of the various tech vendors.

Choose questions flexibly

You can select as many questions as you like from the MeasureUp® Catalog to include in your assessments.





Partner Portal

Besides creating your corporate training practice and evaluation tests, with Pedagoo you can also take care of distributing the content that you built in the Authoring Tool. Our Partner Portal helps you reach and manage the target audiences in your network.

Set up and manage distribution groups

To make the distribution process more targeted, you can create user groups for your tests. For example, the groups can be categorized according to the department in which employees work, or the topic of the tests that they need to receive.

Track and manage with in-depth reports

The Partner Portal allows you to create different segmented and aggregate reports. With them, you can organize and target your content better to maximize your corporate training efforts.

Configure content availability

You can easily make your tests available to your distribution network.

Take care of license management

You can assign licenses to hubs, resellers, and end customers in your distribution network.

API integration

You can enable the use of Pedagoo's tools through an API with single secure access (SSL/TLS).



Learning Locker

The Learning Locker is the user interface for taking Pedagogoo practice and assessment tests. It's the environment where your employees can complete their training plans.

In this tool, your trainers and employees can:

Adapt tests to your training needs

In the Learning Locker, you can set up tests in different ways that match the specific needs of your employees. You can reorder questions and include questions that were missed in previous attempts, among other possibilities.

Link with external tools

You can connect Pedagogoo to different learning management systems (LMS), internal management tools, and other third-party tools. That's how Pedagogoo can seamlessly integrate into your corporate training process.

Try Exam Mode for simulated exams

Employees can check out a simulation of their real tests in Exam Mode. This allows them to get acquainted with the environment and the content.

Conduct self-assessment

Participants in corporate training programs that have been assigned a practice test can set up their personalized assessments. In this way, they can check their knowledge levels on their own.

Monitor progress via reports

The Learning Locker allows employees to track their progress in different tests through dedicated reports. They contain the answers, so staff members can figure out in which areas they need to brush up on their knowledge.

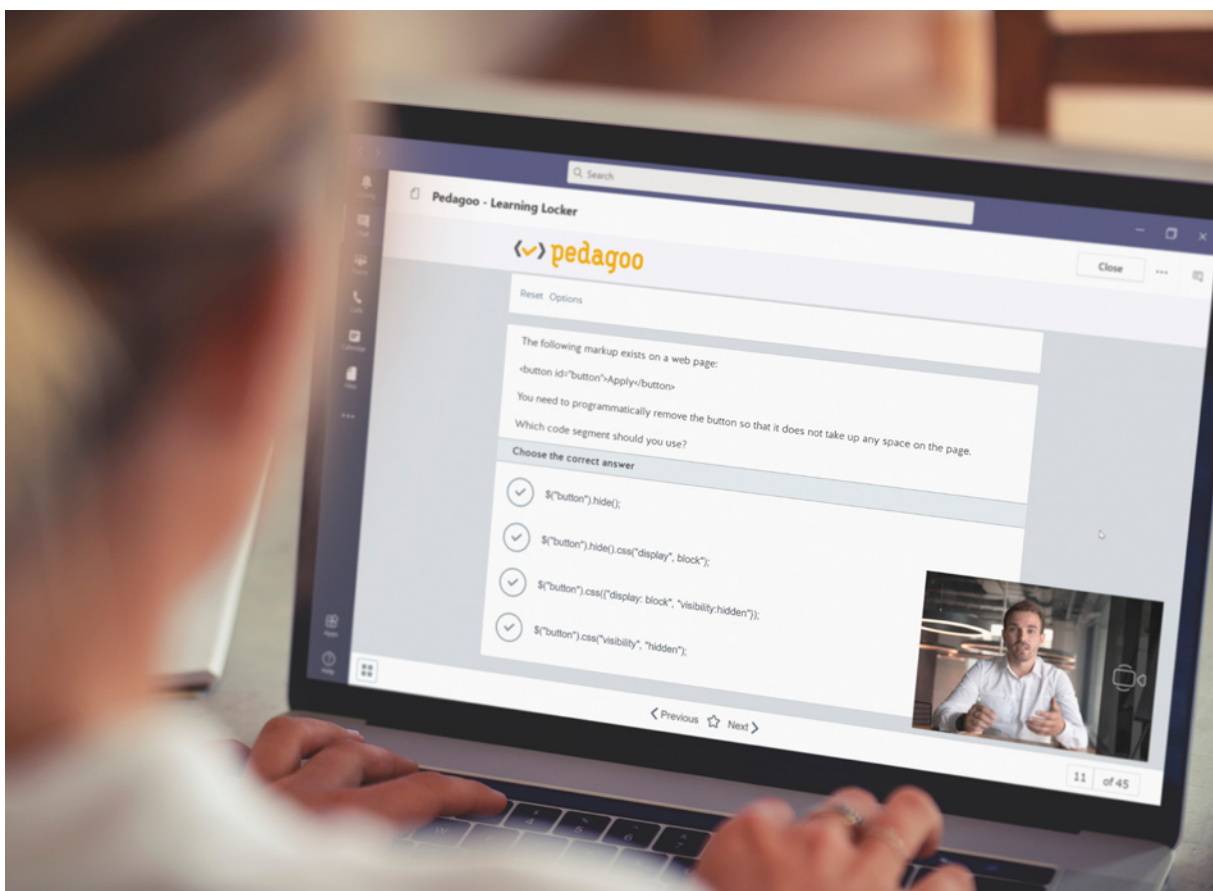


5. Conclusion

Pedagogoo provides a powerful solution for your corporate training assessment and planning needs. Its tools save time and effort for your trainers and your organization, and provide a great training and test experience for your employees.

With Pedagogoo's online assessment platform, your company is better-prepared to take on new challenges. You can adjust the corporate training to fit your organizational targets and deadlines, as well as maximize its effect with actionable insights from in-depth analyses and reports.

Do you want to try Pedagogoo for your corporate training? [Just schedule a demo with our specialists](#) to gain insights into what Pedagogoo can do for your organization!



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