vervoe

The Methodology and Validity Behind Skills Assessment

Real skills, checked against real performance.

Job-relevant by design

Realistic work tasks that measure the skills the role actually needs.

Clear, explainable scoring

Recruiters see the evidence behind every score and can override it.

Consistent across every role

The same skill means the same thing in every assessment you run.

1 THE SKILLS ARE REAL See p.2

Every skill traces back to a federal standard

Our team reviewed every skill in our library by hand and linked it to O*NET, the U.S. Department of Labor's occupational standard.

Skill in an assessment	O*NET skill
customer service	Service Orientation
problem solving	Complex Problem Solving
javascript	Programming

Responsible AI Certified

Our AI scoring is independently certified bias-free by Holistic AI.

NYC LL 144 compliant

Demographic-blind scoring

2 THE SCORES HOLD UP ON THE JOB See p.3

Higher scores, stronger hires

120 days after each hire, managers answered two questions:

"Knowing everything you know now, would you hire this person again?"

"How would you rate this person's performance overall?" (0 to 10)

Higher Vervoe scores lined up with stronger manager ratings in core skill areas:

- ✓ **Office & productivity software**
- ✓ **Written & verbal communication**
- ✓ **Critical thinking & problem solving**
- ✓ **Adaptability & resilience**

Built to align with the SIOP Principles and Uniform Guidelines. Employers remain responsible for how assessments are used, including adverse impact analysis of hiring decisions.

Skills Taxonomy & Question Design

Every Vervoe skill maps to a standardized category anchored in the U.S. Department of Labor's O*NET Skills taxonomy, and every assessment question links back to a mapped skill.

TWO WAYS TO BUILD

AI Assessment Builder

Builds an assessment from your job information. The skills framework can be exported for expert review before any questions are written.

Bespoke, led by Skills Advisory

Our advisory team runs the job analysis with your subject matter experts, then designs and reviews every question with you.

HOW IT WORKS

From job information to assessment score in five steps

1 — Define the job

We gather job information from a job analysis, subject matter experts or a detailed job description.

2 — Name the skills

We identify the skills the role requires and anchor each one to a standardized, O*NET-based category.

3 — Blueprint the assessment

We choose realistic, job-related work tasks, each mapped to a named skill.

4 — Write the questions

The builder matches questions to each skill using industry, role and benchmarked library data. In bespoke builds, our team writes them with your experts.

5 — Define scoring criteria

Vervoe AI learns to score each question against model answers and criteria set with a hiring manager or expert, then scores every candidate the same way.

The methodology is designed to align with the Standards for Educational and Psychological Testing (AERA, APA, NCME, 2014), the SIOP Principles (2018) and the Uniform Guidelines on Employee Selection Procedures (1978).

THE SKILLS TAXONOMY

How we built it

We mapped over 37,000 Vervoe skills to the O*NET Skills taxonomy and gave each one a common skill name.

Why O*NET

Maintained by the U.S. Department of Labor and built on decades of occupational research.

How it was mapped

Each skill was matched to its closest O*NET skill concept using AI-assisted matching with human review. Skills that share a concept now share one name.

What it enables

- ✓ Consistent skill categories across every client and assessment
- ✓ New skills categorized the moment they are created
- ✓ Skill-level reporting and validity research at scale

QUESTION DESIGN

From taxonomy to questions

Every question measures a named skill, and every skill carries its O*NET-based category.

Real work tasks

Questions simulate real work, like an email reply or a data task.

Mixed formats

Written, multiple choice, video, audio and spreadsheet tasks.

Consistent scoring

Multiple-choice and spreadsheet tasks are scored against a fixed key or test cases. Open responses are scored by Vervoe AI against model answers and criteria. When a model updates, every response is rescored, so all candidates are scored by the same version.

QUALITY AND FAIRNESS

Safeguards, audits and ongoing monitoring

Accessibility

The platform works with most screen readers, keyboard navigation and speech-to-text tools. Timers are used sparingly, and candidates can request extra time or an untimed version.

Independent bias audit

Holistic AI reviews Vervoe's AI scoring for adverse impact by gender, ethnicity and their intersection, using the four-fifths (0.80) impact-ratio benchmark.

Ongoing monitoring

Where Vervoe builds an assessment, results are reviewed each year for adverse impact. New questions have no performance history at launch, so we monitor their statistics and scoring agreement once in use.

Shared responsibility

Vervoe documents and monitors the process. Employers provide accurate job information, review the skills framework for high-stakes roles, analyze adverse impact in hiring decisions, and give candidates notice and accommodations.

VALIDATION

Checking scores against job performance

Mark the hire

Employers mark successful candidates as hired.

Survey at 120 days

Hiring managers say if they would hire the person again and rate performance from 0 to 10.

Compare with scores

We compare ratings with assessment scores in each skill category.

The strongest evidence comes from your own jobs. Our Skills Advisory team can support:

- ✓ A human-led job analysis for high-stakes, changing or thinly described roles
- ✓ Local validation using your hiring manager ratings or post-hire performance data
- ✓ Expert review of the skills framework before questions are generated
- ✓ Adverse impact review of your hiring outcomes

☆ **Record hiring manager ratings in the platform.** It builds evidence specific to your roles.