

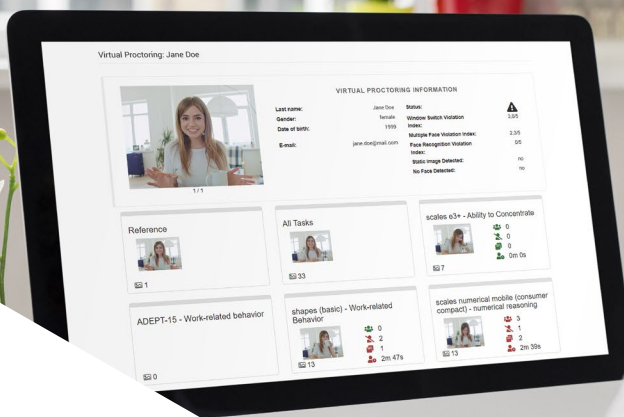
Virtual proctoring: verifying candidates who complete an assessment

Ensuring the authenticity and integrity of online, unsupervised assessment

With in-person assessment paused or focused only on the very late stages of the hiring process, online assessment has had to shift. It is now almost always completed by the candidate in an unsupervised environment.

This presents a challenge. How can hiring organisations check that those completing the assessments are the actual candidates invited to do so?

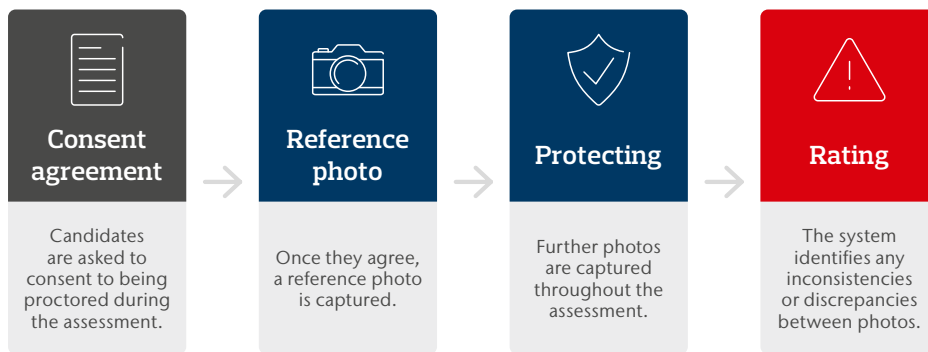
Virtual proctoring enables companies to put checks in place. It provides recruiters with additional information on the process behind a candidate's test scores. Making use of 'Eye in the Sky' technology, it confirms that it is the same individual test taker throughout the test. Virtual proctoring also spots those who may be accessing other sites when completing the assessment.



Virtual proctoring is
driven by Aon's trusted
technology solutions:
reliable, secure and robust

Trust the integrity and authenticity of assessment results	Confirm that the candidate who completes the assessment is the person you intended to assess. It means that you can be sure of the robustness and integrity of the assessment scores.
Reduce risk of cheating	Candidates are aware that the selection process is being monitored. They cannot ask someone else to complete the assessment or use resources they are not permitted to access.
Demonstrate brand-supporting fair practice	Virtual proctoring sends a clear message to candidates and potential applicants of your commitment to fairness and equity throughout the hiring process.
Boost candidate confidence in the process	Candidates are confident that other candidates cannot cheat in the assessment process. It reinforces the fairness of your selection process.

How it works



We're here to empower results.

To learn more about virtual proctoring, please visit: assessment.aon.com



Multiple languages

The system, assessments and reports are available in multiple languages. Additional languages can be requested.

Practical implementation

- ▶ **Mobile-enabled** – works on mobile devices, alongside Aon's talent assessments.
- ▶ **Multiple language availability** – candidate instructions about virtual proctoring are available in multiple languages.
- ▶ **Quick to set up** – virtual proctoring can be activated quickly and easily, with minimal set-up time.
- ▶ **Decide whether or not to mandate verification** – you decide whether candidates must accept proctoring or if they are able to opt out – and what happens next.

Why virtual proctoring is important

Aon wanted to better understand students' perception of proctored assessments. It carried out an internal research study based on data from over 30,000 students and reported that:

- ▶ 6.52% of unproctored assessment participants were reported to have a moderate likelihood of 'cheating' based on the 'Eye in the Sky' technology. Only 2.25% of those in a proctored assessment setting were reported in this way.
- ▶ Similarly, 0.07% of unproctored assessments were shown to have a high likelihood of 'cheating' compared to 0.02% of those in a proctored setting.
- ▶ 19.4% of those completing unproctored tests switched away from the active test window at least once. Only 12.3% did this in the proctored assessments.

Get started: seamless integration with Aon's Assessment Solutions

Virtual proctoring slots simply alongside most of Aon's online talent assessments. Virtual proctoring cannot be added to those assessments which already access the device's camera, such as *vidAssess*.