

Cognisco Limited

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Service Description Summary

Cognisco's robust assessment methodologies to calibrate people capability and risk across hard-to-quantify sectors.

- Identify talent; demonstrate competency; develop decision-making.
 - Off-the-shelf assessments; industry benchmarks.
 - Highest quality, low cost. Mobile friendly, bite-size formats.
 - Competency compliance for regulated industries. Biometric ID validation/certification.
 - Bespoke assessments reflect real application of understanding, behaviour and culture.
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Service Definition

People use Cognisco for:

- Scenario-based Competency, Confidence and Capability Assessments
- 360° Degree Assessment Appraisals
- Competency Certification
- Biometric ID Validation (for assessments)

Robust Assessments

Cognisco is expert in the provision of online assessments that evidence capability, competence and confidence.

As well as a range of pre-written 'off the shelf' assessments that are either delivered 'as-is' or can be tailored to suit the requirement, Cognisco's expertise is

in the development of bespoke assessments that meet a very precise need, no matter how technical, complex or arcane the subject.

The bespoke assessment creation process is well-proven in both the public and private sectors. Cognisco works with Subject Matter Experts, Occupational Psychologists, and specialist authors to ensure rigour and efficacy.

Assessments (of any type) are delivered on-line and are readily accessed via any device.

Cognisco's flagship assessment is scenario-based and correlates capability (knowledge) with confidence (judgement). This assessment evidences not just what people know but how confidently and effectively they are likely to apply that knowledge in any given scenario. In addition to the scenario-based assessments, Cognisco offers 360 Degree assessments (currently used by Civil Service Learning) and Adaptive Assessments.

All Cognisco assessments come with comprehensive, real-time reporting at all levels. The end user assessment can be connected to a learning journey (or learning asset) to enable the user to take the next step.

Clients include: Anglian Water, Cabinet Office, KPMG, Maritime and Coastguard Agency, Civil Service Learning, Chartered Insurance Institute (CII) and CNet Training.

Competency Management and Evidence

Cognisco assessments are authored, managed, and delivered by their Competency Management and Assessment platform, MyKnow.

MyKnow is a highly configurable system that organisations of stature use to manage competencies, evidenced compliance, delivered assessments and present 'evidence'.

Competency and workforce management for regulated industries include clients: TfL, Network Rail, National Grid.

Identity Validation and Security

Where it is critical to ensure the identity of the person taking the assessment and to protect against cheating, Cognisco offers an integrated biometric invigilation process. This robust solution has been used by Government to provide rigour and security around sensitive compliance-based assessments. This is particularly useful for ensuring security and identify of those taking an assessment from a remote environment and significantly reduces the cost of having people attend assessment centres without compromising on security.

Clients include: a UK Government regulator.

Managed Service

Cognisco provides a complete managed service to enable the development and deployment of assessments.

A customer service desk also operates during normal business hours to help with technical or user queries.

Data /Hosting

Cognisco's data is hosted in the UK with Microsoft Azure.