



INFORMATION BRIEF

Criteria Language Proficiency Test (CLPT)



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A fast, customizable way to assess language proficiency.

The Criteria Language Proficiency Test is a customizable set of assessments that measures the level of language proficiency that you require for any given role. Currently offered in English, the CLPT assessments measure reading, writing, and listening skills. As adaptive assessments, they're underpinned by sophisticated scoring algorithms that adjust the difficulty of test items based on each candidate's previous responses, which ensures a precise, shorter, and more efficient testing experience.

CLPT comes in two versions, based on your requirements:

CLPT: Modular, customizable

CLPT Express: Faster, shorter

MEASURE

Level of skill (proficiency) in workplace English: reading, writing, listening



PREDICT

Ability to perform common workplace tasks in English



TIME

CLPT–English: Approx. 7 mins per skill area
CLPT Express–English: Approx. 7 mins total



QUESTIONS

CLPT–English: Up to 34 items
CLPT Express–English: 12 items



LANGUAGES

Instructions and tutorials available in 12 languages, please ask for more info (some limitations apply)



Why use the CLPT?

As a language proficiency assessment, the CLPT offers several key advantages:

- 1

Customizable: assess the language skills you need for your roles – no more, no less.
- 2

Faster: adaptive scoring adjusts the difficulty of the questions as the candidate responds, pinpointing the candidate's proficiency level faster, and with fewer questions than a non-adaptive assessment.
- 3

Candidate-friendly: a faster assessment leads to a better experience, and tailoring the question difficulty to the candidate ensures the candidate doesn't get frustrated by questions that are too easy or too hard.
- 4

Rigorously validated: The CLPT was constructed through a rigorous validation process by our team of I/O psychologists.
- 5

Aligned with CEFR: with the modular CLPT version, you can standardize scores against the CEFR equivalent. (CEFR is the Common European Framework for Reference for languages)
- 6

Job-related: items and prompts are related to common on-the-job or generic situations, ensuring that the assessment objectively measures the skills needed in the workplace.
- 7

Culturally Sensitive: items are reviewed by sensitivity experts to ensure they are applicable across cultures and ethnicities.

What's the difference between the two versions?

The CLPT assessments have been designed to be highly flexible, to enable you to choose the method that best meets your job and organizational requirements.

CLPT – English (full/modular version)	⚡ CLPT Express – English (express version)
<p>Select which skills you want to assess: one, two, or all three.</p> <p>Overall time: Approx. 7-21 minutes, depending on skills selected</p> <p>Reading: 13 multi-choice items, up to 1 minute per item. Average time for all items: 7 minutes</p> <p>Listening: 13 multi-choice items, up to 1 minute per item. Average time for all items: 7 minutes</p> <p>Writing: 8 writing tasks, up to 1.5 minutes per task. Average time for all tasks: 7 minutes</p> <p>.....</p> <p>Score reports display:</p> <ul style="list-style-type: none">📊 Overall score and proficiency level📊 Scores and proficiency levels for each skill📊 CEFR¹ equivalent scores for each skill	<p>Assess all three skills in a shorter assessment.</p> <p>Overall time: Approx. 7 minutes</p> <p>Reading: 4 multi-choice items, up to 1 minute per item.</p> <p>Listening: 4 multi-choice items, up to 1 minute per item.</p> <p>Writing: 4 writing tasks, up to 1.5 minutes per task.</p> <p>.....</p> <p>Score reports display:</p> <ul style="list-style-type: none">📊 Overall score and proficiency level

¹ Common European Framework of Reference for Languages



What is the candidate experience like?

Flexible, inclusive testing on any device

Both versions of the assessment are designed to be device-agnostic, regardless of which modules or versions a candidate completes. This means that candidates can take the tests on any supported digital device they choose, including most phones, tablets, laptops, and desktops.

The assessment is designed with accessibility in mind. A toggle allows you to easily administer a screen-reader friendly version of the test for candidates who require this accommodation.

The items in the assessment have been reviewed to ensure sensitivity to, and applicability across different cultures.

Example questions

Candidates can view instructions and complete sample questions for each skill area before beginning the assessment.

Reading and listening items

- Assessed with multiple-choice questions
- Maximum of one minute to complete each item

Which jobs is the CLPT applicable for?

The assessments are suitable for all positions requiring beginner to advanced English proficiency, from entry-level positions to those requiring more developed language skills. Specific roles may include:

- ✓ Customer service representatives
- ✓ Call center roles
- ✓ Help desk / technical support
- ✓ Administrative assistants
- ✓ Order fulfillment
- ✓ International business roles
- ✓ Transportation and logistics

Writing items

- Open-text questions which are automatically scored with a natural language model
- Maximum of 1.5 minutes to complete each item

Example Reading Item

Practice Question:

1:00

Hello,
I was at your venue on Saturday with some friends and I think I left my hat there. It's large and red. Can you please check if it's there?
Thank you, Li

What is the purpose of Li's email?

A

To see if her missing hat is at the venue.

B

To see if they sell red hats.

C

To talk about her experience at the venue.

D

To tell them that she lost her hat.

E

To make a booking for Saturday.

Submit Answer →

Example Writing Item

Practice Question:

1:30

Write one or more full sentences to describe what is happening in the image.



Mouse over to zoom

Type your answer here...

Example: A man is studying in a library or coffee shop. He is reading from a book and writing down notes in a notepad. There is a cup of coffee and a pastry on his table. He appears to be deep in concentration.

⚠ Example text is provided for this practice question only. During the test, this box will be empty.

Submit Answer →

Example Listening Item

Practice Question:

1:00

Question

.....

Answers

A

B

C

D

Submit Answer →

Ensuring a fair candidate experience

Like all Criteria assessments, the CLPT can be completed remotely over the internet. This provides a high level of flexibility and convenience for candidates. We adopt the following strategies to ensure online security.

Tutorials

Candidates are presented with instructions and can complete a tutorial before beginning the assessment. This ensures that they're familiar with the task requirements before beginning the scored section. If it becomes apparent that the format is not accessible for the candidate, they can leave the assessment and contact the recruiter to discuss reasonable adjustments.

Secure online assessment

The CLPT is designed to ensure a high level of security by presenting a unique candidate experience each time the assessments are completed. A large item bank and the adaptive nature of the assessment (where items are streamed based on the candidate's previous responses) means that each candidate will receive a unique combination of items.

Both versions also employ real-time item exposure control, so that items that have been seen by more candidates are less likely to be streamed, in favor of items seen by fewer candidates.

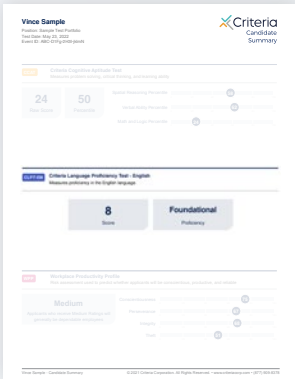
The 'copy and paste' functionality is disabled for these assessments, so that candidates can't copy text from elsewhere on their computer and paste it into the response box. In addition, various browser plugins, including those that assist with grammar, spelling, and translation, are not able to be used within the assessment.

Finally, our online testing engine is delivered using secure web technology, which enables us to ensure that assessment security and integrity is maintained, and that assessment time is tracked accurately. This includes restricting the ability to browse other screens while completing the assessment.



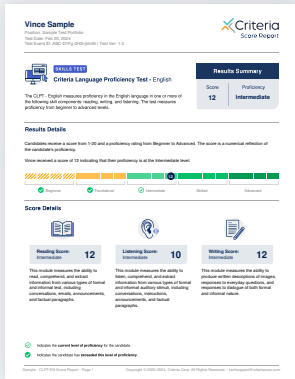
Reporting

After candidates complete testing, you can access two different reports.



Candidate Summary Report

A Candidate Summary Report provides a high-level overview of a candidate's results on the CLPT–English or CLPT Express–English and any other Criteria assessments they've completed.

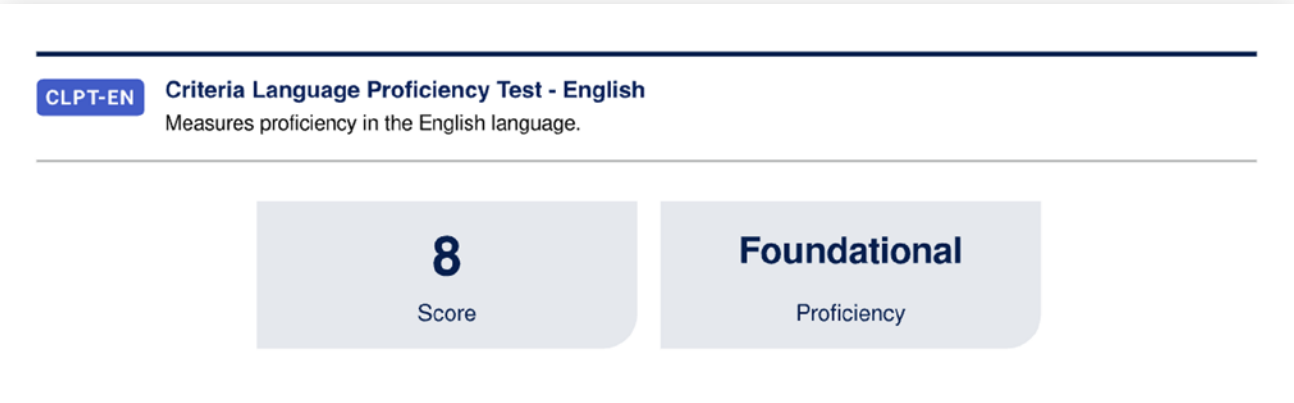


Candidate Score Report

A Candidate Score Report provides more information for a candidate's scores on the CLPT–English or CLPT Express–English.

Candidate Summary Report

This report gives you a short, simple summary of a single candidate's results across each test they've completed. In the candidate summary, you'll see the overall proficiency score (1-20) and their level of proficiency (Beginner to Advanced).



The score report gives you more detailed results for a single candidate. It includes:

- ## Vince Sample

Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0



Criteria Language Proficiency Test - English

Results Summary

12

Intermediate

12

Beginner Foundational Intermediate Skilled Advanced

8

CLPT-English: additional report content

In addition, the CLPT-English contains:

- ✓ A **Score Details** section, displaying a numerical score and proficiency rating for each skill area included in the assessment
- ✓ A **CEFR section**, displaying the Common European Framework of Reference for Languages (CEFR) equivalent score for each skill area

Score Details



Reading Score:
Intermediate **12**

This module measures the ability to read, comprehend, and extract information from various types of formal and informal text, including conversations, emails, announcements, and factual paragraphs.



Listening Score:
Intermediate **10**

This module measures the ability to listen, comprehend, and extract information from various types of formal and informal auditory stimuli, including conversations, instructions, announcements, and factual paragraphs.



Writing Score:
Intermediate **12**

This module measures the ability to produce written descriptions of images, responses to everyday questions, and responses to dialogue of both formal and informal nature.

Lisa Sample

Position: Sample Test Portfolio
Test Date: July 8, 2020
Test Event ID: ABC-1234-EFGH



CEFR

The Common European Framework of Reference for Languages (CEFR) is a widely accepted international guideline used to describe language ability.

The CEFR spans six levels from A1 (Beginner) to C2 (Proficiency). Scores from the CLPT - English are equated to the CEFR levels for those who wish to use it.

Reading Level **A1**

Writing Level **A2**

Listening Level **C2**

Psychometric properties

The assessments were constructed through a rigorous and scientifically robust process, from the development of the initial items through to the psychometric validation of the assessment. The items are developed to be culturally sensitive and to minimize bias.

The tests have been extensively structurally validated with real candidate data and have been shown to correlate highly with self-assessment results using the Common European Framework of Reference for Languages (CEFR), a widely accepted international guideline used to describe language ability. Individual results on the CLPT–English have also been demonstrated to be highly reliable and consistent.

Normative sample

The norms for CLPT–English and CLPT Express–English were based on applicant data, with participants working across a variety of industries and residing across a diverse range of countries. The total sample was 21,671 individuals.



