Game-based assessment for Career Development
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- A key challenge in improving lifelong learning, employee flexibility, and skill-matching is the assessment of workplace relevant competencies and the planning of individual learning paths for career development.

- The assessment of transversal competencies (e.g., leadership, communication style) is challenging and costly to measure using role-plays and interviews.

- Soft-skills are often best exhibited and assessable in realistic scenarios. The recently started DEVELOP project will investigate game-based environments for the assessment of such competencies.

Research Question
To what extent can game-based assessment of competencies be used to aid employee awareness of career development paths?

The DEVELOP assessments will feature:
- High-quality video with trained actors to mimic realistic work scenarios
- Branching narratives that adapt to the user’s dialogue choices to provide appropriate feedback
- Learning analytics to identify the quality of the assessments

The DEVELOP project aims to pioneer the use of personalization tools, game-based assessment, social network analysis, and artificial intelligence (AI) planning for learning environments on career development.

http://www.develop-project.eu