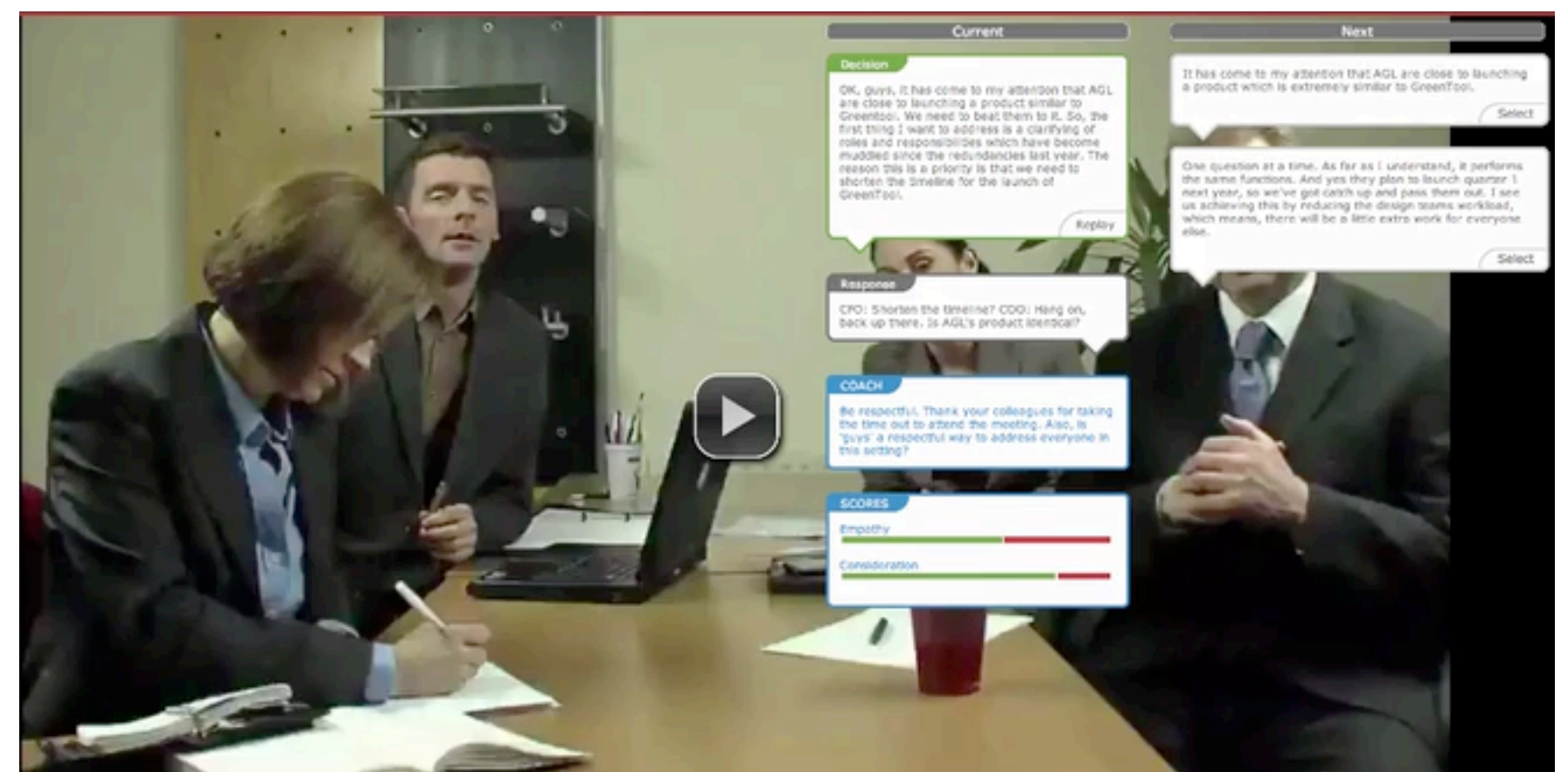


Game-based assessment for Career Development

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- ▶ A key challenge in improving life-long 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.



The ETU SkillSims platform that will be used in DEVELOP. Image copyright ETU. <http://etu.ie>

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>

