



## NTN Overview



### Company Overview

National Testing Network (NTN) is the nation's first and largest continuous public safety recruitment and test administration company. Our experience is concentrated in the development, validation, and administration of entry-level and promotional processes for public safety personnel. Having worked with more than 2,500 public safety departments, we have the resources and experience necessary for a valid and reliable process.

Our innovative approach to test development and administration is specifically designed to increase department ability, identify top performers, and increase candidate diversity. NTN's proven entry-level process maximizes prediction and has no adverse impact, making the process more equitable for all groups.

Approximately 460,000 public safety candidates have been processed through NTN's entry-level testing systems, making us the most well-recognized public safety testing company across the nation. What sets National Testing Network apart from other testing companies is our attention to detail in the high-fidelity test development that simulates on-the-job challenges to measure crucial knowledge, skills, abilities, and other characteristics (KSAOs). NTN's exams are developed in-house by our talented team of Industrial Organizational Psychologists and thousands of public safety Subject Matter Experts.

### Benefits for Departments

**Reduce Candidate Barriers:** NTN offers tens-of-thousands of test sessions annually through brick and mortar testing facilities and virtual proctors.

**Recruitment Support:** Continuous, nationwide recruitment support services with over 1 million website visits annually.

**Increase Diversity:** 180% increase in candidate diversity for departments switching from existing testing models to NTN's national testing model. 39% total minority candidates applied to jobs through NTN in 2019.

**Increase Exposure:** Access to NTN's existing database of 75,000+ active public safety candidates.

**Increase Candidate Standards:** NTN administers innovative simulation exams, designed to identify the best suited candidates, ensuring department hiring standards are maintained or exceeded.

**Increase Candidate Pools:** NTN processed 66,000 total candidates in 2019.

**Increase Candidate Satisfaction:** Since our inception, over ten thousand public safety candidates have completed the optional post-testing survey with a 92% satisfaction rate with NTN's overall services.

**Increase Candidate Show Rates:** NTN average candidate show rate is 95% compared to the industry average of 60%.

**Significantly Reduce Costs:** NTN's membership fees are a fraction of the expense of leasing a test from a vendor and administering it with department resources.

**Security:** NTN's tests and testing processes are designed to provide a legally defensible testing process.



## Benefits for Candidates

**Easy to Use:** NTN offers an online portal for consolidated job applications for candidates.

**Convenient:** Candidates choose where and when they will take their test, eliminating geographical borders and boundaries.

**Reduce Confusion:** Standardized administration through professional proctors.

**Network of Opportunities:** Candidates have immediate access to hundreds of departments accepting test scores.

**Equitable and Inclusive Selection Process:** Every candidate, regardless of location, has a testing option that is convenient for them, ensuring all candidates have an opportunity to be considered and tested.

**Support Line:** Dedicated candidate support team with average wait time of 40 seconds.

**Affordable:** Minimal candidate fees compared to testing for multiple departments through traditional testing models.

## Entry-Level Recruitment and Test Administration Services

NTN provides departments with a secure, legally defensible, pre-employment testing solution, designed to be inclusive and equitable for all candidates, while saving departments the higher cost of conducting internal testing.

Public Service Occupations	Services Offered
Law Enforcement Fire Service Adult Corrections Juvenile Detention Emergency Communications Transit Operator	<ul style="list-style-type: none"><li>• Recruitment Support</li><li>• Job Posting</li><li>• Minimum Qualifications Assessment</li><li>• Candidate Scheduling</li><li>• Candidate Data Collection</li><li>• Application Processing</li><li>• PHQ (Personal History Questionnaire)</li><li>• Exam Administration</li><li>• 115 + Test Centers</li><li>• Virtual Proctor Services</li><li>• Simulation Exams</li><li>• Exam Scoring</li><li>• Online Access to Scores, Applications and Reports</li><li>• EEO Reporting</li><li>• Online and Phone Candidate Support</li><li>• Job Analysis</li></ul>

## Additional Services

- Background Investigations
- Physical Abilities Testing
- Simulation Promotional Exams
- Custom Written Exams
- Assessment Centers
- Exam Consulting



## Implementation Process

Implementation of our services has never been more efficient and seamless. Through a decade of developing best practices, the setup process for both departments and candidates is simple. Our dedicated client services team provides all the necessary information and will walk your department through the process, taking on the majority of the workload and information gathering. Here is how the process works:

**NTN Signup Paperwork & Development of Job Posting:** The client services department will provide the NTN signup paperwork, including the signup form, signup template, and sample verbiage for the department's website. During this stage of implementation, your representative will work closely with you to create a job posting designed to capture the attention of qualified candidates.

**Active Job Posting and Recruitment:** Once department approval is received and the job opening date has been established, NTN will activate the job posting on industry job boards, social media, and the NTN website. At this time, the client services department will utilize the NTN Applicant Tracking and Job Posting System to send emails to all active candidates in the NTN database informing them of the new job opportunity with your department. The department's job posting will have a 'NEW' banner for the first 30 days to draw attention to the posting and increase exposure to candidates.

**Exam Administration:** After the job posting launches, candidates register on the NTN website by providing their background information and selecting a convenient date, time, and location to take their exam. All candidate questions prior to and after the exam are fielded by our professional call center, helping reduce inquiries to the department.

**Scoring and Reporting:** The department will be issued a department username and password to login to the NTN scoring system. After a group of candidates have tested, your representative will schedule a brief phone call (15-20 minutes) to walk your department through the scoring site and features available on the system. The department has access to candidate results and rosters at any time. Additionally, we offer assistance in alternate scoring options, banding and other data services.

## History

NTN was founded in 2006 by the owners of Ergometrics & Applied Personnel Research, Inc., one of the nation's leading pre-employment and promotional public safety test development companies with 40 years of test development and test administration experience. NTN was created by Ergometrics President, Dr. Carl Swander, in response to extensive feedback from public safety departments exposing the challenges faced during the testing and recruitment process.

**Contact us today for more information!**

