Our Mission

The Test Validation and Construction (TV&C) program mission is to promote merit, diversity, and equity in civil service employment, consistent with California State and Federal laws.

Committed to excellence and innovation, the program provides professional expertise to decentralized departments in the development and validation of job-related and legally defensible selection procedures.

Resources

Test Validation & Construction (TV&C)
www.calhr.ca.gov/state-hr-professionals

The Federal Uniform Guidelines on Employee Selection Procedures
www.uniformguidelines.com

O*NET
www.online.onetcenter.org

California Department of
Human Resources

1515 S Street, North Building, Suite 400
Sacramento, CA 95811

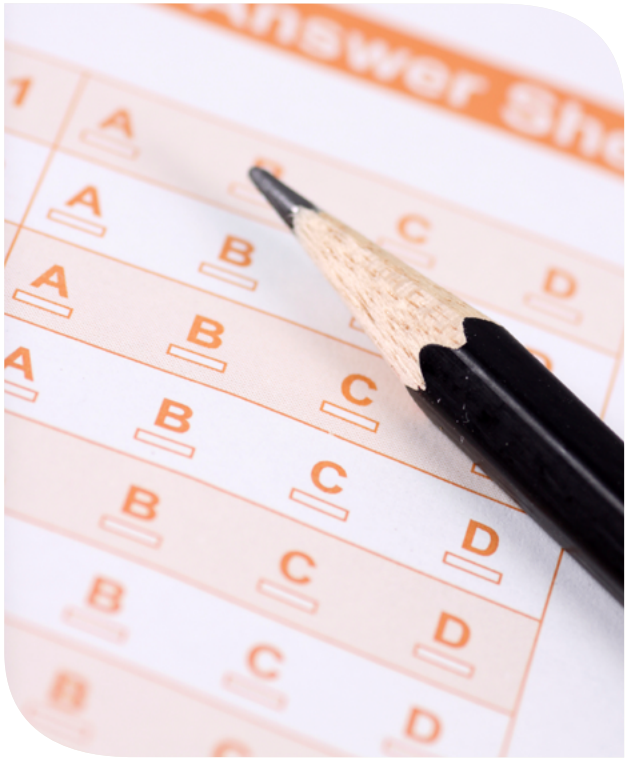
Phone: 916.322.9277
Fax: 916.322.9227

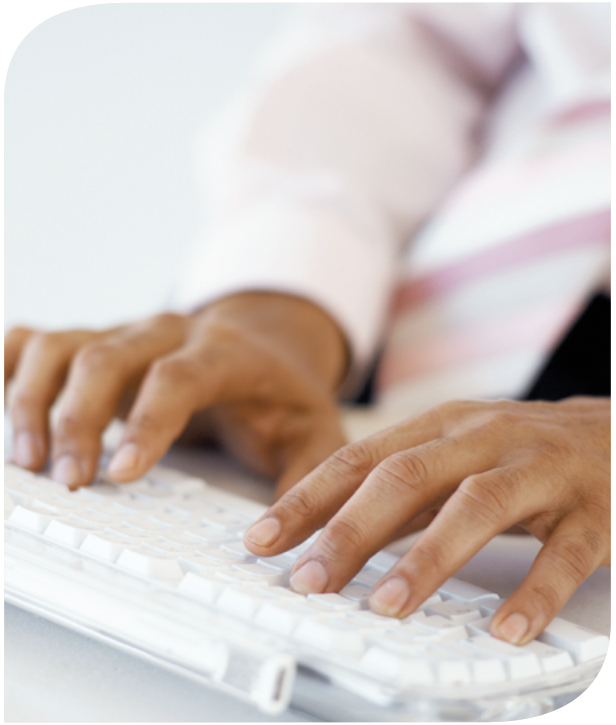
www.calhr.ca.gov

TV&C

Test Validation and Construction

California Department of
Human Resources





Selection Training

The Selection Analyst Training program provides in-depth instruction on a variety of selection related topics, including job analysis and exam development. Participants will gain the skills and expertise needed to become effective exam analysts. Upon program completion, participants will receive Selection Analyst Training certification.

Test Talk

Test Talk is a monthly discussion facilitated by TV&C staff covering current selection topics and issues, followed by an open forum. Attendees will have an opportunity to share their testing and selection successes and challenges, while expanding testing expertise and professional networks.

What We Offer

Test Validation & Construction (TV&C) offers a wide range of selection-related products and services in the areas of personnel assessment:

- Job Analysis
- Exam Development/Assessment Tools
- Survey Construction and Administration
- Selection Analyst Training
- Customized Training
- Consulting Services
- Specialized Research
- Monthly Test Talk and TV&C Lab
- Statistical Analysis

Advantages

TV&C is ready to work with your department to develop customized, comprehensive selection products and services. Benefits include:

- Highly trained and experienced testing professionals
- The development of valid, legally defensible tools
- State-of-the-art, cost-effective selection products and services
- The availability and resources of a specialized personnel selection program

TV&C Lab

TV&C Lab offers hands-on instruction to exam analysts on selection related topics, providing the opportunity to develop and expand competency in the field. Participation throughout the year will improve skills within all phases of the selection process.