

XQT Task 1

	value: 0.00	value: 1.00	value: 2.00	Score/Level
Articulation of Response (clarity, organization, mechanics)	The candidate provides unsatisfactory articulation of response.	The candidate provides limited articulation of response.	The candidate provides adequate articulation of response.	
A1. Labor Demand	The candidate does not provide a discussion of any factors that are influencing labor demand.	The candidate provides an inadequate discussion of factors that are influencing labor demand. The discussion may be incomplete, poorly reasoned, unclearly explained, or lacking sufficient support.	The candidate provides a logical discussion of 3 factors that are influencing labor demand. The discussion is comprehensive, well-reasoned, clearly explained, and sufficiently supported.	
A2. Labor Supply	The candidate does not provide a discussion of any factors that are influencing labor supply.	The candidate provides an inadequate discussion of factors that are influencing labor supply. The discussion may be incomplete, poorly reasoned, unclearly explained, or lacking sufficient support.	The candidate provides a logical discussion of 3 factors that are influencing labor supply. The discussion is comprehensive, well-reasoned, clearly explained, and sufficiently supported.	
B1. Recruitment Objectives	The candidate does not identify any appropriate recruitment objectives for the organization.	The candidate inadequately identifies appropriate recruitment objectives for the organization. The identified recruitment objectives may be incomplete, unclear, or illogical.	The candidate identifies 3 appropriate recruitment objectives for the organization.	
B2a. Applicant Pool Needed	The candidate does not determine the size of the applicant pool needed to produce 25 viable candidates.	The candidate inaccurately determines the size of the applicant pool needed to produce 25 viable candidates using yield ratios and the recruitment data in Exhibit 3.	The candidate accurately determines the size of the applicant pool needed to produce 25 viable candidates using yield ratios and the recruitment data in Exhibit 3.	
B2b. Recruitment Target Recommendation	The candidate does not provide any recommendation of individuals who should be targeted for recruitment.	The candidate provides an inadequate recommendation of types of individuals who should be targeted for recruitment. The recommendation may be incomplete, unclear, illogical, or inappropriate in length and format.	The candidate provides an appropriate recommendation of 2 types of individuals who should be targeted for recruitment. The recommendation is clear, logical, and appropriate in length and format.	
B2bi. Justification of Recommendation	The candidate does not provide a justification of the recommendation of 2 types of individuals who should be targeted for recruitment.	The candidate provides a justification of the recommendation of 2 types of individuals who should be targeted for recruitment that lacks sufficient support. The justification may be poorly reasoned, unclearly explained, or lacking sufficient evidence.	The candidate provides a logical justification of the recommendation of 2 types of individuals who should be targeted for recruitment that is credible and well-reasoned. The justification is clearly explained, logically constructed, and sufficiently supported.	
B2c. Description	The candidate does not provide a description of methods for reaching each recommended target group.	The candidate provides an inadequate description of effective methods for reaching each recommended target group. The	The candidate provides an adequate description of 2 effective methods for reaching each recommended target group. The	

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of Methods		description may be incomplete, unclear, lacking sufficient detail, or inappropriate in length and format.	description is comprehensive, clear, sufficiently detailed, and appropriate in length and format.	
C1. Selection Methods	The candidate does not provide a recommendation of any selection methods for <i>all</i> target candidates.	The candidate provides an inadequate recommendation of appropriate selection methods for <i>all</i> target candidates. The recommendation may be incomplete, unclear, illogical, or inappropriate in length and format.	The candidate provides an appropriate recommendation of 3 appropriate selection methods for <i>all</i> target candidates. The recommendation is clear, logical, and appropriate in length and format.	
C1a. Justification of Selection method	The candidate does not provide a justification of any of the recommendations.	The candidate provides a justification of the recommendations that lacks sufficient support. The justification may be poorly reasoned, unclear, or lacking sufficient evidence. The justification may be incomplete (lacking support for <i>each</i> of the 3 recommendations).	The candidate provides a logical justification of <i>each</i> of the 3 recommendations. The justification is clearly explained, logically constructed, and sufficiently supported.	
C2. Description of Selection Tests	The candidate does not provide a description of any selection tests to assess a candidate's suitability for the job of police officer.	The candidate provides an inadequate description of selection tests to assess a candidate's suitability for the job of police officer. The description may be incomplete, unclear, lacking sufficient detail, or inappropriate in length and format.	The candidate provides an effective description of 2 selection tests to assess a candidate's suitability for the job of police officer. The description is comprehensive, clear, sufficiently detailed, and appropriate in length and format.	
C3. Background Verification Checks	The candidate does not identify any background verification checks that should be used in the selection process.	The candidate inadequately identifies background verification checks that should be used in the selection process. The background verification checks may be incomplete (lacking one or both of the given points), illogical, or inaccurate.	The candidate identifies 2 background verification checks that should be used in the selection process including the given points.	
C4. Evaluation of process Effectiveness	The candidate does not provide a discussion of any methods of evaluating the overall effectiveness of their recruitment and selection plans.	The candidate provides an inadequate discussion of methods of evaluating the overall effectiveness of their recruitment and selection plans. The discussion may be incomplete, poorly reasoned, unclear, or lacking sufficient support.	The candidate provides a logical discussion of 4 methods of evaluating the overall effectiveness of their recruitment and selection plans. The discussion is comprehensive, well-reasoned, clearly explained, and sufficiently supported.	
D. Sources	There is evidence of quoted, paraphrased or summarized content without acknowledgement of source information. This level is also appropriate if task instructions require the candidate to quote, paraphrase or summarize content from a source to complete the assessment, and this has not yet been done.	The candidate provides required acknowledgement of source information for quoted, paraphrased and summarized content. However, source information is incomplete or inaccurate with respect to author, date, title and/or the location of the information (e.g., publisher, journal or website URL).	The candidate provides source information for all quoted, paraphrased and summarized content. Source information appears to include accurate and complete acknowledgement of source information regarding the author, date, title and location of the information (e.g., publisher, journal or website URL). This level is also appropriate if there is no evidence of quoted, paraphrased	

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			or summarized content, and it is not required by the instructions.	