A.D. GLOBAL SOLUTION

Language Evaluation Toolkit
International Recruiters Edition

Language Evaluation Toolkit
for International Recruiters

Objective:
Better understand Language Frameworks and their application (both in CVs / LinkedIn and during job interviews) to increase the accuracy and effectiveness of the selection process.

Duration:
6 hours

Language:
English

Course Programme

- **Introduction**
  Brief introduction on the most common language frameworks:
    o   ILS Scale (used, among others, by LinkedIn)
    o   CEFR & GLS

- **Module 1 | Identifying Selection Criteria**
  Understanding which abilities and professional competencies are associated with different language levels to set accurate selection criteria.

- **Module 2 | Language Levels in CVs**
  Analyzing different elements in CVs or LinkedIn profiles to get a better understanding of a candidate's level and pinpoint potential discrepancies.
    o   Language Certifications
    o   The Cambridge progress scale

- **Module 3 | Job Interviews**
  Discussion on different strategies that can be used to confirm or gage a candidate's language level during a job Interview.

Though the examples provided throughout the workshop are related to English speaking candidates, the principles can be applied to any language selection.