



**"The Vantage McCann tests have enough challenging components to ensure that those who pass are worthy of making decisions about public safety. The standardized tests take the subjectivity out of the promotion process."  
- John Hilmer, Fire Chief, City of Racine, WI**

## **Job Advancement Assessments**

### **Written Job Knowledge Tests for Police, Fire, Corrections and Emergency Medical Personnel**

#### **The Challenge – Promoting Competent Personnel**

How do we know we have qualified people in public safety positions of leadership? Promoting a job applicant into a position of increased responsibility may seem a simple task on the surface, but there are many facets involved in this process that need to be carefully considered. In today's world, we cannot take the risk that our first line of defense, those individuals in public safety occupations, such as law enforcement, emergency medical or fire safety, are not competent to do their jobs.

#### **The Solution – Vantage McCann Job Advancement Assessments**

The Vantage McCann written tests for job advancement are content-valid assessments designed primarily to measure job-related knowledge. These tests assess the technical knowledge and managerial capabilities of staff seeking promotion and are available for law enforcement agencies, fire safety and emergency medical organizations and correction departments.

Working closely with our clients and using job analysis data, we develop customized Subject Matter Coverage that is appropriate for the rank being tested. The job analysis data can be either client-generated or developed by us through comprehensive, on-site job analysis methodologies. The majority of our promotional tests are 100 questions with a time limit of 3 ½ hours.

As part of the testing process, candidates are provided with a Candidate Study Guide and a list of reference books from which the test questions will be drawn. We also have the facility to create test questions based on a client's local rules, regulations, ordinances, standard operating procedures, etc. We allow for a post-test review of questions so candidates can learn their areas of strength and weakness. When the post-test review process is administered locally, we provide a list of question references, the answer key, appeal forms and a final report discussing any challenges to the questions. After the test has been administered and scored, we provide an enhanced report of the exam results, including score listings, descriptive statistics, detailed comments on individual candidates and a passing point recommendation for those clients who do not have a fixed minimum cutoff score.

#### **About Vantage McCann**

Vantage McCann offers pre-employment and job advancement written tests and oral assessments for public safety occupations. These tests assess the job-related abilities of job applicants and the technical knowledge and managerial capabilities of staff seeking promotion.

#### **Other Services**

Vantage McCann also offers:

- ConvictionWriter™ web-based developmental tool designed to improve report writing skills
- Statistically validated Police Officer, Firefighter, Fire Medic and Emergency Medical Practitioner pre-employment written examinations
- Oral assessment procedures for all levels of the police, fire, corrections and emergency medical services



Knowledge and ability areas that can be tested for police ranks include:

- General technical
- Investigative
- Legal
- Supervisory, managerial and administrative
- Deductive reasoning ability
- Reading comprehension and table interpretation ability

Knowledge and abilities that can be measured for fire and emergency medical ranks include:

- Pre-fire planning, prevention and protection
- Size-up, command and fire investigation
- Fireground and emergency scene practices
- Emergency medical care
- Supervisory, managerial and administrative
- Reading comprehension and table/hypothetical fire code interpretation

Knowledge and abilities that can be measured for correction ranks include:

- General technical
- Behavioral sciences and human relations
- Supervisory, managerial and administrative
- Inmate legal rights
- Reading comprehension and table interpretation ability

<b>Job Advancement Assessment Services</b>	
<b>Service</b>	<b>Price</b>
Customization Service Fee	\$900.00
<b>Test Booklets</b> <i>(per candidate)</i>	
• Candidates 1-100	\$45.00
• Candidates 101-200	\$25.00
• Candidates in excess of 200	available upon request
<b>Candidate Study Guides*</b> <i>(per candidate)</i> <i>No fee if downloaded electronically</i>	\$2.50
<b>Scoring</b> <i>(per answer sheet)</i>	\$0.25
<b>Enhanced Report*</b> <i>There is an additional \$10.00 fee for printing hard copy and mailing the report</i>	\$45.00
<b>Shipping</b> <i>For hard copy only; no shipping charge is applied to electronically transmitted materials</i>	Actual shipping charges + \$20.00 handling fee
<b>Development of Questions from Local Source Material</b> <i>(per question)</i>	\$55.00
<b>Assistance with Post-Test Review Process</b> <i>On-site administration by our staff is available at additional cost; please call for further information</i>	\$400.00 service fee + \$20.00 per appealed question if the appeal is denied
<b>Psychometric Services</b> On-site consultation	Prices available upon request
* This service is available electronically	



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