

# JavaBlackBelt.BIZ

Corporate edition

JavaBlackBelt has two editions: *Community and Corporate*.

The *Community* edition is a free certification portal and web application where members mass-author Java and related technologies exams. As users contribute to, or succeed exams, they gain recognition by earning "java belts."

JavaBlackBelt.com

The *Corporate* edition is a web-based application for managers and recruiters to better evaluate Java and related technologies skills. It also helps developers increase their learning motivation and efficiency.

JavaBlackBelt.BIZ

This *Corporate* edition has two testing types: *LearnExam* and *SkillScan*. *LearnExam* provides an accurate way to measure your team's skills progress – which is key to empowering them to learn. *SkillScan* is a powerful recruitment tool to gauge developers' skills in only 90 minutes.

The JavaBlackBelt Corporate edition is a platform – that you control – to access skills and motivate learning.

Your own JavaBlackBelt platform



  
java**BLACK**belt™  
building better developers

# LearnExam

A dynamic way to study  
and self-learn

## Need

A large development team does not always mean more productivity. Small development teams with cohesive competencies can be more efficient making their projects more marketable.

To ensure productivity developers need to continually update their knowledge and programming skills. Sometimes courses and training are not available locally, or not at all, for a particular Java technology.

Developers tend to study on their own - often without a clear path. This approach makes it difficult to track progress - and get recognition for their skills - which decreases learning motivation.

Managers often don't have a real overview of developers skills, particularly if the team hasn't followed specific technologies courses.

## Dynamic Learning

The *LearnExam* gives Java developers a real-world learning tool for studying and mastering technologies.

The Corporate edition helps you make productivity changes in your company. If you can improve the Java skills and knowledge of your development team by only 10%, they will be able to do 10% more projects. The result is a higher project success rate without needing more developers.

## LearnExam Benefits

- Increase learning motivation and study efficiency
- Accurate overview of Java competencies in the company
- Track learning progress and establish advancement goals
- Control exams conditions such as eligibility and authentication monitoring
- Corporate user / employee profiles are hidden from IT recruiters and the JavaBlackBelt community
- Match a developer's real-world competencies to your company
- Align learning plans with development projects

# SKILLScan

## Need

It's already a challenge to screen candidates to match the culture of a company: social skills, work qualifications, language abilities and other criteria.

Recruiters need to efficiently evaluate technical competencies of developers. Salary decisions and resource allocations rely on real-world skills and knowledge.

Evaluations require time and documentation to get a comprehensive overview of work performance. For Java developers, it's essential to have their technical competencies evaluated properly.

For interviews that include assessing technical competencies, recruiters often need assistance from inhouse Java developers - who are usually very busy.

A significant part of this skills-assessment process can be automated.

## Speed

Time is the main problem with using *LearnExams* to get a quick overview of skills.

One *LearnExam*, covers one Java technology, at one level. To get a total assessment of their skills, developers will need to take more than 20 exams, which takes weeks to accomplish.

*Quantifying real-world technical competencies*



## Questions

The exam starts with a SQ:

Can you determine if a day occurs during the weekend?

- Yes
- No

A Multiple-choice TQ may follow to verify:

Which of these are days of the weekend?

- Thursday and Sunday
- Wednesday and Thursday
- Tuesday and Saturday
- Sunday and Saturday

In less than two hours, JavaBlackBelt *SkillScan* self-assessment exams provide a conclusive cross-section of Java knowledge and related technologies skills such as Ant, Hibernate, JSF, Maven, OO, Spring, XML, . . .

To make this possible, *SkillScan* uses Self-Questions (SQ) combined with multiple-choice Tech-Questions (TQ) delivered by the system based on the previous answers.

This is only a basic example of how we use self-assessment questions. Actual test topics and SQ/TQ combinations are much more elaborate. Such as predetermining technology sub-topics and skills levels to match evaluation objectives.

*SkillScan* questions are derived from many years of recruiting Java developers and from mass-collaborations by the JavaBlackbelt Community .

In the IT sector, falsified claims about skills are a direct risk to resources and customer satisfaction. *SkillScan* can help establish trust with potential candidates.

JavaBlackBelt *SkillScan* automates the screening process into a cutting edge application. It gives an extensive overview of Java and related technologies skills.

## SkillScan Benefits

- Reduce hiring costs
- Accurate competency screening
- Results make interviews more efficient
- Administering does not require extensive technical knowledge
- Makes it easier to compare candidates
- Ensures that recruiters refer the appropriate developer
- Helps calculate salaries based on competencies
- Consultants are properly positioned in the market
- Generate exam result reports to support referrals