



# How to use the scores achieved by university graduates under CEPAS as reference in hiring the right employees

- 1.What is CEPAS?
- 2.CEPAS Statistics
- 3.How to interpret the scores under CEPAS?

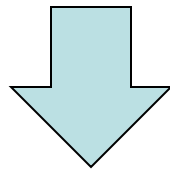


## Common English Proficiency Assessment Scheme (CEPAS)

- **benchmark the English proficiency of local university graduates**
- **University Grants Committee sponsors the full test fee for all final year university students in UGC programmes who agree to a reference being made in their transcripts to the fact that they have taken the IELTS test.**



## IELTS CEPAS Management Unit



**IELTS CEPAS  
Management Unit**

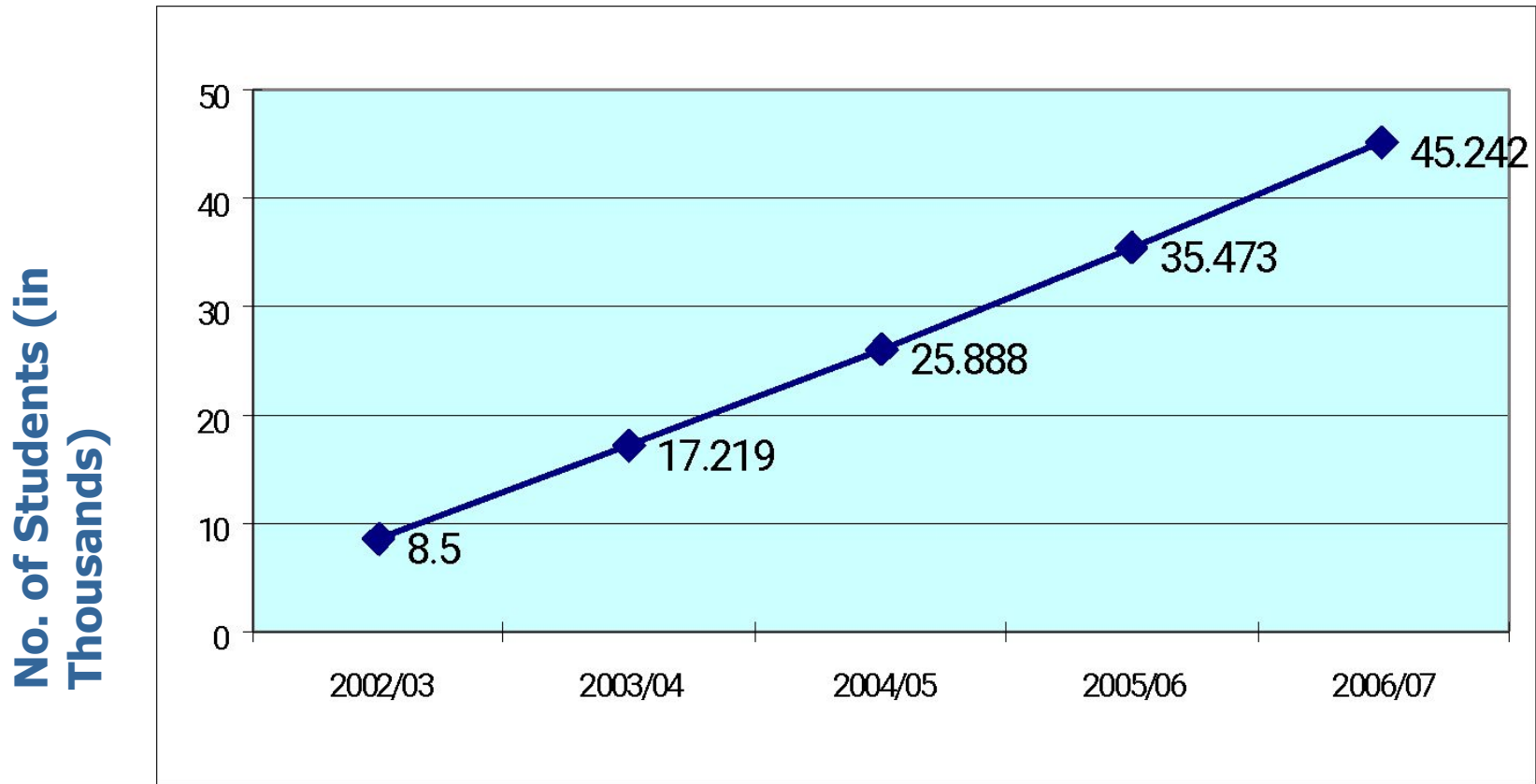
- 1. Deliver IELTS Test**
- 2. Promote IELTS to Employers**



# IELTS in Hong Kong

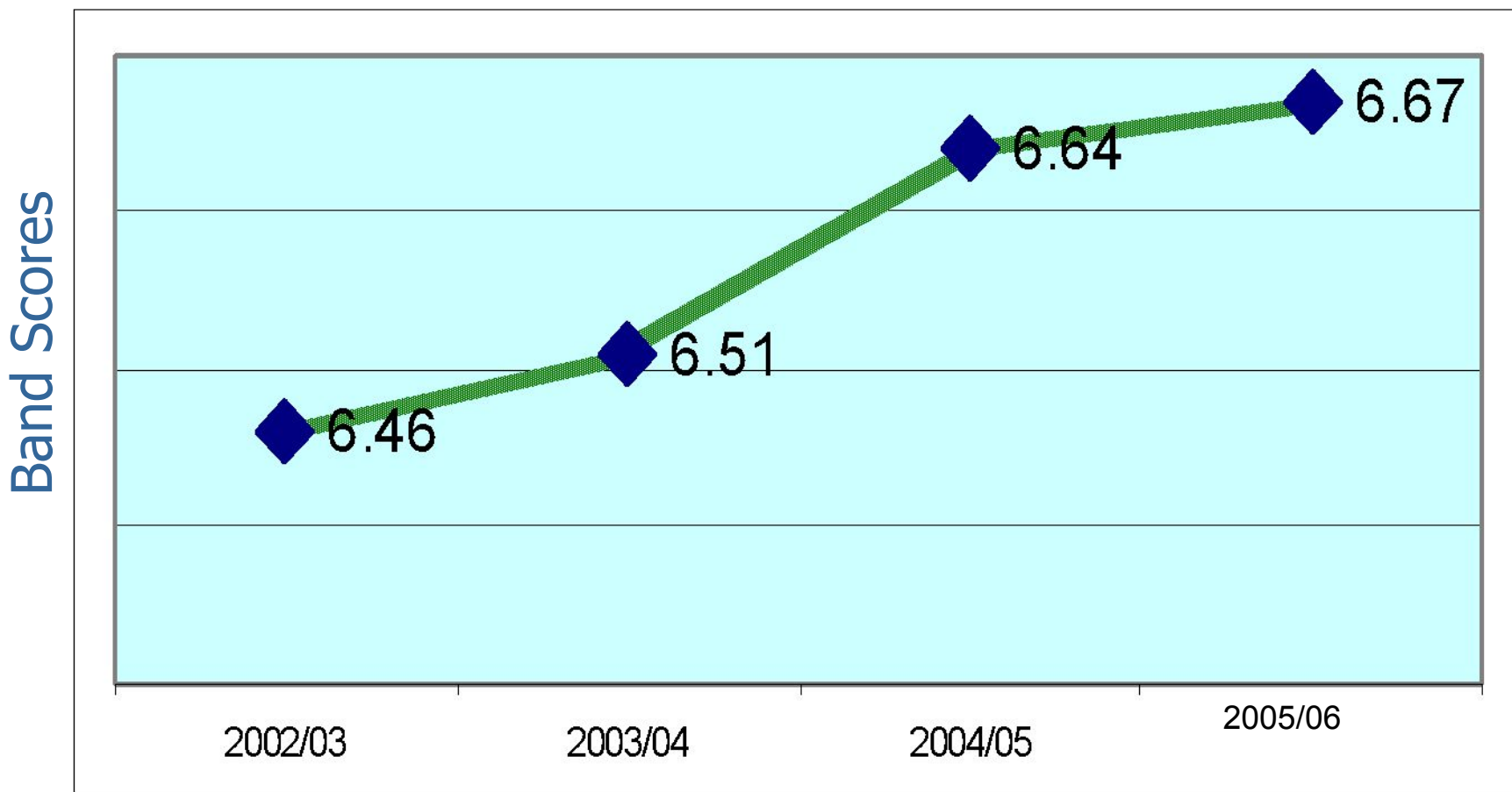
- UGC commissioned use of IELTS 2002
- 8 Institutions: HKU, CU, Poly U, City U . . .
- 65 – 70% of all graduating students
- Costs fully reimbursed
- To date 45,000 students +

## No. of University Graduates (accumulated) Registered for IELTS during 2002 to 2006

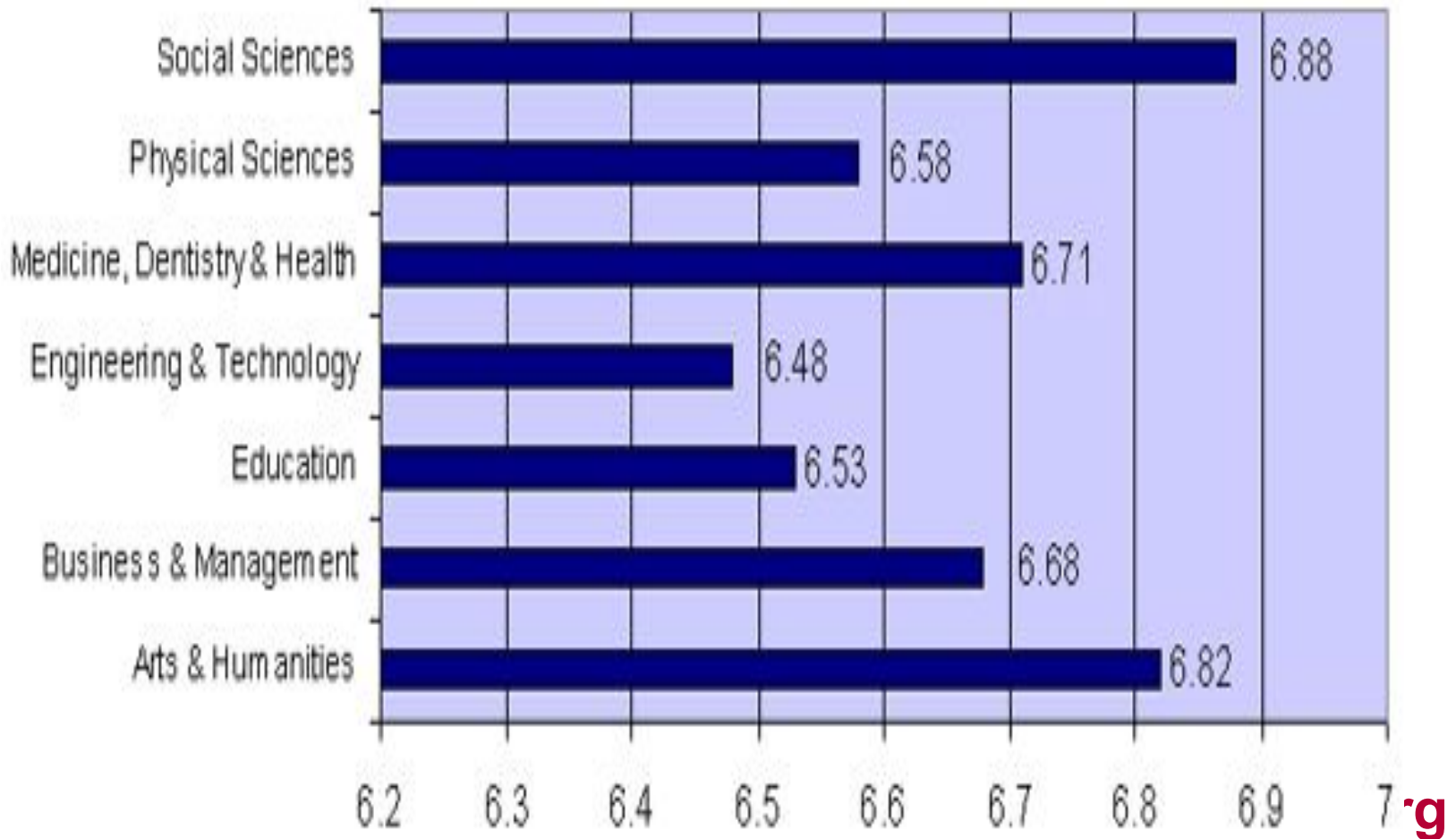




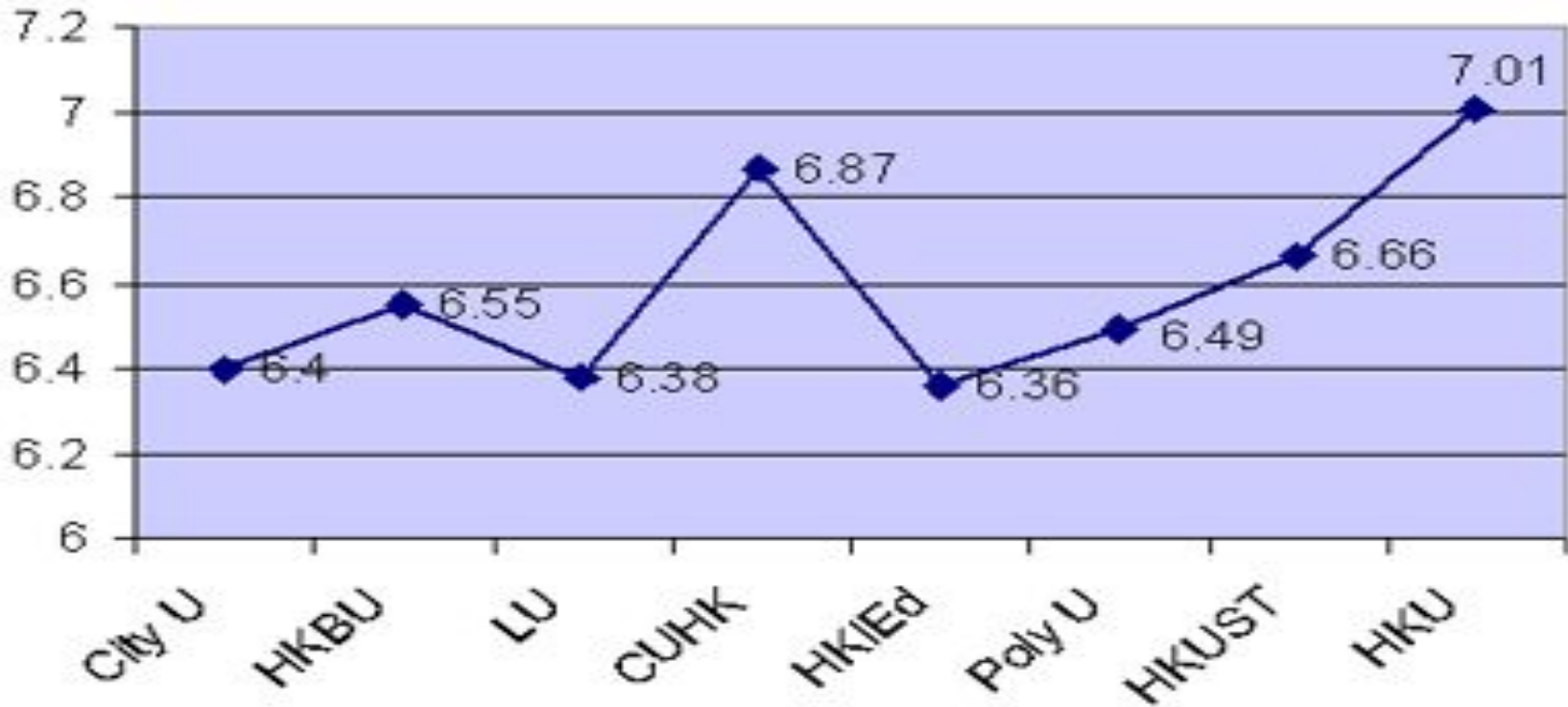
## Students' Results under IELTS CEPAS



## 2005/06 Students' Average Overall Score by Academic Discipline

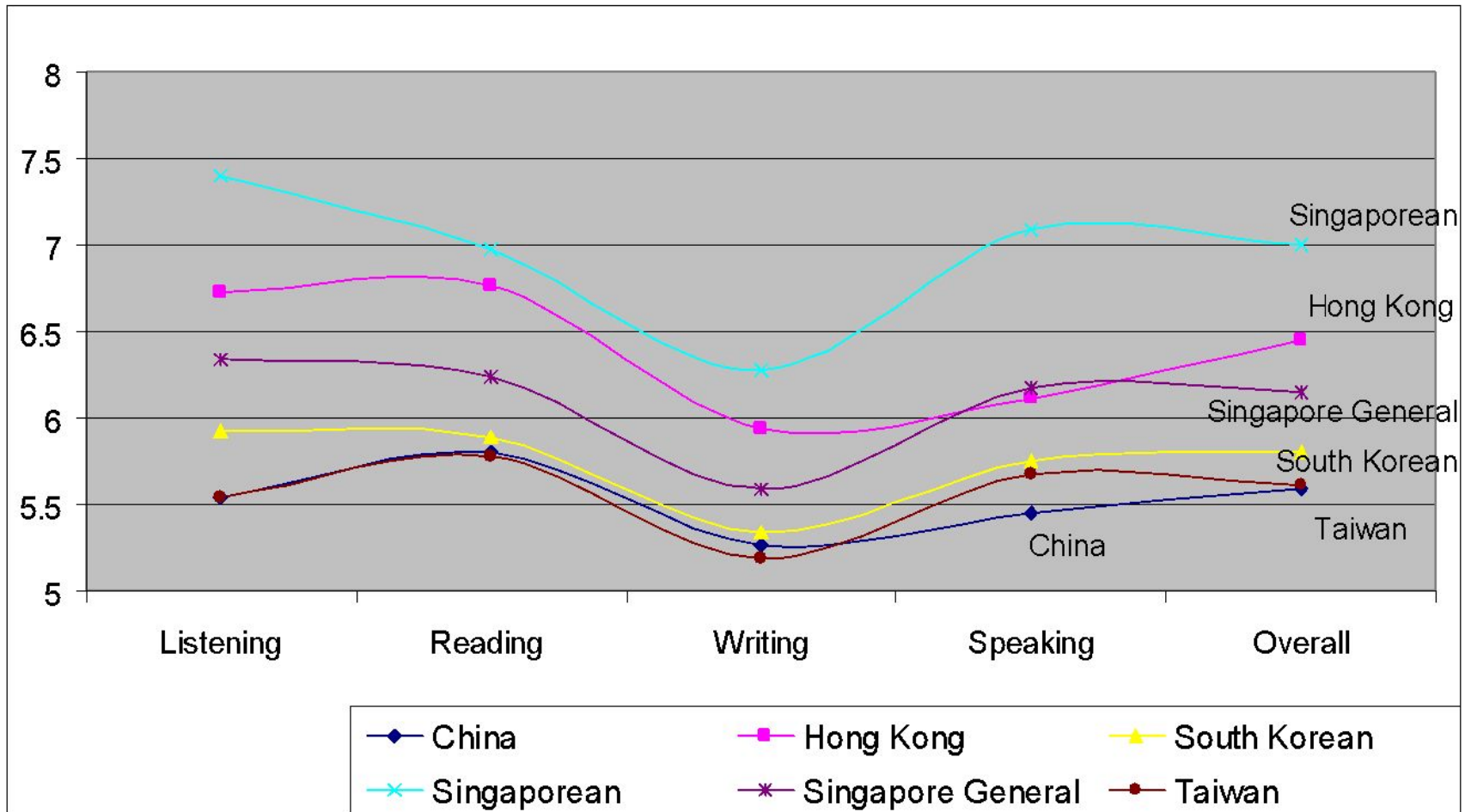


## 2005/06 Students' Average overall Score by Institute

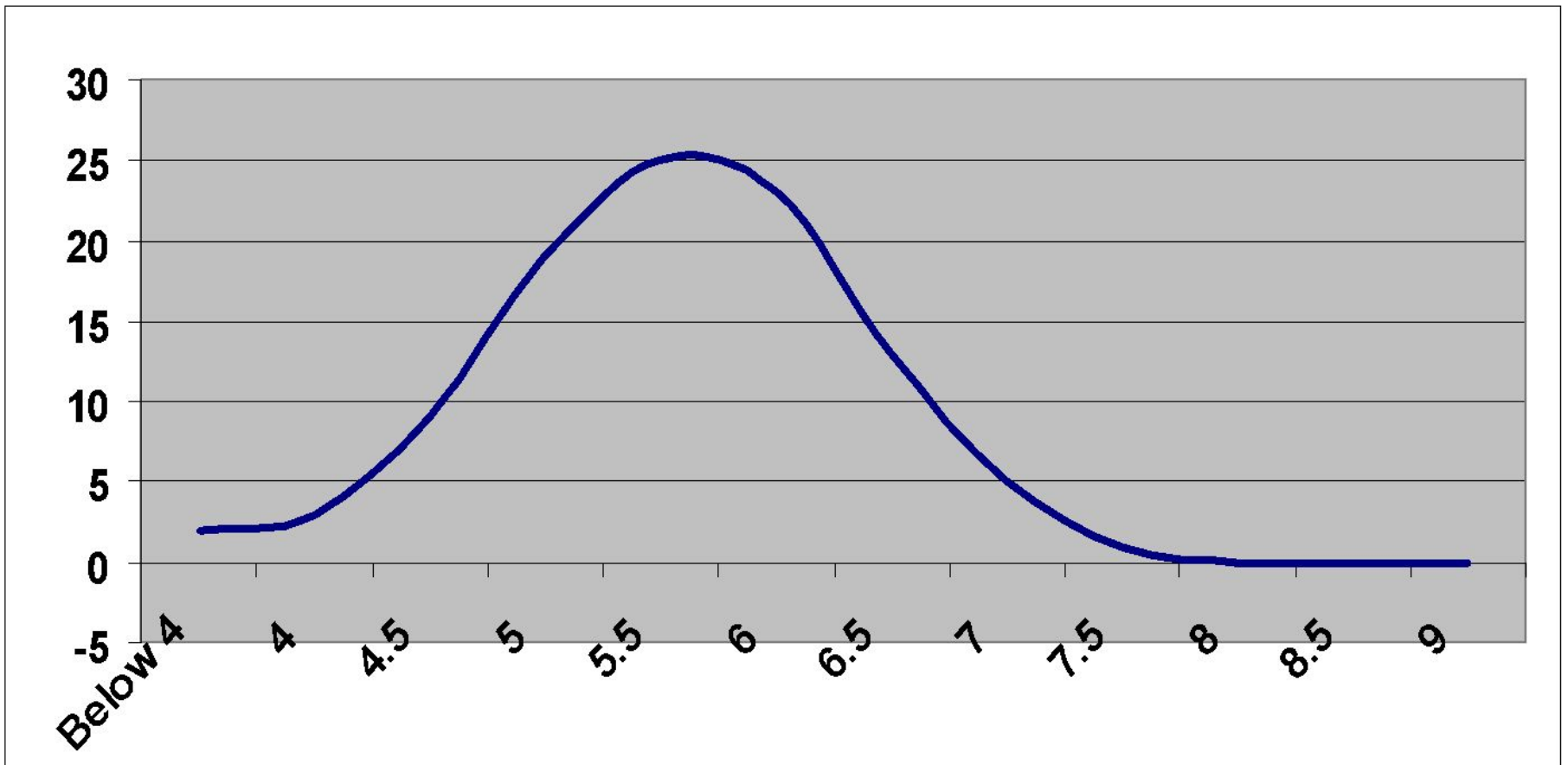




## IELTS Mean Band Scores in the Region (Academic)

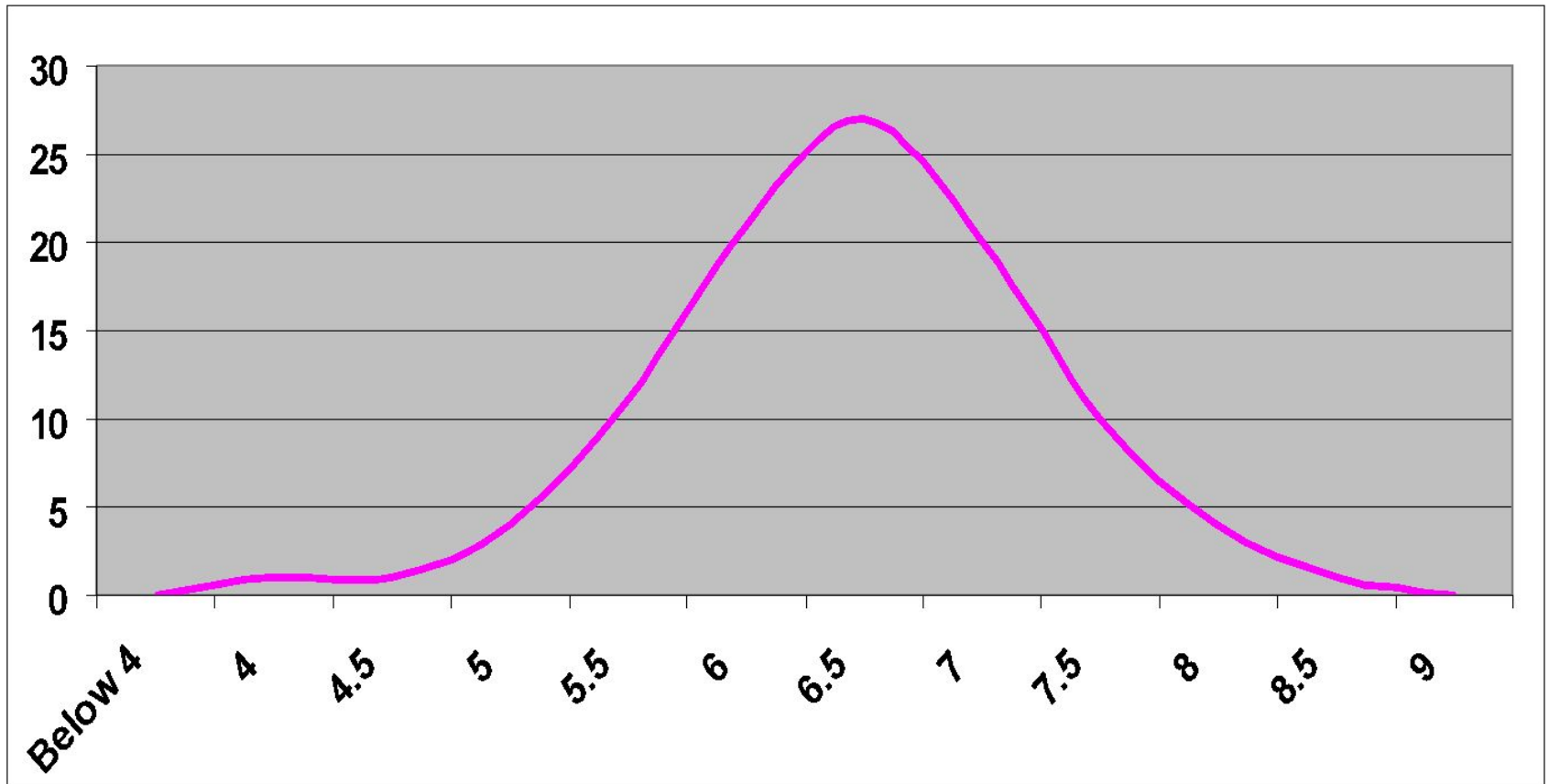


## Frequency Distribution by Percentage – Mainland China

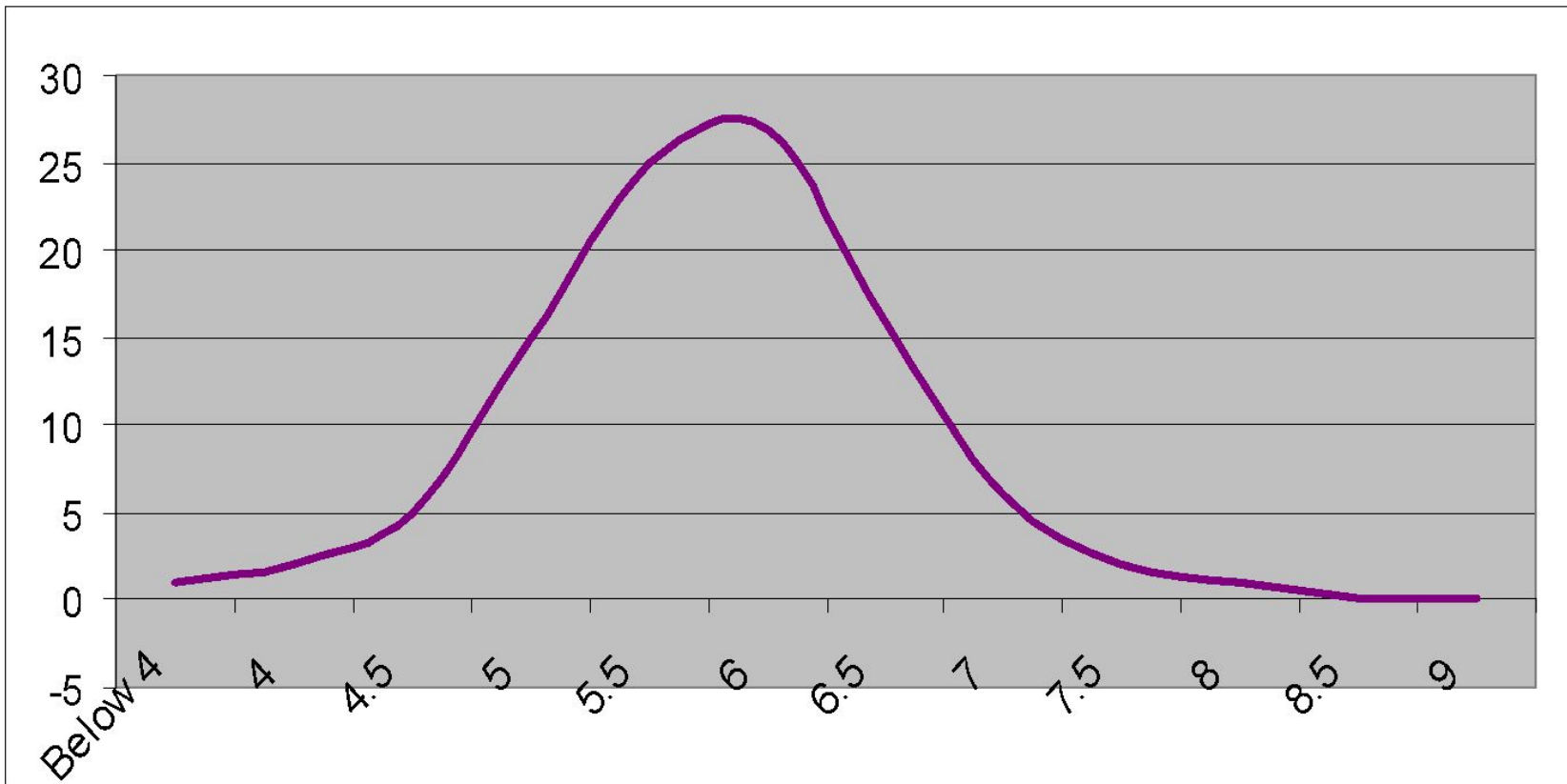




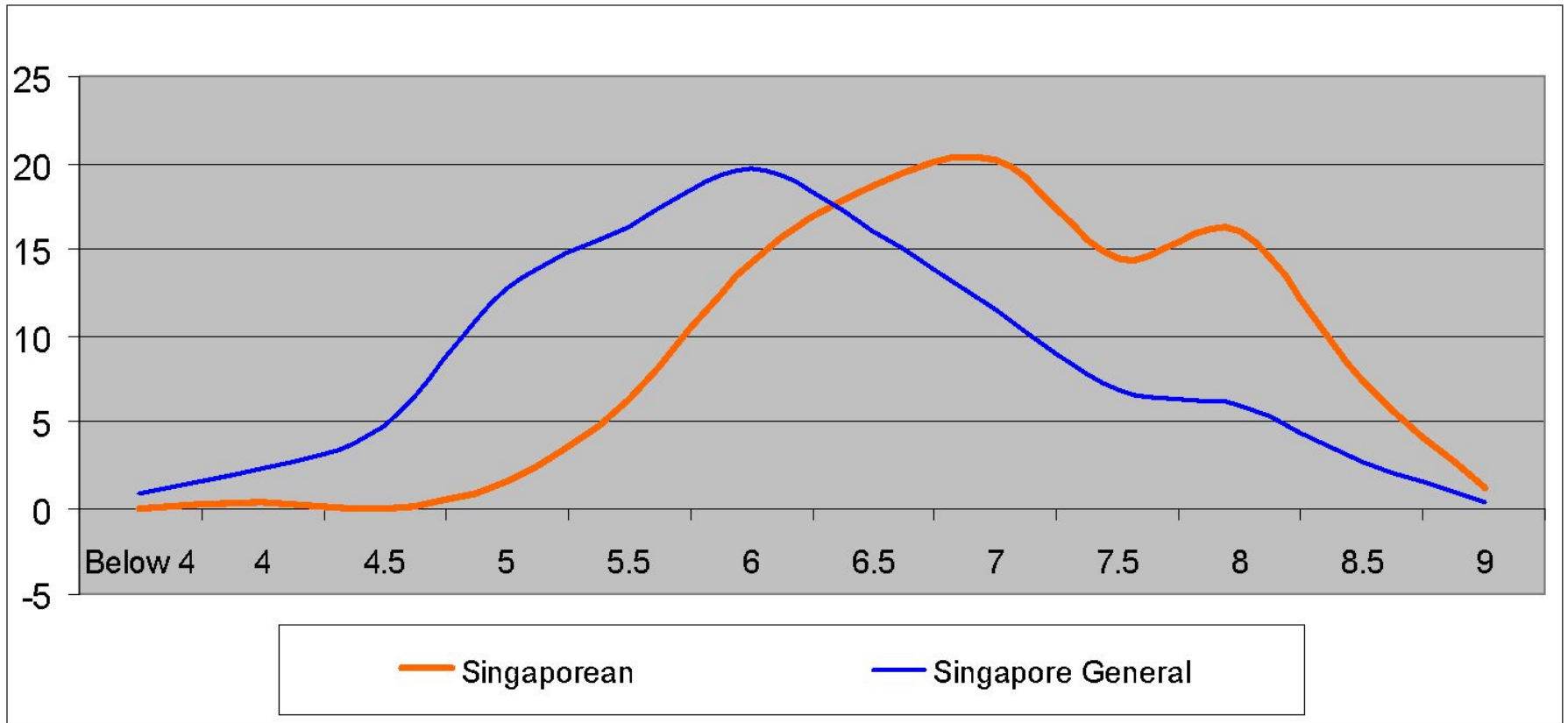
## Frequency Distribution by Percentage – Hong Kong



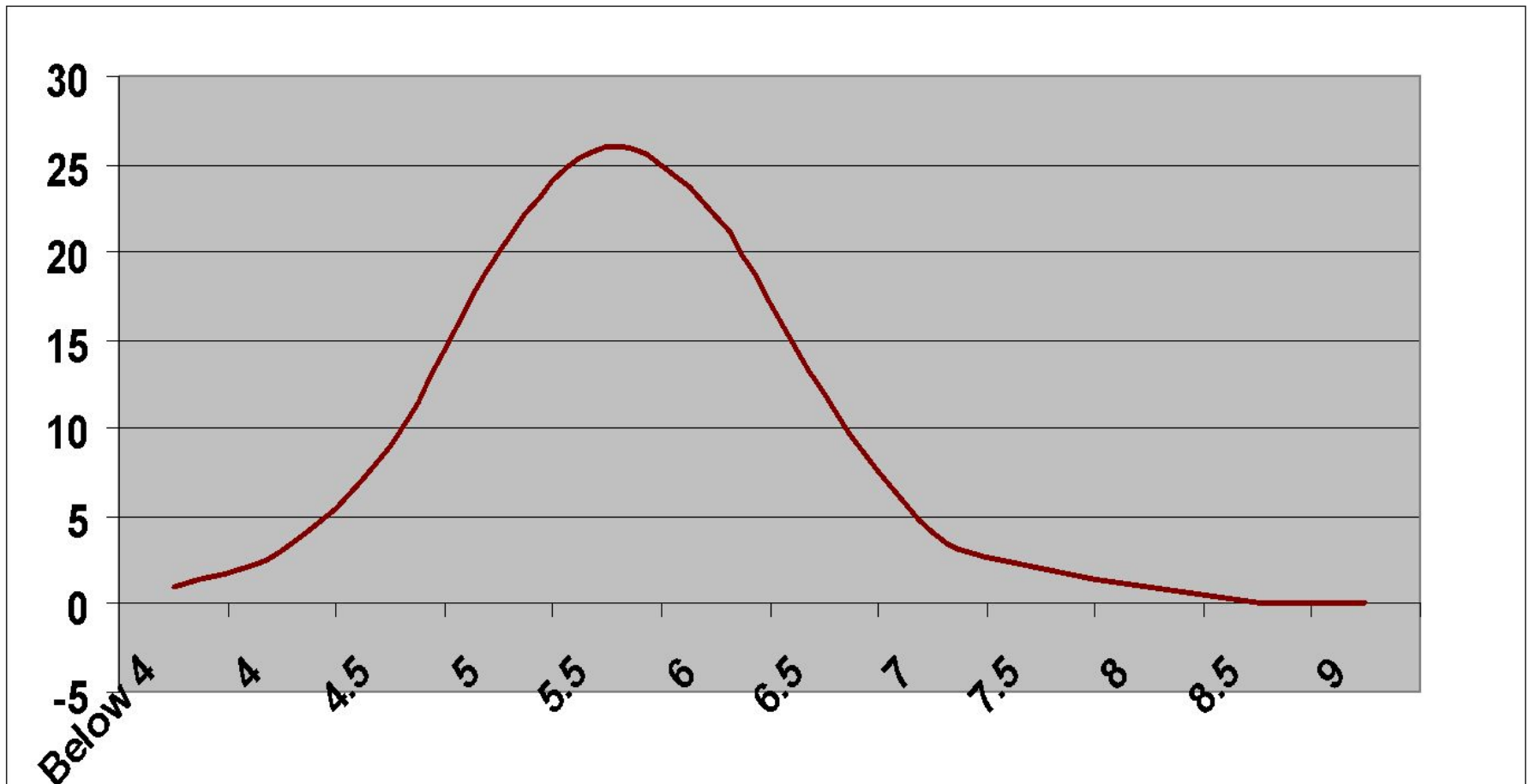
## Frequency Distribution by Percentage – South Korea



## Frequency Distribution by Percentage – Singapore



## Frequency Distribution by Percentage – Taiwan



# How HR people use IELTS?

- to shortlist fresh graduates for entry level positions
- to replace its in house English test
- to use as English requirement standard for promotion



# How to interpret the scores under CEPAS





# How to match your needs with applicants' English



## **Introductory comments**

- **English competence as part of a person's application**
- **Score on the application/on the documentation BUT**
  - What does the score mean?**
  - How international is it?**
  - How reputable is it?**



- **IELTS (International English Language Testing System)**
- **Task-based test**
- **Communicative competence**
- **Assesses and reports performance in all four language skills**



- **IELTS: the test that sets the standard**
- **Standardised world-wide**
- **Very strong recognition**
- **Reputation**



- **Development and research**
- **Extensive program of research, validation and test development**
- **Test material - Cambridge ESOL**
- **Many stages over 2 years**



# **Interpreting IELTS Band Scores**

- 1. Understanding IELTS Band Scores**
- 2. Band Score components for Speaking**
- 3. Band Score components for Writing**
- 4. Using IELTS in your organisation**
- 5. Useful tools**



# 1. Understanding IELTS Band Scores

- **Candidates' scores: 1 to 9**
- **L/R/W/S: score 1-9**
- **Overall Band Score /9**



**Listening and Reading scores are presented in whole or half bands**

**Writing and Speaking scores are reported in whole bands only**





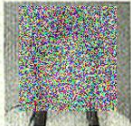
## The IELTS TRF (Test Report Form)

**INTERNATIONAL ENGLISH LANGUAGE TESTING SYSTEM**  
**Test Report Form** ACADEMIC

NOTE: Admission to undergraduate and postgraduate courses should be based on the ACADEMIC Reading and Writing Modules. GENERAL TRAINING Reading and Writing Modules are not designed to test the full range of language skills required for academic purposes. It is recommended that the candidate's language ability as evidenced in this Test Report Form be re-assessed after two years from the date of the test.

Centre Number  Date  Candidate Number

**Candidate Details**

Family Name  

First Name

Candidate ID

Date of Birth  Sex (M/F)  Scheme Code


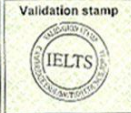
Country of Origin  First Language

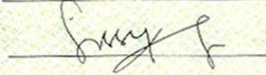
Repeating IELTS (Y/N)  Previous Test Date  Previous Test Centre

**Test Results**




Listening  Reading  Writing  Speaking  Overall Band Score

**Administrator Comments**

Centre stamp  Validation stamp 

Writing Examiner Number  Administrator's Signature 

Speaking Examiner Number  Date  Test Report Form Number

The validity of this IELTS Test Report Form can be verified online by recognising organisations at <https://ielts.ucles.org.uk>



## **2. Band score components - Speaking**

**Four criteria – equally weighted:**

- **Fluency and coherence**
- **Lexical resource**
- **Grammatical range and accuracy**
- **Pronunciation**



- **Versions of the band descriptors for Speaking have been developed to help stakeholders better understand the level of performance required for a particular band score**



- **Let's look at the Speaking Band Descriptors...(handout)**



**Clip of Speaking test**  
**3 parts to the Speaking test**  
**Look at one part**



### **3. Band Score components for Writing**

**Four criteria – equally weighted:**

- Task achievement (for Task 1)**
- Task response (for Task 2)**
- Coherence and cohesion**
- Lexical Resource**
- Grammatical Range and Accuracy**



# Band descriptors for Writing



## Some examples of Writing



## **4. Using IELTS in your organisation**

- **No specific ‘pass’ mark**
- **IELTS provides a profile of the candidate’s ability to use English**
- **Interpret in the light of:**
  - 1. the general description scale (book)**
  - 2. the band descriptors**



- **Companies and institutions can choose which score they prefer for employment e.g. A position that needs a lot of talking...**



- **Assess the different language requirements for different job types**
- **Select appropriate IELTS levels**
- **Human Resource Managers**



- **Companies and professional bodies can set the IELTS requirement standards**
- **Can call for an overall score as well as a score in a particular skills area**



## **5. Useful tools**

- IELTS Website [www.ielts.org](http://www.ielts.org)
- IELTS Global Recognition Site
- IELTS Standards Setting DVD
- Public Band Descriptors



**Questions?**

**[www.ielts.org](http://www.ielts.org)**