SHL Release notes

December 2021

TalentCentral

Release Notes

Summary – 20th December Release

On 20th and 21st December, the following feature improvements and bug fixes are planned to be released into the TalentCentral platform.

In this Release:

Talent Central

Email Enhancements

Introduction: We have introduced changes in the way emails and notifications are scheduled from TC. TC admins will now have control over the different types of email that go out from the application to evaluators and candidates.

The types of notification that we have introduced for evaluators are:

1. Candidates assigned
2. Pending evaluation for completed assessments (Daily Digest)
3. Reminders for evaluation

Furthermore, we have also allowed TC admins to create custom templates for evaluators so that clients can add specific instructions for them. The following changes are a part of this feature:

Notification Tab on Company Settings

1. Introduced the notification tab under company settings that provides the capability of setting email templates for candidates, evaluators and aliases. The settings selected in the notifications tab will be applicable for all projects within that company unless changes are made for a specific project.
2. TC admins will be able to create/select a custom email template for the evaluator at the company level along with the candidate custom template and the email settings.
3. For candidate email selection under the notifications tab
   a. The admin user can add new templates for candidate notification such as invitation, reminder, and project update.
   b. The admin user can also set the email settings at the company level such as adding emails of the people to whom project updates need to be sent, candidate notifications and can also enable integrated candidate emails. This functionality is similar to what we had in the email accordion of a project.
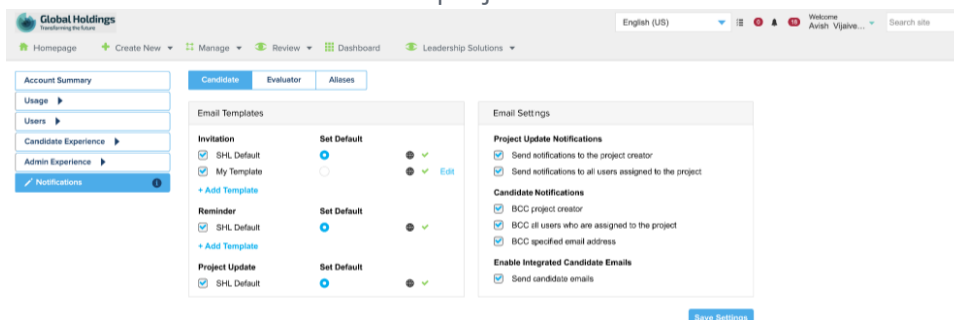
4. For evaluators:
    a. The admin user can add/customize evaluators' emails such as candidate assigned, assessment complete, daily digest.
   b. These emails can be enabled/disabled under email settings at company level.
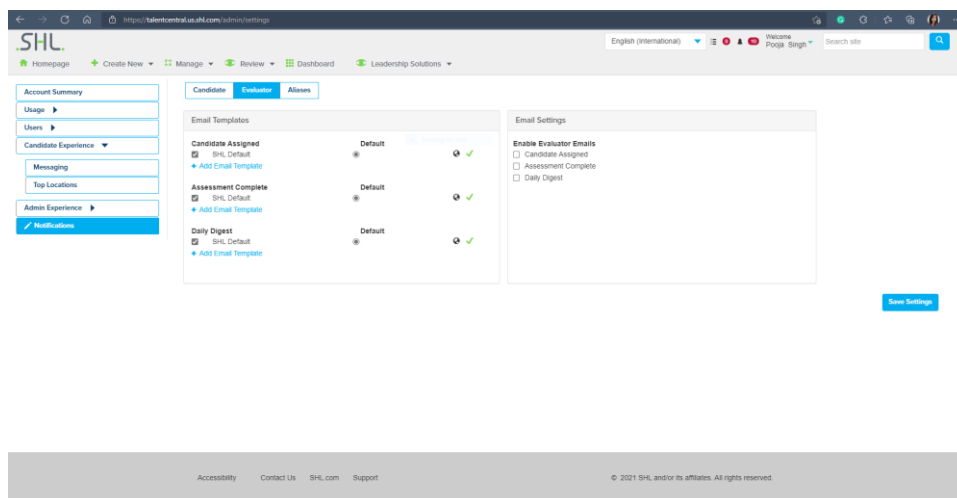
5. Alias tab has a combined list of names that can be used for both candidates and evaluators

Combining Notification and Email Accordions

6. We have combined the accordions for email & notifications and added project level email settings which provide an option for the TC admin to configure candidate and evaluator emails at the project level.
7. These are the same types of email that the user can customize/add at the company level, this accordion will allow them to do this on project level. Any selections made at the project level will override the company level selection.
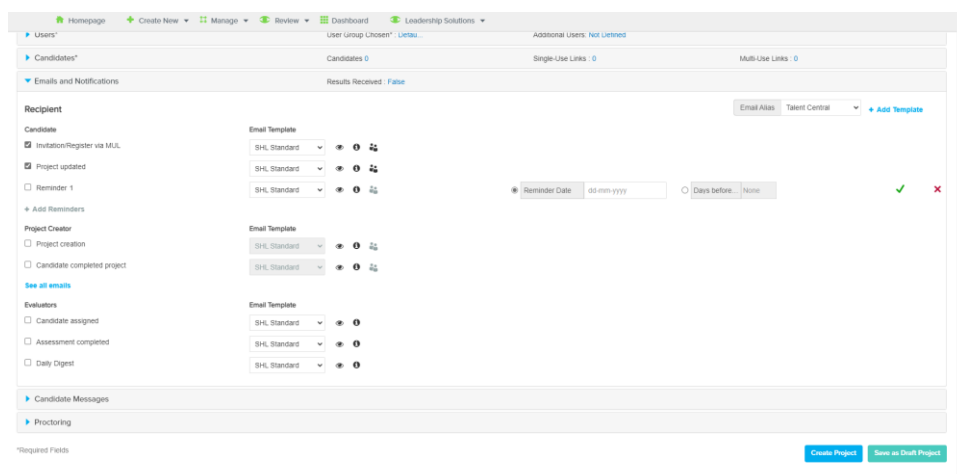

8. Selecting a check box will enable the email type for that project. From the people icon TC admins can select BCC values if necessary. The options of different types of emails appear based on the type of package that has been added to the project.
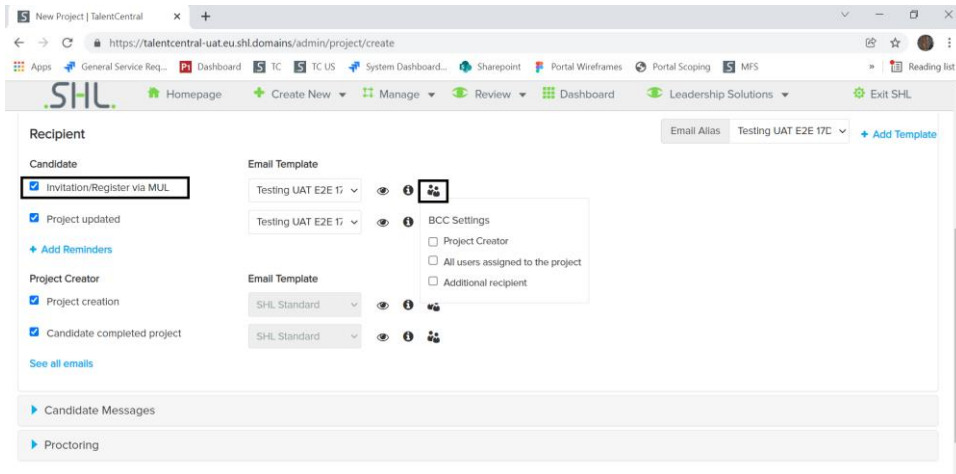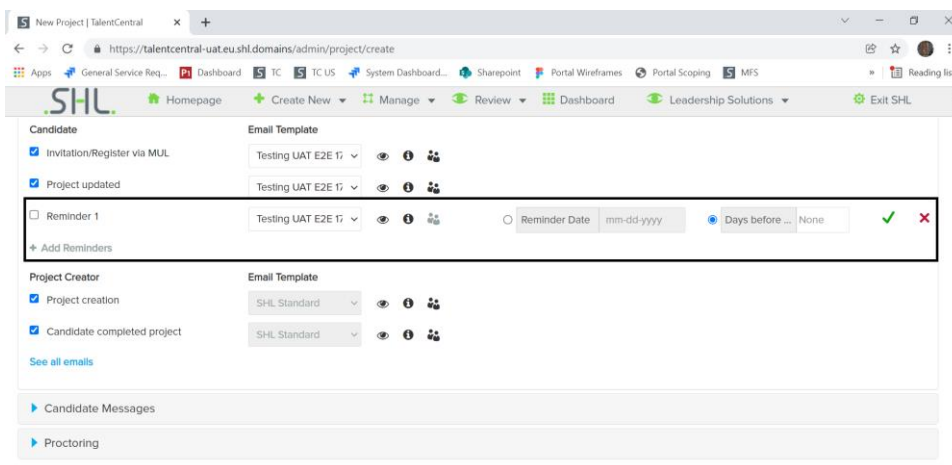
9. Adding reminders – Once the TC admin clicks on 'Add Reminders', a set reminder row opens based on if the admin selected 'Days of Completion' or 'Deadline Date' in the project's basic settings.
    a. For days of completion, enter the reminder for 'Days after Start'.
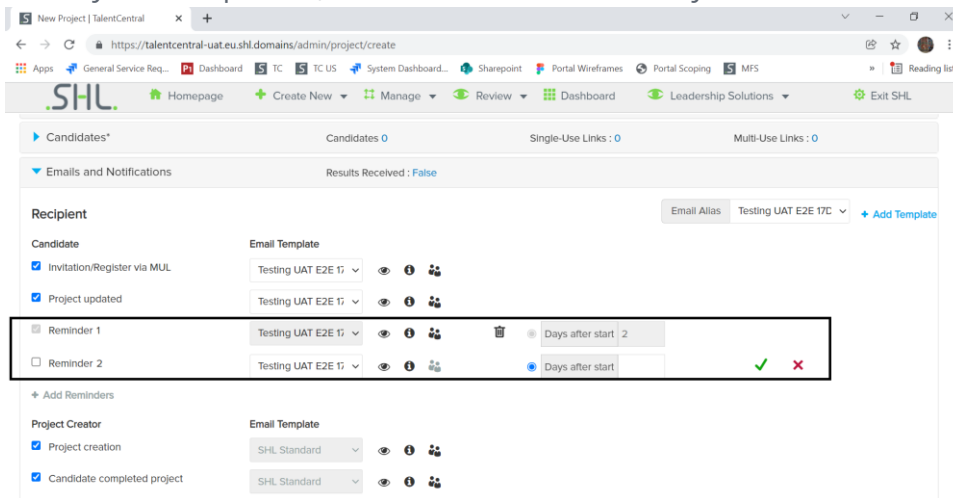
    b. For deadline date, select between 'Reminder Date' or 'Days before Project Deadline'.

10. Create real-time assignments, real-time completion, and daily digest evaluator emails:

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a. The evaluator can now receive an email notification when a candidate is assigned or when a candidate completes the test, or they can receive a daily digest containing details of assignment and completion in one single email.

b. Candidate assigned - A real-time email notification will be sent to the evaluator if a project has an SIOD/custom authoring and the candidate is assigned to the project for a given evaluator(s)

c. Assessment completed - A real-time email notification will be sent to the evaluator if a project has an SIOD/custom authoring, and the candidate completes the test. This will be sent as and when the candidate completes either of the SIOD/custom authoring that require manual evaluation. The email will also have an evaluation link against the name of candidates which will take the evaluator to the review grid of TC.

d. Daily digest - The evaluator can now receive one daily digest email, if configured in a project, that has one consolidated detail on the candidate assigned and the assessment completion details for the SIOD and/or custom authoring test. Frequency of the email:
 - 6 am in time zone for regions as: EU region - GMT, US Region - Central Time US, AU region - AEST, China - China time zone.
 - The digest will check whether there is any pending action or not. For example, if no candidate is assigned or added to the project then no email will be sent to the evaluator.

11. Existing Projects: The admin user will be able to view the new emails and notification accordion with the previously set email configuration for the candidate and admin emails.

12. For Volume Recruitment under the email and notification accordion the video feedback option will be in preview mode only. The user will not be able to create a custom template for this type of notification.

VADC

Bulk download of integration matrix

An integrated score export extracted from the platform is used as an input to the integration meeting. This export contains competency scores from all VADC exercises assigned to a participant.

Overview –

A TalentCentral user/assessor can export the integration sheet for multiple candidates from the TalentCentral integration matrix in excel.
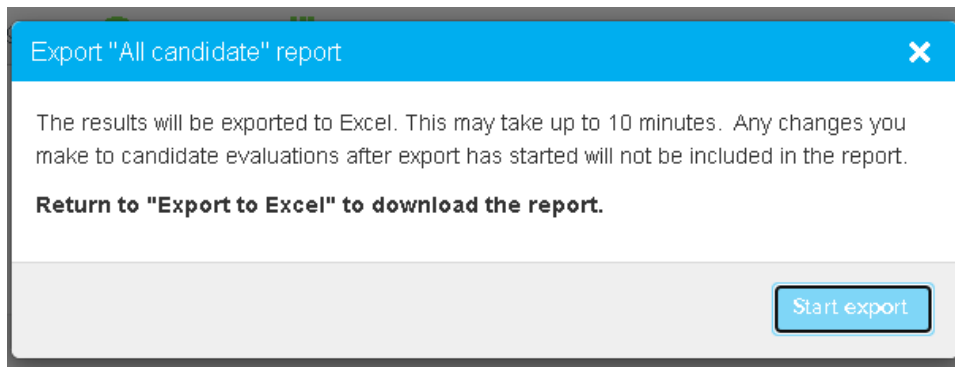
How can the assessor/ TalentCentral user download an integration matrix for all candidates from the TalentCentral review grid in one excel file?

- The assessor/ TalentCentral user lands on the integration matrix page, clicks 'Export to excel' and chooses 'For all candidates' from the drop-down.

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Demo VADC
Last Updated: by Assessor's name on 20/05/2021, 10:36 AM

◀ ▶ **Gio Royce** (Candidate: 2 of 5)

| Launch Report | Export to Excel ▼ | Go Back to Review Grid |

For current candidate
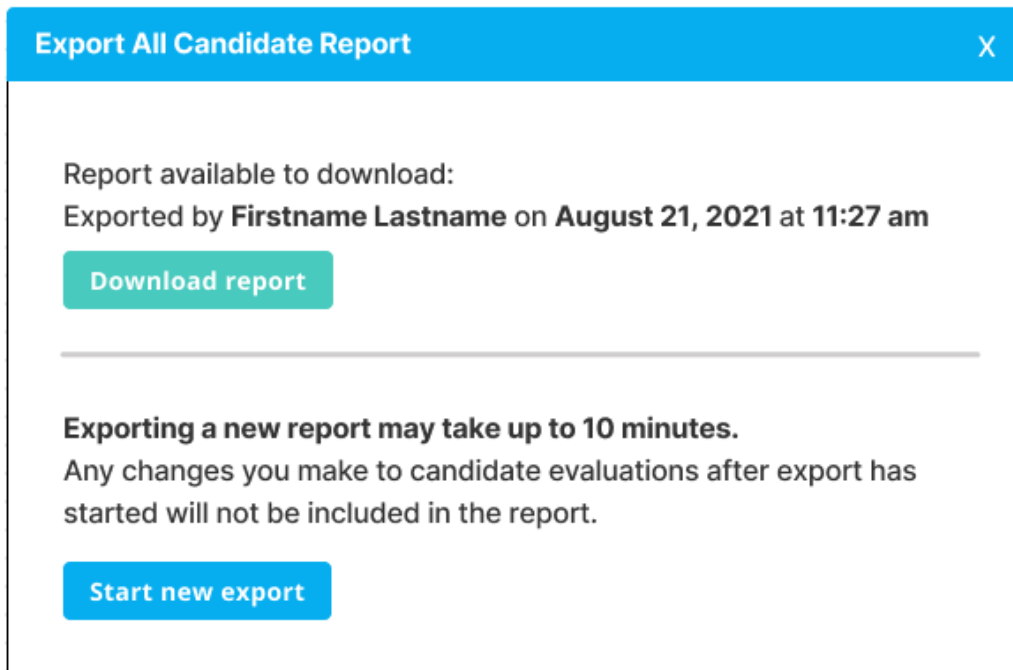For all candidate | Save & Publish

Excercises / Competencies	Overall Report	First Loyalty High Performing Meeting	First Loyalty Written Strategic Analysis	First Loyalty Client Meeting (Integrated)	First Loyalty Super Negotiation Meeting (Integrated)
⌄ **Adapting and Coping**	4 /5	4/5	6/7	Not Available	2/3
Strengths	• Candidate generally makes decisions without too much delay. • Candidate Is as comfortable as most to use a moderate degree of persuasion when motivating others. • Candidate is as prepared and as comfortable as most others to seek contributions from others in order to make a decision.	**Assessor Name B:** Candidate generally makes decisions without too much delay.	**Assessor Name A:** Candidate Is as comfortable as most to use a moderate degree of persuasion when motivating others.	Not Available	**Assessor Name B:** Candidate is as prepared and as comfortable as most others to seek contributions from others in order to make a decision.
Development Areas	• Candidate needs to be more assertive while proposing the solution. • There was lack of conviction during interview process. By aligning him with the right set of goals and profile can help in improvement.	**Assessor Name B:** Candidate needs to be more assertive while proposing the solution.	Not Available	Not Available	**Assessor Name B:** There was lack of conviction during interview process. By aligning him with the right set of goals and profile can help in improvement.
⟩ **Analysing and Interpreting**	/5	3/5	4/7	Not Available	3/3
⟩ **Communication**	/5	4/5	Not Available	Not Available	3/3
⟩ **Critical Thinking**	/5	2/5	1/7	0/5	2/3
⟩ **Decision Making**	/5	4/5	Not Available	3/5	4/3
⟩ **Collaboration**	/5	0/5	3/7	2/5	1/3

- A pop-up with the 'Start Export' button opens. The assessor/ TalentCentral user clicks on the 'Start Export' button to start the download process. The system will take time to process the request.

Export "All candidate" report ✕

The results will be exported to Excel. This may take up to 10 minutes. Any changes you make to candidate evaluations after export has started will not be included in the report.

Return to "Export to Excel" to download the report.

Start export

- After a few minutes, the assessor/TalentCentral user again clicks on the 'Export to excel option', chooses 'For all candidates' from the drop-down, and a pop-up with options to 'Download Report' or 'Start New Export' opens.

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- The assessor/TalentCentral user can click on 'Start new export" to create a request for a new export or the user can click on the 'Download Report' option to download the previously generated excel. On clicking 'Download Report", an excel with all scores and narratives gets downloaded.

- Here's a preview of how the excel report displays multiple candidates.

Review candidate preparation material in the candidate VADC dashboard

When a client wants to use Zoom, Teams, or any meeting platform other than SHL live meeting, the candidates can now view their preparation material on the VADC dashboard during the live interaction with the assessor on the other platform. The candidates no longer need to login to SHL live meeting to access their preparation material when using another meeting tool.

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How to enable it?

- While creating the project, the TC admin can choose whether to allow candidates to view their preparation response or not. This setting can be changed anytime (irrespective of the project status).

Where can the candidate view their preparation material?

- In case of simulation only (preparation only), the candidates will see a 'View Submission' button on the TalentCentral assessment homepage once they have completed the preparation exercise.

- Clicking on the view submission button will open the candidate responses in the same tab.

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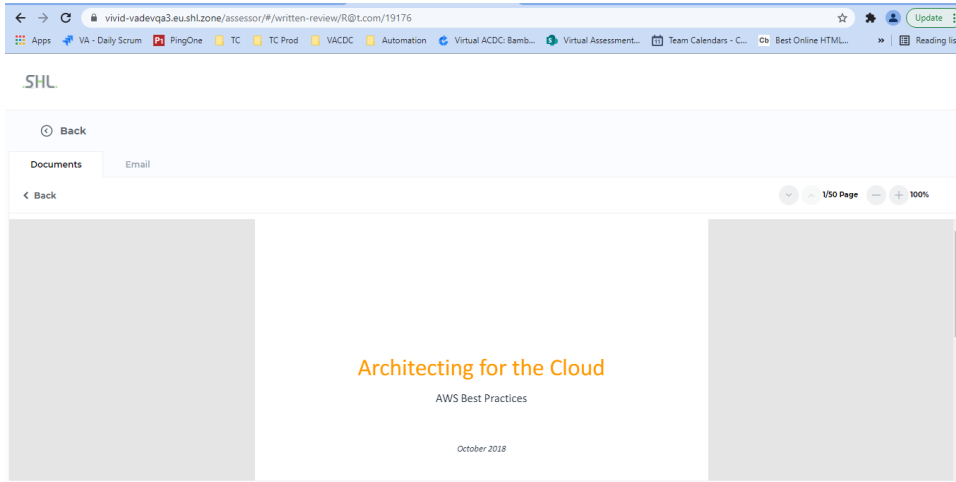
- In case of multitask exercise (Preparation + Live meeting), the candidates will see the 'View Submission' button on their task listing page once they have completed the preparation exercise.
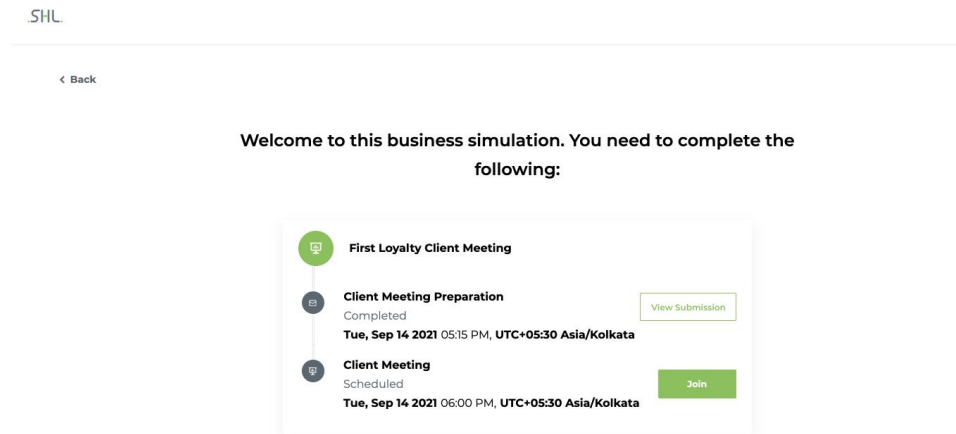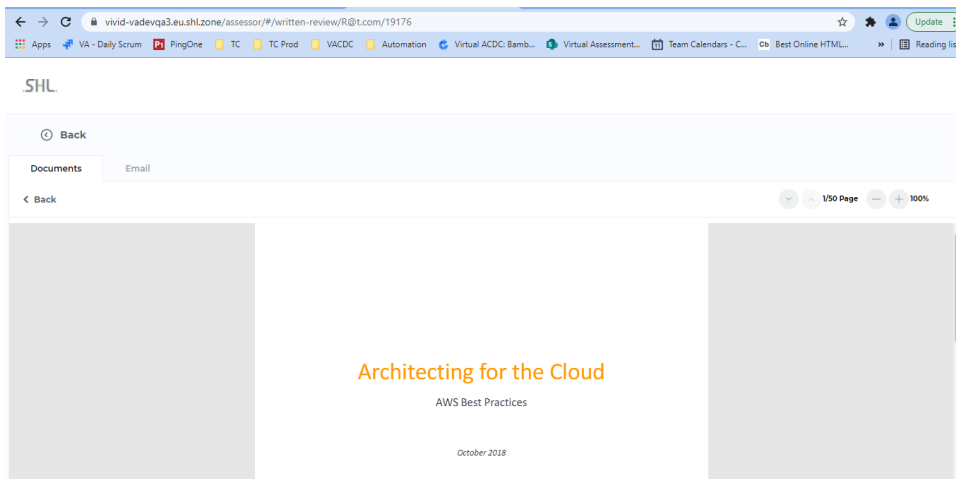

- Clicking on the 'View Submission' button will open the candidate response in the same tab.

- Once both exercises of multitask are completed, the candidates will also see a 'View Submission' button on the TalentCentral assessment homepage.

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The candidates will also receive an email with a link to view the submitted response once the preparation part of the exercise is completed. (The email is planned for January release with all localisations).

Coding & Simulations

Improvement: Code stubs generation support now available in C++14, Python3.7

- Now, the user can generate code stubs in C++14 and Python3.7 in addition to the existing ones from the authoring tool for coding questions
- Languages supported for code stubs generation are C, C++, C++14, C#, Python, Python3, Python3.7, JavaScript (Rhino) and Golang
- Java 11 will also be made available in the December release.

New feature: Code stubs and reference code will be available in Smart Interview Live and Smart Interview Live: Coding (To be released by Dec).

Code stubs are the boilerplate code which handles the input and output for the given problem and the candidate needs to complete the required function only with appropriate logic. Reference code is a code snippet provided to give the candidate a sample code so that they can refer to the syntax of the language

- Code stubs and reference codes will be available in SIL/SILC after the December release
- Code stubs will be available in C, C++, C++14, Java, Java 11, C#, Python, Python 3 and Python 3.7, Javascript (Rhino) and Golang
- Reference codes will be available for most languages and would be present if code stubs are not there for a language in a particular question/
- The user can create code stubs through the authoring tool while creating a coding question and add these to the interview. The created code stubs will be shown on the SIL/SILC interface when the interviewer/candidate lands on that question.

Continuous Improvement

Bugs

Minor bugs were fixed as part of our monthly and quarterly maintenance releases.

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