

EUROPEAN FEDERATION  
OF PSYCHOLOGISTS'  
ASSOCIATIONS  
EFPA



STANDING COMMITTEE  
OF  
TESTS AND TESTING  
CONVENOR : DAVE BARTRAM

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REPORT TO THE  
GENERAL ASSEMBLY JULY 2009 IN OSLO

EFPA  
AGORA GALERY \_ GRASMARKT 105/18  
B\_1000 BRUSSELS  
BELGIUM  
WWW.EFPA.EU

**EFPA**  
**STANDING COMMITTEE ON**  
**TESTS AND TESTING (SCTT)**

**CONVENOR'S REPORT**  
**EFPA General Assembly, 2009**

Dave Bartram  
13<sup>th</sup> May 2009

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## **1. Executive Summary**

The *EFPA Standing Committee on Tests and Testing (SCTT)* was established in 1999 (Rome) to carry on the work of the previous *Task Force on Tests and Testing* (1995-1999). Following the path initiated by the *Task Force*, the main goal of the *SCTT* continues to be that of organizing and promoting actions aimed at improving testing practices in Europe. During these past years the *Task Force* and latterly, the *SCTT* have developed a range of projects and actions with this goal in mind.

The scope of the *SCTT* is very broad. For the purposes of this report, we focus on three specific activity streams:

1. Involvement in the development of the ISO 10667 standard for assessment in work and organizational settings.
2. A European survey of psychologists' use of tests.
3. Development of procedures for European Accreditation of national test user certification schemes.

*A specific set of proposals is presented to the General Assembly regarding the third of these activity streams.*

### **1.1. ISO 10667: An International Standard for Assessment in Work and Organizational Settings.**

The report of the *SCTT* reviews progress on this project. It should be noted that this Standard is now out for public consultation. Member Associations that wish to input to this should do so through their national standards institutes in the next few months.

### **1.2. Second European Survey on Test Attitudes of Psychologists**

At its meeting earlier this year, the *SCTS* agreed to repeat its 1999 survey on the attitudes of psychologists to test use: ten years after the first survey. It is again being managed by Jose Muniz (Spain), Arne Evers (the Netherlands) and me. As before, wide participation from the countries represented on the *SCTT* will be encouraged. Much of the content will remain the same as the earlier survey to allow for comparisons between the two surveys. However, new content is being included to cover advances in testing, such as the use of online delivery. It is important to know if and how attitudes within the profession have changed over the past decade. So far there are indications that at least 17 countries will participate in this survey. The aim is to complete the survey in 2009 and be in a position to publish the result in 2010 or soon after.

### **1.3. Development of procedures for European Accreditation of national test user certification schemes**

In 2007 the GA adopted a revision to the 2005 Version of the EFPA Standards for Test Use and agreed that a Working Group should be set up to look into the implementation of a procedure for accreditation of national test user certification schemes. Accreditation was to be carried out by EFPA. A working group was subsequently established with the

agreement of the EFPA Executive Committee and included representation from the UK (Patricia Lindley), Norway (Sverre Nielsen), Sweden (Mattias Lundberg) and Denmark (Anne Thrane). Andreas Klug was appointed by EAWOP as their liaison on the Group.

The Working Group first met in London in December 2007, and subsequently met in Copenhagen (April 2008), Oslo (September 2008), London (January 2009) and Santiago de Compostela (May 2009).

The Working Group has produced a set of detailed recommendations concerning the procedures that need to be followed for accreditation: to ensure that the national certification scheme is in line with the EFPA standards and to ensure that there is sufficient control over the quality of assessment of test user competence. Details of this set of procedures are attached as Annex A.

In addition, the working group has produced detailed specifications of the standards and mapped these to their national schemes, where these are in place (i.e. for UK, Norway and Sweden). Annex B contains the specification for Level 2 of the qualification model (i.e. independent test use within a limited range of situations and settings). Similar specifications have been prepared for Levels 1 (i.e. test user under supervision) and 3 (i.e. independent test use in a wide range of situations and settings with specific areas of expertise).

A survey was carried out of the SCTT member association representatives to gauge the level of interest that there would be for European test user certification accreditation. The results of this indicated a high level of potential interest.

Following discussion with representatives of the Executive Committee on 15<sup>th</sup> April 2009, it is recommended:

1. That the Working Group complete its current work by carrying out a pilot implementation project within UK, Norway and Sweden (the three countries which are currently awarding certificates in test use that are aligned with the EFPA standards).
  - a. For this purpose, the current Working Group representatives from UK, Sweden and Norway should be invited to continue their work on the project.
  - b. Representatives from Denmark and the Netherlands, both of whom are planning to set up test user certification procedures in the near future, should be invited to join those from UK, Norway and Sweden, to form the inaugural European Accreditation Committee (see Annex A for details).
  - c. The inaugural European Accreditation Committee should commence operation from 1<sup>st</sup> August 2009.
2. That, in parallel with this activity, the SCTT move ahead with developing Level 3 ('expert' level) certification as the basis for a Special Register associated with the Europsy through the establishment of a new Working Group set up under the auspices of the SCTT.
3. That a set of proposals for a Europsy Special Register be brought to the 2011 General Assembly.
4. That the SCTT together with the EFPA EC explore opportunities for European funding to support and hopefully accelerate the developments we have outlined.

5. That the issue of nomenclature be considered. At present we are using as 'working titles' Levels 1, 2 and 3. It is recognised that these are not aligned with the levels of the European Qualification Framework and there would be merit in making this alignment.
6. That the initial business plan survey, carried out in 2008, be extended to include all EFPA member associations and that from this and the results of the pilot, a detailed business plan be produced for 2011.

It is expected that the pilot project should generate sufficient income in two years to at least cover any costs associated with the establishment of European Accreditation Committee.

## 2. Introduction

The *EFPA Standing Committee on Tests and Testing (SCTT)* was established in 1999 (Rome) to carry on the work of the previous *Task Force on Tests and Testing* (1995-1999). Following the path initiated by the *Task Force*, the main goal of the *SCTT* continues to be that of organizing and promoting actions aimed at improving testing practices in Europe. During these past years the *Task Force* and latterly, the *SCTT* have developed a range of projects and actions with this goal in mind.

Annual Meetings held by the Standing Committee:

- 2000, London, March
- 2000, Stockholm, July
- 2001, London, July
- 2002, Winchester, June
- 2003, Vienna, July
- 2004, Palma, May
- 2005, Granada, July
- 2006, Brussels, July
- 2007 Prague, July
- 2008 Berlin, July
- 2009 Oslo, July.

In addition, since the last General Assembly presentations and symposia relating to the work of the *SCTT* have been presented at:

- ITC Conference, Liverpool, July, 2008.
- IUPsyS Congress, Berlin, July, 2008.
- EAWOP Congress, Santiago de Compostela, May, 2009.
- EFPA Congress, Oslo, July, 2009.

### 2.1. Scope of work

The general objective of the *SCTT* is to support activities and projects aimed at improving testing practices in Europe. Its specific objectives include:

- Accreditation processes: for professionals and for psychometric products
  - Development of a European standard for test user qualifications. This has been progressed through the work of the joint Steering Group and we have proposed a further EFPA-based project to see this through to fruition.
  - Development of a European psychometric curriculum for psychologist training. The work on test user qualification has provided useful input to this project and this issue will be followed up in the next two years (see proposals regarding Level 3 below).
  - Assessment process certification standards and procedures. The *SCTT*, through its Chair and some of its members, is actively involved in the ISO project on setting a standard for assessment in work and organizational settings.

- Encourage and support the translation and application the *EFPA Test Review Model* in European countries. Through 2007-2009 work has progressed in Norway on adopting this model.
- Collaboration with the work of the ITC
  - Analysis, discussion, and endorsement of the *ITC Guidelines on Test use and Test Translation/Adaptation*.
  - The SCTT continues to collaborate with ITC on the revision of these guidelines and strongly supported ITC 2008 Conference on the impact of testing on people and society.
  - The ITC and EFPA have collaborated in setting up a ‘Tests and Testing’ stream at the 2009 EFPA Congress in Oslo.
- Discussion and analysis of European adaptations of the US Standards for Educational and Psychological Testing (published by AERA, APA and NCME, 1999). This is likely to become a more important activity as the USA starts work on the next revision of these Standards.

The scope of the SCTT is very broad. For the purposes of this report, we focus on three specific activity streams:

1. Involvement in the development of the ISO 10667 standard for assessment in work and organizational settings.
2. A European survey of psychologists’ use of tests.
3. Development of procedures for European Accreditation of national test user certification schemes.

*A specific set of proposals is presented to the General Assembly regarding the first of these activity streams.*

### **3. Projects and activities**

#### **3.1.ISO 10667: An International Standard for Assessment in Work and Organizational Settings.**

This is an important project as it represents the first example of an ISO Standard being developed in an area so closely related to psychological assessment. Other standards have touched on this, but not have approached it ‘head on’. The starting point for this project was the work of Lutz Hornke and others in Germany on DIN 33430. However, the ISO standard incorporates material from a wide range of national and international standards. In particular we have been successful in ensuring that much of the content reflects the work done with EAWOP on the Standards for Test Use (and the version of that standard which we developed as a broader standard for occupational assessment).

ISO PC230 (the international Project Committee tasked with developing this standard) had its first meeting in Berlin in March 2007. I attended as leader of the UK delegation. In order to be participants in ISO project committees it is necessary for people to be representing their national interests through the local national standards institute. In practice, however, I have been able to put forward suggestions based on an international perspective taking into account my position with EFPA, the ITC and IAAP. This has been helped by the presence of Marise Born, President of the ITC in both the Project Committee and as a member, with me, of the Editorial Committee.

The Editorial Committee, which has had responsibility for drafting the standard, consists of: Prof Lutz Hornke (Germany), who is chairing ISO PC230; Prof Marise Born (Netherlands), ITC President; Anders Sjoberg (Sweden), representing the interests of potential consumers of the standard; G Harris (USA) and myself. The first meeting of this working group was held in London in May 2007. Since then there have a number of meetings of the Editorial Committee and the full Project Committee, the last of which was in Oslo in March 2009. At that meeting the draft Standard was approved for public consultation. The consultation procedure is due to start around May/June this year and lasts for 6 months.

Other members of the EFPA SCTT have attended and contributed to the PC230 meeting, notably from Austria, Denmark, Norway, the Netherlands and Spain. By the time this report is before the General Assembly, ISO 10667 should be out for public consultation. Member Associations which wish to input to this stage should do so in the next few months. Detailed information on how to access the Standard and input to the consultation will be provided to SCTT members.

### **3.2. Second European Survey on Test Attitudes of Psychologists**

At its meeting earlier this year, the SCTS agreed to repeat its 1999 survey on the attitudes of psychologists to test use: ten years after the first survey. It is again being managed by Jose Muniz (Spain), Arne Evers (the Netherlands) and me. As before, wide participation from the countries represented on the SCTT will be encouraged. Much of the content will remain the same as the earlier survey to allow for comparisons between the two surveys. However, new content is being included to cover advances in testing, such as the use of online delivery. It is important to know if and how attitudes within the profession have changed over the past decade.

All members of the EFPA SCTT are being invited to participate by distributing the questionnaire in their countries. We hope to increase the participation rate over the 1999 study especially as we can now distribute the questionnaire online and hence avoid a large element of cost. As in the 1999 survey the target population will be practicing psychologists. It will not be restricted to test users and will not include non-psychologist test users, as the purpose is to assess attitudes to tests and testing within the psychology profession as a whole. So far there are indications that at least 17 countries will participate in this survey – see Table.

	<b>Country</b>	<b>Representative</b>
1	Austria	Paul Jimenez
2	Belgium(Flemish part)	Mark Schittekatte
3	Croatia	Kruno Matesic
4	Czech Republic	Tomas Urbanek
5	Germany	Carmen Hagemeister
6	Lithuania	Grazina Gintiliene
7	Netherlands	Arne Evers
8	Norway	Jens Egeland
9	Poland	Aleksandra Jaworowska
10	Romania	Iliescu
11	Slovakia	Halama
12	Slovenia	Dusica Boben
13	Spain	José Muniz

14	Sweden	Örjan Frans
15	Switzerland	Klaus Dieter Haensgen
16	Turkey	H. Canan Summer
17	United Kingdom	Dave Bartram

The aim is to complete the survey by the end of July 2009 and be in a position to publish the result in 2010 or soon after. Publication will be targeted at relevant European journals as well as national journals. We will also plan to present preliminary results at the EFPA Congress in Oslo in 2009 and more detailed results at the 2010 ITC Conference in Hong Kong and the 2010 IAAP Congress in Melbourne.

### **1.1. Development of procedures for European Accreditation of national test user certification schemes**

In 2007 the GA adopted a revision to the 2005 Version of EFPA Standards for Test Use and agreed that a Working Group should be set up to look into the implementation of a procedure for accreditation of national test user certification schemes. Accreditation was to be carried out by EFPA. A working group was subsequently established with the agreement of the EFPA Executive Committee and included representation from the UK (Pat Lindley), Norway (Sverre Nielsen), Sweden (Mattias Lundberg) and Denmark (Anne Thrane). Andreas Klug was appointed by EAWOP as their liaison on the Group.

The Working Group first met in London in December 2007, and subsequently met in Copenhagen (April 2008), Oslo (September 2008), London (January 2009) and Santiago de Compostela (May 2009).

The Working Group has produced a set of detailed recommendations concerning the procedures that need to be followed for accreditation: to ensure that the national certification scheme is in line with the EFPA standards and to ensure that there is sufficient control over the quality of assessment of test user competence. Details of this set of procedures are attached as Annex A.

In addition, the working group has produced detailed specifications of the standards and mapped these to their national schemes, where these are in place (i.e. for UK, Norway and Sweden). Annex B contains the specification for Level 2 of the qualification model (i.e. independent test use within a limited range of situations and settings). Similar specifications have been prepared for Levels 1 (i.e. test user under supervision) and Level 3 (i.e. independent test use in a wide range of situations and settings with specific areas of expertise) together with guidance on how the various knowledge, skills and competences should be assessed.

The work of the Group was partly informed by a survey, carried out in 2008, of the 15 SCTT member associations to gauge the likely levels of interest there might be in different countries for this initiative. The results of this indicated a high level of potential interest. We plan to extend this to include all EFPA member associations in 2010 and produce a detailed business plan by 2011.

A detailed set of proposals relating to this project are outlined below (see also the Executive Summary). The working group responsible for these proposals as endeavoured to ensure that the procedures we have developed are robust, yet able

represent a 'light touch' in terms of central administration. As far as possible administration is devolved to the national level and minimal demands are made at that level for procedures other than those we would expect to be in place in any case.

The recommendations cover the establishment of a pilot implementation program for the Level 2 qualifications currently in place in UK, Norway and Sweden; with work on the development of similar qualifications in other countries (currently Denmark and the Netherlands have expressed interest). We are also proposing that Level 3 provides the basis for a Special Register associated with the Europsy. This would initially relate to psychologists specialising in assessment within the world of work, but we would consider expanding this to cover psychologists working in health or educational settings as well. This opens up the possibility of developing a grand parenting procedure whereby psychologists with the relevant skills and competences could be offered entry onto the European test user register at Level 3. This could provide a mechanism for bringing the standards into operation with those member nation associations which do not have or do not wish to have procedures for certification of test users other than psychologists.

## **2. Test user certification: Proposals**

Following discussion with representatives of the Executive Committee on 15<sup>th</sup> April 2009, we recommend:

1. That the Working Group complete its current work by carrying out a pilot implementation project within UK, Norway and Sweden (the three countries which are currently awarding certificates in test use that are aligned with the EFPA standards).
  - a. For this purpose, the current Working Group representatives from UK, Sweden and Norway should be invited to continue their work on the project.
  - b. Representatives from Denmark and the Netherlands, both of whom are planning to set up test user certification procedures in the near future, should be invited to join those from UK, Norway and Sweden, to form the inaugural European Accreditation Committee (see Annex A for details).
  - c. The inaugural European Accreditation Committee should commence operation from 1<sup>st</sup> August 2009.
  - d. The pilot would focus on implementation of the Level 2 and possibly Level 1 qualifications in work and organizational settings. This is the area where there is currently the highest volume of certified psychologist and non-psychologist test users in the pilot countries.
  - e. In this pilot we would put in place procedures for offering individual certified test users' access to a European Register. In the first instance the national awarding bodies would manage this process as we do not plan to establish a central database for the purposes of this pilot.
  - f. We would set a charge (probably around 40 Euros) for each certificate that is accredited to offset administrative costs associated with the pilot. We would anticipate somewhere between 500 and 2000 people taking this option up in the first two years (mainly from the UK in the first instance).

2. That, in parallel with this activity, the SCTT move ahead with developing Level 3 ('expert' level) certification as the basis for a Special Register associated with the Europsy.
3. That the SCTT should form a Working Group to develop a set of proposals for such a Special Register and this proposal should be brought to the 2011 General Assembly. The Working Group should endeavour to represent a wide diversity of countries and areas of specialisation in testing.
4. That the SCTT together with the EFPA EC explore opportunities for European funding to support and hopefully accelerate the developments we have outlined. In particular, we need to consider the longer term issue of how we would establish and resource a central European Register.
5. That the issue of nomenclature be considered. At present we are using as 'working titles' Levels 1, 2 and 3. It is recognised that these are not aligned with the levels of the European Qualification Framework and there would be merit in making this alignment. This could aid public understanding of the qualifications as well as providing recognition of test user qualifications within the EQF as well as by EFPA. This may assist people who are seeking training in test use in obtaining funding, especially in public sector organisations.
6. That the initial business plan survey, carried out in 2008, be extended to include all EFPA member associations and that from this and the results of the pilot, a detailed business plan be produced for 2011.

It is expected that the pilot project should generate sufficient income in two years to at least cover any costs associated with the establishment of the European Accreditation Committee. From the business survey carried out earlier this year and from the interest expressed by some of the newer member associations (and from Russia, which is currently applying for membership of EFPA), we feel sure that following the pilot we will be in a strong position to set up a robust central accreditation procedure that will generate more than enough revenue to cover its administrative costs.

### **3. Test user certification: Implications for EFPA Member Associations**

Member Associations can choose whether or not they take part in the European Accreditation process. We are not proposing a common European certification procedure. Each member association is free to develop its own procedures for dealing with and regulating test use. Where those procedures meet the EFPA standards then European Accreditation becomes an option for the member association to consider.

At present, UK, Norway and Sweden are actively seeking to implement the European model. Strong interest is being expressed by Ireland, Denmark and the Netherlands. I have also been having discussions with the head of the Russian Psychology Society's Psycho-Diagnostics committee, who is very keen to take on the work we have done within EFPA in managing both test standards and test user competence in Russia. I understand that Russia is currently being considered for membership of EFPA.

Other countries with some form of user certification include Finland (which has a two-tier system differentiating between psychologists and non-psychologists) and Germany (based on DIN 33430). The mapping of these to the EFPA standards has not yet been explored but could be on the agenda for future developments if there is interest from the relevant member associations.

While there may be variable levels of interest across the 34 member associations for the Level 1 and Level 2 qualifications, we believe that the proposal to establish a Europsy Special Register based on Level 3 test user competence is one that provides a means of differentiating the role of psychologists in testing from that of the more routine and circumscribed use of tests by other professionals. Entry to the Special Register is envisaged as being restricted to those who have met the Europsy requirements and who have been assessed as having a Level 3 competency profile in test use.

In the first instance the Register would relate to psychologists specialising in assessment within the world of work. We could expand this to cover psychologists working in health or educational settings (work has been done in the UK on customising the EFPA standards to relate to educational and health-related assessment settings). This opens up the possibility of developing a grand parenting procedure whereby psychologists with the relevant skills and competences could be offered entry onto the European test user register at Level 3 – and onto the Special Register if they hold the Europsy.

This could provide a mechanism for bringing the EFPA standards into operation with those member nation associations which do not have or do not wish to have procedures for certification of test users at lower levels (i.e. Levels 1 or 2) or only wish to certify psychologists in test use.

#### **4. Test user certification: Future tasks**

The future tasks are:

1. Establish the European Accreditation Committee
2. Carry out and document the procedure for accrediting UK, Norway and Sweden's current qualifications.
3. Provide support for developments of test user certification in Denmark and the Netherlands, with a view to being able to introduce qualifications that are European accredited from the outset.
4. Provide support for other countries in so far as there is a demand for it and resources allow.
5. Establish a Working Group to explore options for a Europsy Special Register. The Working Group should also consider the contextualisation of the standards for application to test use in the areas of health and education.
6. Develop a business plan for the wider application of the user certification procedure especially with respect to the proposal for a Level 3 based Europsy Special Register.
7. Agree on a labelling system that better reflects the links of the proposed test use qualifications to the levels within the European Qualifications Framework.

8. Work with the EC to seek European funding to support these various work streams.

*Prof Dave Bartram, SCTT Convenor, May 2009*

**Annex A. Regulations relating to the European Certificates for Psychological Test Use in Work and Organizational Settings (see separate attachment)**

**Annex B. EFPA Intermediate level test user (Level 2) description (see separate attachment)**

**Annex C: EFPA STANDING COMMITTEE ON TESTS AND TESTING**

Officially nominated country representatives (September 2007 to July 2009)

	<b>Member</b>	<b>Test and Testing</b>
	<b>EC LIAISON</b>	Veronika Polisenska
<b>1</b>	<b>Austria</b>	Paulino Jimenez
<b>2</b>	<b>Belgium</b>	Mark Schittekatte
<b>3</b>	<b>Bulgaria</b>	Plamen Kaltchev
<b>4</b>	<b>Croatia</b>	Krunoslav Matesic
<b>5</b>	<b>Cyprus</b>	Christina Ioannou
<b>6</b>	<b>Czech Republic</b>	Tomas Urbanek
<b>7</b>	<b>Denmark</b>	Anne Thrane
<b>9</b>	<b>Finland</b>	Vesa Nevalainen
<b>11</b>	<b>Germany</b>	Carmen Hagemeister
<b>12</b>	<b>Greece</b>	Marina Manthouli
<b>16</b>	<b>Italy</b>	Paolo Michielin
<b>19</b>	<b>Lithuania</b>	Grazina Gintiliene
<b>22</b>	<b>Netherlands</b>	Arne Evers
<b>23</b>	<b>Norway</b>	Jens Egeland
<b>24</b>	<b>Poland</b>	Aleksandra Jaworowska
<b>26</b>	<b>San Marino</b>	Riccardo Venturini
<b>28</b>	<b>Slovakia</b>	Peter Halama
<b>29</b>	<b>Slovenia</b>	Dusica Boben
<b>30</b>	<b>Spain</b>	José Muniz-Fernandez
<b>31</b>	<b>Sweden</b>	Örjan Frans

32	Switzerland	Klaus-Dieter Hänsgen
33	Turkey	Canan Sumer
34	United Kingdom	<b>Dave Bartram (Convenor)</b>
35	EFPSA	Kosta Bovan

In addition to the official members of the Standing Committee, appointed by the EFPA Executive Council, a number of European experts on tests and testing have contributed to the work of the Committee and been invited to our annual meetings to discuss and analyse specific topics of interest.

The SCTT would particularly like to thank the members of Test User Certification Working Group, who have made significant contributions to the work of the committee over the past two years:

- Pat Lindley, Chair of the BPS Standing Committee on Tests and Testing and BPS Test Reviews Senior Editor, UK
- Sverre Nielsen, STN, Norway
- Mattias Lundberg, STP, Sweden

As Convenor, I would like to thank all of those who have devoted their time and efforts to furthering the aims of the Committee.