Pearson
Talent Solutions

TRAINING (FOR ADMINISTRATORS)

BPS Test User: Occupational Ability



Build confidence in ability testing and evidence-based talent decisions

Identifying potential, assessing readiness, and predicting future performance all start with the right assessment tools — and the expertise to use them effectively.

The **BPS Test User: Occupational Ability** qualification equips professionals with the knowledge and practical skills needed to administer, score, interpret, and provide feedback on ability assessments in occupational settings. This training helps practitioners conduct assessments confidently while supporting fair, objective, and data-driven talent decisions.

Training Benefits

- **Gain an industry-recognised** qualification in the use of occupational ability assessments.
- **Develop the skills** needed to administer, score, and interpret ability tests with confidence.
- **Learn the principles** of reliability, validity, fairness, and bias in assessment.
- **Complete training flexibly** through a self-paced distance learning format.
- **Qualify to purchase and administer ability tests** from major UK test publishers.
- **Build internal assessment capabilities** while reducing reliance on external consultants and assessors.

The BPS Test User: Occupational Ability Training covers:

1 **Reliability**
Learn the principles of assessment reliability and how consistent measurement supports effective talent decisions.

2 **Validity and Test Effectiveness**
Understand how ability assessments measure intended constructs and predict workplace outcomes.

3 **Test Administration and Scoring**
Develop practical skills for preparing, administering, scoring, and managing ability assessments.

4 **Assessment Feedback**
Build confidence in delivering professional feedback based on assessment results.

5 **Fairness, Bias, and Inclusion**
Explore approaches to promoting fairness and minimising bias within occupational testing environments.

6 **Legal and Ethical Testing Practices**
Gain an understanding of the legal, professional, and ethical standards that guide responsible assessment use.



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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