building an adaptive
workforce

Scaling Masai School with Mercer | Mettl's online proctoring platform and SpeechX tests

welcome to brighter

About the company

Masai is an outcome-driven career school started in June 2019 to tap into the youth of India with the immense potential to be trained in the skills needed to be employable in the Information Technology (IT) job market.

Twelve hours of intensive training is provided six days a week to train students thoroughly in aspects of coding, soft skills, mathematics and much more. So far, 1500 students have graduated with a 97% placement record and an average CTC of 7.37 lakhs per annum, with 7000 students currently studying.

Masai is an inclusive school that is accessible to Bharat, which is why 70% of its students come from Tier 2 and Tier 3 cities.

masai®

What did the client achieve with the help of Mercer | Mettl?

A robust and exhaustive question bank of diverse questions on mathematics, coding, and logic.

Secure cheat-proof proctoring platform to conduct examinations.

Tested the students specifically on spoken English with the help of SpeechX.

Gauged the student's ability to code, do basic mathematics and communicate based on the range of scores provided by Mercer | Mettl.

Minimum manual intervention in the scaling process achieved by replacing the interview process with SpeechX.

Co-created a customizable and valuable solution for the interviews and questions.

SpeechX and the cheat-proof proctoring platform made our interview process efficacious. Mercer | Mettl helped save 15 minutes per interview per assessment, which saved us about 15,000 hours of effort per year. Mercer | Mettl also helped determine the accurate cut-off score for shortlisting candidates.

Yogesh Bhat,
Co-Founder and SVP, Holistic Development,
Masai School

Business challenges

Masai School had the following primary requirements:

Expansion of the question bank

Masai School did not have the time or human resources to expand their limited question bank to test their students. That is because they were also trying to expand their pedagogical processes and find ways to skill their students more effectively.

Proctoring solution

There was also a need for a reliable and secure proctoring platform to conduct examinations for students on a large scale. This need was born out of Masai School's zero-tolerance policy for plagiarism and cheating, be it in exams or the learning journey at school.

Scaling the interview process

As the school scaled from 100 students per batch to 2500 and many more, the organizers realized that scaling the interview process for so many students at the same pace would be challenging.

Need to assess the speaking ability

Masai School was on the lookout for a partner that would help them assess candidates based solely on their speaking ability. Many others were offering a mix of everything but not with a focus on spoken English.

Determining the cut-off score

There was also a requirement to determine a threshold score below which any student taking the test would not qualify for the next round of interviews.

Customizable platform

The assessment platform that Masai wanted for their tests was required to be customizable with the freedom to tweak and make as many changes as possible.

How did Masai School come across Mercer | Mettl?

Masai School had a strict zero-tolerance policy for plagiarism and wanted to select their students solely based on skill and nothing else.

Therefore, they were on the lookout for an assessment partner that would help them with setting up a platform that would be completely cheat-proof and allow them to scale to a larger number of students at any point in time.

That is when they came across Mercer | Mettl, which provided a customized solution incorporating the inputs from the school resulting in a co-creation that completely satisfied the Masai School.

Solutions

Aptitude Assessments

The Mercer | Mettl's test library comprises one lakh+ questions with advanced role-based simulators. In addition, Mercer | Mettl provides customizable, scalable, and cheat-proof AI-proctored exam solutions with 24/7 client and candidate support.

Mercer | Mettl helped the Masai School with:

- Exhaustive question bank of aptitude, mathematics, and logic-based questions

Platform & Proctoring

Mercer | Mettl's remote proctoring platform allows conducting online exams seamlessly at an unmatched scale. Mercer | Mettl provides an all-in-one platform to conduct, invigilate and evaluate examinations thoroughly. More than two lakh exams can be proctored in a day, and 26 distinct types of questions are available on our exhaustive platform. In addition, our anti-cheating platform provides a secure browser where all tabs apart from the exam tab are disabled, and any student impersonation is detected immediately through multi-factor authentication.

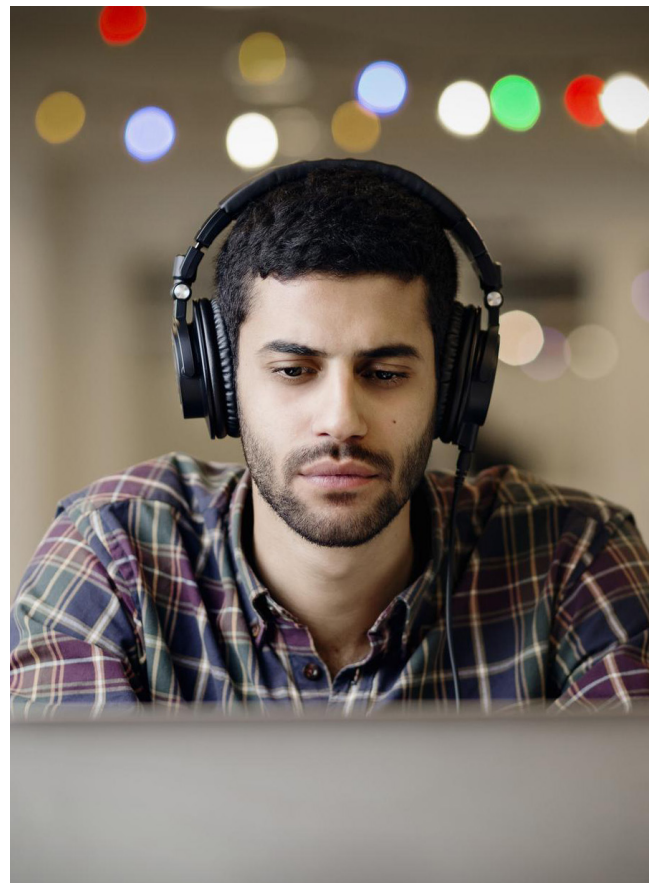### Mercer | Mettl helped the Masai School with:

- Secure and robust platform for conducting examinations, ensuring zero tolerance for cheating

SpeechX

Mercer | Mettl's SpeechX is a Common European Framework of Reference (CEFR) based communication assessment tool that analyzes a candidate's speaking, writing, and listening ability with high accuracy and provides detailed and instant reports with useful insights and recommendations for improvement.

Mercer | Mettl helped the Masai School with:

- Customized SpeechX assessment to assess speaking ability in particular – SpeechX helped replace the manual voice assessment tests that took so much time and required massive human effort.

- Accurate cut-off score based on which Masai could shortlist/reject candidates for further rounds of the interview process

- Scaling the assessments and the interview process

Impact

Mercer | Mettl's suite of products comprising the proctoring platform, aptitude assessments and SpeechX helped the Masai School make their tests, platform and interview process among the best in the industry and the most sought after.

- Mercer | Mettl's talent and coding assessments provided a variety of superior quality questions that were added to the Masai School's curriculum.

- Mercer | Mettl's proctoring platform and SpeechX assessment provided accuracy with respect to the prediction of the profile of the candidates to be shortlisted after the interview/assessment and the number.

- The flexibility of customizing the platform and the questions in the assessment solutions provided by Mercer | Mettl allowed the Masai School to co-create a solution that was exactly suited to their needs without any compromise on what and how they wanted their solution to be implemented.

- Mettl's API Integration allowed the test takers to directly take the test and view the results without ever leaving the Masai website resulting in a smooth test-taking experience.

- Robust, secure and 100% cheat-proof proctoring platform ensured educators at the Masai School could conduct exams and interviews without any apprehensions about the students cheating or indulging in any other malpractices.

- 15000 hours equivalent to 8 years of effort and time were saved after implementing the SpeechX test to replace the manual voice assessment test.

- Ease of scaling the interview process of the Masai School from 100 to approximately 1 lakh (1000X) interviews with the help of Mercer | Mettl's SpeechX and the proctoring platform that can be used to take up to 1 lakh assessments per day.

- The API integration also enabled Masai to scale their tests with minimum manual intervention.

The scope for future collaboration and co-creation with Mercer | Mettl is immense, with limitless possibilities.

About us

At Mercer | Mettl, our mission is to enable organizations to make better people decisions across two key areas: acquisition and development. Since our inception in 2010, we have partnered with more than 6,000 corporates, 31 sector skills councils/government departments and 15+ educational institutions across more than 90 countries.

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