Velocity @ Aon Human Capital Solutions

Scalable. Scientific. Successful

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Aon Human Capital Solutions

2023 General Assembly, June 19-20, NYC

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At Aon, we exist to shape decisions for the better - to protect and enrich the lives of people around the world.

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The world's leading solution for the most accurate, fair and unbiased workforce assessments @scale.

To Democratize Opportunity, Insights and Leadership

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Why Velocity?

- Future of work
- Individuals owning their own data
- Store & share career credentials / data digitally, safely, and securely
- Blockchain will disrupt our business (if we like it or not)

Blockchain empowers people.
It gives them ownership of their own data, and it puts them in control.

Objective: Assess @ Scale & enable all candidates to own all their assessments results in a digital Career Wallet.

Forbes

London

Many organizations test job candidates. In June, the global professional services firm launched a blockchain service that enables job seekers to store and share the results of their assessments (say, an IQ test or a coding exercise) with multiple employers, eliminating the need to take the test more than once. Aon will apply the service to the 30 million assessments it administers annually.

Key Leaders: Greg Case, CEO; Christa Davies, CFO

June ’23: Launch Potential to code

Robust & scientific means of finding potential coding talent

This assessment evaluates the ability of a participant (who may/may not have prior programming knowledge) to understand and apply basic concepts of programming.
Main use-cases: Selection (hiring on potential) & internal mobility (re-upskilling)

Features

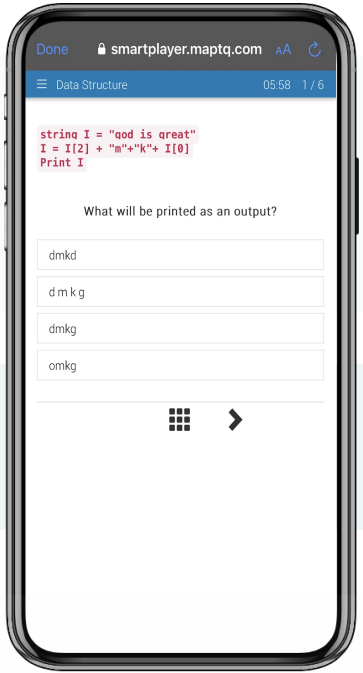
- **Tutorial-based Assessment -** An easy-to-understand concept tutorial is complemented with beginner level algorithm challenges
- **Support for verifiable credentials** - First Aon's assessment to support verified credentials via Velocity Career Wallet app
- **Applicable for participants from all domains -** No prior programming knowledge required

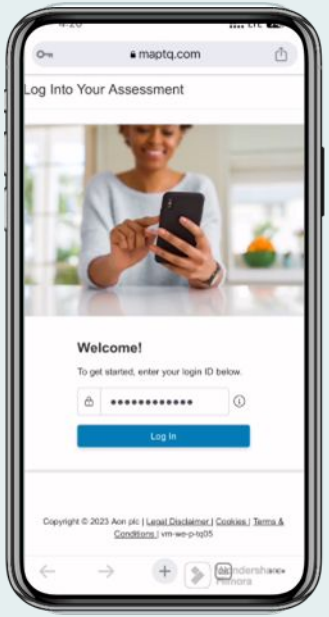
Topics Assessed

Sequence | **Conditions** | **Data Structure** | **Loops**

MCQ based Assessment - 20 questions 16 Minutes

Applicable to all Industries

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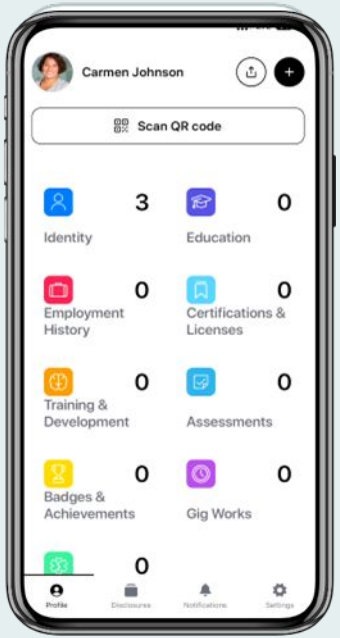
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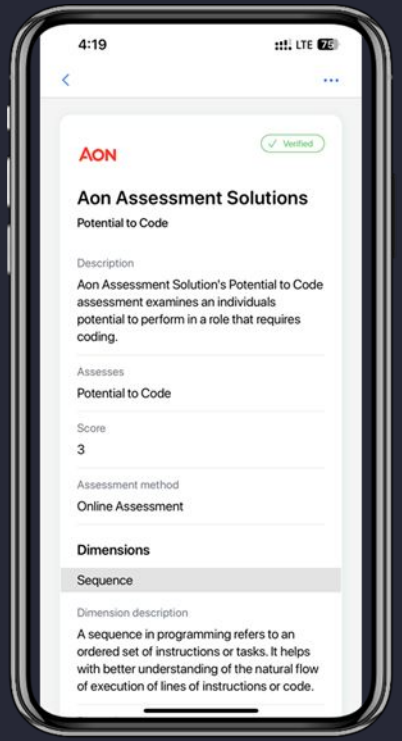

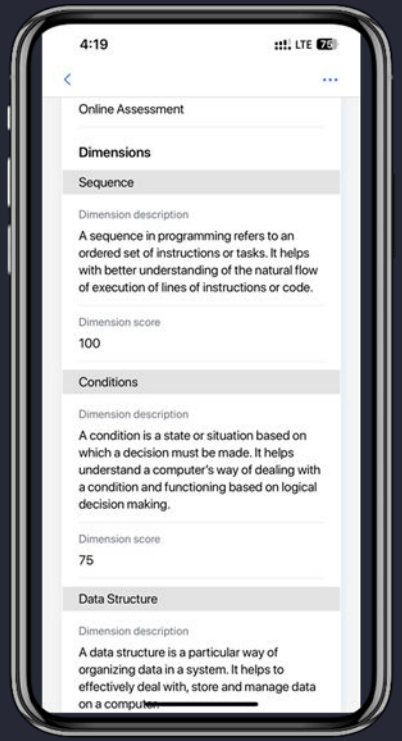

https://credentialfinder.org/Assessment/949

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Previous lessons

- Socializing & Educating **takes time,** resilience and perseverance
- It is easy to buy into the vision, challenging to showcase a use-case with direct **commercial impact**
- Share the bigger picture (vision, the promise), keep it **small in execution**
- New **technology creates challenges** and concerns, such as legal, IT security, PIA, procurement

Additional lessons

- **Communicate crisp and clear** on the Velocity wallet to candidates (during an assessment process)
- Transform an assessment report into something that fits the wallet (**not too much**), has added value (**not to little**) and is transferable across organisations
- Users (participants, but also HR, hiring managers) are not aways educated with respect to assessments, or (in this case) coding (**dummy proof, but still useful**)
- The added value of **verified intel** vs intel from a cv is very **powerful**

Additional lessons

- The **sample/reference go-to-market roadmap** developed by VNF is a powerful tool for first time project implementers.
- Implementing a **middleware** between a Credential Agent (Velocity) and an Issuing System of Records (Aon Assessment)) provides long term flexibility for enterprise adopters.
- Credential Agent **tracks important data points t**hat can be leveraged for analysing user/candidate funnel.
- It is easier to get the C-suite on board with adoption in comparison to management

Next steps

Add more assessments

Objective is to add all Aon Assessments (by default)

1. ‘Easy to interpret’ assessments: Proficiency tests (e.g. language tests) and cognitive capability (one score)
2. Next assessments that require more narrative (personality, values, etc.)

Skills @ Scale

- World of work is becoming centred around skills: Skill-based hiring, mobility, skill-based pay, future proof skill taxonomies and frameworks, etc.
- Skills will fuel the engine of career pathing, development, mobility, etc.
- Skill based solutions are only as good of the quality of the data that gets in (insights in skills from people)
- Pushing ownership of skills to individuals is only a matter of time

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Try it out yourself?

Thanks for listening

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