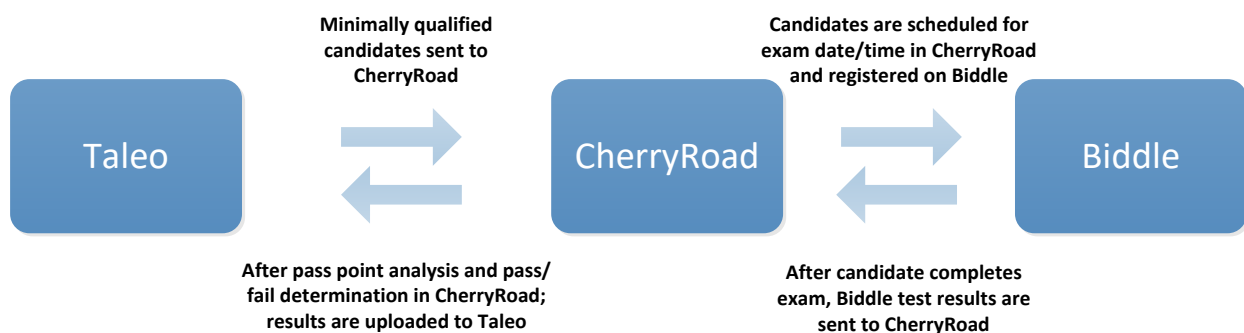**Taleo/CherryRoad/Biddle Integration**

What It Does:

- Automate the registration of qualified candidates from Oracle Talent Acquisition Cloud (Taleo) into the Biddle testing platform.
- Enable Taleo reporting and candidate email generation to support Biddle test events & logistics.
- Automate the upload of OPAC and CritiCall test scores from Biddle to Taleo (Oracle Talent Acquisition Cloud)
- Enable Biddle exam results to be incorporated into each candidate's multi-phase assessment weighted average total score and final rank.

	Minimally qualified candidates sent to CherryRoad		Candidates are scheduled for exam date/time in CherryRoad and registered on Biddle	
Taleo		**CherryRoad**		**Biddle**
	After pass point analysis and pass/ fail determination in CherryRoad; results are uploaded to Taleo		After candidate completes exam, Biddle test results are sent to CherryRoad	

How It Works:

- Minimally qualified candidates are automatically sent to CherryRoad where recruiter/test administrator schedules the proctored Biddle exam event for all candidates.
- Once candidates have been scheduled, the CherryRoad system interfaces with Biddle to obtain a unique AutoTest Code for each candidate and sends the schedule and AutoTest Code data to Taleo.
- The recruiter/test administrator sends email messages to each candidate that contains logistics for the exam, including the Biddle AutoTest Code.
- Candidate comes to the customer's testing center, check in at the reception desk and sit for their Biddle exam at any available computer.
- As soon as the applicant completes their OPAC or CritiCall test, their overall score for that test series will be updated automatically in the CherryRoad system.
- Recruiters/Test Administrators perform pass point analysis, score re-scaling and pass/fail determination for each candidate in CherryRoad. Results are uploaded into candidate records in Taleo.
- Recruiter dispositions candidates in Taleo according to their Pass/Fail status on the Biddle exam.

Oracle Talent Acquisition Cloud (Taleo Recruiting)

Oracle's Talent Acquisition Cloud Service, comprised of candidate-centric sourcing and career portals, industry-leading selection process management and configurability, seamless on-boarding, and an array of valuable solution partners is an unbeatable combination to bring your agency to the modern age. It is a tightly integrated component of Oracle's industry-leading HCM and Talent Management Cloud Suite.

- *Multi-channel sourcing*
- *Employer branded portals*
- *Digital Assistants*
- *Guest application flow*
- *Protected group targeting*
- *Social network mining*
- *Automated prescreening*
- *Configurable workflows*
- *Interview/offer management*
- *Proven 3rd party integrations*

- *Advanced reporting & analytics*
- *Mobile recruiting New-hire portals*
- *Electronic forms*
- *Validated electronic signatures*
- *Provisioning workflows*
- *Correspondence library*
- *Learning plan integration*
- *Deep integration capabilities*
- *Reporting and analytics*

CherryRoad Public Sector Assessment

CherryRoad Public Sector Assessment enables Taleo/OTAC customers to administer candidate pools through multi-phase assessment protocols according to Uniform Selection Guidelines. Features include:

- *Multi-phase examination plans*
- *Mass scheduling of exam candidates: proctored, interview boards, self-scheduling*
- *Import candidate exam scores for further analysis: real-time from Biddle or Excel from others*
- *Pass Point Analysis to mitigate adverse impact*
- *Ranking and Banding of candidates*
- *Secure real-time integration with Oracle Talent Acquisition Cloud and Biddle TestGenius*
- *Cloud-based, high-availability*

Biddle Testing Suite

- ***OPAC Testing Software:*** Pre-employment testing used to measure the skills and abilities critical to clerical and administrative positions.
- ***ExamIn:*** Assessments designed to test the core, fundamental knowledges, skills, and abilities (KSAs) commonly required for most entry- and intermediate-level positions.
- ***CritiCall:*** Public-safety dispatcher and calltaker testing that provides a realistic simulation of the demanding job to assess potential success in the position.
- ***Encounter:*** Video-situational judgment test that helps assess the office suitability and interpersonal competence of applicants entering an office working environment.
- ***AutoGOJA:*** Hosted software solution that automates many steps necessary to complete a traditional job analysis -- a thorough analysis of the job duties and knowledges, skills, abilities, and personal characteristics (KSAPCs) required for success in a certain position.