

Engineer Test Battery (ETB)

Phase 1

In the first phase of the process, the most qualified candidates will participate in the Engineer Test Battery (ETB), which consists of three professionally developed instruments:

1. **Basic Skills.** The verbal skills test assesses the candidates ability to read and interpret information such as instructions or safety rules. It also tests the ability to write reports using proper formatting, punctuation, grammar and all parts of speech. The quantitative skills test assesses the candidates ability to add, subtract, multiply and divide all units of measurement; perform the four operations with like, common and decimal fractions. Candidates can also expect to compute ratio rates and percentage as well as interpret graphs and perform arithmetic operations using all American monetary units. Candidates are allowed 40 minutes for each section.
2. **Mechanical Comprehension.** This test presents simple, frequently encountered mechanisms and situations. While not based on specific training, it does require a working knowledge of basic mechanical operations and the application of physical laws. This battery focuses on spatial perception and tool knowledge rather than manual dexterity and measures an individual's aptitude to learn mechanical skills. It's designed to assess an individual's ability to learn the principles of operation and repair of complex devices. Candidates are allowed 30 to complete the test.
3. **Behavioral Personality Inventory.** This inventory assesses the candidate's typical ways of behaving across a variety of situations, in order to determine how well they might fit into different positions. This instrument also evaluates a candidate's sociability, adjustment to various conditions and situations (maintains composure in face of pressure) as well as degrees of creative, analytical, and conscientious characteristics.

Results provide an indication of the candidate's general ability, mechanical knowledge and motivational fit.

Scoring requirements

Candidates are required to score 70 or greater for their composite score to advance in the selection process. The scores on each instrument contribute equally to the composite score. Those candidates that do not pass the test may retest after one year. Once a candidate has passed the ETB, they will never need to retest.

Testing conditions

This test battery may be administered in a group setting and typically takes about two-and-half hours. There will be one 10-minute break during testing. All of the tests are multiple choice and require the candidate to record their answers on a separate answer sheet.

Other considerations

There are NO CALCULATORS allowed during testing. The testing administrator will provide all materials necessary for testing (i.e., pencils, scratch paper, etc.). Candidates need to bring photo identification, such as a driver's license. Finally, be aware that candidates will not be permitted to eat, drink, use tobacco or wear hats of any kind during testing.

Notification process

Candidates will be contacted by the recruiter to inform them if they will be moving to the next phase of the selection process. Recruiters do not have individual test scores, only the passing status of candidates. Please do not ask for feedback regarding your testing.

Phase 2

Candidates successfully completing Phase 1 will participate in a series of three behavioral interviews. One of these interviews may be a technical interview, asking the candidate to demonstrate specific job-related proficiencies.

Candidates passing this phase will advance in the process, however, there may be other required phases depending upon position.

The candidate who performs best in the process, as decided by consensus, will be offered the position.