



HUMAN RESOURCES TRAINING

Assessment Centres and Psychometric Selection

3 day course

Classroom, online or in-house

Course overview

Interviews predict job performance poorly, which is why organisations add tests and exercises, and why a badly run assessment adds cost and a legal exposure without improving the decision. This course covers doing it properly. Delegates work through job analysis and the competencies an assessment must actually measure, selecting instruments including ability, personality and situational judgement measures and what each does and does not predict. Assessment centre design follows: exercise selection, matrices, assessor training and the observation and classification discipline that keeps ratings comparable. Integration sessions and reaching a defensible decision are covered. Fairness, bias and adverse impact are addressed directly, along with the regulatory position on test use. The course closes on candidate feedback and validation.

What you will learn

- Analyse a job and define the competencies to be measured
- Select instruments matched to what they actually predict
- Design an assessment centre with an appropriate exercise matrix
- Train assessors to observe, record and classify consistently
- Run an integration session and reach a defensible decision
- Address fairness, bias, adverse impact and the regulatory position
- Give candidate feedback and validate the process against outcomes

Who should attend

- Human resources and recruitment practitioners
- Assessors and assessment centre administrators
- Industrial psychologists and talent staff
- Line managers participating in selection
- Learning and development staff assessing potential

Course outline

- 01 Adding cost and exposure without a better decision
- 02 Job analysis and competency definition
- 03 Ability, personality and situational judgement measures
- 04 What each instrument predicts
- 05 Assessment centre design and exercise matrix
- 06 Assessor training and rating discipline
- 07 Integration and decision making
- 08 Fairness, adverse impact, feedback and validation

Upcoming dates

Dates	Venue	Format	Fee per delegate
9 to 11 November 2026	Windhoek, Namibia	Classroom	R14,950
16 to 18 December 2026	Lusaka, Zambia	Classroom	USD 995
21 to 23 December 2026	Kampala, Uganda	Classroom	USD 995
28 to 30 December 2026	Online	Online	R6,500



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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