examity®
BETTER TEST INTEGRITY.

REC | Recruitment & Employment Confederation

REC drives standards and empowers recruitment businesses to build better futures for their candidates and themselves. They are champions of an industry which is fundamental to the strength of the UK economy.

Accelerating change: new approaches to exam integrity for the pandemic era and beyond

THE CHALLENGE

The Recruitment & Employment Confederation (REC) is the voice of the recruitment industry in the United Kingdom. Founded in 1999, REC works with recruiters and employers across the country to provide legal advice, business support and training to drive standards and empower businesses involved in an industry which contributes more than £42.3 billion to the UK economy. REC is also a recognised awarding organisation for recruitment qualifications in the United Kingdom.

In delivering approximately 2,000 vocational awards per year, REC administers four exam series that serve approximately 1,200 students and professionals. Prior to the Covid-19 pandemic, REC conducted solely traditional in-person examinations — but had long been considering the transition to digital proctoring. After being forced to cancel two exam series due to the pandemic, Richard Charnock, Chief Operating Officer, said that going digital "was in the plan, but the plan had to be accelerated."

THE SOLUTION

REC first settled on Calibrand's exam software platform, whose support team recommended Examity for sourcing proctors (a solution which REC had already shortlisted) and REC appreciated the flexibility offered by the online solution.

Through joint implementation meetings with both Examity and Calibrand, REC experienced a seamless and "surprisingly easy" integration process, which allowed for the initial implementation of a digital exam in September of 2020. "I didn't understand the details at first, but I didn't need to", said Charnock. With Examity's coaching, REC has been able to successfully run four exam series (in September, November, February and March) and is scheduled to remotely administer a fifth in August 2021.

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OUTCOMES

Although much of the financial burden of hiring venues and staffing exam events will become obsolete after the pandemic, REC leaders noted that the benefits of remote proctoring reach well beyond the cost element.

"We're not going back," said Charnock. "Examity worked to ensure we felt confident with exam integrity while identifying cost savings in the move online. We have even received fewer complaints from test-takers than we would normally get [with a traditional in-hall exam]."

REC also discovered that digital proctoring enabled them to unlock powerful tools, such as access to exam video recording for a review committee to evaluate potential academic violations – a benefit not offered by in-person testing models. Many organisations that deliver critical qualifications in administering exams prioritise the highest degree of security and consistency, and REC was quickly able to monitor and minimise exam violations within the brief period of utilising Examity's platform. In the months to come, even as the pandemic subsides, REC will continue to rely on online exams and proctoring for their ability to expand access while maintaining test integrity.

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> **Richard Charnock, Chief Operating Officer**

Curious to learn more about REC and how Examity can support your online proctoring needs? Please contact us today.

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ABOUT EXAMITY

Examity was founded to meet the needs of universities, employers, and assessment providers looking to protect test integrity. Since 2013, Examity has partnered with hundreds of organisations worldwide to provide a cost-effective and flexible online proctoring solution.