ELSA
ENGLISH LITERACY SKILLS ASSESSMENT

We Diagnose
ENGLISH COMPETENCE
and PROVIDE UNIQUE
Solutions

ELSA, an Overview

ELSA is an acronym for English Literacy Skills Assessment. It is a language, norms-based, group-measuring instrument that can quantify and diagnose a respondent's English language (and numeracy) skills performance, equating the competency-input performance level to that of a South African English mother-tongue peer. In diagnosing, it shows up an individual's strengths and weaknesses in an English language work/training environment. It is essentially a prior-learning and placement guide for English (and Numeracy/Maths), but is also valuable to indicate the gap in functional literacy levels in an English environment.

Primary Output:

ELSA measures the comfort level in English. Results are expressed at NQF level or equivalent grade proficiency.
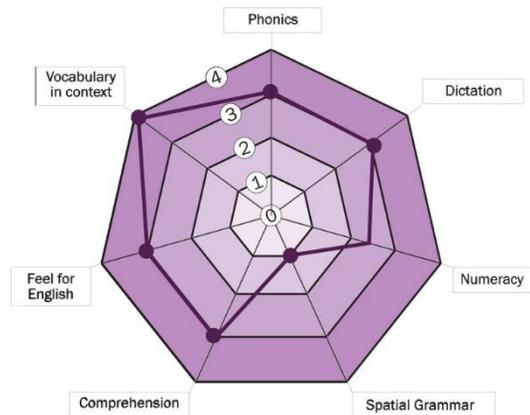

NQF 4	Gr 12
NQF 3	Gr 11
NQF 2	Gr 10
NQF 1	Gr 9
	Gr 8
ABET 3	Gr 7
	Gr 6
ABET 2	Gr 5
	Gr 4
ABET 1	Gr 3

FUNCTIONALLY LITERATE:
Having the basic skills (literate and numerate) to cope with everyday living, including work

LITERACY   NUMERACY

Secondary Output:

ELSA offers insight into the mastery of individual skills on the continuum of proficiency of English literacy.

Technical Features

- ELSA is a standardised, reliable and valid assessment.
- It is essentially a scanning assessment; it scans language ability and determines performance levels as per cut-off ranges.
- It not only measures the integration of listen, speak , read and writing skills, but also the ability to conceptualise and integrate with new knowledge in English.
- Performance is expressed as at a NQF level, benchmarked against English mother tongue speaker outcomes.
- The scoring is objective and the functions are mastery, survey and diagnostic.
- Predictive Validity: 84%; Reliability: 0,67
- ELSA is not a psychometric test, it measures skills.
- ELSAs are mainly verbal (written) assessments including mixed power and speed testing.
- It is a Paper & pen assessment, with an electronic version (e-ELSA) for computer literate candidates.

Benefits

Using ELSA benefits your organisation/institution in more ways than one:

- **ELSA** will pick out your potential achievers and identify the ones who don't have the language skills to develop their potential.
- **ELSA** will also pick out those with poorly developed language skills. Once they've been identified, their skills can be upgraded.
- **ELSA** will ascertain and verify the competency-input levels of newcomers, in particular those for whom English is a second or third language.
- **ELSA** will help you to determine the English comfort zone of your workforce or student body which, in turn, will enable you to make your instructional materials, in-house publications, standing orders, IR procedures, etc., user-friendly.

THE ELSA VALUE-ADD

Well-informed recruiting | Assists Talent Management decisions | Efficient placement in development programs for better ROI | Determines ability to communicate and effect on productivity

KALEIDOPRAX
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