

“*It’s said that between better, faster, and cheaper, you can only pick two, but **Certiverse enabled us to have it all.***”

Clyde Seepersad, General Manager

Training & Certification, The Linux Foundation

Challenge

The Linux Foundation's industry reputation as accessible and foundational made its brand a natural fit for early IT certification exploration.

While its competitors have introduced pre-professional and entry-level IT certifications, The Linux Foundation's focus on performance-based assessments meant that the organization had not yet built a multiple-choice certification exam.

In the fast-moving IT industry, current, relevant content is critical, so The Linux Foundation knew the exam's time-to-market needed to be as rapid as possible — but without sacrificing psychometric validity.






Opportunity

With an established role in the IT certification market, The Linux Foundation (LF) had a clear opportunity to expand into entry-level assessments.

People interested in joining the IT field or advancing from hobbyist to professional benefit from an exam that demonstrates early proficiency without requiring a significant financial investment.

Certiverse evaluated the market need and partnered with LF to use its innovative test development platform to create The Linux Foundation Certified IT Associate exam at an affordable price.

This certification was designed to demonstrate the learner's foundational knowledge of the following topics:

-  Open-Source Technologies
-  Using Linux in Professional Environments
-  Linux System & Administration
-  Cloud Computing Fundamentals
-  DevopsPrinciples

Action

Using only the virtual collaboration and online tools in the Certiverse platform, the team at **The Linux Foundation** designed and launched a pre-professional IT certification in under four months – whereas their typical exam development process would usually take anywhere from 12-18 months to complete.

The Linux Foundation reached out to the open-source community to recruit a pool of subject matter experts (SMEs) familiar with the needs of skilled end-users and the first stage of IT careers. After LF confirmed the job/role definition, these SMEs worked asynchronously online using Certiverse to identify the tasks required for that role. The software provided users with on-demand video training and Certiverse's proprietary machine learning technology guided SMEs to write tasks using established best practices. When task writing was completed, the Certiverse system automatically compiled and emailed a job task analysis survey to a larger industry audience to evaluate. The platform automatically generated a test blueprint from the survey results. Once the blueprint was reviewed and approved by LF, subject matter experts began the item-writing process. Item authors were invited in four stages, starting with the JTA/blueprint contributors and expanding to wider communities of Linux experts. Ultimately 23 SMEs wrote items for the LFCA exam.

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Certiverse enabled authors to contribute content online, on their own schedules, allowing SMEs from across the globe to add their expertise to the exam without the traditional time or costs of travel and meetings. Authors received royalty-based compensation, earning a percentage of the test fee for each item that appears in a live exam. Item writers were also required to review questions submitted by others, creating a flow of feedback to ensure item quality. Natural language processing algorithms in the system guided reviewers to check for both grammar and psychometric validity within items.

Results

JTA SURVEY

Certiverse enabled completion of the new LFCA certification exam from JTA to item publication with seven weeks of hands-on effort. Twelve subject matter experts participated in creating tasks for the job task analysis, spending an average of 35 minutes each to write tasks. This phase of development was completed within ten days. After a week gathering survey results from additional SMEs, Certiverse and **The Linux Foundation staff created, reviewed, and finalized the automatically generated test blueprint in three total hours.**



12 SMEs



35 MINUTES
per SME



10 DAYS
to completion

ITEM WRITING & REVIEW

A group of 23 SMEs from 13 different countries across five continents wrote exam items. SMEs each reviewed at least two other items as well, facilitated by the Certiverse system's wizard, resulting in 600+ reviews.

The entire item-writing and review process was completed online in four weeks.



23 SMEs 13 countries
5 continents

COMPLETED IN 4 WEEKS

The average time spent per SME over that period was 10.4 hours, although the specific time varied widely depending on each SME's preferred level of participation. The iterative review process as well as the motivating force of the revenue model to create quality items helped to reduce revision time by professional staff.

BETA TESTING & ASSEMBLY

The entire beta testing phase was completed in one month, with more than 170 candidates taking the exam. Only 7.5% were deemed unusable. Certiverse allowed LF team to publish final forms in 15 minutes.

LAUNCH & REGISTRATION

We met the client goal of launching the exam within four months of initial development. Nearly 1,500 test-takers registered within the first six months of availability, demonstrating the existing need for an exam of this kind.



EXAM LAUNCH
WITHIN 4 MONTHS

of initial development



1500
TEST TAKERS

within the first 6 months

Conclusion

Although the new platform's software development was happening concurrently and this was the test sponsor's first experience in creating a multiple-choice exam, **the LFCA was still created in less than a quarter of the traditional timeframe of 12-18 months and at a significant cost savings over the legacy model.**

Ultimately, the development process of the LFCA exam represented an evolution in the certification market. With the use of the Certiverse platform, LF launched this new credential quickly enough to cover the most current topics in the IT industry and with cost efficiency that allowed exam pricing to be accessible to test-takers just starting their careers.

from

LFCA CONTRIBUTORS

I liked that I could work on the weekends and didn't have to take time off my work to contribute.

“

Getting other experts to review was really helpful. They had good insights.

“

I liked how the platform takes you step-by-step to the completion of the item. It was user-friendly.