

# FMA's PRE-EMPLOYMENT

# ASSESSMENT

FOR METAL FABRICATION SHOPS



## An Easier Way to Identify the Candidate with the **Right Skills for the Job**

Designed specifically for entry-level metal fabrication positions, this web-based screening tool gives employers and HR managers an added advantage in the search for finding the right candidate for the job. With the convenience of online administration and immediate results, employers can easily delve further into an applicant's potential as a new hire.



The Assessment Tool has five separate sections. Employers can use any (or all) sections as needed for their own screening process.

**Section 1:** Math Fundamentals

**Section 2:** Metal Manufacturing Basics

**Section 3:** Visual Speed and Accuracy

**Section 4:** Spatial Recognition and Reasoning

**Section 5:** Behavior and Attitude



The Pre-Employment Assessment is available to employers on a subscription basis with an unlimited number of uses.



Fabricators & Manufacturers  
Association, International®

[fmanet.org/PEAT](http://fmanet.org/PEAT)

Subscription Pricing:	1 Month	6 Month	12 Month
FMA Members	\$ 75	\$195	\$345
General	\$150	\$395	\$745
CompanyPLUS Members	FREE	FREE	FREE

Contact FMA Customer Service at **888-394-4362** or [info@fmanet.org](mailto:info@fmanet.org) for more information.

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The following provides a brief description and sample questions of the assessment tool topic areas. The five sections are graded separately. Employers can use any (or all) sections as needed for their own screening process.

## Section 1: Math Fundamentals

Assesses the applicant's knowledge of basic arithmetic, math concepts, and measurements

Chain sells for \$0.18 per foot. How many feet can be purchased with ninety cents?

- 3 feet
- 5 feet
- 7 feet
- 9 feet

## Section 2: Metal Manufacturing Basics

Assesses the applicant's knowledge of basic metalworking and manufacturing concepts

A \_\_\_\_\_ machine uses liquid fluid power.

- pneumatic
- electrical
- hydraulic
- mechanical

## Section 3: Visual Speed and Accuracy

Assesses an applicant's ability to quickly and accurately match numbers and figures during a timed interval

Identify if the following pairs are the same or different:

45F39.2      45F39.2

- same
- different

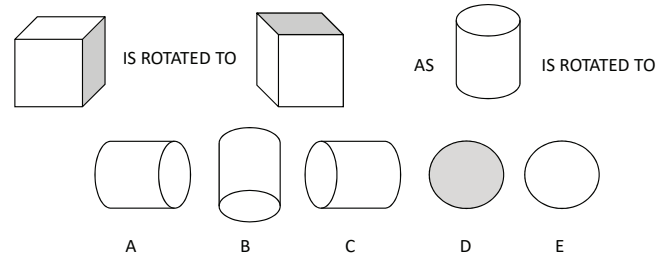
856794      856793

- same
- different

## Section 4: Spatial Recognition and Reasoning

Assesses how well the applicant can visualize working with 3-dimensional objects

Study how the cube is rotated. When the cylinder is rotated in the same fashion, which of the five drawings would match that rotation?



## Section 5: Behavior and Attitude

Ungraded survey, intended to get a better understanding of the applicant's personality, behavior, and eagerness to learn

In waiting rooms, such as the airport or doctor's office, I find myself starting up a conversation with strangers

- quite frequently
- almost never
- very seldom
- sometimes



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