ASSESS AND TRACK THE PROFICIENCY OF YOUR INDUSTRIAL WORKFORCE.

SkillBuilder

Individual and organizational-level skills assessment tailored for the job and company.

Skillbuilder is a competency-based gap analysis program that drives individual skill development and provides easy to use benchmarking and tracking capabilities for your entire workforce. Paired with a dynamic training program, competency assurance becomes an attainable and verifiable goal.

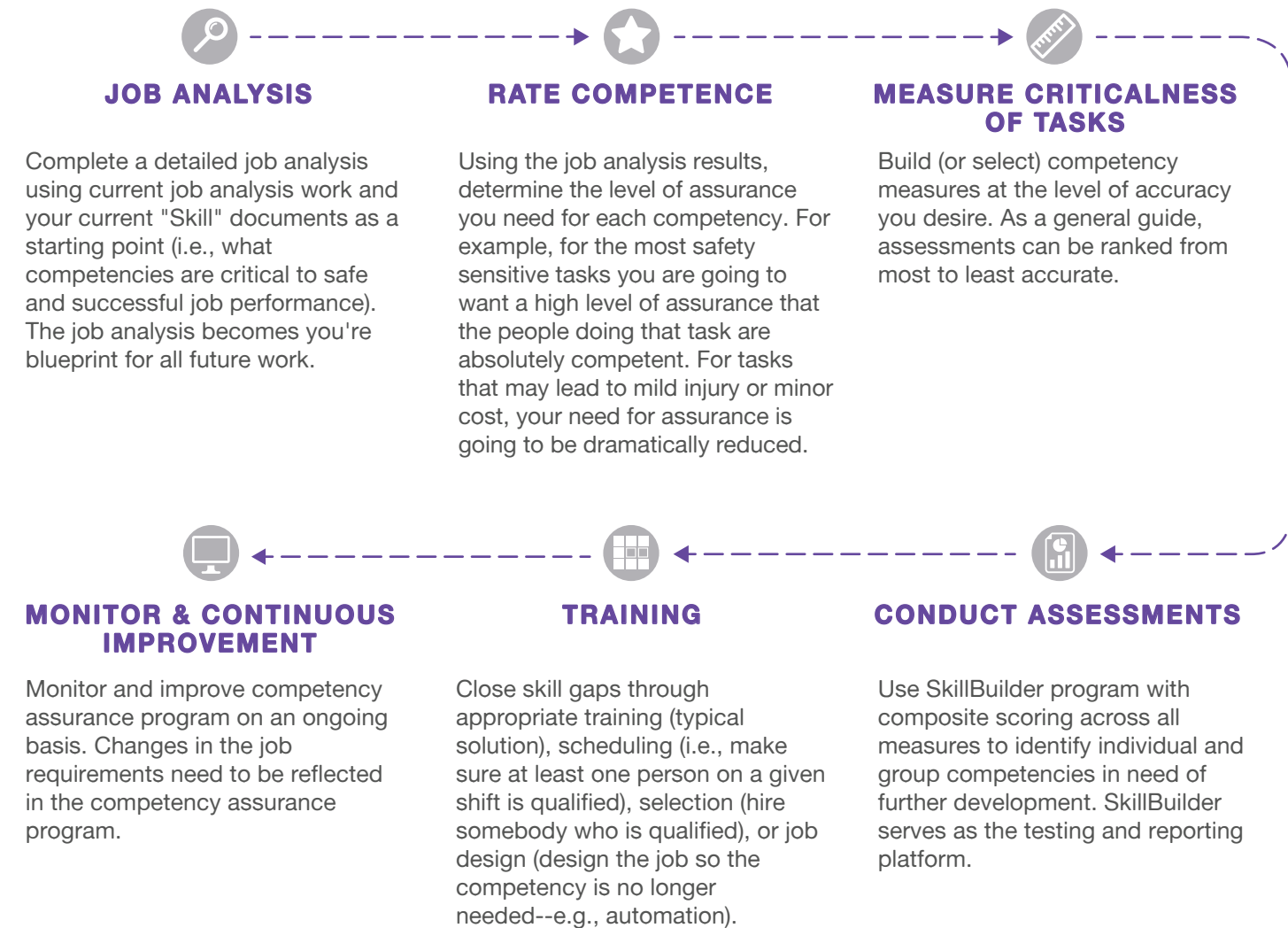✓ **Improve productivity and workforce safety**

✓ **Save time and money by properly training employees to their specific skill gaps**

✓ **Accurately assess individual and team technical and practical competencies**

☎ **906-226-2829**

JOB ANALYSIS

Complete a detailed job analysis using current job analysis work and your current "Skill" documents as a starting point (i.e., what competencies are critical to safe and successful job performance). The job analysis becomes you're blueprint for all future work.

RATE COMPETENCE

Using the job analysis results, determine the level of assurance you need for each competency. For example, for the most safety sensitive tasks you are going to want a high level of assurance that the people doing that task are absolutely competent. For tasks that may lead to mild injury or minor cost, your need for assurance is going to be dramatically reduced.

MEASURE CRITICALNESS OF TASKS

Build (or select) competency measures at the level of accuracy you desire. As a general guide, assessments can be ranked from most to least accurate.

MONITOR & CONTINUOUS IMPROVEMENT

Monitor and improve competency assurance program on an ongoing basis. Changes in the job requirements need to be reflected in the competency assurance program.

TRAINING

Close skill gaps through appropriate training (typical solution), scheduling (i.e., make sure at least one person on a given shift is qualified), selection (hire somebody who is qualified), or job design (design the job so the competency is no longer needed--e.g., automation).

CONDUCT ASSESSMENTS

Use SkillBuilder program with composite scoring across all measures to identify individual and group competencies in need of further development. SkillBuilder serves as the testing and reporting platform.

GAP ANALYSIS REPORT

	Self-Rating	K-Module	Hands-On	OTJ Checklist	Overall Mastery of Competency
Motors	80%	88%	80%	90%	85%
Induction Motors.	80%	88%	80%	80%	83%
Synchronous Motors.	80%	88%	80%	100%	86%
Basic Industrial and Mechanical	100%			100%	100%
Perform basic mechanical tasks.	100%			100%	100%
Power and hand tools.	100%			100%	100%
Batteries	80%	92%		80%	88%
Batteries.	80%	92%		80%	88%
Blueprint Reading	80%	82%		80%	82%
Read and interpret drawings, Schematics and Symbols (wiring, logic, conduits, underground, etc.).	80%	82%		80%	82%
Controls	80%	85%	74%	80%	80%
AC Control Equipment.	80%	85%	74%	80%	80%
Electrical Power Distribution	73%	77%	64%	73%	74%
Breakers.	80%	84%	78%	80%	81%
Protective Relays.	80%	50%		60%	56%
Electrical testing.	60%	60%		60%	60%