

SkillGrader

Workforce skills assessment for teams and individuals: simplified, objective and actionable.

SkillGrader is an application that helps organizations objectively evaluate skill performance. Record observations. Generate an instant report on skill proficiency. Gain enterprise workforce insights.



Objectively measure any skill-based activity



Simplify the process



Actionable metrics to support employee development goals

SkillGrader helps companies objectively evaluate the performance of any observable skill, whether it is done during training, as part of regular drills, for certification, or as a regular part of on-the-job performance. It replaces paper based assessments, which are inherently subjective, with a technology-based solution that provides an immediate report. It also electronically stores all assessment results for future reference, to support audits, and to help reveal workforce trends, gaps, and metrics for continuous improvement.

How does it work?

First, assessment forms are created by the organization's experts. These digital forms follow a particular format which makes them highly objective, meaning that different assessors will

The screenshot shows the SkillGrader app interface on a tablet. At the top, there's a timer set to 00:00:18, and buttons for PAUSE, ADD NOTES, CLOSE, and FINISH. Below this is a header with five circular icons representing assessors: AD (Adonis Doliguez), BH (Borislav Hristov), CH (Christopher Higgins), DW (Darren Welch), and FP (Felipe Pena). The main section is titled 'Technical' and 'Operational behavior'. Under 'Operational behavior', there's a section for 'Fire Support Teams' with a checklist of tasks. Each task has a column for each assessor to mark completion with a checkmark or an 'X'. The tasks include: 'Support team arrives at the fire locker within 4 mins and check in with I/C Fire Team.', 'Support Team take all required equipment to the staging area as directed by the I/C Fire Team.', 'Support Team reported to the staging area in less than 9 minutes from 1st Stage Response.', 'Fire hose laid on deck, untangled, no kinks, free to move, proper length and correct nozzle.', 'Fire hose connected to the hydrant with in-line inductor in place.', 'Support BA wearers to fit helmets and gloves and makes sure there is no visible skin before BA wearers enter.', 'Team members acknowledge I/C commands via repetition.', and 'Team members report actions to I/C'. The interface is clean and modern, with a blue and white color scheme.

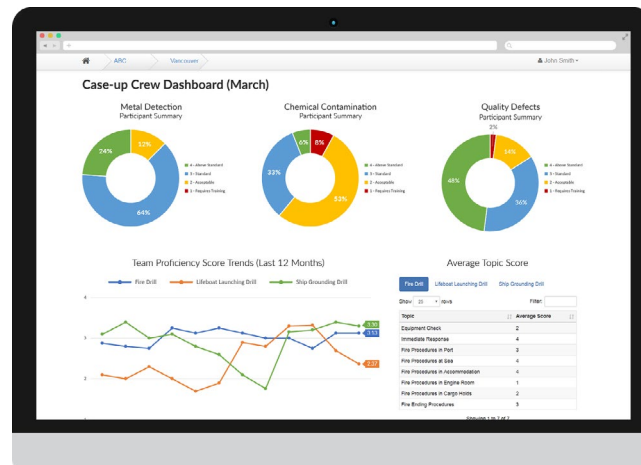
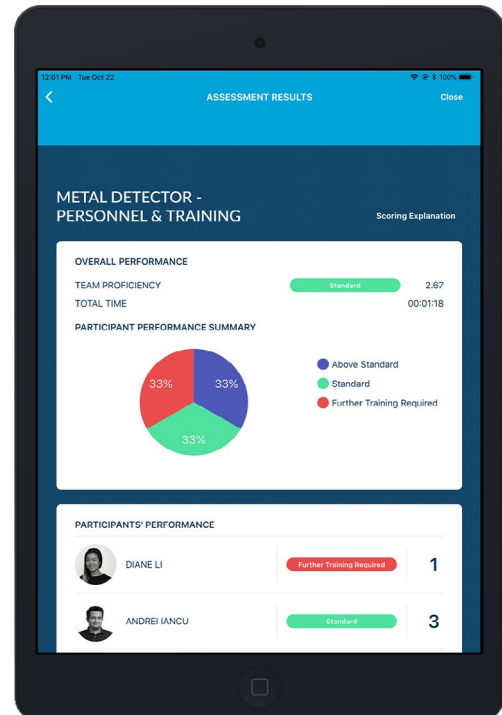
produce consistent assessment results.

When preparing to assess a skill, the observer chooses the form on the app, and then selects the individual(s) to be assessed. As the skill gets underway, the observer simply checks the appropriate button each time they see an action being performed. With SkillGrader, the assessment expertise is built into the form by the company experts. The observer does not need deep experience or knowledge, they simply mark actions as they are performed.

From this simple input data, SkillGrader uses a sophisticated algorithm to generate an instant report grading the performance of the team and the contribution of each individual to that team effort. Gaps are identified and strengths are highlighted. All the raw data is transferred back to the central server for secure storage and further analysis of trends and other cross-assessment insights.

FEATURES AND FUNCTIONALITY

- Assess any demonstration of mariner skill (on-board drills, team exercises, on-the-job performance of company procedures, simulation training, etc.) on an individual and team basis
- Use company-configurable, task-specific forms to drive standardization, align with company best practices and reduce reliance on expert opinion during assessment
- Operate in offline environments
- Assessment criteria:
 - Can be easily marked off for objectivity and efficiency
 - Can be grouped into topics, competencies, skills
 - Are weighted for importance
- Algorithm immediately generates a performance score and report for individuals and the team after assessment:
 - Overview of aggregate team result
 - Drill down into a participant's specific performance in the app to view skill gaps, critical actions missed, strengths
 - Record debrief and mentoring notes for follow-up actions
- Customize application to match company branding, custom fields and organizational titles
- Dashboards present aggregated data for additional analysis, giving deep insight into officer and crew skill proficiency
 - Compare trends across teams, departments, and locations
 - Access all assessment results and advanced insights such as leadership, assertiveness, etc.
 - Identify corporate and individual skill gaps to target training and measure improvement
 - Link skill performance results with training activities, team composition and other factors
 - Measure adherence to company standards, track skill fade and procedural drift, and support compliance



Discover how SkillGrader provides a complete skill
proficiency assessment solution

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Marine Learning Systems provides software to support the full breadth of training and assessment in the maritime industry, from effective knowledge transfer to live skills assessment.
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