

SkillGrader

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



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Technical

Operational behavior

Fire Support Teams

<input checked="" type="checkbox"/> Support team arrives at the fire locker within 4 mins and check in with I/C Fire Team. ? Check All	<input checked="" type="checkbox"/>				
<input checked="" type="checkbox"/> Support Team take all required equipment to the staging area as directed by the I/C Fire Team. ? Check All	<input checked="" type="checkbox"/>				
<input checked="" type="checkbox"/> Support Team reported to the staging area in less than 9 minutes from 1st Stage Response. ? Check All	<input checked="" type="checkbox"/>				
<input checked="" type="checkbox"/> Fire hose laid on deck, untangled, no kinks, free to move, proper length and correct nozzle. ? Check All	<input checked="" type="checkbox"/>				
<input checked="" type="checkbox"/> Fire hose connected to the hydrant with in-line inductor in place. ? Check All	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Support BA wearers to fit helmets and gloves and makes sure there is no visible skin before BA wearers enter. ? Check All	<input checked="" type="checkbox"/>				
<input checked="" type="checkbox"/> Team members acknowledge I/C commands via repetition. ? Check All	<input type="checkbox"/>				
<input checked="" type="checkbox"/> Team members report actions to I/C. ? Check All	<input type="checkbox"/>				

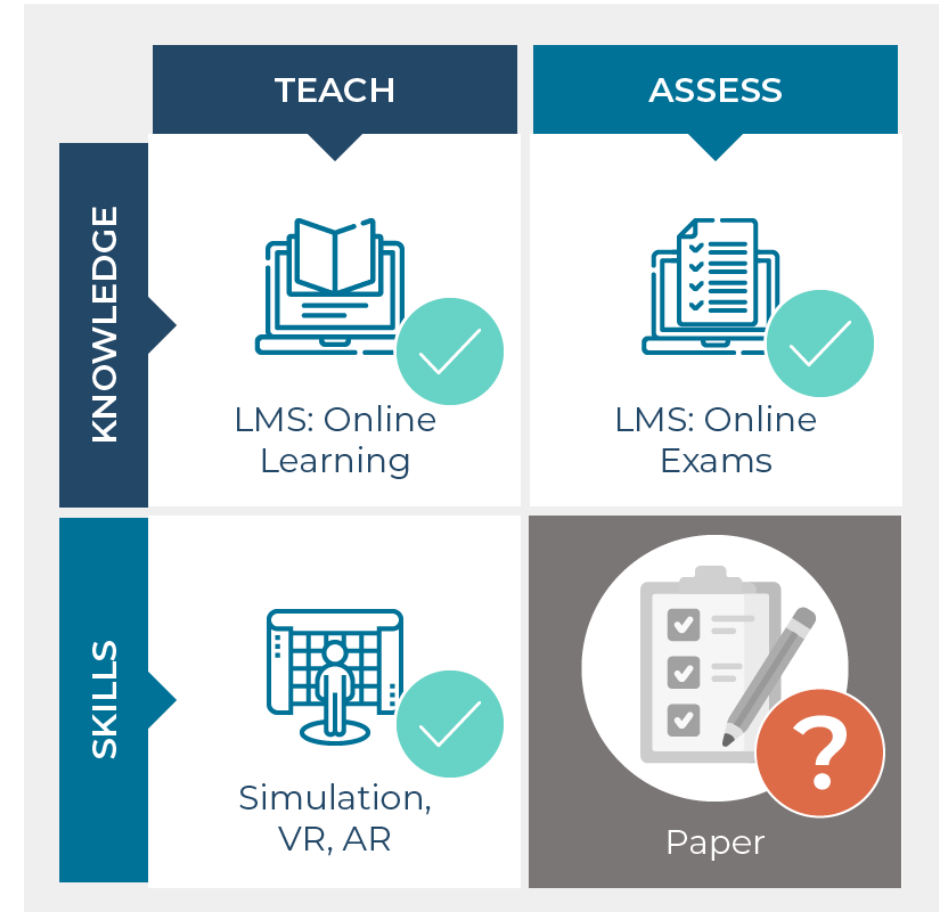
SkillGrader allows organizations to:

- Objectively evaluate employee performance.
- Generate instant reports on skill proficiency.
- Uncover enterprise workforce insights.

Technology Support for Training and Assessment

Knowledge learning and development is largely supported by technology such as an LMS and VR.

However, when it comes to assessing skills, we rely on expert assessors using paper.



The Challenge with Assessing Skills on Paper



Assessor Bias

Assessors may assign different grades despite observing the same performance.



Report Overhead

Generating reports from paper checklists is both time-consuming and error-prone.



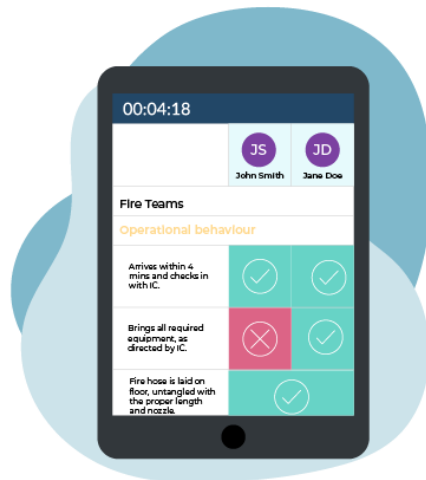
Lack of Actionable Data

Data recorded on paper forms is inaccessible, hidden in filing cabinets or spreadsheets.

How do we capture unbiased, consistent data on observable skills?

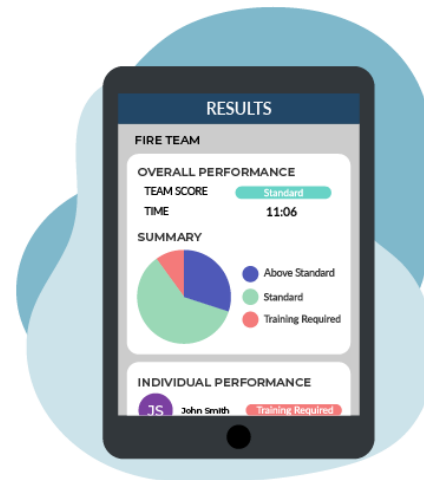
Introducing SkillGrader

An innovative tool that helps objectively evaluate your employee's performance to **determine star performers, identify skill gaps, target training, and more.**



Objective Assessment

Simply check off observed actions, reducing subjective grading and increasing opportunities for assessment.



Streamlined Process

Instant reporting reduces cost and effort, and enables immediate debrief and coaching.

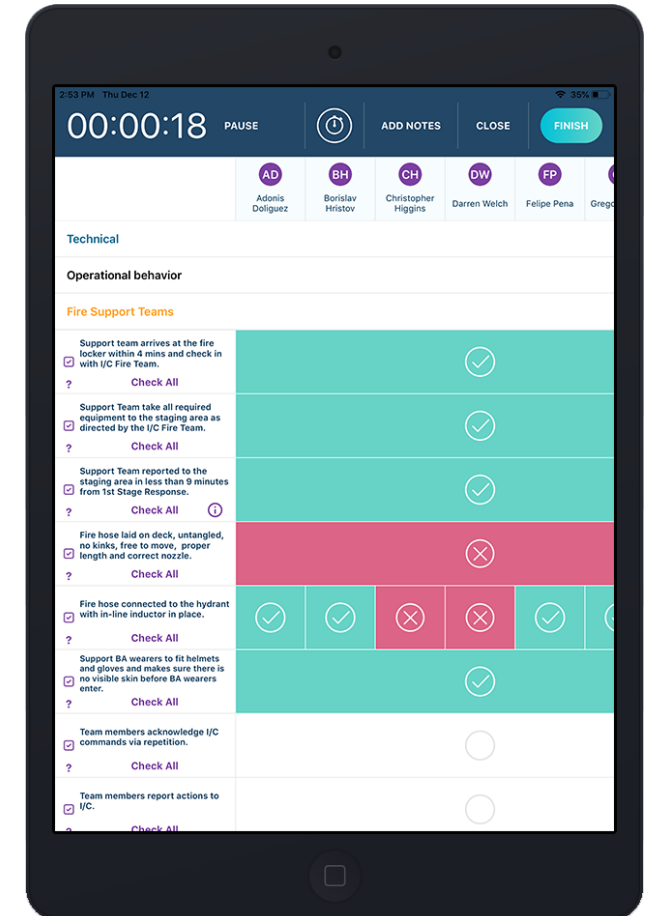


On-Demand Dashboard

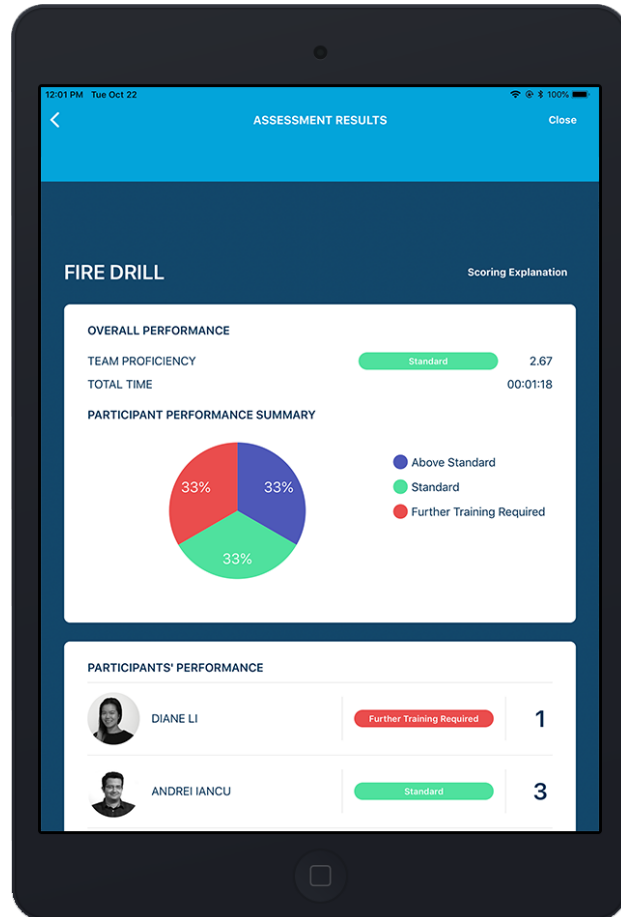
Access analytics and insights on compliance, competency gaps, skill fade, procedural drift, and more.

Objectively Measure Any Skill

- Easily evaluate both individuals and the team at the same time
- Incorporate objective assessment into any demonstration of observable skill:
 - Procedures and protocols
 - On-the-job performance
 - Simulation assessment
 - During training
 - Behavioural assessments
 - Drills
- Fits naturally to existing day-to-day operations



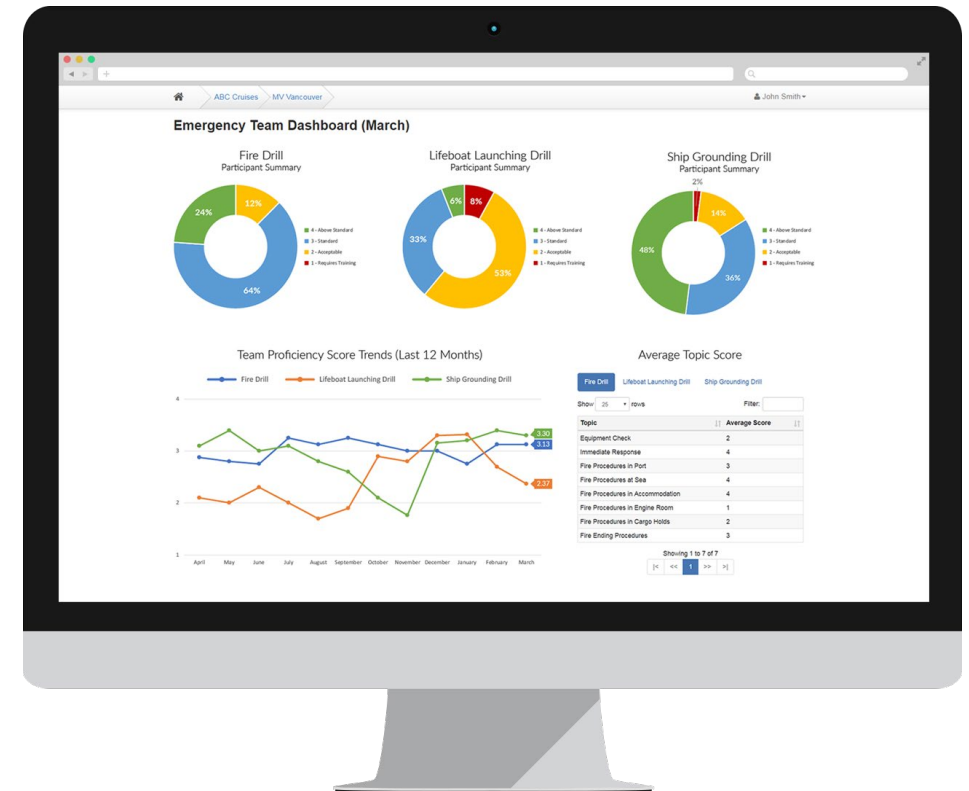
Simplify the Process



- Turn current paper-based assessments into structured, customized, task-specific forms
 - Forms reflect company-vetted, best-practice to reduce reliance on expert opinion during assessment
- Quickly record actions in the app as skills are being performed
- Save time and effort with instant, in-app report after assessment
 - SkillGrader algorithm immediately generates performance score for individuals and team
 - Drill down provides insights such as skill gaps, critical actions missed and individual strengths
 - Enable immediate debrief and coaching opportunities

Actionable Metrics to Support Employee Development Goals

- View, analyse and share insights using a web-based dashboard
 - Compare trends across locations, teams and departments
 - Access all assessment results, as well as advanced insights such as leadership, communication, etc.
 - Gain insight on corporate and individual competency gaps to target training
 - Measure skill fade and track procedural drift
- Support compliance and give senior management visibility into performance trends and risks



SkillGrader in Use

- **CSMART Academy**

- Simulation training centre for all Carnival Corp. Deck and Technical officers
- Initially used for simulation training assessment
- Quickly evolved to support all assessment associated with recurrent training

- **Carnival Corporation**

- Based on success seen at CSMART, expanded SkillGrader contract for fleet-wide usage
- A component of Carnival's performance-related training approach, where crew is placed in targeted training programs based on their assessment results

- **BC Ferries**

- Assessing navigation standards

- **The Royal Canadian Navy**

- Supporting simulation assessment of Naval War Officers



Discover how SkillGrader provides a complete employee skills assessment solution.

