

SkillGrader

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

SkillGrader is an application that allows vessel operators to objectively evaluate skill performance. Record observations on the app. Generate an instant report on skill proficiency and enterprise workforce insights.



Objectively measure any skill-based activity



Simplify the process

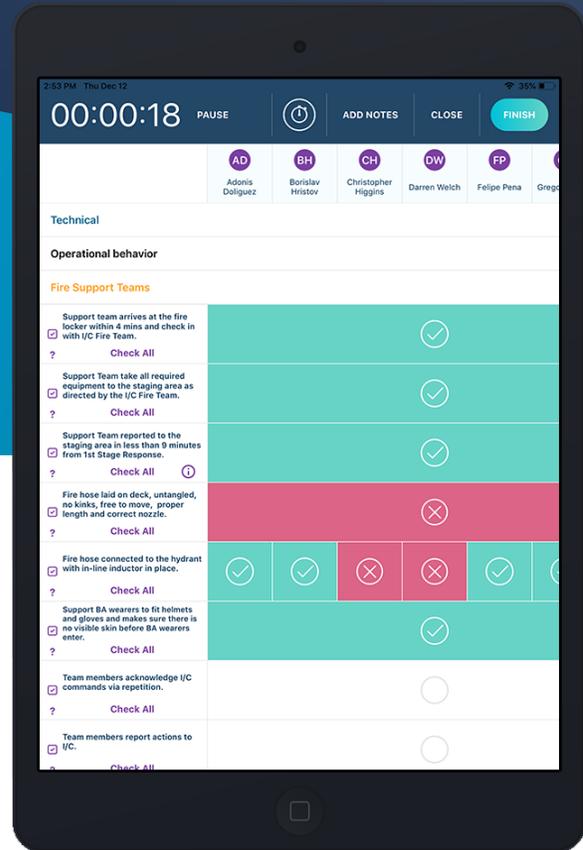


Actionable metrics to support employee development goals

SkillGrader allows an organization to simply and 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 skill assessment 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 electronic forms follow a particular format which makes them highly objective, meaning that different assessors



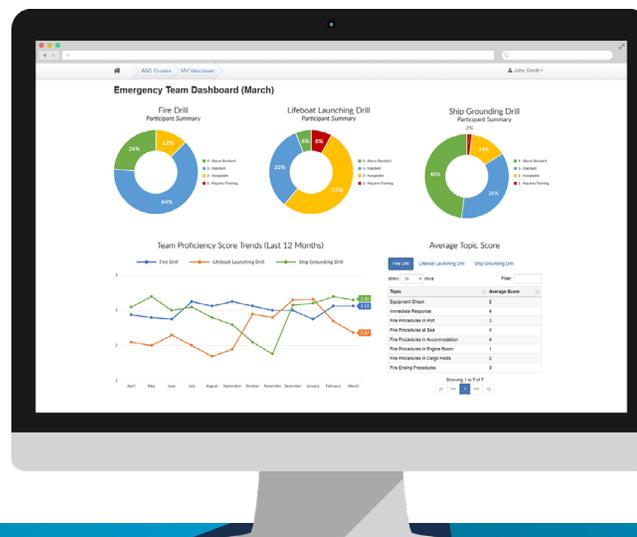
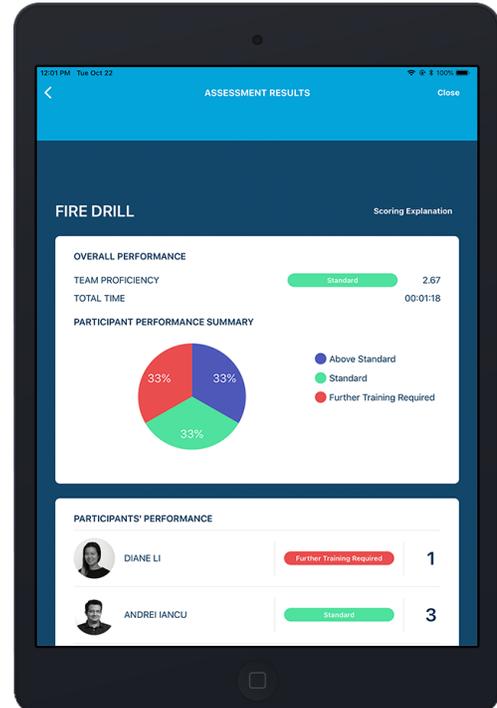
will produce consistent assessment results.

When preparing to assess a skill, the observer chooses the corresponding 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. The observer does not need deep expertise, as is the case with paper-based forms. With SkillGrader, the expertise is built into the form by the company experts and the observer simply marks 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 vessel 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:
 - Are tracked as binary choices (Pass/Fail) 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 vessels, teams and departments
 - 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
officer and crew assessment solution

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