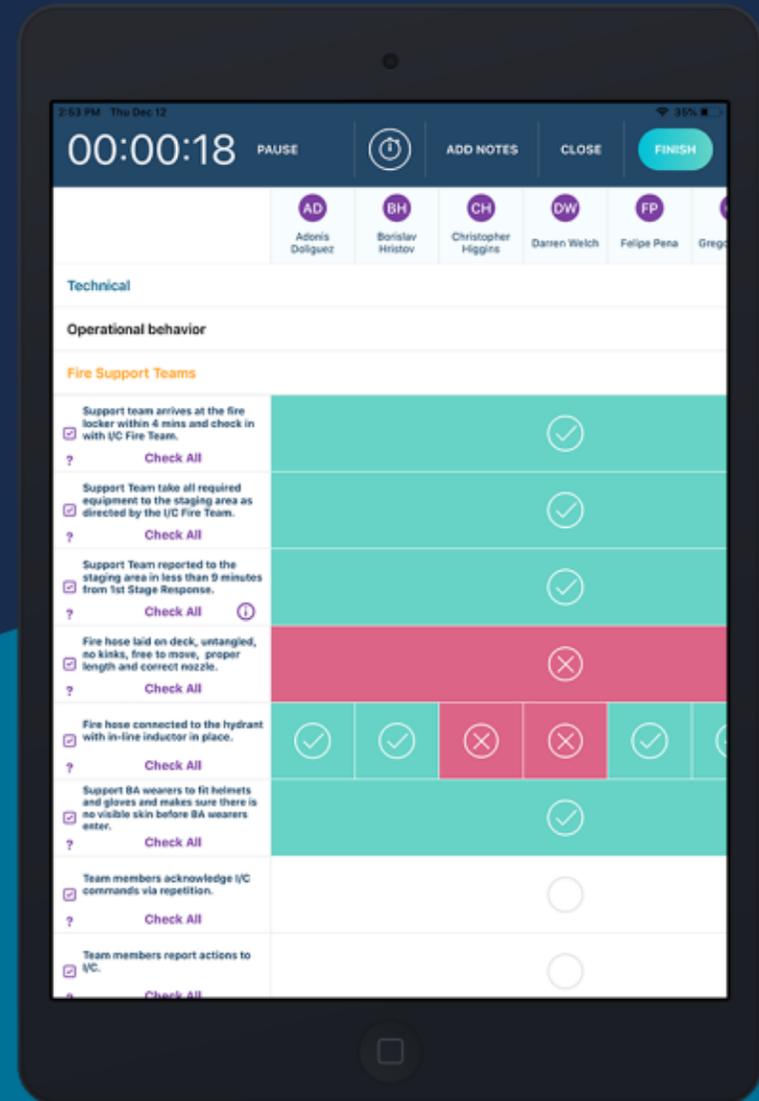


# SkillGrader

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



SkillGrader is an application that allows organizations to:

Objectively evaluate skill performance.

Generate instant reports.

Uncover enterprise workforce insights.

# The Challenge with Assessing Skills

Learning and development is largely supported by technology (VR, LMS). However, we still rely on expert assessors, using paper, to evaluate skills.



## 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.



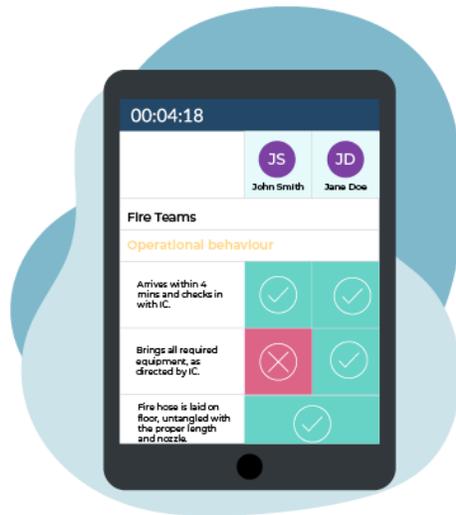
## Lack of Actionable Data

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

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

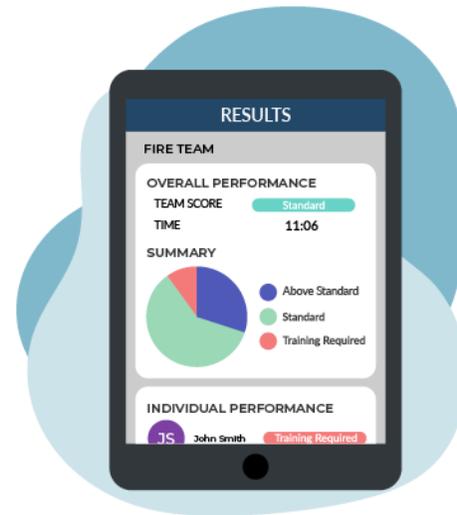
# Introducing SkillGrader

An enterprise application allows an operator to simply and objectively evaluate the performance of any observable skill for actionable insights.



## 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.

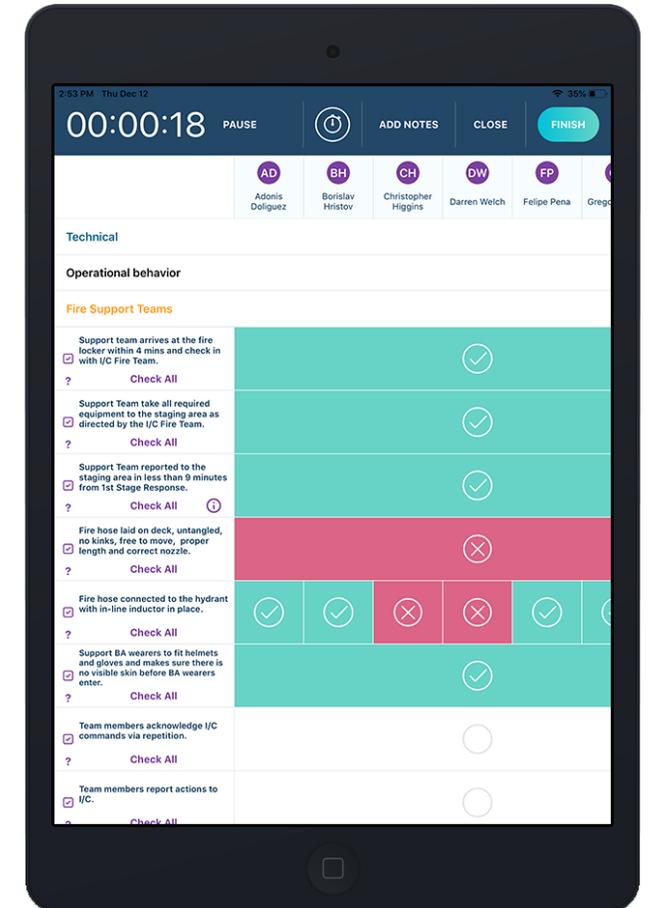


## On-Demand Dashboard

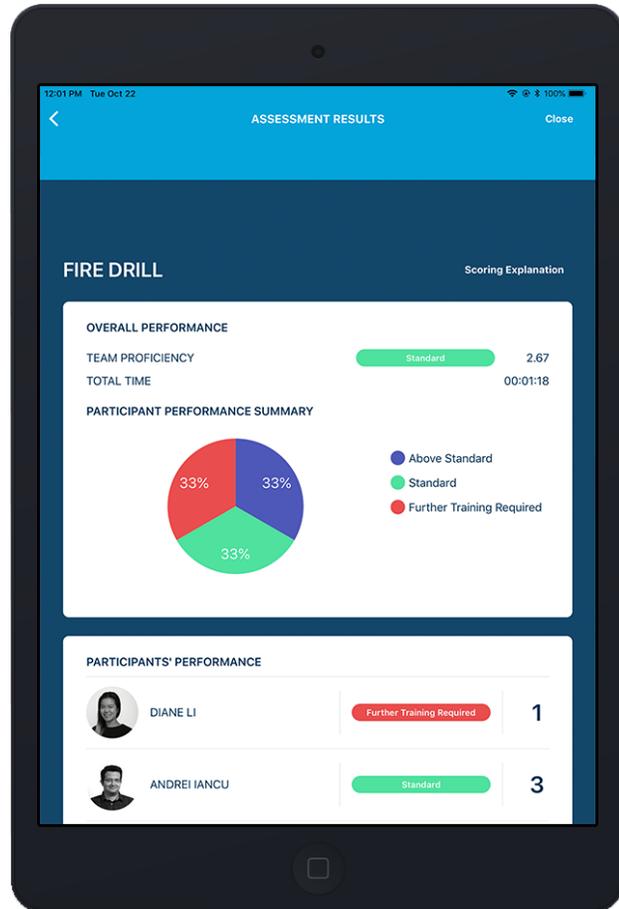
Access analytics and insights on compliance, competency gaps, skill fade, procedural drift, and more.

# 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



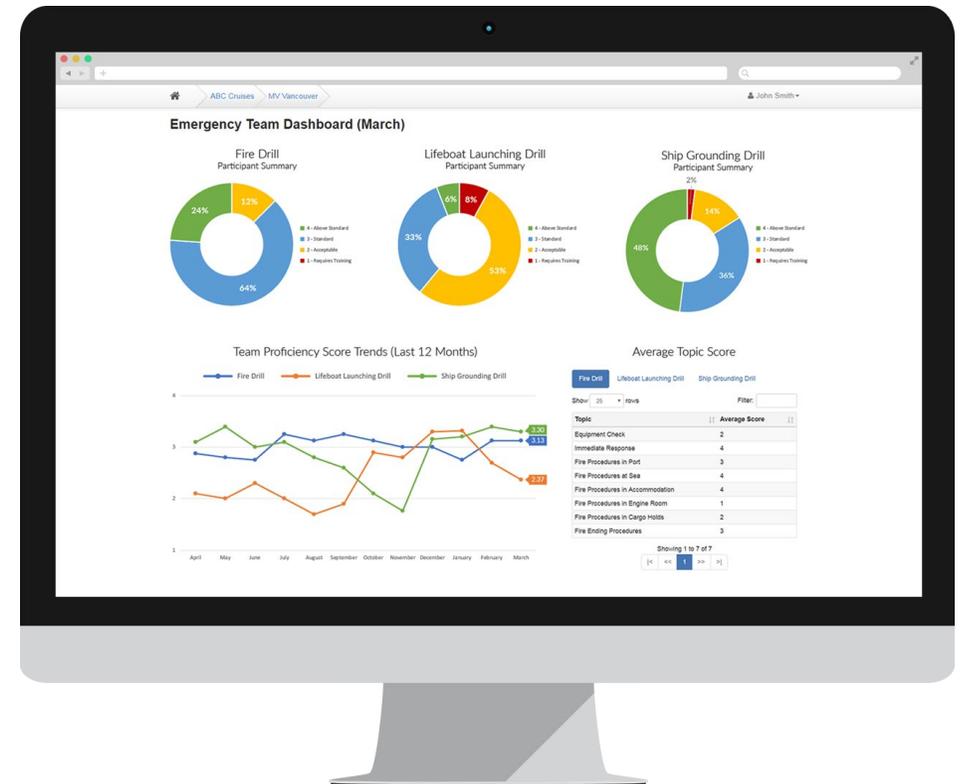
# Simplify the Process



- 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 vessels, 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

- Third year of usage at CSMART Academy (training centre for all Carnival Corporation Deck and Technical officers).
  - Initial prototype was developed for simulation assessment
  - Quickly evolved to support all assessment associated with recurrent training at CSMART
- Based on the success at CSMART, Carnival funded further development to extend product functionality for fleet usage.
  - In implementation phase across 100+ vessels
  - A component of Carnival's performance-related training approach, where crew is placed in targeted training programs based on their assessment results
- BC Ferries is currently in pilot project phase to assess navigation standards

