

# Capability Management & Development Strategy

## Capability Management System

### Capability Management System Administration

- Based on Prior Learning System
- Computer Based Competency Assessment and Tracking
- Electronic Access to Assessment and Development Tools
- Extensive Program Development and Support Capability

### Develop Area Skill Profiles

- Develop a Skill Profile Specific to the Company's Operations (More than one profile may be required)
- Can be Useful for Work Force Profiling and Recruiting
- Facilitates Performance Appraisals, Recognition and Succession Planning

## Prior Learning Assessments

### Worker Self Assessments

- Not a course – Individual, Task Focused
- Credit for Previous Learning
- Includes both Theory and Task Skills
- Competency Quizzes can be Activated for Critical Skills

### On-the-Job Validation

- Completed by Trained Assessors (Internal or External)
- Verbal Testing - On the Job!
- No Pass or Fail! Results in Worker Specific Action Plans to Address Identified Skill Gaps

## Capability Development and Support

### Skill Development Plans

- Training Needs Analysis and Planning
- Just-in-Time Learning Based on 'Gap Analysis'
- Worker Development at the Practice Level
- Computer Based or On-the-Job Learning
- Access to Capability Development Support Tools
- Competency Compliance and Certification
- Potential to Obtain Recognized Certificate / Diploma