



Webinar: Using Competency Assessments to Boost Productivity

Host: Kasey Murray, Production Coordinator

Presenter: Rhuann Heimann, Key Accounts Director

Thank you for joining us!

Start time is 2 p.m. Eastern

***PLEASE NOTE: This webinar is not eligible for CE credit**

Webinar Session Basics

- This Webinar is being recorded
- If you are having technical difficulties (unable to hear, cannot see, screen) please use Chat function and choose the dropdown option Send to: Host
- The Q & A panel is for questions to be answered at the end of the Webinar and they are visible to all attendees

Safety Moment: Memorial Day Weekend

- **Tip 1: Food Safety** - Refrigerate all perishable food within 2 hours, 1 hour if the temperature outside is above 90 degrees.
- **Tip 2: Grill Safety** - Do not use a grill in a garage, breezeway, carport or porch or near any surface that can catch fire.
- **Tip 3: Water Safety** - Wear a lifejacket whenever you are on a boat. Make sure young children are supervised at all times when near the beach, on a boat, or by a pool.
- **Tip 4: Sun Safety** - Wear sunscreen with at least an SPF of 15 or higher and apply it generously throughout the day. Wear a hat outdoors and a good pair of sunglasses to protect your eyes. Drink plenty of water.
- **Tip 5: Travel Safety** - Do not drink and drive or travel with anyone who has been drinking. Wear your seatbelt at all times.



Agenda

- **About Vector Solutions, Leaders in Online Education**
- **Competency Assessment Tool**
 - **Complete Training Solution**
 - **RedVector Competency Categories**
 - **Features**
 - **Benefits**
- **Live Demonstration**
- **Q & A**

Vector Solutions



- Architecture & Design
- Building Codes
- Construction & Trades
- Craft Training
- Engineering
- Facility Management
- Green/Sustainability
- Project Management
- Safety
- Professional Dev
- Soft Skills



- Basic Workplace Skills
- Process Operations
- Maintenance & Reliability
- Mechanical Maintenance
- Electronics
- Electrical Maintenance
- Automation & Control
- Power Generation
- Transmission & Distro
- Health, Safety & Enviro
- Professional Dev



- Emergency Medical Services
- Trauma
- Fire, NFPA, ARFF
- Human Resources
- Law Enforcement
- Motor Vehicle Safety
- OSHA & Compliance
- Professional Security
- School Districts
- Water & Wastewater



- IT Infrastructure
- Microsoft, CompTIA, Cisco & More
- Social Engineering
- Cyber Security
- Project Management
- PMP Prep
- HR & OSHA Compliance
- Business Leadership

The Foundation of A Complete Training Solution

A Platform for Performance



RedVector's Competency Assessment Tool



ASSESS AND IMPROVE WITH PRECISION!

An effective learning and development program is only as strong as the foundation of its assessment capabilities. Throughout the training process the trainee's mastery of subject matter needs to be evaluated. Using thousands of questions cross referenced to RedVector courses, our competency assessments identify the skills gaps between your employee's existing knowledge, skills and abilities vs. their development goals. Assessments and corresponding reports are efficiently delivered online and individualized training curriculums can be automatically assigned for any deficiencies in the following areas:



Get detailed insight into your organization's existing competency levels down to the individual



Establish a foundation for more effective learning and development plans and training measurement



Improve training ROI by delivering the right training to the right people at the right time



Assessment is the foundation of World Class Learning & Development and ultimately improved performance.

12 RedVector Competency Categories

Basic Workplace Skills

16 Courses

Equipment and Tools (5)
Basic Rigging (6)
Workplace Math (5)

Health, Safety, Environment

200+ Courses

Bloodborne Pathogens (2)
Confined Space (1)
Construction (1)
Crane / Forklift Training (4)
Driving Safety (2)
Electrical Safety(9)
Environment & Hazardous Materials (39)
Ergonomics / Back Safety (3)
Fall Protection (1)
Fire / Emergency (9)
General Safety Compliance (24)
Hazard Communication (4)
HAZWOPER (3)
Laboratory Safety (1)
OSHA 10 Hour Construction (11)
OSHA 10 Hour General Industry
OSHA 30 Hour
Personal Protective Equipment (7)
Process Safety Management (14)
Respiratory Protection (2)
Welding Safety (3)

Professional Development

247 Courses

Computer Skills
Compliance
Leadership
Management
Sales
Finance
Customer Service
Communication
Human Performance
Health & Wellness

Laboratory Operations

27 Courses

Chromatography (2)
Lab Technician Math (3)
Laboratory Analysis (6)
Laboratory Chemistry (4)
Laboratory Equipment (2)
Laboratory Operations (10)

Process Operations

64 Courses

Basic Safety (1)
Chemistry (5)
Diagrams (1)
Distillation (6)
Environmental Considerations (1)
On the Job Training (2)
Operator Responsibilities (5)
Plant Operations Basics (4)
Plant Operations (3)
Process Equipment and Operations (14)
Process Sampling (2)
Refining Technologies (10)
Refrigeration Systems (2)
Statistical Process Control (3)
Storage Tanks (3)
Troubleshooting (2)

Mechanical Maintenance

85 Courses

Basic Plant Safety (1)
Basic Plant Science (7)
Bearings (5)
Compressors (7)
Fans (1)
Gears (2)
Heat Exchangers (4)
Hydraulics (10)
Lubrication (4)
Mechanical Power Transmission (2)
Pipes and Valves (11)
Piping and Auxiliaries (2)
Pumps (13)
Refrigeration (2)
Seals (2)
Shaft Alignment (4)
Valves (5)
Vibration Analysis (9)
Welding (2)

Electrical Maintenance

99 Courses

Basic Electrical Safety (3)
Basic Electrical Theory (21)
Basic Plant Science - Electrical (2)
Circuit Breakers (3)
Controls - Variable Speed Drives (10)
Electrical Diagrams (2)
Electric Motors (4)
Electrical Components (9)
Electrical Equipment (7)
Electrical Maintenance Training (17)
Electrical Protection (4)
Electrical Schematics (4)
Electrical Wiring (9)
Generators (2)
Test Equipment (2)

Maintenance & Reliability

9 Courses

Total Productivity Maintenance(4)
5S System (5)

Electronics

31 Courses

Basic Electronics (2)
Boolean Algebra (3)
Circuits (7)
Devices (12)
Electronic Test Equipment (3)
Numerics (2)
Power Suppliers (2)

Instrumentation & Control

57 Courses

Basic Instrumentation Diagrams (2)
Instrumentation (16)
Process Controls - Continuous Process (15)
Process Controls – Foundation (4)
Process Controls – Networks (3)
Process Controls – PLCs (17)

Power Generation

83 Courses

Boilers (17)
Coal Handling – Equipment (12)
Coal Handling – Fundamentals (3)
Coal Handling – Moving (3)
Coal Handling – Transport (2)
Combined Cycle (4)
Combustion Turbine (6)
Condensers (2)
Environmental Protection (2)
Furnaces (4)
Power Plant Operation (15)
Power Plant Protection (3)
Turbines (6)
Water Treatment (4)

Transmission & Distribution

76 Courses

Overhead Line (22)
Rigging (4)
T&D Construction (3)
T&D Distribution (5)
T&D Equipment (5)
T&D Maintenance (7)
T&D Safety (7)
T&D Systems and Theory (10)
Underground Line / Cable (13)

RedVector Competency Assessment Tool Features

- Using thousands of questions cross referenced to RedVector courses. Our competency assessments identify the skills gaps between your employee's existing knowledge, skills and abilities vs. their development goals.
- User defined question allotments and benchmark scores for weighting purposes.
- Tailor Question banks to the needs of the organization, division, department, job profile or individual
- Add, edit or delete questions, and arrange questions randomly.
- Critical Questions Feature
- Automatically generate and assign individualized training curriculum of Online or Instructor Led Courses based on any deficiencies in the assessment results
- Run detailed competency assessment reports at both the organization level and the individual level including completion, mastery, most missed questions, etc.

Benefits of RedVector Competency Assessment Tool

Align training with business goals

- Develop training strategy and learning paths

Build better teams

- Pinpoint employee skills for deployment around tasks
- Accelerate Cross Training

Identify critical skill gaps

- Better understand individual/group core competencies

Optimize your workforce

- Improve ROI by deploying training at right time to the right employees
- Discover employee skill levels

Plan for the future workforce

- Identify skills of incoming or outgoing employees

Establish ROI for Learning & Development

- **Learning needs to be measured to demonstrate effectiveness and to ensure it meets business goals**

Manage Assessments

Overview Manage Users Manage Training Reports Settings Manage Library

Assessment was updated successfully.

Manage Assessments

MANAGE COMPETENCIES + CREATE NEW ASSESSMENT

Search to find it faster...

Assessment Title ▲

Amazon Custom Assessment Draft Created on: 1/4/2017 0 competencies 0 questions	PACKAGE	PREVIEW	EDIT	COPY	DELETE
amazon II Draft Created on: 1/5/2017 1 competencies 3 questions	PACKAGE	PREVIEW	EDIT	COPY	DELETE
Electrical theory Assessment Created on: 9/28/2016 3 competencies 100 questions	PACKAGE	PREVIEW	EDIT	COPY	INACTIVATE
Pneumatics & Hydraulics Assessment Created on: 10/3/2016 6 competencies 95 questions	PACKAGE	PREVIEW	EDIT	COPY	INACTIVATE

- The “PACKAGE” button is only enabled for published assessments.
- The training manager can download the package as a zip file.
- The client will be able add the zip file to their LMS to launch the assessment.

Q & A

Q: Do you have to copy before you deactivate?

A. No, you are able to copy an assessment either before or after you deactivate it.

Q: How does this platform get linked to Atlas Knowledge courses?

A. If given permission from Atlas Knowledge you can integrate their courses into our LMS (AICC or SCORM 1.2) and then link your competencies and assessments to their courses.

Q: Is this tool only used for the industrial library?

A: There are definitely pre-built competencies that would add value to any industry: Health, Safety & Environmental, Professional Development and Facility Maintenance. The Custom Competency area gives you complete control to allow to generate the competencies that align specifically to your industry and job roles and generate Assessments based on those Competencies.

Q: We use an LMS for the training management (SCORM) cornerstone. Are your training options compliant with all the features and not require reformatting or rework?

A. Your Administrators will actually develop the competencies and assessments using our LMS. Once the Assessment is published you will be able to click a PACKAGE button that will generate an AICC link that can then be integrated in Cornerstone. Your employees would complete the assessment in Cornerstone.

Q: Can the benchmark questions be printed out for review?

A. I don't believe this functionality is available, but I can put in the request for future consideration.

Q: If I deactivate, Copy and Modify to a new Assessment, will it reschedule employees to retake the test?

A. No, they will only be required to take the new assessment if you assign the new one.

Q: Can we purchase this tool to use with all employees even if our current RedVector is for only a portion of our workforce?

A. Yes, the assessment tool can be purchased and used by everyone – including pre-hires.

Thank you for attending!

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