

Competency Management

The **OSSuite™ Competency Management Module** enables organizations to sustain their investment in competency initiatives. The sheer size of an organization and the many competencies required to define a job role can be difficult to identify, as even the simplest of job changes can cascade through several levels. OS software helps organizations identify needed competencies and determine whether there are enough resources to cover its workload. The OS solution also benefits employees by giving them a way to track their progress against goals, while creating a clear path forward to grow their career.

A Visual Mapping Method to Identify Key Positions

OS has developed a methodology that identifies competencies by leveraging visual mapping methods to assess functional qualifications. The software categorizes the competency of all key personnel into “anchor positions” and assigns overall competencies to individuals who are capable of filling these positions. Competency gaps are followed up with required training interventions. The key is to identify positions that need to be filled with higher competency individuals (anchor positions) to have a sustainable, flawless operation across all shifts. These few key positions are effectively the glue that holds the operation together, largely irrespective of the competencies found elsewhere in key assets. Note that this includes contractors and shared services.

It is important to know the number of people and the skill required for operating assets. OSSuite provides maps of equipment items and process units and the knowledge required to operate them. Tasks that must be accomplished to change job levels are identified. The final product is a process that allows competency to be assessed, and a path to progressing key gaps in personnel and skills to be identified for management action.

In its advanced state, competencies can be correlated with situational risk, for example, maintaining a high level of experience in a high risk area or unit. In addition, as gaps are identified and staffing shortages occur, analyses can be conducted to determine optimal staffing levels using algorithms to ensure that essential staffing positions are maintained, while not exposing staff to excessive fatigue or potential burn out.

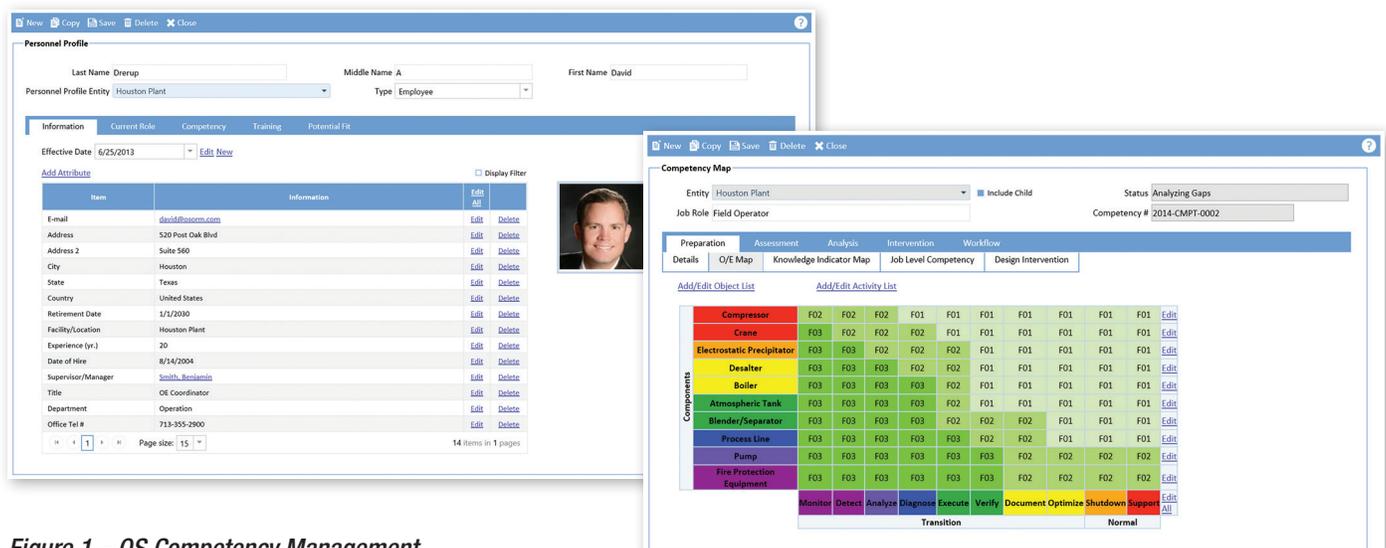


Figure 1 – OS Competency Management

Expert OS Consulting on Competency Management

Understaffing can lead to excessive overtime and increases in safety risks. In addition, an organization's base operations are critical during redeployments such as shutdowns, turnarounds, overhauls, and expansions. OS can help develop schedules that meet with these operational demands. And, utilizing the interdependencies of an integrated solution, our consultants can also identify engineering and technical information that operators and engineers can reference to improve their competencies in a process plant environment, such as control diagrams, procedures, training guides, P&IDs and more.

Business impact:

- Generates information on competency gaps for individuals, facilities and organization.
- Provides "what if" scenarios on the impact of the retirement of key individuals.
- Provides structure for creating individual training plans, methods of identifying at-risk employees and ranking of staff.
- Provides a clear structure for organizations to move to competency-based pay and advancement.

For more information email us at info@os-orm.com or call (713) 355-2900.