

# ASSESSMENTS

**Measure and understand your team's capabilities and expand knowledge and skills for maximum performance**

## Knowledge Assessments

Assessments confirm whether a worker understands specific information and material. Tooling U-SME's Learning Services team develops custom assessments to measure the capability of workers in current or desired roles or competencies. Our assessments are designed to identify gaps for an individual or an entire workforce through benchmarking current and future state capability planning.

We follow a strict methodology to verify that the assessments reflect the requirements of target roles and are fair to the individual. We partner with your technical subject matter experts to target the areas that most need measurement. Assessment items are custom-written and piloted to verify reliability and dependability.

In addition to assessment development, we offer services to verify that the assessments remain fair to the test-takers. Our team can provide annual psychometric review test data to ensure tests remain reliable and valid.

## Skill Labs

The same rigorous approach to developing knowledge-based assessments is applied to the development of hands-on skill labs. Our team will work with your technical subject matter experts to define critical skills and will create a standardized method to assess those skills. We will help identify or design the equipment needed for skill stations and develop the evaluations. Our team will develop work instructions, material lists or scripting needed for the skills lab and validate grading criteria through sampling and time-testing. We often include proctor scripts and grading rubrics for evaluators to maintain fairness in the skills assessment.

## Virtual Reality

An emerging method of assessing hands-on skills is through virtual reality (VR) technologies. Our team can design and develop a VR experience that will allow your workers to practice and demonstrate skills in a safe, controlled, and monitored environment. As with all our work-based solutions, our team will partner with your subject matter experts to customize the experience for your desired learning outcomes.





## TRAINING THAT DELIVERS ROI

### Tooling U-SME's Assessments service provides:

- Measurement of individual and organizational gaps
- Fair and reliable evaluation of workers

### Common deliverables include:

- Knowledge Assessments
- Benchmark Assessments
- Skill Labs/VR Labs

### Positive business impacts:

- Direct costs: Increased productivity, quality, safety, and time to performance
- Indirect costs: Increased employee engagement