

Workforce Competency Management

Build a Workforce That Is Qualified, Compliant, and Ready to Perform

Move beyond training completion and gain a complete understanding of workforce competency.

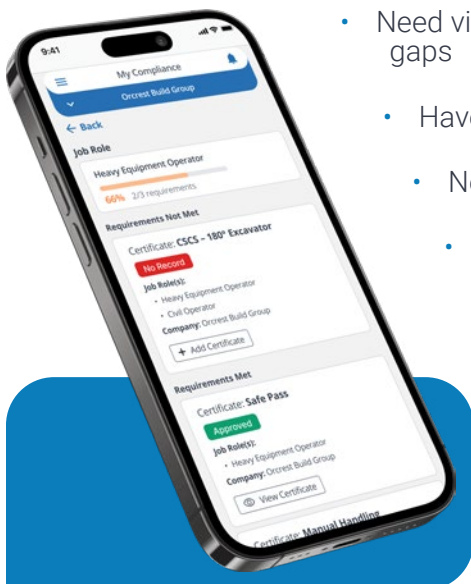
HSI Workforce Competency Management helps organizations track qualifications, certifications, assessments, skills, and competency requirements in a single system. By connecting learning, workforce qualifications, and competency data, organizations gain real-time visibility into who is qualified, where competency gaps exist, and who is ready to perform their role.

Replace spreadsheet-based skills matrices with automated competency management, simplify compliance, and support workforce planning through a centralized view of workforce readiness across your organization.

Use Cases

HSI Workforce Competency Management is ideal for organizations that:

- Manage training or skills matrices using spreadsheets across multiple sites or locations
- Need visibility into employee qualifications, certifications, skills, and competency gaps
- Have complex role-based training and competency requirements
- Need to demonstrate workforce competency during audits and inspections
- Are opening new facilities, projects, or locations and need visibility into workforce readiness
- Need to support workforce planning and employee career development
- Manage contractor qualifications and certifications
- Want to standardize competency requirements across roles, teams, and business units



The HSI Difference

Workforce Readiness Visibility

Move beyond tracking training completion and gain a complete view of workforce competency. Instantly identify who is qualified, where competency gaps exist, and who is ready to perform a role.

Automated Competency Tracking

Eliminate manual training matrix updates. Training completions automatically update competency records, qualifications, and workforce readiness status.

Skills Tracker & Skills Matrix

Track employee skills in real time using dynamic skills matrices that automatically update as training, assessments, and qualifications are completed. Replace manual spreadsheets with a centralized, always-current view of workforce capabilities.

Standardized Competency

Create consistent competency frameworks across roles, departments, and locations. Standardize job requirements, required skills, qualifications, and assessments to ensure every employee is evaluated against the same criteria.

Competency Scoring

Measure employee readiness against job requirements using competency scores. Quickly identify gaps by employee, role, team, location, or business unit.

Certification & Qualification Management

Track certifications, licenses, qualifications, internal competency requirements, and assessment results from a centralized system. Receive alerts before critical qualifications expire.

Workforce Planning & Succession Planning

Identify qualified employees across locations, understand workforce gaps, and create development pathways for future roles and leadership positions.

Contractor Qualification Management

Track contractor certifications, qualifications, and compliance requirements alongside employee records to ensure workforce readiness across your entire operation.

Audit & Compliance Readiness

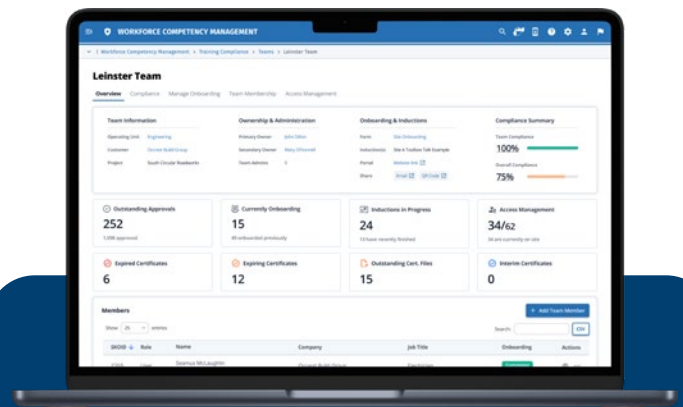
Maintain a complete record of employee qualifications, certifications, assessments, and competency requirements to simplify audits and regulatory inspections.

Seamless Connectivity

Connect workforce competency data directly with HSI LMS, creating a single source of truth for training, qualifications, and workforce readiness.

Ideal Industries

- Utilities
- Manufacturing
- Energy & Oil & Gas
- Construction
- Transportation & Rail
- Mining
- Logistics & Distribution



Business Outcomes

Increase Workforce Readiness: Know who is qualified and ready to perform their role.

Reduce Administrative Effort: Eliminate manual spreadsheets and simplify competency management.

Improve Compliance: Track qualifications, certifications, and competency requirements in a single system.

Simplify Audits: Quickly demonstrate workforce qualifications and competency during audits and inspections.

Support Workforce Growth: Identify qualified employees and workforce gaps before expanding operations.

Develop Future Talent: Support employee development with standardized competency frameworks and career progression pathways.