COMPETENCY MANAGEMENT

Develop characteristics that lead to excellent performance.

Competencies are made up of activities, events, and experiences necessary to achieve desired levels of knowledge, skills, behaviors, and attitudes. Putting a system in place for competency management allows you to build a comprehensive database of roles and required competencies. You can use ExxTend Learning™ to effortlessly develop a robust and complete competency management plan and develop expertise within your company.

BUILDING COMPETENCIES

Activity Types

ExxTend Learning™ allows you to create, support, and track the activities you need to build competencies. Here is just a sample of the types of activities you can track in ExxTend Learning™:

- Courses
- Experiences
- Classes
- Job Assignments
- Workshops
- Certificates
- Meetings
- And most any type imaginable!

Pre-Requisites and Equivalencies

Any activity in ExxTend Learning™ can be sequenced and organized using prereqs and credit equivalencies. That means there is no limit to what you can use to build competencies and ensure your workforce remains compliant.

START EMPOWERING YOUR ORGANIZATION.

BUILDING COMPETENCIES

Competency Groups

Tracks: Group activities in a Track. Once properly named, these become your competencies.

Jobs: Place the new Competency Track into a Job container. Additionally, you can store individual activities not associated with a Competency Track in the Job container. Use this container to define different levels of competency or differentiate between similar jobs.

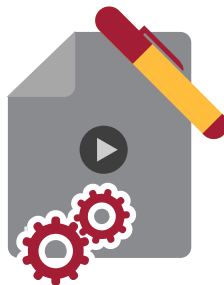Roles: Group all Jobs, Tracks, and any individual activities into a larger Role.

NOTE: The naming of the tools (Tracks, Jobs, and Roles) can be changed in the system language editor; e.g., use "Competency" in place of "Track."

Tracking Competencies

ExxTend Learning provides several reports that allow real-time management of employees' progress throughout their competency development. Custom scripts can also be created to address any reporting needs that might arise.

All of these features make for a powerful tool allowing the full integration of both learning and competency management in one system.

With three levels of nesting, an unlimited number of activity types, and robust reporting and monitoring, you can build a straightforward and highly flexible competency map in ExxTend Learning™.