



## Performance Assurance

### COMPETENCE MANAGEMENT

CoMPASS facilitates competence management. Competencies serve as the basis for standards that specify the level of knowledge, skill, and attitude required for success in the workplace as well as potential measurement criteria for assessing competency attainment.

### PERFORMANCE ASSESSMENT

Performance assessment is the direct systematic observation of an actual performance and the rating of that performance according to previously established performance standards. Here CoMPASS aids the objective assessment of the capability of an individual, to apply subject knowledge to a set of required skills and attitudinal behavior, to successfully perform "critical work functions" or tasks in a defined work setting.

### TRAINING & TESTING

Training is an integral part of the learning process. Individuals who fail to meet minimum performance standards defined for an organization, are assigned to appropriate training, based on the **competencies gap identified** by CoMPASS. Training is calibrated to address seafarer competence and performance expectations. Online tutorials help the seafarer close the **competencies gap**, while testing is designed to **accurately measure** the knowledge level required at the workplace.

### PERFORMANCE & TRAINING ANALYTICS

CoMPASS has a powerful analytic suite that helps analyze the **competencies gap and productivity** of a seafarer as well as helps better understand performance and training data across different sets of parameters, with graphical representation.

## INFORMATION TECHNOLOGY SOLUTIONS THAT WORK FOR YOUR BUSINESS.

A best-of-breed application platform that automates the process of Competence Management & Performance Assessment and aligns Training to a seafarer's competencies gap.

The platform combines leading-edge technology with best-in-class business processes.

The objective is to help companies comply with standards set by industry to address the problems and difficulties encountered by ship operators/charterers with regard to a seafarer's competencies gap and the increasing risk of maritime accidents.

### Salient Features

- Information driven and intuitive
- Secure, cost-effective data communication
- Aligned to stringent audit control and compliance standards
- Computer aided assessment, online training and testing
- Automated data interchange

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