

HONEYWELL OUTCOME BASED COMPETENCY PROGRAM

Targeted training, measurable results



Honeywell

FLYING BLIND: ADDRESSING THE TROUBLE WITH TRADITIONAL TRAINING

Safe, reliable, and efficient operations require competence.
Data from the Abnormal Situational Consortium indicates:



40% OF INCIDENTS RESULT FROM HUMAN ERROR, ANOTHER

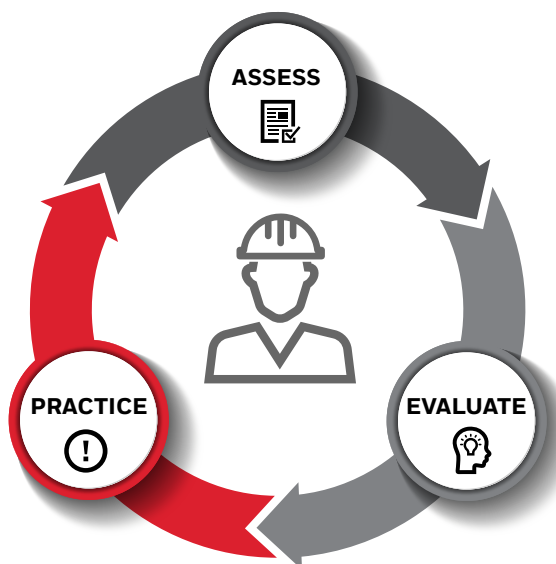


40% ARE FROM EQUIPMENT FAILURE

Control technicians are on the front line: Their ability to rapidly identify, diagnose, troubleshoot and repair systems determines the frequency and severity of incidents.

The skills they bring have a critical impact on operations and availability. But with an ageing workforce and stretched resources, ensuring the highest competency levels of key staff and teams is a challenge.

Training is our principal tool for meeting that challenge. But is the organization's investment well directed? And how can it be confident that the training applied is necessary and effective?



INTRODUCING HONEYWELL WORKFORCE 360 OUTCOME BASED COMPETENCY PROGRAM

Training solution based on key performance indicators for demonstrable, quantifiable results.

- Rigorous benchmarking to evaluate teams' and individuals' current skill levels
- Developing personalized training plans to deliver courses relevant to the worker that address skills gaps
- Providing flexible training and opportunities to practice through a wide range of resources, channels, and training models
- Assessment and certification to evaluate, record and report results.

It is a comprehensive competency program designed to provide the training outcomes and skills to improve performance, reliability, and safety. It delivers training specific to your workforce; available on demand in the format required; with measurable results.

WE MAKE TRAINING COUNT.

BUILDING A BETTER BUSINESS WITH COMPETENCY PROGRAMS



A STRUCTURED APPROACH TO DEVELOPMENT

BENCHMARKING FOR SUCCESS: ASSESSMENT AND GAP IDENTIFICATION

Every Workforce 360 Competency journey starts with a training needs assessment (TNA) to

- identify gaps between the capabilities of your automation system and your workforce's skills.
- Detailed questionnaires evaluate critical knowledge and skills for the role – from basic awareness and fundamental grounding to skilled and expert competency.

			EXPERT
	FUNDAMENTAL	SKILLED	LEVEL 4
AWARENESS LEVEL 1	LEVEL 2	LEVEL 3	
• General Understanding • Basic Knowledge- recognizes what can be routinely done and who does what	• Good working knowledge • Ability to apply knowledge • Work independently in "standard" situations	• In-depth knowledge • Ability to manage exceptions & special cases independently • Ability to effectively share experience	• Extensive expert knowledge • Ability to coach & mentor others • Invents new techniques

Tailored training and development plans

Comprehensive skills development plan to:

- Address the gaps identified and raised the candidate's skills level
- Matching candidates with the most suitable courses.
- Focuses training on the critical areas of knowledge where they currently fall short.

Flexible delivery and practice

Honeywell Workforce 360 Outcome based Competency program provides access to a full portfolio of training delivery options through below delivery models that work for the individual and organization:

- eLearning as subscription
- Micro learning
- Video learning
- Asynchronous training
- Instructor-led training
- Virtual instructor-led training
- Onsite lessons
- Academy classroom sessions

Through access to the Honeywell Academy Virtual Cloud Host Platform, we also provide a virtual machine environment for convenient opportunities to practice skills learned.

Robust assessment and certification

At the end of the training delivery and practice, we

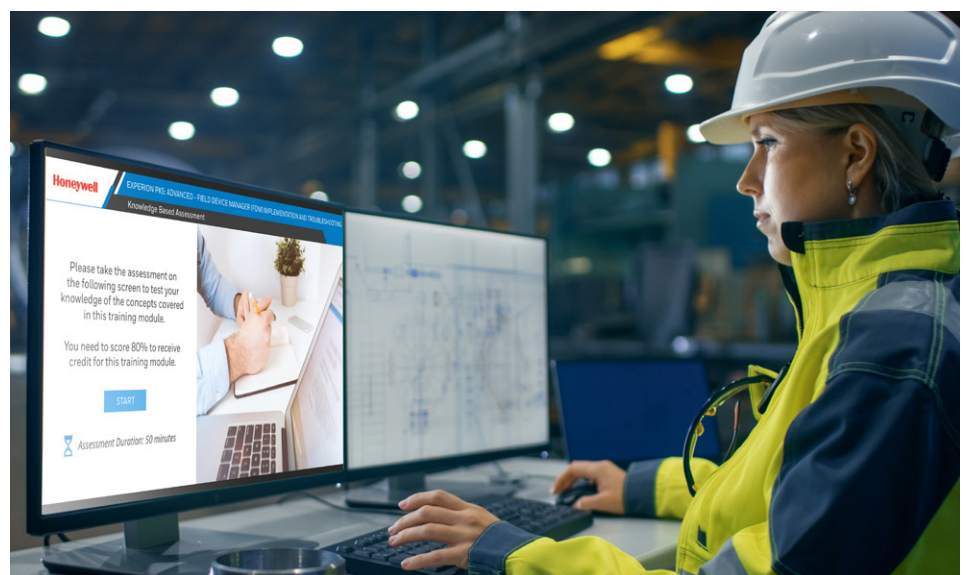
- Provide an assessment and,
- Where required, certifications based on competency levels – according to the plan proposed.
- With a clear measure of each candidate's and the team's skills and competency, organizations can easily assess progress and identify further needs for training and any remaining gaps.

A partnership approach: Continuous improvement and Support

Honeywell Workforce 360 Outcome based Competency program ensures

- Focused refresher on key skills to cover the gaps
- Access to comprehensive library of learning materials and media
- On demand access to cloud based platform for practice
- 8*5 query resolution support

Learning is a journey, not a destination.



WHY HONEYWELL?

Honeywell's competency programs and solutions are built on decades of workers' experiences using integrated control and safety systems. This is captured in state-of-the-art competency-based products and services proven to enhance worker performance.

With worldwide coverage and local support, Honeywell has experts on every continent ready to develop and deliver solutions for a skilled workforce and safer, more reliable, and more profitable operations. Let us work with you to create a continuous training, testing, and assessment process to persistently drive-up skills and performance.

For more information

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THE
FUTURE
IS
WHAT
WE
MAKE IT

Honeywell