

STRUCTURAL BUILDING COMPONENTS MAGAZINE

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SCDA Update

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The Results Are Coming In...The Technical Skills Evaluation Is a Hit!

As the results of the first Technical Skills Evaluations (TSE) have been tabulated, one thing has been clear: you never know as much about your staff as you think. For the first companies to participate, SCDA offered to provide a comparison of expected performance to actual evaluation results. The results have been striking in their lack of consistency. One might expect that the differential between the actual and predicted scores for a longer term employee would be much smaller than for a new hire. Such was not the case. Almost universally, there was a statistically significant gap between expectations and evaluation performance, and there was no correlation to length of employment. Sometimes the estimate was optimistic, and sometimes pessimistic; again, not consistently.

So what does this tell us? The best way to accurately assess the abilities of your EWP technical staff is to administer the TSE and get the results in black and white. The benefits are varied and numerous. One industry veteran summed it up best, "The Technical Skills Evaluation has provided us the opportunity to accurately assess the skill level of all our technical staff. We have fine tuned staffing to take advantage of specific areas of expertise."

"I've been able to use this exam as a standard to reference when doing jobs. It has served as a reminder to use the appropriate industry vocabulary and to cover all the bases accurately," said Randy Cape, a Stark Truss technician who took the TSE. Take advantage of this opportunity to maximize your staff resources, and stand out among your peers and competitors as the superior resource for EWP technical expertise.

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