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SCDA Update

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Technical Skills Evaluation Results Prove Extremely Valuable by SCDA Staff

SCDA's Technical Skills Evaluation is the starting point for training employees, no matter what their level of experience. It gives a starting point to assess the training needs of new hires and can determine what experienced employees need to get to the next level.

Since introducing the Technical Skills Evaluation (TSE) last August, SCDA has received numerous questions regarding the program. The SCDA certification program allows companies to accurately evaluate skill sets and focus their training in areas of specific need. It also brings value to companies as a training development aid.

Years in the Industry	Math Skills Predicted by Manager	Math Skills	Terminology Predicted by Manager	Terminology	Wood Science Predicted by Manager	Wood Science	Codes & Standards Predicted by Manager	Codes & Standards	Load Development Predicted by Manager	Load Development	Product Selection Predicted by Manager	Product Selection	Blue-Print Reading Predicted by Manager	Blue-Print Reading	Field Application Predicted by Manager	Field Application
1	8	9	5	9	3	7	4	4	3	6	5	9	6	8	6	7
3	4	8	8	8	2	7	7	5	6	6	8	8	8	7	7	8
4	5	6	7	8	6	4	6	3	8	5	8	9	9	7	7	6
4	4	5	7	8	4	8	5	6	6	6	7	8	7	9	7	7
4	4	4	4	7	3	5	4	4	6	5	6	8	7	5	6	7
6	7	4	8	7	7	5	7	4	9	2	7	8	9	3	8	7
7	8	9	9	9	8	8	7	5	6	7	8	9	8	10	7	8
9	8	8	7	8	7	5	8	4	9	6	8	8	9	7	5	3
10	5	8	8	8	7	8	8	8	7	6	8	8	7	8	8	5
17	8	7	7	9	5	7	6	7	8	7	8	9	8	9	8	9

RANDOM SAMPE OF SCDA BOARD MEMBERS' RANKINGS AND ACTUAL EMPLOYEE SCORES
CLICK ON IMAGE FOR LARGER VIEW

The TSE is a comprehensive examination that consists of 145 questions and is presented in eight sections:

- Math Skills
- Terminology
- Wood Science
- Codes and Standards
- Load Development
- Product Selection
- Blue Print Reading
- Field Applications

Based on those that have taken the exam, it ranges from four to about eight hours to finish, but the results are extremely valuable. To give you an example of just how valuable, as part of the development process, the SCDA Board decided that it would have the managers predict the scores of the technical staff taking the TSE.

With the results, a manager cannot only compare employees' knowledge to each other but also to others in the industry. More important though is the fact that the scoring system allows managers to define where the employee's skill set is strong and weak. Work activities can be adjusted to focus on their strong areas and additional training can be provided to strengthen the weak areas. Companies can now take full advantage of the skills of their staff.

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