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Testing:

If I were to follow a testing system, Test Driven Development (TDD) would be my choice using Junit. This would smoothly make sure that the application runs accordingly with the specifications provided. Furthermore, user-based testing, and testing unusual/extreme cases is an extra testing stage to be added on the top on TDD.

Performance and Multi-threading:

In a case of performance, a skills list, such as linked list or sorted linked list would preformed better as it is already sorted. Additionally, this will ease the lookup quires and fasten the expansions process. On the other hand, if a multi-threaded system to be implemented with this system, then the resources are needed to be protected against race conditions.

Scalability

I would personally prefer using databases, MySQL or such, to ease the process of manipulating data. Having a database system governed by a access rules set through the program can help provide the functionality of the programme and its data to multiple users.