

Competence Development Program Processes

**using IEEE Hyderabad Section's
'Rapid Skill Connect' Program'**

June 2017

Why IEEE Skill Connect

Skill Connect builds sustained ability to do in students. The outcomes are measurable

The focus is on teaching them “how to learn” and validate the competence acquired with measured outcomes

Traditional Training Approches		Pattern Based Approach
Implication		Implication
Focus or Objective	Imparting Knowledge	Competence Building
Retention of learning	1-2 weeks - Needs Re-induction - learn again before & during work	Long- ability to apply is Internalized
Ability to Apply to work	Poor and subjective	High in focused area - Nearly over 50% can apply effectively
Productivity in work	Unpredictable - subjective	Reasonably and repeatably Productive - at least 10-20% higher
Quality of work	Funcnality based learning	
% of people who do well	10-15%	40-50% are productive - Method enhances the productivity of the team
Training targets	Knowledge. Partly application	Knowledge, Proess Ability, Skill
Human attributes addressed	No specific focus - those who are naturally good do well - typically 10-15%	Retention, Memory, Internalization. - Communication improves due to knowing and recall; Motivatioin and Self Confidence are strong

Skill Connect enhances the human aspects of doing – like memory, recall ability, communication, self confidence and motivation, apart from technical ability

Rapid Skill Connect – Initial Preparation

Readiness Assessment

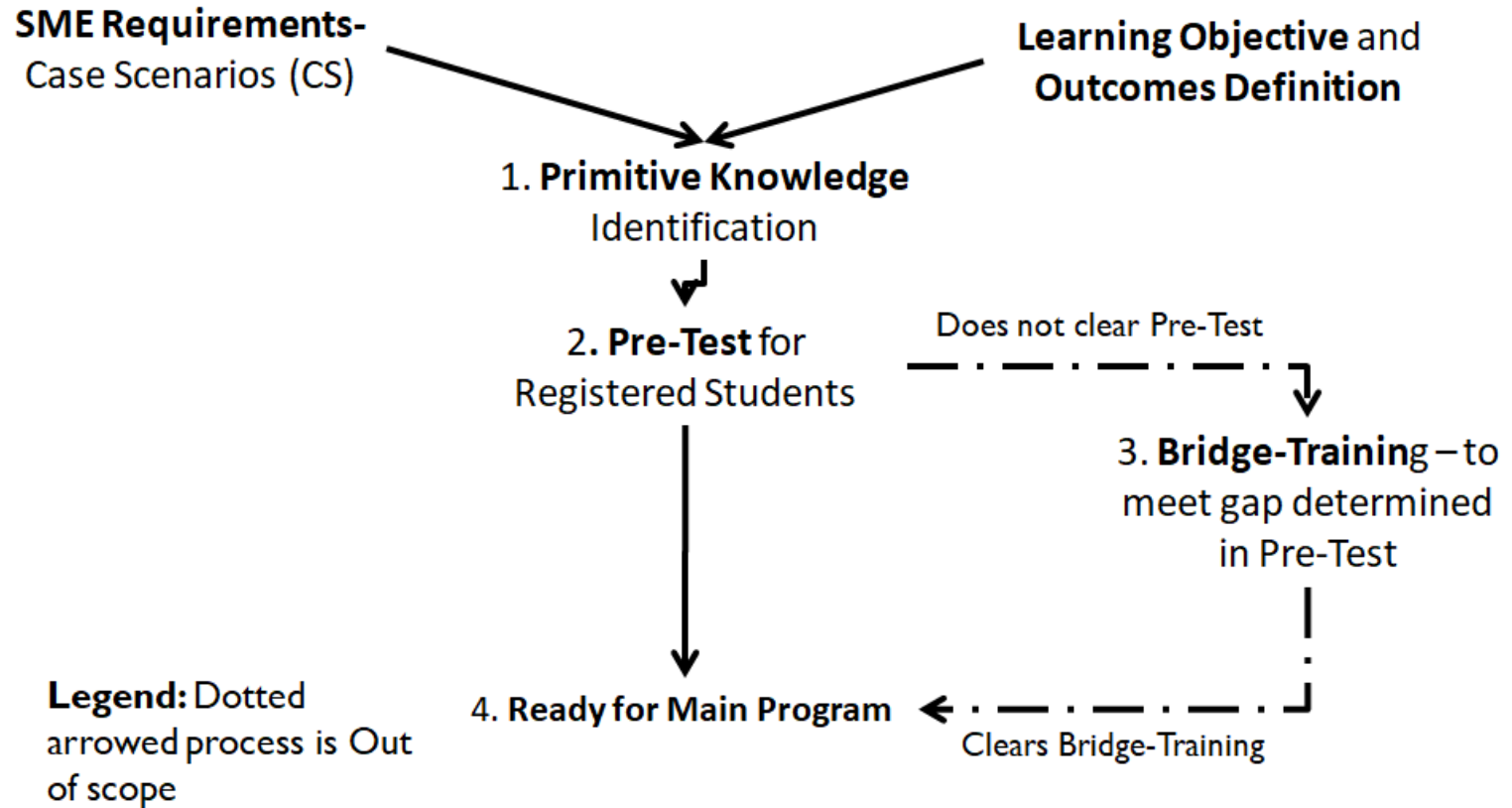
Aimed at Students who have Prior knowledge of relevant Technology Based on Case Study and its Requirements, Primitive Knowledge need is identified

When a Program is to be run:

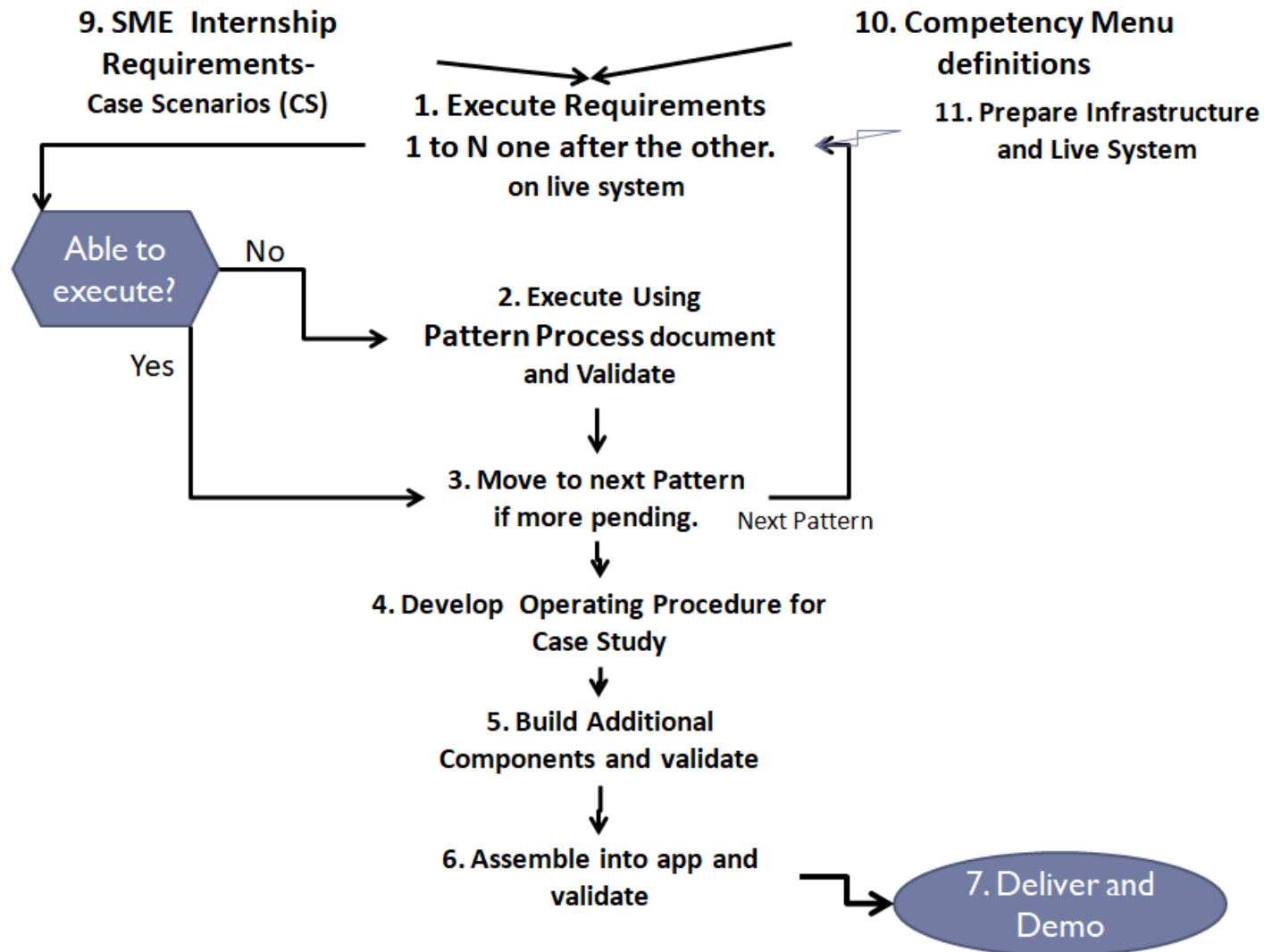
1. Existing Knowledge levels in the Participating (Registered)Students is assessed
2. A test is conducted to Assess Students readiness and gaps to be bridged
3. Gaps are communicated to the students.
4. Students may undertake programs to bridge this gap and provide proof of knowledge.
5. Students who are ready can join the program.

Initial (Readiness Assessment) Process and Main Program Processes are detailed in the next slides.

Rapid Skill Connect – Initial Preparation Operating Process



Rapid Skill Connect – Main Program Operating Process



Thank You

