



Schedule Optimizing Software

SKILLS INVENTORY MANAGEMENT

- Powerful tools for managing the your workforce skills inventory
- Analytical tools for uncovering shortages, bottlenecks and gaming in training operations
- Comprehensive, detailed and timely view of the collective skills in your existing workforce
- Data structure manages labor standards for jobs and training requirements for employees, including:
 - Training history
 - When qualified
 - Qualified by whom
 - When last worked
 - If current
 - If challenged
 - If temporarily disqualified
 - Job preference
- Automatically places volunteers for open jobs in the training queue if they are not qualified
- Automatically assigns on-the-job training to future production schedules
- Integrated with labor scheduling and self-service employee Kiosk for self-selection

Human capital remains among the most expensive and important contributors to flexible production in manufacturing. Whether you are establishing a cross training program or struggling to control labor costs, Tugboat's comprehensive Skills Inventory Management solution enables you to maximize the utilization of the skills in your labor force.

Making the best possible use of worker's skills requires more than listing their abilities or qualifications. Tugboat's Skills Inventory Management system includes the ability to track skills as well as:

- Track skills-currency
- Define labor standards
- Forecast labor requirements
- Analyze shortages
- Plan training strategies
- Promptly allocate labor resources as production demands fluctuate

Tugboat's Skills Management software enables both improved productivity and improved safety-on-the-job by providing powerful tools for automating your skills improvement process. Whether based on classroom training, on-the-job training, or testing and certification, the skills available in your workforce can now be managed as a vital business inventory.

- The number of training events required for competency and for re-fresh training for any job is specified
- Priority associated with all training assignments
- A complete training history for each employee is available
- Job currency is managed for all employees and jobs showing those recently trained and date when last worked
- Enables analysis of the efficiency of your training program - how often workers are trained and how many training events are actually performed for specific jobs
- Reports help you manage ISO and other quality standard requirements for your workforce

GAVERAGES		
ial Listing		
1/00 to 02/08/02		
Training days Average	Training days High	Training days Low
8.5	18	2
45.9	77	1
30.3	103	1
45.3	82	1
40.5	116	3
34.6	73	1
17.6	68	1
10.7	56	1
2.3	25	1
30.8	66	1

You can review the impact of training assignments on your schedule by creating schedules for future dates and then fine-tuning them for the desired number of employees in training. If adjustments need to be made, specific training assignments are easily added or postponed.



Tugboat Software is a recognized leader in automating labor scheduling solutions for organizations with multi-shift operations. Our solutions are designed to satisfy your business requirements while also meeting the needs of the affected employees. Our goal is to optimize the utilization of your human capital while minimizing complexity.

Tugboat's solution is delivered Software-as-a-Service so you don't have to worry about system requirements and IT support. Tugboat's proven team of industry specialist and professional service resources provide support from implementation, customization when needed and through best-practice consulting during operation.

Next Steps: Find out how Tugboat can reduce the costs associated with managing and administering your shift scheduling system. For more information, contact Tugboat Software or visit www.tugboatsoftware.com.

