In the industrial world, people are the foundation of operational excellence. Today, however, experienced personnel are retiring in record numbers. Recruitment and integration of younger employees must be addressed head-on for plants to thrive.

Human capital challenges for industrial sites are multiple and varied: they range from the pace of evolving technology, to demographic changes, globalization, and increasingly competitive markets.

Industry-wide surveys suggest traditional training tools and approaches fail to meet the mark when it comes to making industrial personnel better at their jobs. Seven in ten say they lack necessary skills and acquired skills from training interventions are lost in just six days if not immediately applied on the job.
Honeywell delivers its competency solutions in a way that works for your business. Choose from project-based programs to deliver defined training objectives and results or use our outcome-based offering focused on providing the changes you want to see in your operational performance indicators.

With outcome-based solution, Honeywell will work with you to identify Key Performance Indicators (KPI) that are tied to your business metrics. These KPI will be periodically assessed and evaluated over the course of the program. Below are examples of typical KPIs:

• Reduction in off-normal situation
• Reduction in on-site expert support
• Reduction in mean time to repair
• Meeting localization and nationalization targets

Our solutions are role-based, skills-focused and data-driven to deliver robust and results-driven competency programs.
A BROAD PORTFOLIO

Honeywell competency solutions draw on a broad portfolio of products and services. With decades of experience and domain knowledge, it will help structure a program tailored based on your workforce and operational needs.

COMPETENCY GAP ANALYSIS
Honeywell focuses on roles to identify and address the key skills required by each worker to perform effectively. For a more objective approach and added insights, we combine data analysis with traditional self-assessment and supervisors’ reviews to identify gaps in knowledge and skills.

Drawing value from your plant data, Honeywell can help pinpoint the tasks where trainees and experienced workers need interventions for better and faster results.

VIRTUAL REALITY SOLUTIONS
Honeywell’s Immersive Competency solutions are delivered using a virtual reality environment that simulates actual assets viewed though a headset device. Field personnel such as maintenance technicians and engineers can practice tasks and procedures safely in the virtual environment.

Task-based training enables trainees to practice core competencies and address rare but critical operating scenarios. Upon completion of the training, assessments are delivered for skill retention and competency assurance. For efficient delivery, centrally located or remote experts can oversee the training of workers across the organization with learning modules delivered on-demand, online through cloud-based platforms.

Immersive competency is a critical solution to address the demographic shift across industries as younger generations replace experienced workers. Skills-based training content delivered through virtual reality platforms can reduce time to competency by over 30% and the cost of training by almost half.

IFS can create virtual replica of your plant and experts can collaborate to drive effective operations.

IMMERSIVE FIELD SIMULATOR (IFS)
Honeywell IFS combines our cutting-edge Immersive Competency solutions with our market-leading expertise in operator training simulation (OTS), to create a unique and collaborative learning environment.

Honeywell (IFS) provides a virtual replica of the physical plant integrated with a digital twin of the process through our UniSim OTS. Field and panel operators can practice and train together on different plant operation and safety scenarios in a virtual and safe simulated environment.

IFS provide a unique tool that not only simulates the working environment for both panel and field operators but also enables interaction between the two. Workers learn key tasks and the collaborative and communication skills that are essential for effective operations. Improving teamwork, and providing a more engaging and unpredictable learning experience for all workers, IFS helps improve a range of key competencies:

• Familiarization with Plant Layout
• Line tracing and location of equipment
• Startup, shutdown, malfunctions and normal plant operations
• Troubleshooting
• Rounds and sampling procedures
• Lock-out, tag-out, and equipment isolation.

Experts can manage activities remotely and safely in the virtual environment.
ON-THE-JOB COMPETENCY ASSURANCE

Make your plant data work for you with On-the-Job Competency Assurance (OJCA). Honeywell uses advanced analytics to provide competency and behaviour insights by linking operational data to workers' actions.

With OJCA, workers' actions help define best practices and generate benchmark to gauge worker behaviour and competencies. It enables managers to evaluate workers' performance over time, assessing the key outcomes from their behaviour while they are working. Finally, in tracking performance and outcomes, it can reveal hidden gaps in required competencies so that training interventions are focused.

Combining OJCA with our expert assessment services help drive consistency and excellence across your operation, ensuring every employee meet the standards of your best worker.

TRAINING DELIVERY

Expert trainers and advanced learning tools combine to offer a cost-effective solution to accelerate competencies. These could be in the form of traditional classroom-based teaching, on-site or at the Honeywell Automation College, to hands-on practice and assessments in the form of simulation and sandbox solutions.

With options for Cloud-hosted training modules and e-learning solutions, Honeywell provides opportunities for workers to learn where and when it's convenient. Remote solutions can eliminate travel and time away from work, providing a more efficient and effective training program.

TRAINING MANAGEMENT CONTRACTING

Honeywell provides valuable services as Training Management Contractor (TMC) for Greenfield situations where large workforce with varied competency are required during start up and steady-state operations.

In the role of TMC, Honeywell engages with clients Human Resource organization to manage the entire Human Resource process related to competency management of the technical staff. From helping in recruiting and screening process to all the necessary elements needed to produce a fully competent workforce. Honeywell’s TMC team is equipped to work with the local institutions, power colleges, EPC, licensors, and pilot plant companies, as needed to provide portion of training thereby reducing cost to our clients and increase the local institution's capabilities in the future to be compliant with the local content obligations.

As TMC, Honeywell will be single point of contact responsible for delivering competency management program for a flawless start up.
TECHNOLOGY TO ENGAGE YOUR WORKFORCE

Honeywell uses a range of traditional and technology-led tools in its competency programs to accelerate paths to competency.

Honeywell’s advanced learning solutions provide opportunities for the experiential learning opportunities demanded by a new generation of workers, to enhance opportunities for collaborative working and on-the-job support, and to harness data on activities that provides insights driving to targeted competency solutions.

IN-WORK SUPPORT

We know that learning never stops. Even experienced workers can come across unfamiliar tasks that require additional expert support. Honeywell Intelligent Wearable configured with software application connects the field worker to experts, documents, and instantaneous information to complete their tasks efficiently. The Intelligent Wearable device is a hands-free voice activated headset capable of displaying information on viewable screen.

Our solution can capture knowledge and best practice and spread it across the operation, with applications to provide workers with the help they need when they need it. Mobile workers get access to relevant information from control and safety systems, historians and even enterprise resource planning systems for essential context, insight and guidance to do their jobs better. Meanwhile, applications, such as our Expert on Call application, enable on-demand remote collaboration over audio and video call using a PPE compliant, hands-free, intrinsically safe wearable devices.

ASSESSMENT AND CERTIFICATION

With Honeywell’s competency management programs, assessment is hands-on and focused on skills, as well as knowledge. Gap analysis identifies the skills required for each role. We then provide training and practice as needed prior to candidates undergoing a rigorous assessment to demonstrate their skill level.

Each assessment involves expert evaluation against objective and defined role-based competency criteria. Certification (provided for those working with Honeywell technology) or qualification (on third-party systems or devices) is valid for three years, ensuring an up-to-date assessment of skills.

BENEFITS FROM HONEYWELL’S COMPETENCY PROGRAMS

• Save around 30% on time and costs compared to traditional On the Job training
• Reduce time of startups from planned/unplanned shutdowns by 15-20%
• Reduce time to competency by 50% and improve workforce retention by utilizing modern and engaging training approaches
• Resolve issues faster through real-time on-demand remote collaboration
• Utilize a cost-effective blended approach to learning using instructor led, eLearning, simulation, and on-the-job techniques
• A single point of contact for all training facilitating a standardized approach
Honeywell’s Competency Management program is built on decades of worker’s experiences using integrated control and safety systems. Honeywell has incorporated this experience into state-of-the-art competency-based offerings that improve worker performance.

Honeywell offer worldwide coverage and local support, with experts on every continent ready to help develop and deliver solutions for a skilled workforce and safe, reliable, profitable operations. Let us work with you to develop a continuous process of training, testing, and assessment to persistently drive up performance and ensure we’re always learning.

Talk to Honeywell today about how we can develop the workforce for a smarter future.

For More Information
To learn more about Honeywell Competency Management, visit Honeywellprocess.com or contact your Honeywell account manager.

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