

# Competence Management

Create real-time and predictive inventories of your workforce's capabilities



## Automate certification management

Keep your team compliant and qualified by automatically tracking and renewing certifications. Get timely reminders and updates to avoid costly lapses.



## Personalized training paths

Assess employee skills, pinpoint competence gaps, and implement tailored development plans. Place employees at the heart of their development journey to make training more effective.



## Make data-driven decisions

Collect, centralize, and analyze employee data. Real-time dashboards let you track progress, identify skills gaps, and make data-driven decisions on training and development needs.



## Scalable for complex operations

Track competencies across multiple locations and regulatory jurisdictions without missing a beat. Whether you manage a small team or a multi-site operation, our system scales to meet your needs.

# Unlock Your Team's Potential: The TenForce Process

## 1. Skills assessment

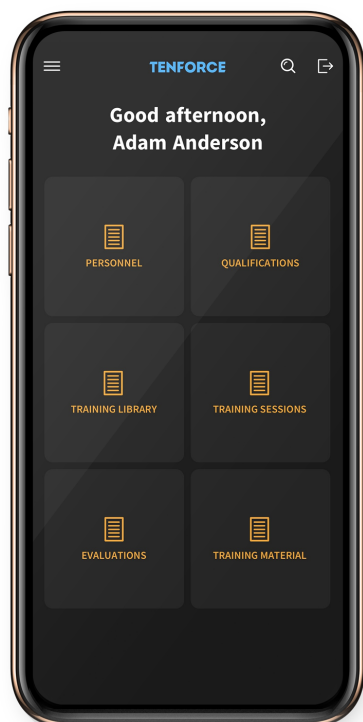
- ✓ Set up profiles for each employee that include details like their department, manager, qualifications, certifications, and skills
- ✓ Group employees based on job titles, roles, departments, and locations. Then, assign the necessary qualifications and certifications for each group
- ✓ Automatically identify skill gaps and generate targeted training programs, complete with relevant tests and qualifications
- ✓ Centralize training records so they are accurate and accessible when you need them

## 2. Tracking training programs

- ✓ Automatically notify employees of assigned training tasks and track their progress
- ✓ Connect training tasks to training material or your LMS
- ✓ Offer evaluations or tests in different formats, such as oral, written, checklists, etc
- ✓ Award qualifications with set validity periods

## 3. Closing the loop

- ✓ Schedule refresher training and certification renewals automatically
- ✓ Track how much time each department, individual, or topic spends on training
- ✓ Create compliance-ready reports with instant data visualization for stakeholders
- ✓ Understand competency levels across the organization and assign resources where they're needed most.
- ✓ Integrate with CAPA, Risk Management, Audits, and more



**15%**

**increase in employees achieving their competence milestones on time**

**20%**

**improvement in the identification and closure of skills gaps**

YOUR PEERS TRUST US

**ABInBev**

**EUROCHEM**

**Monument**  
Chemical

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