

# Solution Search

## Using Simulators to Prescreen & Assess Operator Skills

### Business Challenge

Hiring good employees is an important aspect of any successful business. When it comes to putting employees in charge of multi-ton, multi-million dollar machinery on busy job sites, it elevates the importance of finding the right people to a new level.

Live machine evaluations are one way to discover whether an operator is capable, but it's difficult for the supervisor to record every detail and reaction and also judge performance. Each supervisor may evaluate operation differently as well, making it tough to compare results effectively.

### Solution

Businesses searching for qualified operators, or those potential new hires that can be trained to run machines, now have an option for screening: Cat® Simulators.

Utilizing a simulator, along with SimU Campus management software, provides a PC based method to record and report individual student performance in each simulator training module.

- Screen and evaluate the operator on general controls knowledge
- Preview psychomotor skills
- Assess aptitude for learning
- Appraise reactions to specific training exercises and safety practices
- Address any fatigue and/or ergonomic issues

### Results

By evaluating potential recruits before they're hired you can immediately screen out the people that lack the skills and competency you require. For current employees, assessments can help you determine what their strengths and weaknesses are and what types of further training are necessary. Correcting bad habits and identifying machine misuse become much easier through the use of simulators.

HR and training directors can set important benchmarks to determine aptitude of potential employees, then test and evaluate in a simulated environment to help find the most qualified people.



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