EXPERTise 2.0

Expert Intensive Skills Evaluation Program

Thomson Bridge | Powered by RelyOn Nutec

MACQUARIE University

Online diagnostic tool for assessing performance and developing personalised training

Driving a competent and capable workforce

Introducing EXPERTise

Thomson Bridge has entered into a strategic alliance with Macquarie University aimed at optimising operational performance in mission-critical roles within the energy sector. This collaboration has resulted in the introduction of an innovative online tool that quickly assesses and establishes the technical capability of people performing high consequence roles across the energy industry.

Welcome to
EXPERTise
Please tell us what you'd like to do today

Log in to the **Administrator** Portal

Log in to the **Assessment** Portal

Log in to the **Selection** Portal

Log in to the **Participant** Portal

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Hire and retain job experts with EXPERTise, a comprehensive psychological assessment tool that measures the reliability of expert decision making skills in critical situations.

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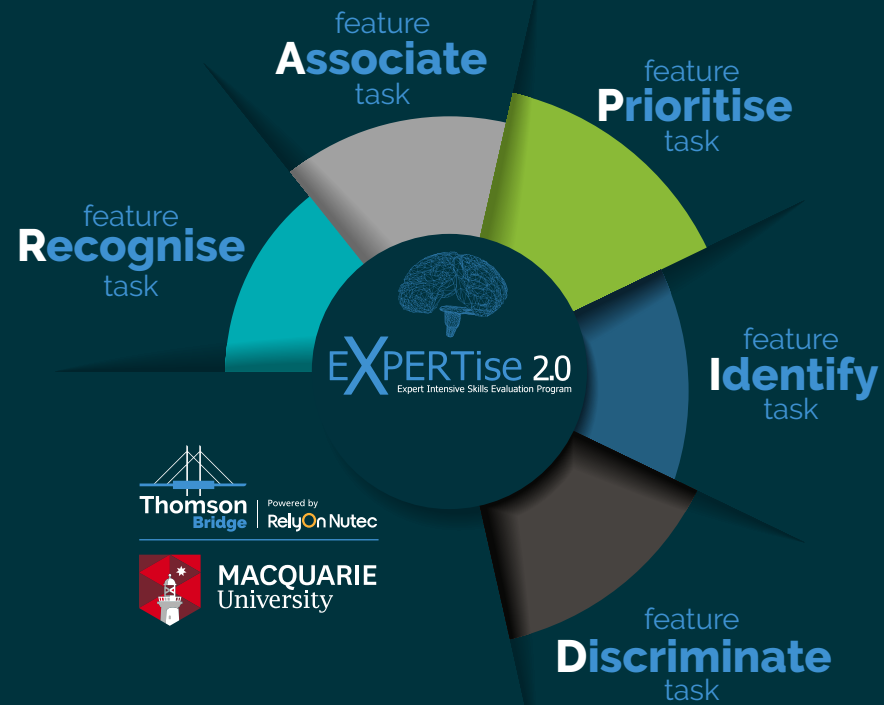
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Real World Development

With editions designed specifically for various roles such as power systems controllers, field and substation high voltage switching operations and wind farm technicians, this online diagnostic tool, EXPERTise 2.0, has been crafted over 15 years, by organisational psychologists at Macquarie University. It has undergone rigorous testing both in laboratory and real-world environments, demonstrating a relationship between higher performance on EXPERTise 2.0 and improved operational performance, along with reduced mental workload.

What it Does

EXPERTise 2.0 uses an innovative approach to the assessment of skilled performance in capturing markers that make technical capabilities discoverable.

By targeting specific operational contexts and comparing performance against a representative database, it provides evidence-based, reportable outcomes that informs training effectiveness, organisational baselines, team selection, and ensures equitable recruitment decisions.

feature
Associate
task

feature
Prioritise
task

feature
Recognise
task

feature
Identify
task

feature
Discriminate
task

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How it Works

EXPERTise 2.0 assesses markers of technical skill using a series of carefully curated task-related scenarios that combine to build a profile. These markers include the capability to:

1. **R**ecognise task-related conditions
2. **A**ssociate different task-related conditions
3. **P**rioritise information acquisition to explain task-related conditions
4. **I**dentify task-related conditions
5. **D**iscriminate relevant from non-relevant issues in responding to task-related conditions.

EXPERTise 2.0 uses a database of deidentified real-world performance from operators that establishes a baseline to assess individuals. This provides an evidence-based evaluation of a candidate's performance. As the database is constantly updating its benchmarks, it retains accurate markers for contemporary use.

Who is it Designed For

Thomson Bridge in partnership with Macquarie University is using EXPERTise 2.0 in the Energy Sector.

Editions are continually being developed.

The Editions currently available are:
• Transmission Control
• Distribution Control

Editions that are in final development are:
• Substation
• Field Operations

Editions that are in initial development are:
• Wind Operations
• Solar Operations

How do we Deploy It

Thomson Bridge offers 3 main uses of EXPERTise:

Training Delivery: As part of our relevant course offerings in pre- and post-course evaluations that enable targeted training and the evaluation of training outcomes beyond standard compliance assessments. When combined with Thomson Bridge's online adaptive learning capabilities and our industry experienced trainers, EXPERTise enables an unparalleled ability to assess and then encourage skills mastery.

Consulting Services: As part of Thomson Bridge consulting services, we can work with client organisations so that they can benchmark their performance both internally and in comparison with the broader industry data. It will also enable us to develop new editions to meet industry needs.

Recruitment and Selection: Thomson Bridge can provide access to EXPERTise as an additional tool to assist in evaluating and selecting optimal candidates.

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Expert Internal Skills Evaluation Program

How is it Used

Thomson Bridge deploys EXPERTise as an online diagnostic tool. Candidates are given access to the platform and they follow the prompts to complete a range of technical and communication tasks. Each task has been developed and tested by industry to ensure realistic and relevant scenarios.

EXPERTise develops a report of individual performance for each task. This involves detailed text reports that augment graphs describing the performance of the candidate. These comprehensive reports, based on established 'norms', provide insights into an individual's expected technical capability given their experience.

- **For Individuals and Trainers** it offers opportunities to identify areas of strength and areas for further development, helping individuals optimise their skills.
- **For Organisations** the tool provides reports at the organisational level, providing valuable insights into organisational proficiency and helping organisations support the development of technical skills.
- **For Recruitment** the tool is an invaluable addition to the recruitment, evaluation and selection processes delivering a report of individual performance given their experience.

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ills Evaluation Program

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Want to learn more?
Contact Thomson Bridge:

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EXPERT

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