

Comparison Groups N0. 1

Regulatory Excellence and Compliance

This document provides a direct comparison between MYSKILLSmanager deliverables compared to other status quo options currently available and listed below.

1.0 NSW Regulator, SafeWork NSW

2.0 NSW Building Commission's iCert program.

3.0 Office of Federal Safety Accreditation (OFSC) scheme

4.0 ISO 45001

5.0 Fair Work Australia legislation

6.0 Workers compensation insurance

7.0 CM3 Safety compliance

1.0 NSW Regulator, SafeWork NSW

To compare MYSKILLSmanager with SafeWork NSW compliance requirements in the construction industry, we could examine several areas where MYSKILLSmanager's features align with or differ from regulatory requirements.

Key points to consider may include:

- 1. Safety Standards and Performance Evaluation**
- 2. Evidence of Compliance**
- 3. Risk Management and Incident Reporting**
- 4. Continuous Improvement and Workforce Development**
- 5. Flexibility and Customisation for Job Roles**
- 6. Psychosocial Hazards**
- 7. Industrial Manslaughter Legislation**
- 8. Integrated Approach to Compliance and Culture Change**
- 9. Transparency and Accountability**

In addressing both psychosocial hazards and industrial manslaughter legislation, MYSKILLSmanager provides a comprehensive, proactive solution, helping companies maintain safety standards and develop a responsive, transparent safety culture that goes beyond SafeWork NSW's core requirements. This combination not only meets but enhances regulatory compliance, reducing risks to both the organisation and its workforce.

- **SafeWork NSW:** Primarily focuses on enforcing compliance with standards, guidelines, and procedures for safety. These include personal protective equipment (PPE), safe operation of machinery, and hazard control. SafeWork NSW performs inspections and can impose penalties for non-compliance, making it a primarily reactive approach.
- **MYSKILLSmanager:** Offers a proactive, performance-oriented framework. By using SKILLcodes and JOBcodes, MYSKILLSmanager supports structured, evidence-based skill tracking using the ISQ2 digital framework, which helps identify

and address skill gaps related to safety. This aligns with the objectives of SafeWork NSW but adds a developmental layer that promotes continuous safety improvement through skill competency.

2. Evidence of Compliance

- **SafeWork NSW:** Requires documentation for training, certifications, and incident records as proof of compliance. Documentation often needs to be produced in audits and inspections, creating a reliance on periodic updates.
- **MYSKILLSmanager:** Provides real-time evidence tracking and logging, ensuring skills and qualifications are always up to date. The digital 'Evidence Excellence' paperless feature can directly address SafeWork's evidence requirements by maintaining ongoing records, enabling easier compliance audits and helping companies avoid gaps between inspections.

3. Risk Management and Incident Reporting

- **SafeWork NSW:** Establishes guidelines for identifying risks, reporting incidents, and investigating workplace injuries or fatalities. The focus is on following prescribed processes and procedures.
- **MYSKILLSmanager:** Facilitates an integrated approach to risk management by recording competencies that can pre-emptively address high-risk areas, especially when employees are consistently trained and evaluated on job-specific safety skills. This proactive competency measurement supports SafeWork's risk mitigation by ensuring that workers meet established safety performance levels.

4. Continuous Improvement and Workforce Development

- **SafeWork NSW:** Although compliance is required, there's limited structure for continuous workforce development beyond the mandatory requirements.
- **MYSKILLSmanager:** Encourages continuous improvement through its Performance Skills Measurement Framework. This framework, coupled with the ISLQ2 model, enables workers to build and demonstrate safety competencies and provides businesses with data to guide ongoing workforce development. This goes beyond compliance by establishing a culture of safety learning and improvement.

5. Flexibility and Customisation for Job Roles

- **SafeWork NSW:** Provides specific guidelines applicable across various construction tasks but may lack customisation for individual roles within companies.
- **MYSKILLSmanager:** Allows for customisation using SKILLcodes and JOBcodes, which can be tailored to specific roles. This ensures that each worker is equipped with the relevant safety skills specific to their responsibilities, enhancing both compliance and on-site safety standards.

By incorporating MYSKILLSmanager's performance measurement and continuous development focus, companies could not only meet SafeWork NSW compliance requirements but also build a robust safety culture with ongoing skill improvement.

Including psychosocial hazard management and industrial manslaughter legislation compliance, MYSKILLSmanager adds essential support in areas where traditional SafeWork NSW requirements may be more limited. Here's how MYSKILLSmanager addresses these critical areas alongside SafeWork NSW's construction compliance framework:

6. Psychosocial Hazards

- **SafeWork NSW:** Recognises psychosocial hazards, such as work-related stress, harassment, and fatigue, but often focuses on addressing these issues through workplace policies and compliance with overarching guidelines.
- **MYSKILLSmanager:** Provides an active framework to mitigate psychosocial hazards by integrating performance measurement and skills-based job clarity. The system can support healthier workplace dynamics by defining clear job roles, reducing role-related stress, and ensuring that each employee's skills match job requirements. Additionally, MYSKILLSmanager's continuous skill-building process helps foster a sense of mastery and confidence, addressing psychosocial risks proactively. The system also facilitates regular evidence-based performance conversations, which can help identify and address psychosocial issues early.

7. Industrial Manslaughter Legislation

- **SafeWork NSW:** Holds companies legally responsible for serious safety violations that lead to workplace fatalities, but enforcement is largely retrospective. SafeWork NSW requires companies to demonstrate robust safety policies and training documentation, with substantial penalties for non-compliance.
- **MYSKILLSmanager:** Supports compliance with industrial manslaughter legislation by ensuring workers consistently meet verified safety and competency standards. The 'Evidence Excellence' feature allows organisations to track and verify that workers are qualified and skilled for high-risk tasks, providing clear evidence that safety responsibilities are met. This can be critical in preventing incidents that may otherwise result in industrial manslaughter charges, and in the unfortunate event of an incident, MYSKILLSmanager provides a strong defence through a transparent, trackable history of safety compliance.

8. Integrated Approach to Compliance and Culture Change

- **SafeWork NSW:** Encourages adherence to safety standards and hazards management but may lack mechanisms for cultivating long-term safety culture.
- **MYSKILLSmanager:** The ISQ2 Framework within MYSKILLSmanager is designed to foster an inclusive safety culture by integrating psychosocial, physical, and procedural safety into one framework. Through real-time tracking and structured role-based skills assessments, MYSKILLSmanager makes safety and skill management a continual, actionable part of workplace operations, thereby reducing the risk of serious incidents and supporting compliance with both psychosocial and industrial manslaughter legislation.

9. Transparency and Accountability

- **SafeWork NSW:** Primarily assesses compliance through periodic audits, which can sometimes lead to gaps in ongoing accountability.
- **MYSKILLSmanager:** Ensures continuous accountability through transparent tracking of job role expectations and performance. This makes MYSKILLSmanager an effective tool for aligning workforce actions with compliance standards, creating a documented “digital trail” of safety and skill practices that can serve as critical evidence in compliance and legal reviews.

In addressing both psychosocial hazards and industrial manslaughter legislation, MYSKILLSmanager provides a comprehensive, proactive solution, helping companies maintain safety standards and develop a responsive, transparent safety culture that goes beyond SafeWork NSW’s core requirements. This combination not only meets but enhances regulatory compliance, reducing risks to both the organisation and its workforce.

2.0 NSW Building Commission's iCert program.

To create a meaningful comparison between MYSKILLSmanager and the NSW Building Commission's iCert program, let's examine in terms of purpose, features, approach to compliance, and impact on skill recognition standards.

1. Purpose and Objectives

MYSKILLSmanager:

- **Primary Focus:** MYSKILLSmanager is designed to address skill gaps, standardise performance measures, and support workforce development through job role-specific SkillCodes and evidence-based performance evaluation.
- **Objective:** To empower organisations to engage their workforce in skill development, create a transparent performance management system, and support regulatory and safety compliance through data-driven insights.

NSW Building Commission iCert Program:

- **Primary Focus:** iCert is a certification system developed to enforce compliance within the building and construction industry in NSW, particularly with building safety and performance standards.
- **Objective:** Ensures that all stakeholders, including builders, engineers, and inspectors, meet set requirements and demonstrate accountability in adhering to building codes and regulations.

2. Features and Processes

MYSKILLSmanager:

- **Workforce Development Tool:** Employs a Skills Matrix and JobCodes that map out essential skills across performance levels, which are critical for building a high-performance workforce.
- **Evidence Excellence Feature:** A unique functionality that assists in gathering verifiable, real-time evidence to meet compliance and safety standards.

- **Customisable Skills Framework:** Allows organisations to integrate specific skills and performance metrics directly related to job roles, contributing to a tailored skill development process.
- **Integration with WHS Standards:** MYSKILLSmanager places strong emphasis on Work Health and Safety (WHS) compliance, assisting organisations in building a culture of safety through evidence-based performance.

NSW Building Commission iCert Program:

- **Certification and Accreditation:** iCert provides a structured pathway for certifying professionals and buildings within the NSW building industry, ensuring standards compliance.
 - **Audits and Inspections:** Regular inspections and audits are core features, with the program providing certifications only to those who demonstrate adherence to quality and safety standards.
 - **Regulatory Compliance:** The system is closely tied to NSW's legal and regulatory requirements, enforcing stringent protocols for accountability and safety.
 - **Digital Verification:** iCert leverages a digital platform for verifying certifications, which helps to maintain a high level of oversight on compliance.
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3. Approach to Compliance and Accountability

MYSKILLSmanager:

- **Proactive, Skill-Centric Compliance:** By emphasising skill mastery and job-specific competencies, MYSKILLSmanager supports continuous skill development, helping employees meet and exceed compliance standards naturally.
- **Evidence-Based Approach:** The platform's Evidence Excellence feature directly supports WHS compliance by providing documented evidence of skills and performance, valuable in meeting compliance checks and audits.
- **Transparent Evaluation:** The integration of transparent performance metrics allows organisations to track and validate skill levels and readiness for compliance without a purely punitive or external audit approach.

NSW Building Commission iCert Program:

- **Strict Compliance Focus:** iCert has a primary objective of ensuring that buildings and practitioners comply with NSW standards, aiming to protect public safety and reduce building risks through certifications.
- **Enforcement-Oriented:** The program often takes a more regulatory enforcement stance, with the use of certifications and penalties for non-compliance.
- **Oversight:** iCert prioritises public accountability, ensuring all industry professionals are held to regulatory standards for safety and quality. This

oversight is supported by routine inspections and audits to reinforce compliance.

4. Impact on Skill Recognition and Workforce Standards

MYSKILLSmanager:

- **Workforce Empowerment and Development:** With its focus on skill mastery and tailored growth paths, MYSKILLSmanager helps individuals and organisations recognise and build skills effectively, fostering a culture of high performance.
- **Adaptability to Various Industries:** MYSKILLSmanager is not limited to construction but is applicable across multiple sectors, allowing broad skill recognition and workforce development.
- **Real-Time Skill Validation:** By enabling continuous tracking and validation of skills, MYSKILLSmanager creates an agile workforce that can more readily respond to industry changes and compliance needs.

NSW Building Commission iCert Program:

- **Standardisation of Building Skills:** iCert ensures that all certified professionals meet the NSW building standards, creating uniformity in safety and quality within the industry.
 - **Industry-Specific Recognition:** Certification through iCert provides specific recognition and credentials within the building industry, which aids in public trust and standardises expertise.
 - **Limited to Construction Compliance:** While the impact on skill recognition is significant within construction, iCert's influence does not extend beyond building and safety compliance, limiting its applicability across different sectors and supply chains.
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5. Summary Comparison Table

Aspect	MYSKILLSmanager	NSW Building Commission iCert Program
Primary Purpose	Skill development, performance management, and WHS compliance	Certification and compliance enforcement in construction
Focus Area	Multi-industry skill recognition and development	NSW building safety and compliance
Key Features	Skills Matrix, Evidence Excellence, JobCodes, WHS integration	Certifications, audits, inspections, digital verification

Aspect	MYSKILLSmanager	NSW Building Commission iCert Program
Compliance Approach	Proactive, skill-centred, evidence-based	Enforcement-driven, focused on safety and accountability
Skill Recognition	Broad, multi-industry, real-time validation	Industry-specific, building and safety standards.
Scope of Use	Workforce-wide, adaptable across sectors	Building and construction industry in NSW

Summary.

MYSKILLSmanager is **tailored** for proactive skill and workforce development with an evidence-backed approach that supports WHS compliance and multi-industry adaptability with the capability to develop performance cultures.

The iCert Program is focused on ensuring regulatory compliance specifically within the NSW construction industry, utilising certification and inspection as primary tools for accountability. The platforms complement each other, with MYSKILLSmanager suitable for building broader workforce competencies, and iCert ensuring adherence to specific safety standards in construction.

3.0 Office of Federal Safety Accreditation (OFSC) scheme

A comparison of the Office of Federal Safety Accreditation (OFSC) scheme and MYSKILLSmanager, with an emphasis on their approaches to workplace safety, training, and performance management.

Here are the key advantages:

1. Purpose and Scope

- **OFSC:** Primarily focuses on accrediting construction companies to ensure they meet high safety standards on Australian government-funded construction projects. It's a compliance-focused scheme, with a core aim of reducing workplace incidents by ensuring that accredited organisations maintain robust safety practices.
- **MYSKILLSmanager:** Centres around holistic workforce development through a framework that emphasises skill measurement, job performance, and continuous improvement. While it supports safety practices, its scope includes broader skills development, job readiness, and compliance with workplace health and safety (WHS) standards.

2. Compliance vs. Development

- **OFSC:** Compliance-driven, requiring construction companies to meet specific safety benchmarks and pass regular audits to retain accreditation. Its purpose is to ensure adherence to WHS requirements, focusing more on compliance rather than individual skill development.
- **MYSKILLSmanager:** Development-focused, using SKILLcodes and JOBcodes to track, measure, and improve workforce performance and safety practices. It's designed to empower employees to engage with job expectations and support continuous skills improvement, ultimately enhancing workforce capability beyond compliance.

3. Measurement and Evidence Collection

- **OFSC:** Relies on audit-based evidence and documented safety procedures to assess compliance. This includes management systems, training documentation, and adherence to WHS standards.
- **MYSKILLSmanager:** Offers a Performance Skills Measurement Framework, allowing organisations to document and measure individual and team skills through evidence-based methods. This extends beyond safety to include other critical

performance areas, supporting a culture of “Evidence Excellence” for continuous workforce improvement.

4. Applicability Across Industries

- **OFSC:** Limited to the construction industry, specifically targeting companies involved in Australian government projects.
- **MYSKILLSmanager:** Industry-agnostic, making it adaptable to any sector needing robust workforce development and safety compliance. Its framework can be applied in construction, aged care, disability services, and more, broadening its potential for impact.

5. Supporting Workforce Empowerment

- **OFSC:** Focuses more on organisational compliance and maintaining safe workplaces rather than on individual empowerment or skill recognition.
- **MYSKILLSmanager:** Actively supports individual empowerment through skill tracking and recognition, engaging employees with their roles while fostering an understanding of how their performance contributes to overall safety and productivity.

In summary, while both OFSC and MYSKILLSmanager aim to support safer, more effective workplaces, OFSC’s role is more compliance-oriented, particularly in construction, whereas MYSKILLSmanager integrates safety within a broader, development-focused workforce framework. This makes MYSKILLSmanager a flexible, forward-thinking performance culture solution suitable for any industry prioritising workforce development, evidence-based performance, and continuous improvement.

4.0 ISO 45001

ISO 45001 and MYSKILLSmanager both aim to create safer, more efficient work environments, yet they focus on different aspects of workplace safety, development, and performance

1. Core Focus

- **ISO 45001:** Primarily focuses on Occupational Health and Safety (OH&S) management systems, aiming to reduce risks and enhance workplace safety. It's an international standard guiding organisations in developing systems to prevent work-related injuries and promote worker well-being.
- **MYSKILLSmanager:** Focuses on skill-based workforce development, integrating Work Health and Safety (WHS) into broader job performance metrics. It emphasises building high-performance teams by defining and tracking job expectations and skills, with a strong element of safety and evidence-based performance.

2. Approach to Safety

- **ISO 45001:** Provides a framework for establishing, implementing, and maintaining a robust OH&S system. It aims for proactive risk management, continuous improvement, and compliance with legal safety standards.
- **MYSKILLSmanager:** Integrates safety as a component of job roles through its ISLQ2 (Integrated Safety, Leadership, Quality, and Qualification) Framework. By gamifying engagement and focusing on evidence-based assessments, MYSKILLSmanager empowers employees to understand and achieve safety and quality standards within their job-specific tasks.

3. Evidence and Accountability

- **ISO 45001:** Encourages organisations to maintain records of incidents, risk assessments, and corrective actions but does not inherently gamify or track individual skills.
- **MYSKILLSmanager:** Leverages its 'Evidence Excellence' feature to provide a comprehensive log of employee performance across safety, quality, and skill competencies. This includes tracking job-specific evidence that aligns with legislative needs, like industrial manslaughter laws, offering a more direct and individualised approach to accountability.

4. Customisation and Workforce Development

- **ISO 45001:** Can be applied universally but is not inherently customisable to individual skills or roles; it is more system-wide.
- **MYSKILLSmanager:** Adapts to specific workforce needs, integrating with the MYSKILLSmanager Skillcodes and JOBcodes. This allows for a detailed, role-specific approach to defining and developing the precise skills needed for safety, productivity, and performance.

5. Engagement and Empowerment

- **ISO 45001:** Ensures worker involvement in safety processes and is often compliance-driven.
- **MYSKILLSmanager:** Uses gamification and role-based empowerment to engage employees actively, helping them understand and meet safety and performance standards through the SKILLCatalyst approach. This provides a continuous feedback loop, helping teams see progress and align with company goals.

In essence, ISO 45001 offers a framework for safety system compliance, while MYSKILLSmanager provides a holistic, skills-driven platform that brings safety into the realm of daily job expectations and continuous workforce development. Together, they can complement one another, with ISO 45001 focusing on structural safety protocols and MYSKILLSmanager empowering individuals to understand and apply these protocols in their job roles through skill-based metrics and evidence tracking.

5.0 Fair Work Australia legislation

Leveraging MYSKILLSmanager to support Fair Work Australia legislation offers numerous benefits that help organisations maintain compliance, foster fairness, and optimise workforce management & productivity.

Here are the key advantages:

1. **Enhanced Compliance with Fair Work Standards:** MYSKILLSmanager's structured SKILLcodes and JOBcodes provide clear, role-specific expectations that align with Fair Work standards, ensuring that all job descriptions, duties, and pay scales are transparent and justifiable. This supports compliance with employment rights and conditions outlined in Fair Work legislation.
2. **Objective Performance Measurement:** By digitising and standardising skill assessment, MYSKILLSmanager removes ambiguity in performance evaluations. This enables fair, objective reviews that align with Fair Work's principles of equality and fairness, reducing the risk of biased or inconsistent evaluations across the workforce.
3. **Evidence-Backed Wage and Role Classification:** MYSKILLSmanager's 'Evidence Excellence' feature documents each employee's skill levels and contributions with precision, supporting accurate wage classification and progression. This minimises disputes related to underpayment or misclassification, key areas scrutinised by Fair Work Australia.
4. **Fair and Transparent Advancement Opportunities:** The platform's performance tracking allows employees to see a clear path to advancement, based on skills and performance rather than subjective factors. This aligns with Fair Work's emphasis on providing fair promotion and development opportunities for all employees.
5. **Streamlined Record-Keeping and Auditing:** MYSKILLSmanager's digital framework consolidates workforce data, making it easier for organisations to maintain accurate records for Fair Work compliance. In the event of audits or claims, having precise, well-documented performance records helps organisations respond efficiently and effectively.
6. **Improved Conflict Resolution and Dispute Management:** With clear documentation of each employee's skills, performance, and role expectations, MYSKILLSmanager provides evidence-based insights to support conflict resolution, addressing potential disputes related to job expectations, wage entitlements, or working conditions.
7. **Workforce Flexibility and Fair Scheduling:** The platform's insights into employee skills make it easier to allocate tasks fairly and efficiently. By optimising workloads and recognising individual strengths, organisations can better comply with Fair Work's requirements for reasonable working hours and fair task distribution.
8. **Fostering a Culture of Fairness and Respect:** MYSKILLSmanager's emphasis on skills development and recognition aligns with Fair Work's broader goals of fostering

respectful, fair workplaces. By making skill development and role expectations transparent, the platform helps build a culture where employees feel valued and equitably treated.

9. **Proactive Risk Management:** By continuously monitoring workforce compliance with Fair Work standards, MYSKILLSmanager allows organisations to identify and address potential compliance risks before they escalate into larger issues. This proactive approach helps protect against costly penalties or legal challenges.
10. **Cost-Efficient Workforce Compliance:** With a centralised system for tracking compliance-related data, MYSKILLSmanager simplifies the process of adhering to Fair Work requirements, ultimately saving organisations time and resources that would otherwise be spent on manual compliance monitoring.

In summary, MYSKILLSmanager empowers organisations to confidently meet Fair Work Australia legislation requirements by embedding fairness, transparency, and compliance into everyday workforce management practices. This helps protect against compliance risks while fostering a positive, equitable workplace. WHS compliance including solving psychosocial hazards and recent industrial manslaughter legislation in a number of states are easily resolved.

6.0 Workers compensation insurance

Using MYSKILLSmanager for quality assurance in the NSW iCare workers compensation scheme offers several clear benefits that enhance workforce compliance, safety, and overall performance

1. **Improved Accountability and Transparency:** MYSKILLSmanager tracks employee performance through detailed skill and job role definitions (SKILLcodes and JOBcodes), providing transparent metrics that clarify each worker's responsibilities. This reduces ambiguity in compliance, making quality assurance easier to monitor and verify.
2. **Evidence-Based Compliance:** The platform's 'Evidence Excellence' feature allows for rigorous, evidence-backed documentation of work practices. This is particularly valuable in the workers compensation context, where clear, objective records are essential for meeting regulatory and legal standards, such as those outlined in NSW's industrial manslaughter legislation.
3. **Enhanced Safety Culture:** By embedding work health and safety (WHS) standards into each worker's role through MYSKILLSmanager, organizations can cultivate a strong safety culture. It aligns workers' everyday tasks with safety protocols, ensuring that adherence to WHS standards becomes an integral part of quality assurance.
4. **Real-Time Performance Monitoring:** With MYSKILLSmanager's digital framework, managers can assess skill and performance levels in real time, allowing for immediate action on quality gaps or safety concerns. This proactive approach reduces incident risks, contributing to a safer work environment and higher-quality outcomes.
5. **Workforce Engagement and Empowerment:** The platform gamifies job role expectations, making it easier for workers to understand and meet the required standards. This approach not only improves employee engagement but also enhances their commitment to delivering quality work within the iCare framework.
6. **Cost-Effective Workforce Development:** By facilitating continuous, skill-based development aligned with iCare's quality assurance needs, MYSKILLSmanager minimizes costly training or retraining efforts. Workers progress through structured performance levels, building relevant skills directly linked to the demands of their roles in the compensation scheme.
7. **Streamlined Data for Decision-Making:** Through comprehensive performance analytics, MYSKILLSmanager helps decision-makers in the iCare scheme identify high-risk areas, evaluate compliance trends, and allocate resources more effectively to maintain quality and safety standards.

By integrating MYSKILLSmanager, iCare can establish a more resilient, safety-conscious workforce, ultimately leading to better quality assurance, fewer compensation claims, and stronger trust among stakeholders.

7.0 CM3 Safety compliance

Using MYSKILLSmanager for quality assurance compared to the CM3 pre qualification and compliance standards offers several clear benefits that enhance workforce compliance, safety, and overall performance

1. Core Functionality

- **CM3:** Primarily focuses on contractor prequalification and compliance with safety standards. It provides organisations with a structured system to verify that contractors meet specific safety requirements, certifications, and risk management protocols before beginning work.
- **MYSKILLSmanager:** Goes beyond prequalification by providing an integrated skills management system that continuously monitors, measures, and documents employees' performance, skills, and competencies. MYSKILLSmanager also addresses safety but is broader in scope, covering workforce productivity, skills development, and evidence-based performance management.

2. Scope of Safety Management

- **CM3:** Focuses heavily on the initial screening for safety compliance, ensuring contractors have proper documentation, certifications, and qualifications to minimise workplace safety risks from the outset.
- **MYSKILLSmanager:** Emphasises continuous safety management and development through its **Evidence Excellence** feature. This feature ensures that safety practices are not just a one-time compliance check but are reinforced through ongoing evidence collection, skill assessments, and field evaluations, helping to foster a safety culture and keep compliance up to date.

3. Evidence-Based Approach

- **CM3:** Provides a snapshot of safety qualifications at the prequalification stage, relying on contractors to provide documentation for their credentials and licenses. However, it may lack the ongoing evidence collection and detailed skill tracking post-qualification.
- **MYSKILLSmanager:** Built around the concept of **Evidence Excellence**, MYSKILLSmanager continuously collects data and evidence of skills performance, safety practices, and competencies. This system can provide real-time evidence to support compliance, such as during audits or in response to new legislation (e.g., industrial manslaughter laws). This continuous approach strengthens accountability and transparency within the organisation.

4. Skills Development and Productivity

- **CM3**: Primarily aimed at meeting safety standards and compliance, CM3 doesn't extend into areas of skills development or productivity enhancement. It focuses on ensuring contractors meet baseline qualifications but does not actively measure or improve worker performance.
- **MYSKILLSmanager**: Designed with a focus on workforce productivity, it leverages a **Performance Skills Measurement Framework** that monitors skill levels across key areas. MYSKILLSmanager drives workforce improvement by identifying and bridging skill gaps, enhancing both safety and productivity through an evidence-based framework for development.

5. Integration with Workforce Development

- **CM3**: Acts as a standalone system for safety prequalification and may have limited integration with broader workforce development systems.
- **MYSKILLSmanager**: Easily integrates into organisational workforce development strategies, supporting talent management, onboarding, and training. Its capabilities extend into roles and responsibilities, helping to create structured pathways for career growth and competency-based development within the organisation.

6. User Engagement

- **CM3**: Used primarily by compliance and procurement teams to ensure contractors meet minimum safety requirements.
- **MYSKILLSmanager**: Designed for broader usage across HR, management, and operational teams. It promotes active engagement from employees and supervisors by gamifying performance management, encouraging skills improvement, and integrating real-time feedback loops.

7. Compliance and Risk Mitigation

- **CM3**: Well-suited for initial risk mitigation by verifying that contractors meet regulatory safety standards before project commencement.
- **MYSKILLSmanager**: Provides a more dynamic approach to compliance. With a continuous evidence trail, organisations using MYSKILLSmanager can reduce long-term risks by maintaining up-to-date records of skills, compliance, and performance standards over time, helping them stay resilient in the face of evolving safety and legal standards.

Summary

While **CM3** is a valuable prequalification tool for contractor safety compliance, **MYSKILLSmanager** offers a more holistic, ongoing approach that combines skills development, safety management, and productivity tracking within a single system. MYSKILLSmanager's emphasis on continuous evidence-based performance and integration into broader workforce development strategies makes it

particularly well-suited for organisations seeking a comprehensive approach to building a safer, more skilled, and productive workforce.

Our Mission:

To bring a fresh, effective approach to workforce productivity—empowering skills, capturing real-time performance, and setting new standards for workplace success.

Unlock Your Workforce Potential

Discover how the SkillCatalyst Algorithm and SWAMP framework can transform workforce productivity for your organisation.

Contact us to start building a future-ready, skilled, and engaged team.

Problem Awareness – Solution Awareness



How to get started with your own: ILSQ2 Framework

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