

# SOS SAT Advantage

The SOS SAT Advantage is designed to help small utilities manage their training programs while ensuring compliance with applicable standards. By basing this service on a uniform analysis and design solution, SOS provides an affordable, effective solution for these small entities including BA, TOP, TO, GOP, GO, and DP registrations.

SOS focuses on small entities with limited training resources and straight-forward training programs, using a shared task list to help them manage their training programs with ease. Through this program, your organization can move beyond compliance to the world of performance improvement.

## Who should consider this service?

The SAT Advantage program is designed for small utilities who find that maintaining an SAT-based training program aligned to the PER standards requires more time and effort than you can easily support.

## How will it help you?

- **Reduced burden on your training department.** This program combines SOS expertise with an industry-leading software tool – a unique solution that lessens the time and labor required from your training team
- **Cost-effective solution to your training program challenges.** Our innovative approach to the customer specific real-time reliability related task list enables like-registered members to pool resources – utilizing SOS industry-leading advisors through shared issues and challenges, sharing common expenses with all user group members
- **Limited time and resources spent identifying standards changes.** The SAT Advantage program tracks differences in the training program resulting from procedure, policy, standard, and equipment changes – freeing your team to focus on other priorities
- **Streamlined training program processes.** Joining the SAT Advantage includes a subscription to Focus Learning Corp's VISION Learning and Performance Support System, also known as VISION. The commercial nuclear, airline, and utility industries have used this tool to maintain their SAT approach for many years
- **Support and cooperation with other utilities.** Membership in the SOS SAT Advantage User Group, included with the service, provides valuable collaboration among members for common improvements to each respective member's database as well as improvements to common training issues members face

## How do you get started?

SOS works with utilities in a three-phased approach: initial implementation, transition, and ongoing services.

- **Initial implementation** – SOS works collaboratively with you to enter your training materials into the VISION tool, allowing us to understand the details of your program. This phase helps us learn your program details and provides the ability to compare your materials to the uniform solution in the next phase
- **Transition** – in this phase, SOS matches up your current training analysis and design to the uniform solution. We compare your information to our entity-specific



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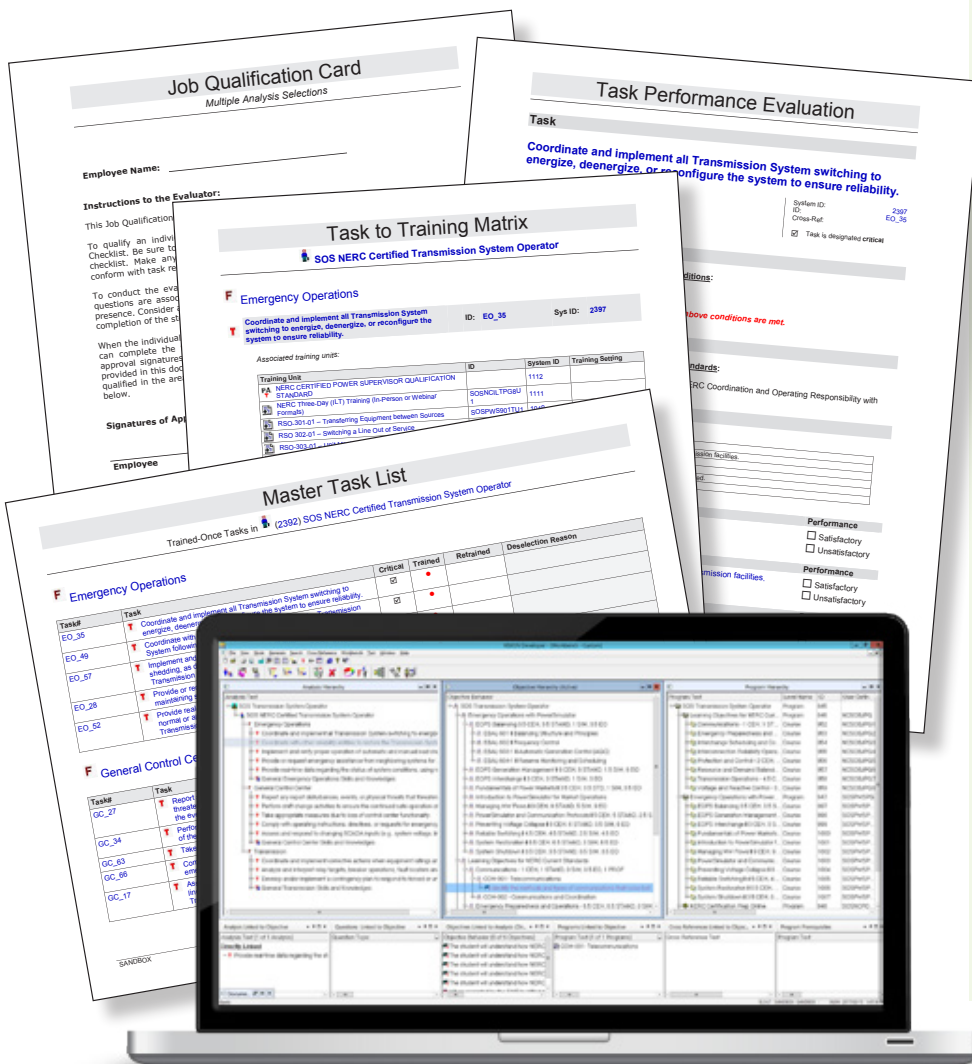
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program solution, produce a report to discuss the differences in the task list and work with you to transition to the uniform list used by all subscribers. We enhance your analysis and design information related to tasks and objectives where we can. We use as much information from the uniform solution as we can to close any gaps. We then use the final gap report to prioritize work in the coming year

- **Ongoing services** – once we are satisfied with the progress to fill gaps, you transition to ongoing services including:
  - Discussion and analysis of changes to PER standards and their impact on the SAT Advantage program
  - Regular database maintenance and discussions on potential improvements
  - Discussions with you identifying areas to assist compliance efforts
  - Support you in your annual RTRRT review, training on new or revised tasks, and development of capability to perform evaluations (for tasks that have been changed or added)
  - Assist you in the identification of changes to Operations Support Personnel training as a result of changes to change to RTRRTs
  - Provide you support in the annual evaluation of your training program, and those important pieces needed for compliance
  - Owner group activities to support the collective membership training program efforts



## ANALYZE

- Uniform JTA
- CSRRT in SAT task hierarchy tool
- Dynamic task to training matrix
- DIF analysis

## DESIGN

- Terminal or enabling objective development
- Training program progression
- Test item development
- Exam development

## DEVELOP

- OJT/OJE guide development
- Capability to perform assessment
- Lesson plan development
- Training support material development

## IMPLEMENT

- Training, exam and task checklist assignments
- Training delivery in multiple methods

## EVALUATE

- Annual review of RTRRTs
- Annual training program evaluation