

DATASHEET

Kahuna Ladder for Diversified Industries



Career pathways are essential for workforce engagement, but they are often outdated and difficult to manage. Manual tools and legacy systems turn professional development into administrative burdens instead of strategic drivers of growth.

Leverage Kahuna Ladder for Frontline Progression

Kahuna Ladder transforms career progression for operational workforces by connecting advancement directly to validated skills and real job requirements. In diversified industries such as energy, manufacturing, utilities, and field services, career pathways are often inconsistent, subjective, or disconnected from what's required to safely and efficiently perform the work.

By aligning career development with real-time skills data, Kahuna Ladder helps organizations strengthen bench strength, improve retention of high-potential employees, and ensure promotion decisions are defensible and operationally aligned. Leaders gain visibility into who is ready now, who is ready soon, and where targeted development is needed, while employees gain transparent, achievable growth pathways. The result is a more agile, resilient workforce where professional development directly supports compliance, performance, and long-term operational success.

The screenshot displays the user profile for Cynthia Lark (Senior Operator - Level 3) with a current level expiration of December 1, 2024. It shows an enrollment application with 9/2 categories completed and 10/100 total points. The interface includes sections for skill assessments: 'Valves, pumps, compressors (basic operation)' (Expected: 3/5, Pending Review), 'Instrumentation & alarms (fundamentals)' (Expected: 3/5, Not Assessed), and a 'Short Answer' question about process fundamentals (Flow path & constraints).

Features

- ✓ Configurable, skills-based career pathways aligned to real operational roles and advancement levels
- ✓ Advancement criteria tied to validated competencies, certifications, and demonstrated proficiency
- ✓ Real-time visibility into promotion readiness and targeted development gaps
- ✓ Integrated cross-skilling and multi-role pathways to increase workforce flexibility and reduce operational bottlenecks
- ✓ Embedded certification and compliance requirements automatically factored into progression eligibility
- ✓ Defensible, data-driven promotion and succession decisions grounded in validated skills data

Benefits

- ✓ Increase program participation and career progression with structured, transparent advancement pathways
- ✓ Standardize complex progression frameworks across roles, sites, and business units
- ✓ Deliver one consistent experience from onboarding to mastery, built on validated skills
- ✓ Sustain long-term program value with outcome reporting and continuous innovation
- ✓ Automate assignments, validations, and assessments to scale ladder programs efficiently
- ✓ Strengthen retention and engagement by connecting skill achievement with career growth

Move beyond static career ladders and create structured, skills-driven advancement with Kahuna Ladder.

Career Pathways Built for Operational Industries

Across manufacturing, energy, and field services, career growth typically follows structured models — fixed-step levels, certification-gated advancement, pay-for-skills programs, and clearly defined technical-to-leadership tracks. These models are often managed manually, inconsistently applied across sites, or disconnected from validated proficiency data.

Kahuna Ladder digitizes these progression structures, standardizing advancement criteria across the enterprise while preserving the operational realities of each role. By formalizing step-based progression with clear, measurable requirements, organizations reduce ambiguity in promotions, strengthen workforce planning, and create scalable development frameworks that support both operational performance and long-term talent strategy.

Manufacturing

Manufacturing organizations commonly use fixed-step progression models (e.g., Operator I, Operator II, Senior Operator, Lead, Supervisor), often paired with pay-for-skills programs and cross-training incentives. Kahuna Ladder formalizes these step-based frameworks by clearly defining the validated skill and proficiency requirements for each level. This ensures operators advance based on demonstrated mastery, supports structured cross-skilling, reduces over-reliance on critical individuals, and builds bench strength for technical lead and frontline leadership roles.

Oil & Energy

Energy companies frequently use certification-gated and experience-based progression models, where advancement depends on regulatory credentials, safety qualifications, and documented field experience (e.g., Technician Levels, Control Room progression, Drilling or Maintenance tiers). Kahuna Ladder embeds these requirements directly into structured advancement paths, ensuring readiness before promotion. This reduces compliance risk, strengthens succession planning for specialized roles, and creates defensible, audit-ready progression decisions in safety-critical environments.

Field Services

Field services organizations often rely on tiered technician models (e.g., Tech I, Tech II, Senior Tech, Master Tech) combined with customer-site qualification requirements and regional skill variations. Kahuna Ladder structures these multi-level pathways while accounting for certification requirements, equipment-specific skills, and customer access credentials. Leaders gain visibility into who is qualified for higher-complexity assignments, while technicians see clear development steps, improving retention and reducing contractor dependency.

Still managing career progression in spreadsheets or disconnected systems? Struggling to clearly define who's truly ready for the next level? It's time to get clear, connected insight into your workforce. Take the next step by contacting Kahuna at info@kahunaworkforce.com or **1.844.438.4852** today.