

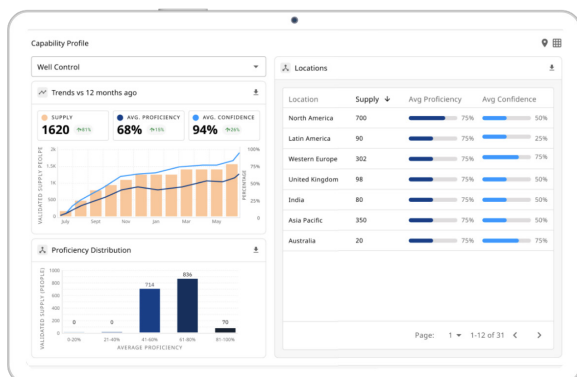
Kahuna Skills Aggregator for Energy & Field Service

Building a skills-based organization requires a trusted view of the operational capabilities the workforce has already demonstrated. But often, a skills-based organization stops at the wellsite, the plant fence, or the service yard. The technicians running assets and executing services are the majority of the workforce, and they're the least visible in the talent system with one job code covering dozens of validated skills captured locally in terms that don't translate across the enterprise. This creates a gap between local knowledge and enterprise-wide action, so talent decisions for the field run on titles and self-attestation, turnarounds and campaigns get crewed on guesswork, and capability that already exists two assets over gets rented back as premium contractor labor.

Bring the Field Into Your Skills-Based Organization

Kahuna Skills Aggregator closes the gap. It takes the granular, site-specific skills validated in Kahuna Skills Manager from the assessments, drills, and sign-offs your assets and crews already perform, and automatically translates them into a standardized set of enterprise capabilities. Individual sites and assets keep the terminology they trust, while leaders get a standardized, validated view of capability enterprise-wide.

Skills Aggregator delivers the data into the HR and operational systems you already rely on, enabling operations to see who is qualified for a turnaround, campaign, or cross-asset move, and where critical capability rests throughout the organization, while talent is able to run more strategic hiring, mobility, pay progression, and succession for the frontline based on capability rather than job codes and titles.



Features

- ✓ Unified capability visibility across sites, assets, and regions, built on skills already validated in Skills Manager
- ✓ Automated mapping of local competency language to one enterprise capability framework, kept current as skills change or expire
- ✓ Proficiency and confidence scores for every technician and capability, computed from validated evidence, not self-attestation
- ✓ Dynamic capability insights showing where bench strength is deep, thin, single-threaded, or nearly ready, by site, asset, or region
- ✓ Capability data delivered into HR, planning, dispatch, and analytics systems you run, via pre-built connector, APIs, and exports

Benefits

- ✓ Extend your skills-based organization to the field on validated capability, without asking technicians to maintain a profile
- ✓ Fill internal openings, transfers, and new hires against the capability the role needs, surfacing validated talent before you look outside
- ✓ Anchor pay-for-skills progression to validated capability, not tenure or self-attestation
- ✓ See where one retirement costs you a critical capability, and build the bench by developing technicians closest to ready
- ✓ Commit turnaround, campaign, and mobilization dates on validated coverage, and answer bids on evidence instead of spreadsheets
- ✓ Lower contractor reliance by surfacing validated capability across assets before you rent it again

Make validated field capability visible everywhere it's needed across every site with Kahuna Skills Aggregator.



Skills-Based Hiring & Technician Placement

Manage transfers and internal fills based on what a technician can actually do, not just their job title. By surfacing validated capability behind every technician, you turn contractor spend into capability you can see and build inside the business.



Verified Coverage for Turnarounds & Bids

Commit turnaround crewing, campaign staffing, and mobilization dates on validated coverage, catching thin spots in planning instead of on the schedule. Answer RFPs with capability evidence assembled from data, not by hand.

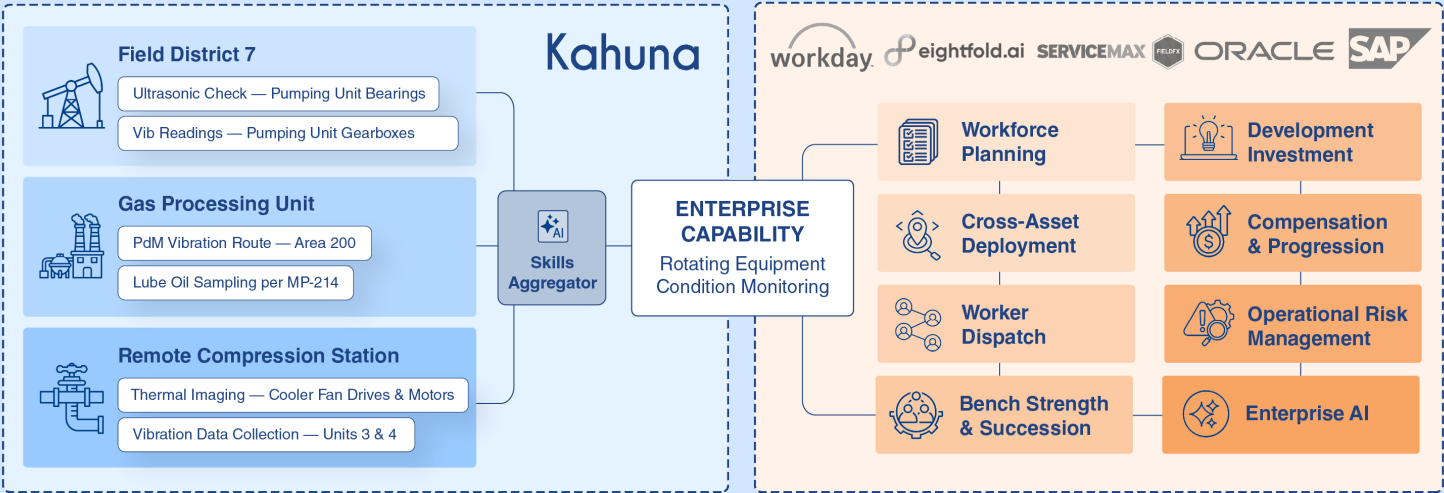


Technical Bench Strength & Succession

Stop losing a critical capability the moment a senior technician walks out the door. By making the bench visible beforehand, you get evidence-backed candidates already named for the technical-authority roles that take years to grow.

From Field-Level Task to Enterprise Capability

Field District 7, Gas Processing Unit, and Remote Compression Station each validate a different piece of keeping assets reliable: Ultrasonic Check — Pumping Unit Bearings, Vib Readings — Pumping Unit Gearboxes, PdM Vibration Route — Area 200, Lube Oil Sampling per MP-214, Thermal Imaging — Cooler Fan Drives & Motors, and Vibration Data Collection — Units 3 & 4, each in its own asset's terms, with no shared view across the footprint. Skills Aggregator automatically rolls those validated competencies up into one enterprise capability, Rotating Equipment Condition Monitoring, without asking any asset to rename what it tracks locally. That capability then flows into the HCM and planning systems you already run, feeding workforce planning, cross-asset deployment, bench strength and succession, development investment, and compensation and progression, without asking a single technician to self-rate or complete a new assessment.



Still running the field's talent decisions on job codes, and turnaround crewing on spreadsheets? Struggling to see, across every asset, who is qualified before they're needed in the field, and who could be next? It's time to get clear, evidence-based visibility into the capability you already have. Take the next step by contacting Kahuna at info@kahunaworkforce.com or 1.844.438.4852 today.