



Top 9 Applications of UTRAC

Fast Facts

COMPETENCE



World ICU's UTRAC fulfils 9 common applications useful to all organizations no matter their size or the nature of their work.

- **Obtain an Award** – UTRAC clearly identifies and tracks a person's direct path to obtaining an award from higher education and professional associations
- **Regulatory Compliance** – UTRAC provides a structured and disciplined approach to mitigating risk and increasing safety through competency validation
- **Learning and Educating Needs Analysis** – UTRAC provides managers with current insight into what “just-in-time” training and more targeted learning and development is required for each person
- **Screening and Recruiting** – UTRAC is an effective screening tool to rank and validate job applicants
- **Career Development** – UTRAC provides individuals with an analysis of how they compare to every occupation within their organization or general job profiles housed in UTRAC
- **Succession Planning** – UTRAC provides managers with a talent planning tool to match an employee to other profiles within the organization to distinguish the best person for a particular job/project
- **Performance Review** – UTRAC provides employees and managers with a 360 degree competency-based performance review tool to ensure accuracy and objectivity in determination of competency fulfillment
- **Knowledge Management** – UTRAC identifies knowledge and skill requirements for new projects and captures the knowledge base of experienced employees exiting their positions
- **Cultural Transition** – UTRAC provides senior leaders with a systemic tool to guide their managers in how best to shift the organizational culture in a friendly and consistent way

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