WORKFORCE DEVELOPMENT FOR DIGITAL INFRASTRUCTURE

Plan, build and assure the workforce your facilities need.

FacilityVR connects facility demand, workforce supply and verified capability - so operators can grow the total talent pool, develop people and keep every site covered as the industry expands.



ONE CAPABILITY SYSTEM

Strategic planning, role and career architecture, credentials, supervision, contractors and evidence from the workplace and simulation.

01

Forecast demand
by site, role, skill and quarter.

02

Build capability
through careers, supervision and partners.

03

Assure readiness
across employees and contractors.

More than training: a workforce operating system.

www.facilityvr.com

Simulation produces unique evidence. Workforce Development puts every source of evidence to work.

SEE THE GAP BEFORE IT BECOMES A CONSTRAINT

Plan demand and supply from the facility outward.

FacilityVR's Workforce Development vision turns planned capacity, plant, crew rules and role requirements into future demand - then compares it with current people, career pipelines, contractors, academies and likely losses.

DEMAND

CAPACITY

How many people?

Commissioned and planned MW, staffing ratios, redundancy and minimum crew sizes.

PLANT

Which skills?

Asset profiles, critical equipment and planned technology shape role and skill demand.

COVERAGE

On which shift?

Crew patterns, service levels, on-call rules and required people redundancy.

SUPPLY AND FORECAST

Today

Employees and contractors by role, site, evidence strength, currency and authorisation.

Pipeline

Career plans, external credentials in progress, academy cohorts, open requisitions and readiness dates.

Losses

Attrition assumptions, planned exits, retirement risk, expiring credentials and scheduled training.

ACT ON EVERY GAP

BUILD

Learning plans, supervisors, mentors and provider cohorts

BUY

Recruitment, partner pipelines and external qualifications

BORROW

Contractors and secondments between sites

A SHARED LANGUAGE FOR THE WORKFORCE

Structure the work. Show people a path forward.

Use one versioned capability framework for planning, positions, development, internal mobility, succession and partner alignment.

PLANT — Equipment and procedures
>
ROLES — Families, levels and requirements
>
POSITIONS — Site, hall, team and crew
>
PEOPLE — Current and target assignments
>
PATHWAYS — Moves, readiness and succession

Career architecture

Job families, levels, role profiles, requirements and vertical or lateral pathways.

Position management

Map required positions to legal entities, sites, buildings, halls, teams, crews and shifts.

Role readiness

Compare each person's evidence, credentials, currency and supervision status with role requirements.

Internal mobility

Show ready-now and ready-soon moves, including secondments, rotations and shadow shifts.

Succession

Build named slates for critical roles with readiness horizons and agreed development actions.

Framework alignment

Crosswalk internal roles with national standards, qualifications and provider curricula.

A career conversation grounded in evidence.

Show what the next role requires, what the person already holds, what is missing and the combination of learning, mentoring, workplace tasks and credentials that can close the gap.

EVIDENCE FROM EVERY SOURCE

Know who can do what, where, and under whose authority.

FacilityVR keeps external qualifications and licences beside workplace evidence, operational records and simulation - with source, strength, date, currency, jurisdiction and supervision status visible.

THE EVIDENCE LADDER

E0	E1	E2	E3	E4	E5
Declared	Rated	Practised	Performed	Verified	Certified

01

External credentials

Statutory licences, qualifications, industry and OEM certifications, safety tickets and prior experience.

02

Workplace evidence

Observed tasks, supervised hours, assessor sign-off, CMMS work orders and the organisation's own authorisations.

03

FacilityVR evidence

Practice and assessment results, procedure steps, decisions, hints, timing, telemetry and reviewer judgement.

ASSURANCE IN OPERATION

Credentials and authorisations

- Verify at the issuer or register
- Apply jurisdiction and site rules
- Track expiry, renewal and suspension
- Export compliance matrices

Supervision and mentoring

- Check supervisor eligibility and ratios
- Keep learners paired on the right shifts
- Record supervised tasks and hours
- Match mentors around career goals

Contractor capability

- Check every person against site demand
- Share named states or aggregates by agreement
- Count only current, valid capability
- Preserve employer and data boundaries

GROW THE TOTAL TALENT POOL

Connect employees, contractors, academies and providers.

The workforce is larger than the employee list. FacilityVR's vision follows capability through the partner networks that bring people in, develop them and supply the sites.

01 / EMPLOYEES

Roles, learning plans, credentials, mentors, mobility and succession.

02 / CONTRACTORS

Cross-client capability, site requirements, authorisations and coverage.

03 / ACADEMIES

Cohort progress, placements, external qualifications, outcomes and funding milestones.

04 / PROVIDERS

Offerings, framework alignment, time to competence, quality and cost per competent person.

THE OPERATING QUESTIONS

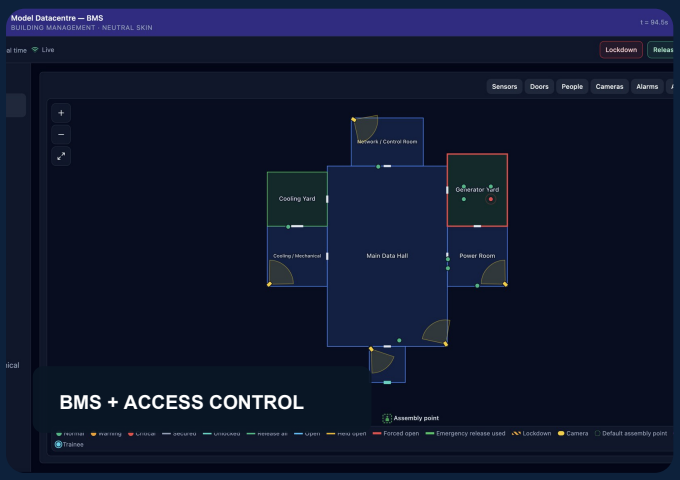
- **Who could become a shift lead in the next year, and what do they still need?**
- **Does every trainee on night shift have an eligible supervisor rostered with them?**
- **Are academy participants on track, and is the next funding evidence pack ready?**
- **Which provider gets new hires to competence fastest across regions?**
- **Which contractor technicians are valid for this site, role and procedure today?**
- **Will expiring credentials or planned training create a coverage shortfall next month?**

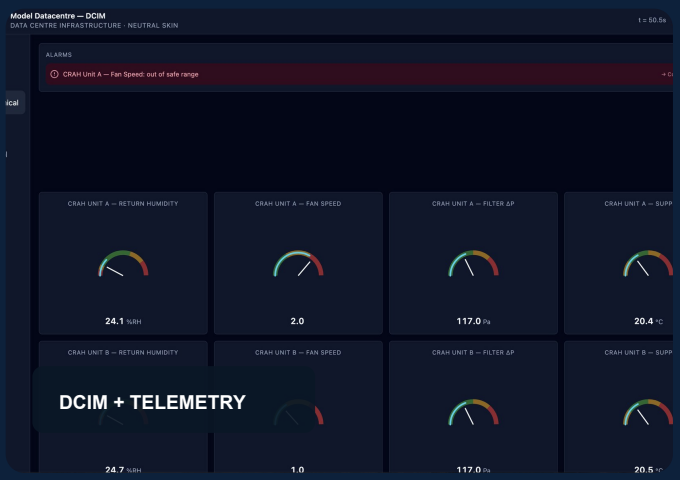
ONE CAPABILITY GRAPH / EVERY PERSON / EVERY SITE / EVERY SOURCE OF EVIDENCE

SIMULATION AS WORKFORCE EVIDENCE

Build experience where live operations cannot.

Whole-facility 3D and VR simulation creates rich evidence of procedure performance, recency and decision-making. It sits alongside external credentials and workplace evidence - not in place of them.





BUILT AROUND YOUR OPERATION

Your layouts

Sites, spaces and equipment

Your telemetry

BMS, DCIM and plant state

Your procedures

Scenarios, MoPs, SoPs and EoPs

Your paperwork

Permits, checklists and evidence

DELIVERED INSIDE THE RIGHT BOUNDARY

Secure public cloud

Managed delivery across sites and regions.

Managed FacilityVR appliance

Private cloud behind your own firewall.

See your workforce and operation in FacilityVR.

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