

*“Know who finished training — and what they actually mastered”*

**THE PROBLEM**

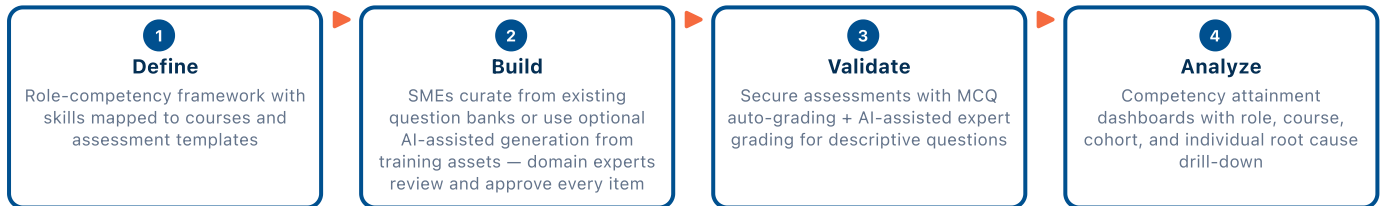
- **L&D teams track completion, not competency.** Traditional LMS platforms confirm that an employee viewed a video or passed a generic quiz — but for high-stakes roles, completion does not equal competence. You know who finished training, not what they actually mastered.
- **“False positive” employees pass training yet lack critical role skills.** Staff may clear overall training based on aggregate passing scores, yet lack the specific competencies required for their role. Standard platforms struggle to link assessment questions to role-level skills without manual Excel work.
- **No granular root cause analysis when cohorts underperform.** When a team fails to meet competency thresholds, L&D has no drill-down from role-level gaps to specific skill deficiencies — making it impossible to know whether the problem is training content, delivery, or assessment design.
- **Building competency-mapped assessments is slow and inconsistent.** Whether SMEs curate from existing question banks or create new questions, every item must map to role-level competencies. Without a structured framework, questions drift from defined skills — and manual mapping in spreadsheets doesn't scale.

**KEY RISKS**

Assessment blindness — you're certifying completion, not competency. A false-positive employee in a high-stakes role is an organizational risk you cannot see until it materializes.

Training investment without competency measurement is spend without evidence — L&D cannot demonstrate ROI or identify which programs actually close skill gaps.

**HOW IT WORKS**



**KEY CAPABILITIES**

- ✓ Secure online assessments for hiring, onboarding, promotion, and certification — role-based competency measurement beyond pass/fail
- ✓ SMEs curate from existing question banks or upload training assets for optional AI-assisted generation — domain experts review, edit, accept, or discard every item
- ✓ MCQ auto-grading + AI-assisted expert grading for descriptive questions — handles both knowledge and application-level assessment
- ✓ Role → Competency → Course → Test multilevel analysis with drill-down and roll-up dashboards
- ✓ Cohort-level and individual employee root cause analysis — identify whether gaps stem from content, delivery, or assessment design
- ✓ Continuous improvement feedback loop — assessment insights inform future training strategy and content refinement
- ✓ Dedicated Customer Success Engineering with flexible licensing (per learner or per test) — a partnership, not self-service-and-figure-it-out

**PROOF POINT**

*“We have used InPods Online Testing for over five years across multiple departments — for new hire assessments and promotion competency evaluations. Tens of thousands of tests, hundreds of employees, and the operations have been flawless. The team customized reports to match our internal processes and the customer success support has been consistently excellent.”*

— HR Manager, Major Public Company

**Book a 25-Minute Demo**