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SCDA Update

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One Member's Thoughts on TSE by SCDA Staff

SCDA 2003 Secretary/Treasurer Clark Spitzer, of Snively Forest Products, recently administered the SCDA Technical Skills Evaluation (TSE) to seven technicians. In an interview with SCDA staff, Spitzer commented on the students' results.

Spitzer selected a wide variety of employees to test, ranging from EWP Manager to Technical Salesman. Spitzer noted that the employees largely enjoyed the challenge of the comprehensive evaluation. "As difficult as the test was, [the employees] really enjoyed the challenge. They also felt that the evaluation gave them a great measuring stick as to the depth of their knowledge in each of the areas tested," Spitzer said.

After having reviewed the Snively employees' TSE results, Spitzer himself saw remarkable value in the experience, namely in the feedback he received for each employee's score in each of eight areas tested. "Having a design staff that comes from very diverse educational backgrounds—four-year degree, two-year technical degree, or simply many years of experience in the field—it is difficult to measure where specific training is needed. The greatest advantage of this evaluation is being able to pin down those areas with each individual that, according to the results, may need some additional training."

Having declared the TSE experience a positive one for all involved, Spitzer encouraged other structural component distributors to follow suit. Spitzer noted, "From a management perspective, the work that needs to be done to help technicians improve in their profession is not always clear. Aside from the benefits your employees will take from it, the TSE directs you to specific areas that need improvement."

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