

# STRUCTURAL BUILDING COMPONENTS MAGAZINE

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## WTCA Update

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### WTCA's TATO Tests: A Smorgasbord of Solutions by Molly E. Butz

*You don't have to go to Vegas to take advantage of the TATO buffet!*

There's something for everyone at a buffet, and, with the addition of TATO EWP, WTCA's Technical Assessment Test Online (TATO) collection has just that, something for everyone! The newest arrival to the TATO family is TATO Engineered Wood Products, or EWP.

TATO EWP is an intermediate test that can be used as a tool to determine a technician's level of knowledge about engineered wood products. Kris Craft-Alberti, President of Renaissance Technology Enterprises, Ephrata, WA shared her experience with TATO EWP: "The new TATO EWP test hits the mark on testing knowledge of engineered wood products. It even showed me that I have a few things to learn about EWPs. An added bonus is that it provides a fantastic fact sheet for those selling EWP. The references to IBC and tolerances are good fingertip information."

Much like its predecessors, TATO EWP is a timed, 50-question exam broken into sections including math skills; terminology, codes and standards; load development; product selection; blueprint reading and field application. These various topics will give the hiring manager a solid sense for each technician's skill set. The results of the test are immediate and can be compared to those of other technicians' or to national averages.

Also, like TATO and TATO 2, TATO EWP takes some of the guess work out of the hiring process. "The TATO EWP exam is a valuable instrument for our industry. This exam allows Managers and Owners to find out if new candidates will have the ability to understand design loads and communicate correctly to contractors. This test also will help focus the training cost that comes with all new hires, which will save time and provide a quicker return on investments, so you can continue to pay attention to making money, not absorbing cost," says Michael Redmon, General Manager of Carolina Truss Systems, Inc., Summerville, SC.

No matter what your personnel needs may be, you can use WTCA's TATO collection to measure current or new employees' technical knowledge at a minimal cost. If you're trying to find the right new hire for the job, our original recipe, TATO 1, can help you evaluate a candidate's basic math and 3D visual skills, both critical abilities for success in the sales, design and manufacturing sectors of the industry. On the other hand, you may be fully staffed and looking for a way to make sure you have "all your ducks in a row." In this case, TATO 2's advanced questions will assist you in determining your current technicians' levels of knowledge, and

provide you with an inventory of each employee's skills so you can build on their strengths and provide training in the areas that are weaker. You may also want to consider using TATO 2 if you are interviewing to hire a seasoned technician and need a more indepth look at the candidate's proficiencies. TATO EWP presents specialized questions for your employees that are going to be working with Engineered Wood Products and gives you yet another way to assess current or incoming employees and provide a quick and easy way to begin prioritizing the work that will be most skillset satisfying and also allow you to know where more training may be needed.

Whether it's new or old, standard or specialized personnel you're hoping to analyze, let the TATO collection help you kick assumptions to the curb. Now you have three affordable ways to determine who will fit the bill...and we promise they're low-carb.

For more information on any of the TATO products, visit [www.wtcatko.com](http://www.wtcatko.com) or call WTCA staff at 608/274-4849 ext. 6 for more information.

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[SBC HOME PAGE](#)

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