



Competence IQ

Turning work into proof

A module of The Work Loop · EON Work Intelligence

Part one — the simple version

No jargon. If this part doesn't land, the rest doesn't matter.

Think about getting a driving licence

Four people are involved. Only one of them gives you the card.

1

The classroom

Teaches you the rules and tests that you know them.

2

The instructor

Sits beside you while you actually drive a real car.

3

The examiner

Watches you handle the emergency stop, then signs.

4

The Driving Licence office

Gives you the card. Doesn't teach, drive or test.

Nobody confuses the driving instructor with the passport office. We shouldn't either.

Our products are the instructors. This is the office.

Competence IQ collects the stamps. It contains no new intelligence of its own.

Genesis

"Passed the test — knows the steps."

Field IQ / Edge

"Did the real job on real equipment. Here's what happened."

Situation Room

"Knows what it looks like when it goes wrong."

Permit IQ

"Planned it properly and understood the isolations."

EON Tacit

"Learned it from somebody who has actually done it."

Competence IQ

Collects the stamps. Checks they're real.
Checks they haven't expired. Prints one
thing an auditor will accept.

Thin by design.

It is the cheapest thing left to build and the most valuable thing left to sell.

The whole product in one line

Six fields. Everything else is a view over this.

Person

who

Task

what job

Equipment class

on which kind of machine — not just a job title

Evidence

what proves it, traceable to the real work

Signed by

a named human, always

Valid until

when it runs out

Equipment class and Evidence are the two nobody else has. They are the product.

Our unfair advantage was written by a regulator

US pipeline law, since December 2004.

“Watching someone work is not enough on its own. You must also assess what they know.”

The knowledge leg

Genesis

A scored simulation of the approved procedure. Proves they know the steps and the abnormal conditions.

The performance leg

Field IQ

A verified episode from the real job on real equipment. Proves they did it.

We are the **only company that produces both legs natively, in one **linked record**.**

Part two — the five screens

Each answers exactly one question. If a screen answers two, it is designed wrong.

Five surfaces, five questions

Same record underneath. Different door depending on who is in the room.



EON Passport

The worker

What am I qualified for, and what do I need next?



Crew Board

The supervisor

Can this crew do tomorrow's job?



Gap Board

The leader

Where are we weak, and how fast are we closing it?



Evidence Packet

The auditor

Prove this person was qualified on that date.



Assessor Console

The assessor

Should I sign this, and what should I ask first?

● EON Passport

The worker · phone · works offline

What am I qualified for, and what do I need next?

WHAT IT SHOWS

- Your tasks, grouped by equipment class, with a status dot and an expiry date
- Tap a task: what it lets you do, what proved it, who signed it, when it runs out
- One button — “What do I need next?” — which launches the exact sim or course
- Request a correction. Export your own record.

WHAT IT NEVER SHOWS

- No score. No grade. No percentage. No progress bar.
- No comparison to anyone else, ever.
- No leaderboard, streak or badge.
- No word that implies reward or punishment.

*The absence of scoring is the product. **A worker must be able to open this in front of their supervisor without anxiety.***

● Crew Board

The supervisor · tablet

Can this crew do tomorrow's job?

WHAT IT SHOWS

- Tomorrow's job, the people assigned, and the tasks it requires
- Green qualified · amber expiring · blue needs supervision · grey not qualified
- One verdict at the top: covered, covered with supervision, or gap
- “Find cover” — who else on site holds the missing qualification

WHAT IT NEVER SHOWS

- No delta history and no incident history.
- No evidence detail — that belongs to the worker and the assessor.
- No ranking of people. Rows sort alphabetically, never by readiness.
- Grey means not qualified for this task. It never means bad.

*This is the adoption engine. The Passport is welcome; the **Crew Board is what makes someone open the app every shift. Do not pilot without it.***

● Gap Board

The leader · desktop

Where are we weak, and how fast are we closing it?

WHAT IT SHOWS

- Which written procedures are failing in practice, ranked
- Qualification coverage by area, and what expires next quarter
- How long gaps stay open — the number for a leader's own review
- Positive improvements captured from the field and adopted

WHAT IT NEVER SHOWS

- No names. At any zoom, under any filter, in any export.
- Refuses any view resolving to fewer than five people or one crew.
- Refuses sequential queries that could isolate someone by difference.
- Drill-down ends at an anonymised story, never at a person.

This is the *screen that turns the seventy per cent from an assertion into a monthly indicator* with an owner.

● Evidence Packet

The auditor · a PDF

Prove this person was qualified on that date.

WHAT IT SHOWS

- One person, one task, one page where possible
- The standard, verbatim, with document reference and revision
- Both evidence legs with dates and sources
- The assessor, what they asked, what they decided, and their signature

WHAT IT NEVER SHOWS

- No generated prose anywhere. Not one sentence.
- No inference, no summary written by a model.
- No design flourish — plain is what wins in that room.
- Nothing that cannot be traced to a clause or a recorded fact.

*Deliberately boring. **This is the artifact that gets printed and slid across a table.***

● Assessor Console

The assessor · desktop

Should I sign this, and what should I ask first?

WHAT IT SHOWS

- A queue, ordered by what is due or triggered
- The standard on the left, the assembled evidence on the right, gaps flagged
- Suggested questions drawn from the abnormal conditions in the task pack
- Qualify, qualify with restriction, not yet, or defer — each with a reason

WHAT IT NEVER SHOWS

- Never pre-selects a decision.
- Never displays a recommended outcome.
- Never ranks candidates by likelihood of passing.
- Never lets a record become qualified without a human signature.

*Small surface, but every qualification in the system passes through it. **This is where the human takes responsibility.***

Part three — how it stays trustworthy

The protections are not a concession. They are why the evidence is any good.

Three lanes, built in concrete not in policy

So that when a customer asks “could we use this for appraisals?”, the answer is that the system cannot.

Person

Qualification and coaching. The worker owns and can export it.

There is no rating field in the schema to expose.

Crew

Status, expiry and restriction for a named job.

No evidence detail. No history. No ordering by readiness.

Organisation

Grouped indicators into leadership review — with teeth.

Refuses any result resolving to fewer than five people.

Three separate interfaces, three separate credentials. No endpoint anywhere can join a person to a pay or appraisal identifier.

The Worker Data Charter

Contractual, in every deployment. It looks like a giveaway. It is the reason the data is honest.

1

Your record never sets your pay.

Not in the pilot, not later, and the contract says so.

2

Owning up costs you nothing.

Anything you report yourself carries amnesty and cannot be used against you.

3

A computer never punishes anyone.

Every consequence needs a human decision — which is also our AI-regulation posture.

Plus a quarantine window: a new episode cannot be used as evidence for fourteen days, so there is time to correct and appeal.

The rules the build cannot break

Twelve guardrails in the specification. These four are the ones to memorise.

No generated content in a record. Ever.

Standards are verbatim with citation. Assessor text is the assessor's own words. An auditor will read this.

A human signs, or it is not qualified.

Both evidence legs plus a named signature. Not a configuration option.

The system warns. Only a person suspends.

A trigger creates a case for an assessor. It never changes anyone's status by itself.

Qualification is not authorisation.

A Passport says you are competent. Permit IQ says the job is authorised. Never conflate them.

Everything waits on one document

The critical path is not engineering.

One customer's covered-task list, for one job role.

Everything downstream is generic. The Task Pack is what makes the product theirs — exactly the role the permit forms played for Permit IQ.

Why it's a small ask

Not commercially sensitive. No procurement needed. A champion can send it this week.

Score the system. Coach the person. Certify the task.

What it does commercially

Three things, and the third one is the reason to build it now.

1

It is a module, not a new SKU.

One platform, two products, three meters — unchanged. Competence IQ lives inside The Work Loop.

2

It defines a seat.

A seat is a person for whom we maintain a competence record. Countable, verifiable, renews on its own terms.

3

It stands in front of money that already moves.

Recertification is already funded, already mandated and already audited every year. We are not asking for new budget.

And it reaches every employee and contractor who does safety-critical work — not only the crews on a pilot site.



Competence has been a paperwork exercise for forty years — not because anyone wanted that, but because evidence did not exist.

It does now.

Competence IQ · Turning work into proof