

EON Competence IQ



Table of Contents

1. The problem	2
2. Why EON Control alone is not enough	2
3. The Competence IQ model.....	2
3.1 One sentence.....	2
3.2 What “qualified” means.....	3
3.3 What it is not.....	3
3.4 Evidence by pointer.....	3
3.5 Expiry and change	3
4. Five doors and the Guide.....	3
5. Architecture boundary with EON Control.....	4
6. Synthetic pilot (Northstar)	4
7. Closing position.....	5

1. The problem

Industrial work still mixes three different questions that look similar on a dashboard:

1. **Is this person learning?** (assignments, practice, progress)
2. **Is this person qualified for this task?** (named task, equipment class, validity, human signature)
3. **May they start the job right now?** (permit, access, operational control)

Most learning platforms answer the first question well. Few answer the second without sliding into scores, courses, or certificates that do not expire against a real task rule. Permit systems answer the third. When those three blur, supervisors get a status that feels like a licence but is not one, and auditors cannot reconstruct who signed what for which task on which date.

The operational failure mode is simple: evidence of knowledge and evidence of real work live in different products. A supervisor needs one clear answer for tomorrow's crew board. Without a dedicated licence office for the task, teams either invent a score, over-trust a training completion, or paste a "certificate" into the wrong system.

2. Why EON Control alone is not enough

EON Control is the shared school office for EON learning. It is the place to see people, licences for learning, assigned lessons, practice results, and evidence pointers from other EON products. That is a real and necessary job.

Control's own product rules already draw a line: do not invent competency dimensions; practice difficulty is not a competency score; preparing a certificate snapshot is not the same as issuing a qualification. Control is built to show how learning is going. It is not built to invent the signed, expiring task passport.

If Competence IQ were pasted into Control:

- Control's learning history and tables would be mixed with a different decision type.
- A learning result could be mistaken for a human-signed qualification.
- Working Control screens and data shapes would be at risk of overwrite "to save time."

The locked rule is therefore stricter than a commercial "module" label: **Competence IQ is a new, separate surface. EON Control may open it and read it. It must not change, replace, or overwrite EON Control, EON Platform, or any other working product.**

3. The Competence IQ model

3.1 One sentence

Competence IQ turns proof produced elsewhere into a **signed, expiring, auditable** record that a named person is qualified for a named task on a named equipment class until a named date.

3.2 What "qualified" means

A qualification record may say **qualified** only when all three are true:

4. Knowledge proof is satisfied (what they showed they know).
5. Real-work proof is satisfied (what they showed they can do).
6. A named assessor reviewed the packet, decided, and signed.

Missing any one means not qualified. No import, screen, or background job may skip the human signature. The computer prepares; the person decides.

3.3 What it is not

- Not a school, simulator, or course catalogue
- Not a score, rank, pay, or discipline tool for a person
- Not permission to start the job (permits and access systems do that)
- Not an inventor of task rules, clauses, or standards (the customer Task Pack owns those)
- Not a copy of Genesis, Field IQ, Situation Room, Permit IQ, EON Tacit, Assess IQ, or Control

Control shows learning. Competence IQ signs the task passport. Those stay different jobs.

3.4 Evidence by pointer

Competence IQ owns the Task Pack (for the rehearsal, or later the customer), the qualification record, the assessment event, pointers to evidence, and door permissions. It does **not** own or copy the underlying media, training results, or field episodes. Those stay in the products that made them.

Illustrative contribution map (pointers only):

Source	Role in the passport
Genesis	Knowledge proof (rehearsal performance only if the Task Pack allows)
Field IQ	Real-work proof
Situation Room	Abnormal-condition knowledge; not real-work proof; not customer rules
Permit IQ / EON Tacit	Supporting proof only
Assess IQ	May affect the clock; never completes a proof leg; never auto-suspends

3.5 Expiry and change

Every qualified record carries a start and an end. When it ages out, the system may warn or mark lapsing and open human review. It must not suspend, punish, or withdraw the person by itself. Being qualified is never automatic work authorization.

4. Five doors and the Guide

Each person sees only their door.

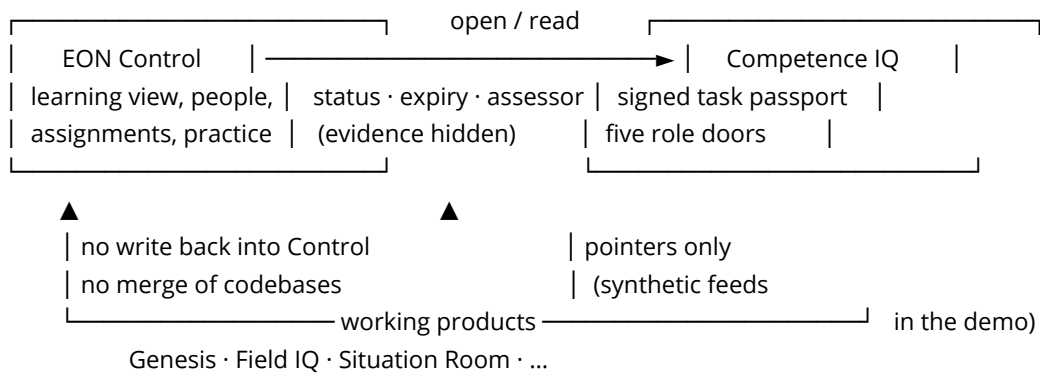
Who	Question they may ask
Worker	What am I qualified for, and what do I need next?
Supervisor	Can this crew do tomorrow's job? Status, expiry, restrictions. No evidence detail. No ranking.
Leader	Where are we weak, in safe totals only? No names. Tiny groups refused.
Assessor	Should I sign this?

Auditor	Prove this person was qualified on that date.
---------	---

The first synthetic build opens all five doors. Role separation stays in force even when all doors exist in the same surface.

A **Guide** button on the surface covers three things for a first-time visitor: **what** Competence IQ is, **how** a qualification is formed (knowledge + real work + human signature), and **the five doors**. The Guide does not replace the locked spec. It is orientation inside the demo.

5. Architecture boundary with EON Control



Allowed Control read: who; task and equipment class; status Competence IQ already recorded; expiry; assessor name. Evidence stays hidden.

Forbidden for Control: write into Competence IQ; recalculate qualified / lapsing / not qualified; promote a learning result or certificate draft into this passport; store Competence IQ's decision as if Control had made it.

Conflict rule: If Control and Competence IQ disagree on this question, Competence IQ's signed record wins. Control does not "fix" it.

Hard boundary: Competence IQ must not be committed into Control or other working-product repositories. A link is a door, not a merge. It must not change, replace, or overwrite EON Control, EON Platform, or any other working product. EON Platform remains the intended identity authority when that service is real; Competence IQ does not become the master of who a person is.

6. Synthetic pilot (Northstar)

The current surface is a private synthetic rehearsal:

- **Customer (fictional):** Northstar Synthetic Energy
- **Site (fictional):** Harbor Point Gas Processing Plant
- **Role:** Rotating equipment maintenance technician
- **Tasks:** Six made-up pump-isolation tasks
- **Actors:** Worker, supervisor, assessor, technical authority / leader path, auditor

- **Synthetic customer Task Pack:** approved-clause-shaped rules for the six tasks, labelled synthetic; not a real customer technical-authority pack
- **Synthetic product feeds:** fixture pointers that stand in for Genesis / Field IQ / Situation Room (and supporting) payloads so the demo reads like a real run; not live product connections; not writes into working products

Verified on that rehearsal (synthetic): five doors; Guide button; Control-style read; human signature; computer cannot sign; synthetic Task Pack and feeds; shadow mode; no live product connection; no overwrite of working products.

What the pilot proves: that the workflow and role doors can be exercised on disposable data that feels like a real run.

What it does not prove: customer acceptance, source-product conformance, compliance, production security, or that any real worker is qualified.

Every synthetic rule stays labelled synthetic. Situation Room oil-and-gas examples inspired shape only; they are not customer procedures.

Honest progress markers for team packaging: first-build synthetic surface about **85%** (hosted demo link is live; remaining polish is shareable-demo quality); full production product about **30%**.

7. Closing position

Keep both products. They do different jobs.

- **Control** answers: who is learning, what were they given, how did practice go, what should happen next.
- **Competence IQ** answers: are they qualified for this exact task until this date, with a human signature and an expiry.

Competence IQ has a reason to exist because learning views and certificate drafts are not the same as a signed task passport. The architecture that protects working products is the separate surface with a read-only door from Control. Hard boundary: no overwrite of Control, Platform, or any working product.

Production stays locked. The rehearsal can teach the team the workflow. It cannot qualify a real worker.