



**925**

Active Users of CABEM  
Competency Manager

SIL provides language solutions, learning content, and professional development in almost 100 countries around the world to expand possibilities for a better life. Three years ago, each region handled this differently.

In 2021, SIL started a strategic initiative to standardize and centralize the competency requirements for their core technical roles. They chose **CABEM Competency Manager** as their technology solution.



“Before we found CABEM, we felt a need to move to a competency-based approach to professional development, and to set up a supportive development framework, both for the trainees and their mentors.

It was challenging to support the professional development of our technical staff, and to empower and enable our content specialists. Each of the regions in our network had its own learning content and process. We were neither centralized nor standardized.

Now, with CABEM’s help, we have **925 active users** around the world operating from the same playbook and supported by centralized content. CABEM’s Competency Manager gives us the simplicity, flexibility, and customization to support a wide range of diverse user groups and needs.

We feel well-supported by both by CABEM’s software and team.”



- Richard Gravina  
Language Program Manager at **SIL**

## Choosing **CABEM**

SIL knew they wanted a competency-based approach. But as they started their search for a solution, they considered creating something with online spreadsheets, or some other multi-tasker product. As they got into it, every solution they could imagine seemed cumbersome, and messy—*certainly not user-friendly.*

CABEM won SIL over with a competency solution that handled the vast majority of their diverse needs out of the box, and an eagerness to customize the product to meet the rest. The result was a configurable system flexible enough for all of SIL's regions.

## Up and **Running**

SIL established a competency based methodology based on the Dreyfus model. Thirteen groups of learning and content specialists worked together. SIL provided templates and guided them through the process, and training cascaded several layers down.

Now they have content managers across the world centralizing content. It promotes standardization and takes a lot of burden from the individual teams.



**“We wanted a non-organizational-dependent system,** flexible enough to handle the needs of our teams in Africa, South America, and Asia. It needed to be not too much of a load in terms of onboarding and training. What we do is simply not standard.”

- Richard Gravina, Language Program Manager at **SIL**







Are you struggling to help employees track credentials, continuously develop competencies, keep up with industry standards, and adhere to regulatory requirements?

CABEM's competency-based workforce solutions bring structure to your development programs—leading to more productive, compliant, and engaged employees.

**CABEM has 22+ years of experience developing custom enterprise solutions for businesses with the highest standards,** across a wide array of industries including manufacturing, healthcare, education, and government.

Contact us today to discuss how CABEM can help optimize your business!

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