



ScanX - reducing your screener costs

ScanX is a computer based assessment package that is proven to reduce screener staff turnover and generate substantial savings in screener recruitment and training costs.

ScanX evaluates the suitability of prospective x-ray screening personnel prior to recruitment. It identifies individuals who have the native critical visual analysis skills, vigilance and powers of concentration that are necessary for x-ray screener operators to be effective.

As security screening processes become increasingly critical in dealing with the constant challenges, the role of screeners remains vital to the success of x-ray and other baggage viewing technologies. The technology employed to identify threats is becoming increasingly sophisticated. However, it is still only as effective as the equipment operator. ScanX enables you to identify those candidates with a natural aptitude to become screeners and who will get the best results from your x-ray systems.



What does ScanX measure?

The software based ScanX assessment exercise examines many of the observation and visual analysis skills that are required in x-ray screening tasks. These include factors such as perceptual speed, image searching and recognition of anomalies, detection speed, closure and decision making. This assessment provides a direct indication of how the applicants will handle the intensive demands on the job that screening requires and identifies those whose concentration spans make them best suited to this work.

ScanX operates within a computer based environment so that many of the characteristics of the screening environment can be replicated to ensure that the results can be better related to the job. Importantly, the graphics used for assessment are generic in nature and people from different ranges of education and work exposure have the same opportunities. This means that somebody who has the natural abilities and visual analysis competencies can demonstrate these without having or needing previous experience in the x-ray industry.

Implications for training

ScanX identifies personnel who have a natural aptitude for x-ray screening and who will be more competent screeners after training programmes. Training input therefore translates into greater success for the individual but also for the company as a whole. Operational findings in airports that have used ScanX indicate that training success increases substantially with immediate improvement in the proportion of personnel who have been successful with far fewer candidates falling out of the training process. Candidates acquire the x-ray screening skills more rapidly, obtain appreciably better training pass rates and adapt more quickly to work demands once on the job.

Feedback indicates that personnel selected with the aid of ScanX have a decisive edge in the successful completion of the UK Screener National Competency Test and other criteria used for ongoing performance monitoring such as the identification of TIP images.



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Implementation

The ScanX interface is easy to understand and use for those who are doing the assessments. Each person can practice the exercise to ensure they are familiar with content and to make sure that everyone starts from the same base. Candidates are coached through a set of examples to thoroughly familiarise themselves with the content. Even those with no computer experience are quickly up and running and on the same footing as others.

Independent research shows that ScanX results predict on-the-job performance successfully whether people have previous exposure to x-ray screening or not. The ScanX interface thus allows the evaluation of natural visual analysis skills without being influenced by a range of other background factors.

Reporting and interpreting

ScanX provides a measure of candidates performance relative to detection rates, reaction times and false alarms providing insight into how effective a candidate is likely to be "on the job". The software has a built in reporting function which provides an extensive profile of results, including; percentages, written descriptions of performance, and graphic profiles which allow you to examine the consistency and level of vigilance performance over time. You can also do comparative evaluations of how candidate's rate against previous people assessed for operator positions or even a reference group of operators themselves.

Results from multiple sites can be set up so that you have a centralised internet based database as well as local scoring which will enable you to view the wider trends and scores and access these for quality control and reporting purposes.

Planning for the future

The increasing demands faced by the aviation and other industries means that it is now vital to have the right kind of people in x-ray screener positions. Personnel assessed with ScanX have the visual analysis skills that allow them to adapt more easily to the detection of threats. This greatly adds to the flexibility of assignment to different tasks and technologies to pick up new threats and articles. For instance, the introduction of liquid explosives provides new image characteristics that personnel selected with ScanX should quickly adapt to given their superior visual analysis skills.

ScanX also ensures that personnel have the skills that can be used in a range of technologies, including possible future equipment requiring high observation and detection.

In the long term, the use of ScanX should lead to a stabilisation of the work force and the reduction of the cost of long term recruitment. As more competent workers who are good at their jobs are selected into the organisation, employees are happier and likely to stay longer. Repeated costs associated with recruitment and training should be reduced and the adaptive and flexible skills among the workforce today can be applied to your needs of tomorrow.

If you are involved in protecting high-risk environments then ScanX will be of significant value to you. Please contact us today to discuss how we can help you.

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