MOBILAR®

THE PRACTICAL FIELD GUIDE

Start an AI skills pilot that proves something.

Six practical worksheets to choose the right use case, test AI against real evidence, and decide whether to scale.

The goal is not to prove that AI works in a demo. The goal is to prove that it helps people learn, demonstrate and develop the skills required for real work.

For OEM training academies, importers and technical training teams

Pilot edition | November 2026.

START HERE

Five decisions before day one.

A good pilot is deliberately small, observable and linked to a decision that matters.

1 **The use case**

Which task, learner group and business problem?

2 **The competence standard**

What must someone know or do, and how will we recognise it?

3 **The evidence**

What can the AI actually observe, and what remains invisible?

4 **The validation**

How will experts challenge, verify and calibrate AI decisions?

5 **The outcome**

What numbers trigger scale, adjustment or stop?

Start with one team, one task family and one measurable business result.

WORKSHEET 01

Choose a problem worth solving.

Do not start with a device, an avatar or a technology demonstration. Start with a real capability gap.

1 **Technical certification**

Evidence-based assessment of a defined workshop task, e.g. safe HV isolation.

2 **Practical training**

AI-supported correction of a course assignment, with targeted learning and retry.

3 **Assessment efficiency**

Can video and audio help assessors capture evidence more consistently and quickly?

Complete your pilot brief:

Target role / learner group

Task or competence to demonstrate

Business challenge and sponsor

WORKSHEET 02

Build the evidence standard.

An AI score is only meaningful when the skill, conditions and expected observable behaviours are defined first.

01 **Define the task**

Select a real task and its appropriate complexity level.

02 **Identify SMPs**

Choose the Skill Measuring Points that genuinely matter for this task.

03 **Create BMAP criteria**

Separate mandatory safety or quality behaviours from supporting observations.

04 **Anchor the standard**

Use expert demonstrations, reference videos and approved procedures.

05 **Decide evidence limits**

Distinguish verbal knowledge (L1/L3) from actual execution (L2/L4).

A spoken explanation cannot, by itself, prove safe physical execution. A video that misses a critical action should be marked as insufficient evidence, not automatically passed or failed.

WORKSHEET 03

Test the complete learning loop.

MOBILAR® can connect visual evidence, recorded knowledge, practical work and training support to the same skills model.

01 PREPARE

Expert reference video + checklist mapped to SMPs.

02 OBSERVE

Smart-glasses video, audio, or AI-corrected practice form.

03 EVALUATE

BMAP-level result with timestamped supporting evidence.

04 SUPPORT

Relevant training content opens after a practice failure.

05 RETRY

Technician repeats activity; progress is tracked.

06 VERIFY

Expert checks critical results and certificate-grade evidence.

Pilot question: can this workflow improve evidence quality, time to feedback and targeted remediation without compromising competence standards?

WORKSHEET 04

Measure quality, not just adoption.

Agree on thresholds before the first assessment. Suggested metrics below are examples: set your own baselines and targets.

Metric	Baseline	Target	Actual
Agreement with expert BMAP decisions			
Critical safety false-pass count			
Evidence traceability / coverage			
Assessment preparation hours			
Assessment execution / review time			
Time to useful feedback			
Practice-to-retry improvement			
Trainer and learner usability			

For safety-critical decisions, evaluate false passes separately. A high average score is not enough.

WORKSHEET 05

Seven mistakes that derail pilots.

Patterns worth avoiding when exploring AI-supported assessment and learning.

01 **Technology first**

Start with a skills or business challenge, not smart glasses alone.

02 **No agreed competence standard**

Define SMPs, BMAPs, conditions and must-have observations in advance.

03 **An impressive but easy demo**

Include difficult, ambiguous and intentionally failing examples.

04 **Treating missing evidence as failure**

Explicitly distinguish not observed, not measurable and failed.

05 **No assessor calibration**

Benchmark AI judgments with qualified human assessors.

06 **Practice confused with certification**

Apply different governance to coaching and formal competence decisions.

07 **No ownership or decision date**

Name a sponsor, a process owner and a go/no-go meeting.

WORKSHEET 06

Make the scale decision.

Run a focused pilot with an agreed owner, measurable threshold and end date. The aim is an honest decision.

1 **GO**

Evidence quality and agreed outcomes meet thresholds. Extend to another task or team.

2 **ADJUST**

Value is visible, but gaps remain in content, capture quality, scoring or workflow.

3 **STOP**

Quality or operational usefulness remains insufficient. Record why and what would need to change.

Your decision record:

Executive sponsor and operational owner

Pilot start / end / readout date

Decision: GO / ADJUST / STOP and next action

Explore a pilot with MOBILAR® | www.mobilar.com.