Pilot-to-Scale Scorecard

A two-page working tool for testing whether a skills pilot is designed to scale.

How to use Score each dimension 1–5 using evidence from the pilot design, operating process, stakeholder interviews, and available data. Use the lowest defensible score.

Total readiness score: _____ / 35

#	Dimension	Scale test	Scoring anchors: 1 | 3 | 5	Score	Evidence/notes
1	**Decision Clarity** GATE	Is one consequential workforce decision clearly defined and owned?	1: Data/tech activity; no clear decision. 3: Decision named; owner/cadence/action incomplete. 5: Decision, owner, action, cadence, and success criteria explicit.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
2	**Skills Signal Fit**	Do the skills signals provide the evidence required for that decision?	1: Available data drives scope. 3: Signals are mostly relevant; gaps are known. 5: Signals are mapped to evidence needs and confidence requirements.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
3	**Trust & Confidence** GATE	Is the evidence credible enough for the consequence of the decision?	1: Accuracy/provenance questioned. 3: Partial validation; limits acknowledged. 5: Triangulated evidence with defined confidence threshold.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
4	**Workflow Integration**	Is the decision embedded in a real operating process?	1: Standalone dashboard or activity. 3: Touchpoints identified but not routine. 5: Embedded in a recurring workflow with clear actions.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
5	**Governance & Ownership** GATE	Are decision rights, standards, and escalation paths clear?	1: Ownership ambiguous. 3: Owners named; escalation informal. 5: RACI, standards, and escalation governed.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
6	**Outcome Evidence**	Does the pilot measure improvement in the decision, not just activity?	1: Activity metrics only. 3: Early decision metrics tracked. 5: Decision + business outcomes tied to baseline.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
7	**Scalability** GATE	Can the operating pattern extend without disproportionate cost or complexity?	1: Manual or bespoke. 3: Some reusable components; constraints known. 5: Reusable operating pattern with sustainable economics.	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	

Score meanings

1 Absent / not defensible | 2 Weak | 3 Partially designed | 4 Strong with limits | 5 Scale-ready

Scale gates: Decision Clarity, Trust & Confidence, Governance & Ownership, Scalability

Translate the score into a scale decision

Use the profile to identify the constraints that will break the pilot when scope, population, or consequence increases.

Readiness Score	Overall Scale Risk	Recommended Disposition	Date / Owner
/ 35	LOW MOD HIGH CRITICAL	SCALE / CONDITIONS / MODIFY / STOP	

Scale risk logic

Total score is useful, but scale risk is governed by the weakest links.

30–35	**Low** — Likely scale-ready if no gate is below 4.
24–29	**Moderate** — Scale with conditions; address known constraints.
17–23	**High** — Modify and retest before expanding scope.
≤16	**Critical** — Stop or redesign; operating pattern is not proven.

Gate rule: If any scale gate scores 1–2, classify the pilot as High or Critical risk regardless of total score.

Risk profile by dimension

Mark the score, assign risk, and name the specific constraint that must be resolved.

#	Dimension	Score	Risk	Constraint / interpretation
1	**Decision Clarity**	☐☐☐☐☐		
2	Skills Signal Fit	☐☐☐☐☐		
3	**Trust & Confidence**	☐☐☐☐☐		
4	Workflow Integration	☐☐☐☐☐		
5	**Governance & Ownership**	☐☐☐☐☐		
6	Outcome Evidence	☐☐☐☐☐		
7	**Scalability**	☐☐☐☐☐		

Scale decision

- ☐ **SCALE** — Operating pattern validated; expand deliberately.
- ☐ **SCALE WITH CONDITIONS** — Proceed with explicit controls and owners.
- ☐ **MODIFY & RETEST** — Repair weak dimensions before expansion.
- ☐ **STOP / REDESIGN** — Core assumptions or economics are not viable.

Scale constraints _____ _____ _____

Actions before scale _____ _____