

STRATEGIC SOLUTIONS

Welcome to

a quarterly newsletter from NOCTI BUSINESS SOLUTIONS, a world-wide leader in technical competency assessments.

A Message from the CEO



Almost 50 years ago an organization by the name of the National Occupational Competency Testing Institute (NOCTI) was born. NOCTI was initially responsible for assuring that potential technical instructors working in secondary schools were competent in all aspects of their particular industries. That mission grew to include competency testing for secondary and postsecondary students as well. As the years rolled by the success of our process, subject matter expert groups and facilitators was obvious, and it wasn't long before we began to do pre-employment testing for private industry and industry association certification around the country.

In fact, NOCTI was so successful that a spinoff company by the name of Nocti Business Solutions (NBS) was formed in the 1990's. NBS focuses on pre-employment testing, prior learning assessment, delivery of partner credentials and digital badges.

We are extremely proud to bring you this edition of "Strategic Solutions", because we are hoping that whether you use NBS services or not, that you will see something here that will cause you to sit back and say, "Wow, I didn't know NBS did that". So let me begin to just mention a few of the things that NBS has been involved in.

Let's talk first about industry associations for which we deliver credentials. The Manufacturing Skill Standard Council (MSSC) is certifying the industrial athlete of the future and we are happy to say that we are their partner. NBS does the majority of the psychometric work for MSSC as well as 100% of the delivery of their certifications in both manufacturing and logistics.

The Society of Manufacturing Engineers (SME) certifies engineers worldwide and NBS delivers all of their assessments and data reports. We also work with a number of "closed population" certifying bodies, such as Recreation Vehicle Industry Association (RVIA), American Boat and Yacht Council (ABYC), and NAHAD, to name a few.

NBS biggest partners though are those industries which engage us to build legally defensible pre-employment tests. One of our clients currently is The Boeing Company and though what we do to help them is confidential we can tell you that the work we do decreases their human resource costs substantially.

Are you one of those talented individuals who is able to pick up skills through various jobs you've held? Maybe you've thought about converting those skills into college credit and using them to obtain a degree. We have a solution for that too! NBS offers a battery of assessments that have been reviewed for college credit. Check out the PLA page on our [website](#). Within the pages of this newsletter we hope you'll find other ideas that may interest you in our services or just cause you to reach out to us and ask us for a little bit more detail. Either way we hope you find this newsletter to be informative as well as a great resource!



Definition of Technical:

- : relating to the practical use of machines or science in industry, medicine, etc.
- : teaching practical skills rather than ideas about literature, art, etc.
- : having special knowledge especially of how machines work or of how a particular kind of work is done
- : having special and usually practical knowledge especially of a mechanical or scientific subject <a technical consultant>
- : marked by or characteristic of specialization <technical language>

How Pre-Employment Testing Makes Your Life Easier: Realizing who your best possible job candidates are can be a difficult decision for any human resource department. By using dynamic pre-employment tests with proven results, an organization can greatly assist their HR staff in finding the right employees. [Read more-](#)

Please let us know if you would like more information on how NBS ensures all their Assessments (standard off-the-shelf and customized) are validated and legally defensible.

According to Wikipedia, Soft skills is a term often associated with a person's "EQ" (Emotional Intelligence Quotient), the cluster of personality traits, social graces, communication, language, personal habits, friendliness, managing people, leadership, etc. that characterize relationships with other people.[1] Soft skills contrast to hard skills, which are generally easily quantifiable and measurable (e.g. software knowledge, basic plumbing skills).

A person's soft skill EQ is an important part of their individual contribution to the success of an organization. Particularly those organizations dealing with customers face-to-face are generally more successful, if they train their staff to use these skills. Screening or training for personal habits or traits such as dependability and conscientiousness can yield significant return on investment for an organization.[2] For this reason, soft skills are increasingly sought out by employers in addition to standard qualifications.

Top 10 soft skills for Job Hunters are: (<http://jobs.aol.com/articles/2009/01/26/top-10-soft-skills-for-job-hunters/>)

- STRONG WORK ETHIC
- POSITIVE ATTITUDE
- GOOD COMMUNICATION SKILLS.
- TIME MANAGEMENT ABILITIES.
- PROBLEM-SOLVING SKILLS.
- ACTING AS A TEAM PLAYER.
- SELF-CONFIDENCE.
- ABILITY TO ACCEPT AND LEARN FROM CRITICISM.
- FLEXIBILITY/ADAPTABILITY
- WORKING WELL UNDER PRESSURE

NBS can help your organization assess soft skills with our [21st Century Skills for Workplace Success](#) and our [Workplace Readiness](#) assessments.

REMINDER ALERT!!!

Please remember that our testing system is down for maintenance every Thursday evening at 8:00 p.m. Please do not plan any testing sessions between Thursday at 8:00 p.m. and Friday at 6:00 a.m. (eastern standard time)

NBS Staff Highlight: Andy Marsh, IT Manager. Andy also serves as the Lead Developer and Lead Database Administrator for the entire Nocti Organization.

Tell us about yourself? I'm married to the love of my life and have two beautiful children - one boy, one girl. I have a BS in Computer Information Systems. In the late 1990's I became certified as one of the top Web Developers, Systems Engineers and Database Administrators in my field. One of my clients was a small company based in Big Rapids, MI, who was moving their entire product catalog from MS-Word into a high-powered and secured database. That client was NOCTI, and the year was 2001.

How Are You Going to Change the World (at NBS)? I'm a web and database developer, so the obvious things are to develop problem-solving and efficient services and systems for our clients. But I have noticed a void in the communicating of our services and systems. So, I started a Twitter account dedicated to the communication of our system features, and other technical techniques that will benefit our staff and clients. I haven't started tweeting yet, but follow @AndyMarshNOCTI and watch what happens. I promise, as a client or NBS staff member, you won't be disappointed.

What are your super-powers? I would have to say my strong relationship building skills; I automate as much as possible; and I'm great at problem solving. Oh! And I can memorize lines from TV shows, movies, and song lyrics! My friends call it a gift. My family calls it a curse and wants me to stop.

What do you like to do outside of work? My family goes RVing. We travel near and far, exploring new places and doing new things. I also enjoy building things in my workshop, fixing things, solving problems, even fixing cars.

Fun Fact: I played in four state championships in high school golf, and continued to play on my college team. Don't expect me to break par though, as I rarely play anymore. Also, I can't dance...at all. Secretly, I want to learn ballroom dancing.

Conference Notes: Anne Gielczyk will be giving a presentation on our Prior Learning Assessment (PLA) Program at the Great Lakes Test Conference July 12-14. Please stop by the Nocti Business Solutions vendor booth and say "hi!" if you are at the conference. She would love to see you!

Miss Out on the Live Webinar?

College Credit for CTE!

Did you miss last week's webinar hosted by the National College Credit Recommendation Service (NCCRS) and NOCTI? This webinar focused on how students can capitalize on the college credit recommendation reports available by taking a NOCTI credential. All NOCTI credentials have been evaluated by NCCRS and recommended for college credit. The speakers also outlined the process used to evaluate the assessments as well as how to make the most of the credits!

NOCTI

Nocti
Business Solutions
Your Corporate Assessment Provider

NATIONAL COLLEGE CREDIT RECOMMENDATION SERVICE
University of the State of New York - Empire State College

Access the Recorded Version [HERE!](#)

IRC Corner

Two new Industry Resource Centers were approved by the NBS Board this Spring. Welcome to **BJU Press Testing Center** - Greenville, SC, and The **University of Toledo** -Toledo, OH!

As an IRC, do you have any best practices or "tips & tricks" that you would like to share with others? Let us know - we would love to post them in our newsletter. Send them to noctibusiness@nocti.org