



Strategic Solutions

September 2015

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

A Message from the CEO



Last quarter we launched our first addition of Strategic Solutions. In the newsletter we talked about the history of NOCTI and NBS and the relationship between the companies. We are happy with the feedback we received from the first newsletter and are thrilled to bring you this second edition.

In the last newsletter we focused on the resources that NBS brings to industry associations. We mentioned our work with the Manufacturing Skill Standard Council (MSSC), the Society of Manufacturing Engineers (SME), the Recreational Vehicle Industry Association (RVIA), and the American Boat and

Yacht Council (ABYC). We also talked about our work in pre-employment testing with private industries. If you haven't read our first edition, we recommend that you take a look at an archived copy, which can be found on our [website](#).

Today, I'd like to mention another one of NBS' services, Prior Learning Assessment (PLA). For those of you who may not be familiar with the term, or the process that it supports, PLA recognizes an individual's previous experiences and helps convert those experiences into college credit. The college credit earned can be used toward a college degree.

An example may help you to better understand the process. Perhaps you are someone who has worked for the last five or six years in an Administrative Assistant position and have now decided to change careers and move into the hospitality industry. PLA may help you convert the experiences you gained while working as an Administrative Assistant into college credit in the hospitality industry. To determine which assessments you have experience in, access our online "[blueprints](#)". If you meet the required passing score on an assessment, you will receive a recommendation for college credit. This recommendation is good nationwide at over 1500 colleges and universities and can be applied toward your desired degree at a participating college or university. Please visit our [website](#) to learn more about PLA and how it can work for you. If you have any questions about PLA, please contact us.

Have a great fall and enjoy our newsletter.

A handwritten signature in dark ink, appearing to be "John".

What's all the buzz about Badging? Badging can be a great way for individuals to showcase specific skills and for organizations to recognize staff achievements. Digital badging is being referred to as the new online standard to recognize and verify learning. Badges can represent both formal and informal achievements and can be displayed on social media sites and digital

resumes. For more general information about badges check out this [YouTube video](#). Also, check out this [blog piece](#) written by our CEO, John Foster, on how NOCTI and NBS are involved in badging.

Pre-Employment Testing: A Helpful Way For Companies To Screen Applicants:

While pre-employment tests have been found to be beneficial in helping to screen and select the best candidates for jobs, there are legal issues that can arise if the tests are not valid, reliable, or are improperly implemented. [Read more...](#)

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

Having trouble finding the right assessment to fit your needs? NBS can work with you to build a customized test tailored to meet the needs of your organization!

3 Steps to Building a Custom Test

Trying to hire the right job prospects for your company? Finding the right employee can be tough. Some organizations employ pre-hire testing to "confirm" they have the right candidate. But "one size fits all" testing may not be the right way to go.

The fact is the "right" employee is different from field to field. A food & beverage company may be looking for different qualities in an employee than a manufacturing or electrical company might desire.

This is why Nocti Business Solutions (NBS), a leader in creating pre-employment assessments, stresses the importance of custom test development. NBS designs customized tests for individual industries and organizations to ensure an employee fits a position's specific challenges and needs. [Read more here...](#)

NBS Staff Highlight: Stacey Jackson, NBS Project Coordinator



Tell us about yourself? I have been married 18 years to my high school sweetheart and we have two children. Our oldest just graduated from Ferris State University and our youngest will be a sophomore at Big Rapids High School. My husband and I both grew up in the Big Rapids area and decided it was a great place to raise our family so we never left.

How Are You Going to Change the World (at NBS)? Before beginning my job at Nocti Business Solutions in July, I had spent the last 18 years working within the public school system. I am very organized and enjoy working with people so my job as a Project Coordinator with NBS was a perfect match. I am currently working with some existing and new NBS customers and look forward to helping them get the most out of their NBS products/services. Providing outstanding customer service is always my goal and I look forward to working closer with our customers in the coming months.

What do you like to do outside of work? In my spare time, I enjoy camping, boating and fishing with my family during the warmer months and can be found hiding inside during the cold Michigan winters. I am also a member of our local Zonta Club of Big Rapids. Our club is one of over 1,200 clubs of Zonta International, a worldwide service organization. The members of our club volunteer their time, talents and energy to local and international service projects that are designed to advance the status of women.

Fun Fact: One thing that most people do not know about me is that I secretly want to live on a farm full of animals. I love animals! We currently have three dogs and a cat and although it is crazy in our house most of the time, I love it. :)

Conference Notes: Anne Gielczyk will be giving a presentation on the NBS Prior Learning Assessment (PLA) Program at ACTE in New Orleans on November 20th, 2015. Please stop by the Nocti Business Solutions vendor booth and say "hi!" if you are at the conference. She would love to see you!

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).

IRC Corner

Did you know that Industry Resource Centers (IRCs) can also participate in the NBS PLA Program? That's right! NBS will pay you to proctor PLAs through our program! Contact Kay.Cole@nocti.org for more information!

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

Check out Nocti Business Solutions on Facebook!

