



Strategic Solutions

April 2016

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

A Message from the CEO



In March we finalized our first white paper, "Finding the Perfect Hire: The Value of Pre-Employment Testing". The paper focuses on the importance of establishing standards and testing against those standards, and really about knowing where your company wants to go and using data as the signposts toward progress. The basis of both Nocti Business Solutions and its sister company, NOCTI, is about using data to guide the continuous improvement process. Whether you are trying to improve a technical training program or hire the most qualified trainee, we hope you'll consider what NBS brings to the table.

When it comes to hiring, experts in the field of human resources readily admit that finding the best mix of technical skill, knowledge, and personality is one of the most difficult jobs any manager faces. Beginning with a thorough analysis of the position a company is trying to fill seems like an obvious first step, but it's surprising how many firms don't take the time to do it. Once an analysis has been completed, subject matter experts familiar with the technical content can prioritize which skills are most critical to focus on during the hiring process. Pre-employment assessments can be developed based on those critical skills.

There are a few more steps involved in the overall process but the bottom line is that by taking advantage of the expertise of NBS, companies like yours can not only improve the quality of the applicant pool, but also improve the efficiency of the entire process. In fact, the results of these initial assessments can be used to establish training plans for individuals your firm hires.

If you haven't read our white paper yet, access your copy [here](#). We encourage you to share it with others in your company or industry association. Speaking of industry associations, remember too that NBS is heavily involved in the statistical analysis, improvement, and delivery of credentials, certifications and digital badges for a large number of global industry associations. Please contact us at 800.334.6283 x260 or noctibusiness@nocti.org if you'd like to discuss how we can assist your association.

I would be remiss if I didn't take the time to mention one more item. I want to say thanks to all of the businesses, collaborators, and customers who utilize our services. Whether you are looking for a way to find the best employees as your company grows or if you are looking for the best way to represent yourself as a potential employee, give us a call.

Take time to appreciate the renewal the spring season brings with it and enjoy our newsletter.

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

Wanted: A Harvard for Skilled Jobs

written by Jeff Selingo:

Nearly 40 percent of American workers hold a bachelor's degree. College graduates are found in virtually every profession. Some 15 percent of mail carriers have a four-year credential, as do one in five clerical and sales workers and 83,000 of bartenders.



Getting a bachelor's degree is what going to college means to most Americans and is so ingrained in our culture that students who don't march along are often admonished, questioned, and considered failures. The decades-long march to college-for-everyone at eighteen has actually closed off rather than opened up options for teenagers and twentysomethings. As recently as the 1970s, a teenager had a number of options after graduating from high school: get a good-paying job right away, enlist in the military, find an apprenticeship in a trade, or go to college. A teenager today really has only two of those options still available: the military or college. Less than 1 percent of Americans serve in the military, so most go to college right after high school. In the early 1970s, less than half of high school graduates in the United States went on to college the following fall. Today, nearly 66 percent do.

Don't get me wrong: I'm not encouraging 18-year-olds to skip out on further education after high school. But not everyone is ready for a traditional American college experience at 18 nor does it align with the interests, skills, and mindsets of some teenagers. We need more than just one pathway to good jobs in the U.S. What we need is a place like Harvard—both prestigious and rigorous—that will attract students who have talents and interests to pursue skilled jobs critical for the economy that don't necessarily require a four-year college degree. [Read More...](#)

Nocti Business Solutions now offers Digital Badges for Prior Learning Assessments!

Digital Badging – A Revolution in Skill Assessment Finding The Right Candidates

In today's ultra-competitive job market, it's crucial that employers have every hi-tech tool at their disposal in order to find the best candidate for the job. The faster a business-owner can assess an applicant's specialized skill set, the sooner their company will be able to grow and thrive. According to a recent study by the leading professional jobs website; TheLadders using "eye tracking" technology, prospective employers only look at a job-seeker's résumé for an average of six-seconds to assess their qualifications. Everyone knows that time is money; what if there was a system to ensure that hiring managers would be able to find the perfect candidate in a fraction of that time? [Read more...](#)



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 & NOCTI Show Off Their Community Support



As some may not know, the NBS Headquarters is located in the lovely town of Big Rapids, MI, which is home to Ferris State University and the Bulldog Nation! The local Chamber of Commerce sells bulldogs to raise money to help fund various community initiatives such as scholarship funding, art programs, children's education and health programs, etc. Businesses are encouraged to paint or decorate their dogs and proudly display them. A HUGE thank you to local artist Ruth Vermeer for the creative and beautiful design work and to Shawn Newman from M&M Collision in Big Rapids for helping us find a way to protect them.

Reminder: Customized assessment price increase will go into effect on July 1, 2016.

IRC Corner

Did you know that Industry Resource Centers (IRCs) can also participate in the NBS Prior Learning Assessment 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

Don't forget to check out our White Paper: Finding the Perfect Hire: The Value of Pre-Employment Testing In today's world, costs of on-boarding a new employee have skyrocketed. Each hiring decision can ultimately cost tens of thousands of dollars in salary, training and benefits. The U.S. Department of Labor estimates that the average cost of a bad hiring decision can equal 30% of the first year's potential earnings. It is also estimated that the average settlement of a negligent hiring lawsuit is nearly \$1 million and that employers have lost more than 79% of negligent hiring cases. [Read More...](#)

Be Sure to Follow Nocti Business Solutions on Facebook!



And On LinkedIn!

