



Strategic Solutions

January 2017

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

A Message from the CEO



We sincerely hope that everyone was able to spend some time with family and friends over the holiday season and that you are returning to work refreshed and renewed! We want to be the first, or maybe the tenth, to welcome you to 2017! This edition contains some information about our direction and about products and services that you might be interested in as you move into the new year. NBS has added a number of new accounts with some forward thinking companies including Martin-Marietta, InSinkerator and several apprenticeship training centers.

Though NBS' main focus is to help employers get the best candidates through the hiring process, we are also involved in the credentialing and certification world as well. In fact, in last year's January newsletter we mentioned our being accredited by the International Certification Accreditation Council (ICAC) using the internationally accepted standards of ISO/IEC 17024. As many of you know we deliver certifications for other partners like [MSSC \(manufacturing and logistics\)](#), [SME \(engineering\)](#), [ABYC \(boating\)](#), [RVIA \(recreational vehicles\)](#) and a host of others. We also know there are a LOT of certifications out there. Depending on who is doing the counting, the accepted numbers of available credentials seem to be between four and five thousand. Unfortunately, they aren't all created equally and it is difficult to know what each credential may mean to an employer and/or an employee. That's why we support, and are heavily engaged in, the Credential Engine Initiative www.credentialtransparencyinitiative.org/Credential-Registry/Pilot-Partners.aspx. If successful, this initiative will provide a transparent online mechanism to locate and evaluate industry based credentials. NBS believes in meeting quality standards and in being honest about the benefits of our own credentials and those of our partners, and participation in this initiative is one way to demonstrate that belief!

Since we were writing about credentialing initiatives, we should mention that our most recent board meeting and exhibit, held in Las Vegas in early December, provided an opportunity for NBS to again be part of something called the "Credential Corner". The Corner was designed by NBS's sister company, NOCTI, and it was a place for attendees to gather information about credentialing, assessment and digital badges. NBS generated a lot of interest in a short amount of time and we plan to encourage some of our partners to participate at next year's conference in Nashville, TN.

I would be remiss if I didn't take the time to mention one more thing. 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. Have a great new year and enjoy our newsletter.

How to take charge of solving your manufacturing skills gap

Some experts predict that two million manufacturing jobs will go unfilled over the next decade, but not all leaders are resigned to that bleak statistic. Here's what they're doing.



Like most manufacturers, Max Daetwyler Corp. requires highly skilled employees to produce and service its products. But unlike most other manufacturers that struggle to find good workers, the Huntsville, N.C., maker of printing press machinery has a private pipeline of qualified recruits to keep its production running smoothly.

Read more here: <http://searchmanufacturingerp.techtarget.com/feature/How-to-take-charge-of-solving-your-manufacturing-skills-gap>

These Are The Top 5 Workplace Trends We'll See In 2017



According to Glassdoor's economist, crazy perks and the gig economy will slow down while automation will speed up.

This was a "remarkable" year for hiring, according to Glassdoor's chief economist, Andrew Chamberlain. He says that the U.S. added an average 180,000 new jobs per month, well above the "break even" pace of job growth of 50,000 to 110,000 economists estimate the economy needs to keep Americans fully employed. Pay is also on the rise. Median base pay for U.S. workers was up 3.1% from 2015, the fastest pace in three years. Can we top all that in 2017?

According to Glassdoor's newest report on job trends, there are also a record number of unfilled jobs—5.85 million as of April—which represents the most since the BLS started tracking job openings in 2000. That's compounded with the fact that every employer is hiring for tech roles, Chamberlain observes, and there are just so many talented candidates out there. Read more here: <https://www.fastcompany.com/3066605/the-future-of-work/these-are-the-top-5-workplace-trends-well-see-in-2017>

Congratulations NOCTI & Nocti Business Solutions Staff!



John Foster, President and CEO, recognized NOCTI & NBS staff by celebrating their achievement of having crushed the number of credentialing assessments delivered over the past year!

Great work cultures aren't built on perks. They're built on purpose. On people knowing that their work is appreciated and makes a difference. So if you really want to inspire great work, you first need to recognize it. [O.C. Tanner](#)

2016 Holiday Season Giving and Celebrating

This Holiday Season NOCTI & NBS Staff contributed a total of 2,273 non-perishable food items during the annual company food drive. This year's donations were divided between two local outreach agencies: Our Brother's Keeper Shelter and Project Starburst (a local organization helping to provide food and basic services as well as other available resources).

Staff also contributed a total of \$1,500 throughout the year for the annual Holiday Adopt-A-Family Program. This year we were able to sponsor 3 local families, a local organization dedicated to assisting women with information and services, and assist a family with their utility bill.



Staff had the opportunity to celebrate the upcoming holidays together over lunch -

Jackie Kamp sharing the finer points of Chopstick usage with co-workers at this year's staff holiday luncheon.



Lisa Brauher creatively using her scarf to catch shrimp!



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

Three new Industry Resource Centers were approved by the NBS Board of Directors at the December 2nd, 2016, Board meeting. Please join us in welcoming the following sites to our IRC team!

- **Brainseed Testing Center** -Alexandria, VA
- **CARCAM Center/Gadsden State Community College** -Gadsden, AL
- **Southcentral Kentucky Community & Technical College** -Bowling Green, KY

More information about these sites can be found on the IRC Directory on our website: noctibusiness.com/testing-locations.

Are you looking for an approved center to help with your organization's testing needs? More information about sites can be found on the IRC Directory on our website: noctibusiness.com/testing-locations.

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

NBS Updates: Supported Browser Update!

Protecting the integrity of your NOCTI/NBS assessment program, as well as our online systems, is a top priority for the NOCTI/NBS Team! With this in mind, we have updated our supported browser list in an effort to manage potential cybersecurity risks. In order to better mitigate these risks, effective February 1, 2017, NOCTI/NBS online systems will no longer support Internet Explorer (IE) or Microsoft Edge. Several browsers are supported and can be installed at no cost, such as Firefox, Safari, and Google Chrome. Access to the testing system will be prohibited through IE or Microsoft Edge browsers. Current IE or MS Edge users are encouraged to update computer workstations with a supported browser well in advance of upcoming testing sessions. Thank you!

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...](#)

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