



Strategic Solutions

Summer 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 hope that everyone is enjoying a little time to rest and recharge this summer! In addition to the family “summer vacation” that we planned, I have one son building a “tiny house”, a grandson who turned a year old, and another son that has a wedding coming up soon! It seems things are pretty busy on the family front! Here at NBS it seems that things are “heating up” too, and we aren’t talking about the weather!

NBS recently returned from visiting with our friends from the Manufacturer’s Institute at a symposium held in our nation’s capital. While we were there we heard a number of great anecdotes, both formal and informal, about the growth of manufacturing.

In fact, since I started this message with some personal news, I should continue by mentioning that one of those sons I talked about above, has taken his second job in additive manufacturing. His new employer has plans to add a large number of very expensive additive production equipment. To me that certainly indicates growth and an increased need in technology training and evaluation.

As most of you know NBS is a subsidiary of NOCTI and both companies are housed in the same facility. We are pleased to report that we have recently completed our most recent building addition and that our staff size has increased as well. Some of you may also have noticed that we are planning a longer than usual maintenance window this summer. That’s because we have also improved our IT capacity! All of these things point to the fact that we are eager to meet your needs whether they be in customized assessment, employee testing, prior learning assessment, or digital badging!

On behalf of NBS and its board I want to take this opportunity to sincerely thank our partners, friends, and most importantly our customers for trusting NBS to provide quality services to this nation’s workforce! Please let us know how we can help your organization grow.

A handwritten signature in black ink, appearing to read "John".

John Foster, President/CEO

MSSC CEO, Leo Reddy, Receives Lifetime Achievement Award

We would like to extend a heartfelt congratulations to our colleague Leo Reddy, CEO, Manufacturing Skill Standards Council. NBS and MSSC have been collaborating on education, training, and testing for over a decade.



On June 14, the Manufacturing Leadership Council gave its coveted Lifetime Achievement Award to Leo Reddy at its Gala Awards Dinner in Huntington Beach, CA.

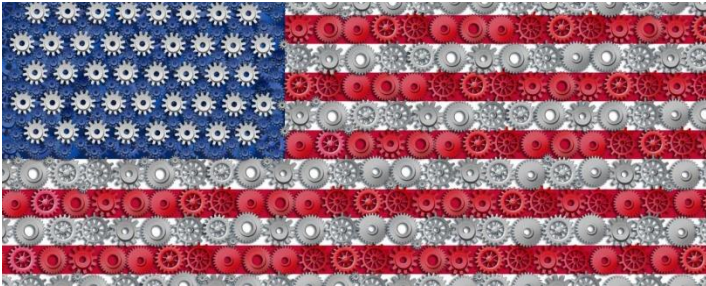
In introducing Leo, the Council commented, "Throughout his long and distinguished career, Leo Reddy has been an inspiring and continuous source of leadership, founding and growing institutions that continue to benefit the manufacturing industry while also serving his country with distinction."

Please see the June issue of the [Manufacturing Leadership Journal](#) for a cover story on Mr. Reddy.

NOCTI in the News!

New state law amends assessment, graduation requirements for technical education students. [Read more here.](#)

Where Is U.S. Manufacturing Headed? By Jack Keough



According to the Bureau of Labor and Statistics, the number of tool and die workers has dropped 24 percent in 10 years while the mean hourly and annual wages rose 14 percent. In 2014, there were 477,000 people employed as tool and die makers and the outlook is for a six percent increase from 2014 to 2024, about average for overall employment.

Workers familiar with computer software applications and who can perform multiple tasks in a machine shop will have the best job opportunities in the future, BLS said. [Industrial Distribution](#)

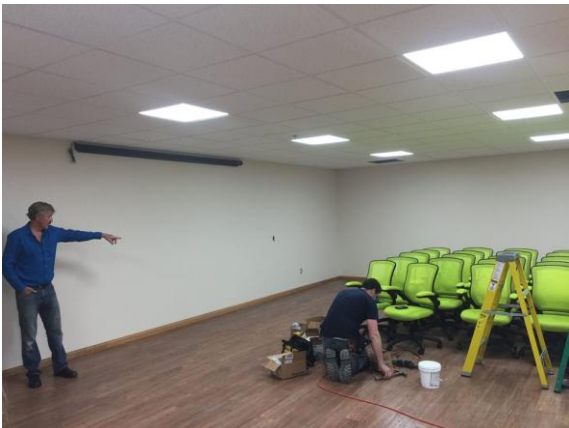
Skilled Labor: Manufacturing's Missing Ingredient by Ambrose Conroy



Manufacturing needs skilled labor even as robotic applications become widely used, writes Ambrose Conroy of Seraph. Training, joining with colleges and supporting vocational training programs are all ways to increase the availability of skilled labor, Conroy writes. [IMPO Insider](#)

Newly completed addition at Nocti Business Solutions Corporate Office

As John Foster mentioned in his CEO message, we have recently completed construction on a new addition here at our Corporate Office. We are very pleased with how well this project turned out and thought you would enjoy seeing a couple of pictures:



IRC Corner

Three new Industry Resource Centers were approved by the NBS Board of Directors at the May 17th, 2017 Board meeting. Please join us in welcoming the following sites to our IRC team!

- **PWC Training** -Marietta, GA
- **West Kentucky Community & Technical College** -Paducah, KY
- **Sinclair Community College** -Dayton, OH

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:

ATTENTION: SPECIAL SYSTEM MAINTENANCE

A special system maintenance activity will be carried out on **Saturday, July 29, 2017**. Details are as follows:

Date: Saturday, July 29, 2017

Time: 7:00 a.m. to 11:59 p.m. EST

Duration: Approximately 17 hours

Purpose: Regularly scheduled site updates and equipment upgrades

EFFECT: All sites will be inaccessible during the times indicated. Systems affected include the Client Services Center, the SkillBadge System, and the Online Testing System.

PLEASE DO NOT SCHEDULE ANY ONLINE TESTS DURING THIS TIME.

Thank you for your attention.

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).

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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