Build your own Project

Smart Performance Measure

October 28, 2020
Questions?

1. Open the Q&A button found at the bottom of the Zoom Meeting screen.

2. Type your question in the Q&A box that will pop up and click send.
Agenda

- What is a Performance Measure?
- PM Development Process
- Contest Rules
- Q&A
Smart Performance Measure
Performance Measure

A collection of resources and digital tools that identify key metrics required for true validation of performance.

It provides a method to systematically develop and implement a mechanism (project) to measure and track performance.

Validates an individual or team meets the minimum requirements to perform on the job.
Performance Measurement Development
Performance Measures

PM Designer
PM Design

- Choose the Role
- Find the Performance Agreement
- Create PM Identity
- Review the Standard
- Plan Validation Group
- Document PM
- Review
- Submit
Choose the Role

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

CNC Operator
CNC Milling Operator
CNC Turning Operator
CNC Milling Specialist
CNC Turning Specialist
CAM Milling Programmer
CAM Turning Programmer
Benchwork Specialist
Manual Milling Specialist
Manual Turning Specialist
......
Performance Agreement

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

- Defines the scope and limitations of a PM
- Defines the responsibilities and expectations of each stakeholder and references the standards.
- Ensures PMs are aligned with industry and proprietary standards. This combination enables project developers to create industry-recognized projects that are relevant for their local community or company.
Performance Agreement

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

Performance Agreement

<table>
<thead>
<tr>
<th>Number:</th>
<th>PA-000003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publisher:</td>
<td>NIMS</td>
</tr>
<tr>
<td>Standard:</td>
<td>NIMS Machining - 2020 (MAC 2020V1)</td>
</tr>
<tr>
<td>Section:</td>
<td>Manual Milling Specialist Role (MAC-012V1)</td>
</tr>
<tr>
<td>Time to Complete (max):</td>
<td>N/A</td>
</tr>
<tr>
<td>Related Credential(s):</td>
<td>Manual Milling Specialist</td>
</tr>
</tbody>
</table>

Agreement

All stakeholders are recognized as performers working to validate true job performance. In accordance with referenced standards, (a) Organizations agree to design or select Performance Measures that validate performance requirements of their community and provide resources required for training and learning, (b) Trainers agree to transfer all required knowledge to prepare trainees for successful performance, (c) Trainees agree to utilize all provided resources to learn to the best of their ability.

Validation Groups

Validation of performance for the duties listed in each Validation Group must take place within a single experience, defined and documented as a Performance Measure (PM). Multiple validation groups may be combined into a single comprehensive PM.

<table>
<thead>
<tr>
<th>Group</th>
<th>Duty Name</th>
<th>Duty ID</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>Duty 1.01: Process</td>
<td>MAC-MMS-60092V1</td>
</tr>
<tr>
<td></td>
<td>Duty 2.01: Workholding Device Alignment</td>
<td>MAC-MMS-50093V1</td>
</tr>
<tr>
<td></td>
<td>Duty 2.02: Cutting Tool Assembly and Setting</td>
<td>MAC-MMS-50094V1</td>
</tr>
<tr>
<td></td>
<td>Duty 3.01: Part Loading</td>
<td>MAC-MMS-40095V1</td>
</tr>
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<td></td>
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<tr>
<td></td>
<td>Duty 5.02: Measurements</td>
<td>MAC-MMS-80099V1</td>
</tr>
<tr>
<td>Group 2</td>
<td>Duty 6.01: Lube and Coolants</td>
<td>MAC-MMS-30100V1</td>
</tr>
</tbody>
</table>
Performance Agreement

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

For the list of Performance Agreements (PA) please go to each category’s requirements page:

- Manual Machining
- CNC Machining/CAM Programming (2-Axis/3-Axis)
- CNC Machining/CAM Programming (5-Axis)
- ITM
PM Profile

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

- Number
- Name
- Narrative
- Publisher
- Authors
- Occupation
- Industry
- Performance Agreement Reference (ID and Group)
- Exclusivity (Private or Public)
- Project Description
- Revision Level
PM Profile

PM Narrative
Manual Milling Specialist plans, sets up, and machines part requiring multiple operations on a manual milling machine.

PM Profile Attributes

<table>
<thead>
<tr>
<th>Number</th>
<th>PN-MAC004A</th>
</tr>
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<tbody>
<tr>
<td>Name</td>
<td>Classic Milling 98301</td>
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<tr>
<td>PA ID</td>
<td>PA-000003, Validation Group: 1</td>
</tr>
<tr>
<td>Publisher</td>
<td>NIMS</td>
</tr>
<tr>
<td>Author</td>
<td>NIMS</td>
</tr>
<tr>
<td>Occupation</td>
<td>Machining</td>
</tr>
<tr>
<td>Industry</td>
<td>General</td>
</tr>
<tr>
<td>Exclusivity</td>
<td>Public</td>
</tr>
<tr>
<td>Revision</td>
<td>A</td>
</tr>
</tbody>
</table>

Project Description
This PM is designed to measure the performance of a Manual Milling Specialist candidate in a scenario where a part with multiple features and feature types, requiring multiple setups, is independently planned, set up, and produced on a manual vertical milling machine.

Given a detail drawing, raw material, and access to a manual milling machine with required accessories, cutting tools, tool holders, hand tools, and precision measuring equipment, Manual Milling Specialist candidate formulates, documents and executes a plan to machines part to specified tolerances.

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit
Review the Standard

1. Choose the Role
2. Find the PA
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6. Document PM
7. Review PM
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NIMS Smart Standards
https://www.nims-skills.org/industry-standards

Machining Standards
https://www.nims-skills.org/machining-smart

ITM Standards
https://www.nims-skills.org/itm-smart
Review the Standard

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

Manual Milling Specialist

Planning
- Process

Machine Setup
- Workholding Device Alignment
- Cutting Tool Assembly

Machine Operations
- Part Loading
- Process Execution

Benchwork
- Deburring

Quality Control
- Standardizing
- Measurements

Machine Maintenance
- Lube & Coolants
Validation Group

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Groups of duties that must be validated in a single experience

Validation Groups

Validation of performance for the duties listed in each Validation Group must take place within a single experience, defined and documented as a Performance Measure (PM). Multiple validation groups may be combined into a single comprehensive PM.

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**Planning:**
- ✓ Process

**Machine Setup**
- ✓ Workholding Device Alignment
- ✓ Cutting Tool Assembly

**Machine Operations**
- ✓ Part Loading
- ✓ Process Execution

**Benchwork**
- ✓ Deburring

**Quality Control**
- ✓ Standardizing
- ✓ Measurements

**Machine Maintenance**
- ✓ Lube & Coolants
Validation Group

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

 Credential

<table>
<thead>
<tr>
<th>DUTY AREA 1</th>
<th>DUTY AREA 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔ Duty 1.01</td>
<td>✔ Duty 2.01</td>
</tr>
<tr>
<td>✔ Duty 1.02</td>
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7. Review PM
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4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit
Project

Instructions
What to do?
What is expected?
What to submit?

Tools & Materials
Tools
Apps/Software
Machine

Resources
Drawings
Tool List
NC Program
Project - Instructions

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

---

Manual Milling Specialist

Instructions

Performance Process

1. Create and document a process plan.
2. Verify that tools and equipment required to execute plan are available.
3. Set up machine to perform each operation.
4. Machine all features to print specification and tolerances.
5. Deburr and clean part for inspection.
6. Submit part and process plan to evaluator or instructor.
Project - Resources

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit
Drawing Requirements

Project part definition methods allowed:

(A) Fully annotated 2D engineering drawing with:
- Sufficient views to fully define geometry
- All features dimensioned and tolerated
- Enough information provided to manufacture part

(Submit drawing in native CAD and PDF formats)

(B) Digital product definition data set (3D CAD model and drawing graphic sheet) with:
- All annotations applied to the drawing graphic sheet
- Sufficient graphic sheet views and annotations to dimension and tolerance all features
- 3D CAD model
- Enough information provided to manufacture part

(Submit model in native CAD and STEP file formats, submit drawing graphic sheet in native CAD and PDF formats)

Drawing Standards:
- General engineering drawing practices per ASME Y14 Series standards
- Dimensioning and tolerancing per ASME Y14.5-2009 or 2018
- Digital Product Definition Data Practices per ASME Y14.41-2012 or 2019
Project - Resources

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

- Engineering Drawing
- 3D CAD Step File
- Assembly Drawings
- Diagrams
- Setup Sheet
- Tool Lists
- NC Program Files (Trainee Version)

For full list of required documents, go to the category’s detail page (under Submission Requirements):
https://www.nims-skills.org/performance-measure-competition
Delivery

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

Delivery

Trainer
Evaluator
Instructor
Delivery

Instructions
- How to deliver?
- What to deliver?
- How to evaluate?
- What to Evaluate?

Tools & Materials
- What to provide?
  - Infrastructure

Resources
- Setup Guide
- NC Program
- Evaluation Checklist
Delivery Instructions

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

Instructions

Roles
Here is a list of all the roles involved in this performance measure.

- **Trainee**: The individual completing the performance that will be assessed.
- **Evaluator**: The individual who inspects the part machined by the Trainee and submits the affidavit online. An organization may choose to use their Trainer as the Evaluator, as an alternative to having a separate Evaluator. Physical part inspection and online affidavit submission, however, must be done by those who are allowed to inspect NIMS parts (MET-TECs or a Trainer with the Inspector credential).
- **Trainer**: The individual who trains the Trainee.

Performance Process

1. Evaluator provides Trainee with items listed under Trainee Resources.
2. Trainee writes process plan, machines part, and submits part and process plan to the Evaluator.
4. Evaluator terminates performance if safety violations are observed.
5. Evaluator inspects the part and uses the provided NIMS checklist to evaluate the process plan. Part must be 100% within the specifications and tolerances listed on the drawing.
6. Evaluator returns failed submissions to Trainee.
7. Trainee may rework or remake the part and resubmit according to policy and time tolerance established by the organization.
8. The Evaluator reviews all documents and submits the affidavit online to NIMS.

Trainee Resources (Project)
These items must be provided to the Trainee:

- Instructions
- Detail drawing
- Part material (rough stock)
- Access to workstation, and all necessary tools, equipment, and supplies

Submission Components
The Trainee must submit the following items for evaluation to fully complete the official performance measure for Manual Milling Specialist.

- Process plan
- Machined part
Delivery Tools & Materials

1. Choose the Role
2. Find the PA
3. Create PM Identity
4. Review the Standard
5. Plan Validation Group
6. **Document PM**
7. Review PM
8. Submit

---

### Infrastructure Requirements

#### Resource List

The following resources are typically provided to deliver this performance measure. Organizations may customize this list according to their equipment and tooling preferences.

<table>
<thead>
<tr>
<th>Workstation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Manual vertical milling machine</td>
<td>Workbench</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Workholding devices and accessories</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Machine vise with mounting hardware</td>
<td>Machinable vise jaw blanks (soft jaws)</td>
</tr>
<tr>
<td>Hard vise jaws</td>
<td>Parallel set</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hand tools and setup equipment</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Combination or box-end wrenches</td>
<td>Magnetic base, or test indicator holder (Indicor)</td>
</tr>
<tr>
<td>Deburring tool set</td>
<td>Soft-faced hammer</td>
</tr>
<tr>
<td>Edge finder</td>
<td>Table dressing stone (Burr Buster)</td>
</tr>
<tr>
<td>Files</td>
<td>Tap wrench to fit 1/4-20 tap</td>
</tr>
<tr>
<td>Hex wrench set</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cutting tools (include adequate assortment to machine project part)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1/2&quot; reamer</td>
<td>End mills</td>
</tr>
<tr>
<td>1/4-20 UNC tap</td>
<td>Face mill, shell mill, or fly cutter</td>
</tr>
<tr>
<td>90° countersink set</td>
<td>Spotting drill or combination drill and countersink</td>
</tr>
<tr>
<td>Boring head with boring bar set</td>
<td>Twist drills up to 3/4&quot; diameter</td>
</tr>
</tbody>
</table>
Delivery - Resources

1. Choose the Role
2. Find the PA
3. Create PM Identity
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5. Plan Validation Group
6. Document PM
7. Review PM
8. Submit

- Native CAD/CAM Part File
- Native CAD/CAM Drawing File
- 3D CAD Step File
- Evaluation Checklist
- NC Program Files (Evaluator Version)
- Scoring List
- Engineering Drawing with Scored features

For full list of required documents, go to the category’s detail page (under Submission Requirements):
https://www.nims-skills.org/performance-measure-competition
Reproduction

Instructions
What to reproduce?
How to reproduce

Tools & Materials
Tools
Apps/Software
Machine

Resources
Drawings
Tool List
NC Program
Review PM

1. Choose the Role
2. Find the PA
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4. Review the Standard
5. Plan Validation Group
6. Document PM
7. **Review PM**
8. Submit

- Check if PM validates all duties of the role
- Test Project for accuracy
- Documentation is complete
- Review documentation

For complete list, go to the category’s detail page:
- Manual Machining
- CNC Machining/CAM Programming (2-Axis/3-Axis)
- CNC Machining/CAM Programming (5-Axis)
- ITM
Submit PM

1. Choose the Role
2. Find the PA
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7. Review PM
8. Submit

To submit, go to:

PM Competition Submission Form

Submissions will be accepted beginning 9:00AM Eastern
November 2, 2020

Submissions are due no later than 5:00 PM Eastern,
November 20, 2020
Contest Rules
Purpose of the Contest

- Showcase the best of the best of NIMS programs
- Provide more choices for organizations to measure performance
- Allow students to build portfolios of experiences relevant for local employers
- Increase community engagement with employers
Terms and Conditions

By entering the NIMS PM Development Competition, you agree to the following terms:

1. You must be at least 18 years old to enter a project in the competition.
2. Your project may be published by NIMS for use in performance evaluation for NIMS standards and credentials.
3. Your project may be modified for use for other credentials or performance measures (PMs) other than that for which you submitted it.
4. If your project is published, your organization will be acknowledged by including your name and logo on the PM documentation.
5. Your project may be specific to an employer or group of employers in your community, but it cannot contain any proprietary information, trade secrets or other intellectual property of the employer(s) without their express written consent.
6. You confirm that you are authorized to submit the content according to these conditions.
Contest Categories - Machining

5-axis
- CNC 5-Axis Milling Operator
- CNC 5-Axis Milling Specialist
- CAM 5-Axis Milling Programmer

CNC 3-Axis, 2-Axis
- CNC Operator
- CNC Milling Operator
- CNC Turning Operator
- CNC Milling Specialist
- CNC Turning Specialist
- CAM Milling Programmer
- CAM Turning Programmer

Manual Machining
- Benchwork Specialist
- Manual Milling Specialist
- Manual Turning Specialist
Contest Categories - ITM

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<tr>
<td>• Electrical Systems Specialist</td>
</tr>
<tr>
<td>• Electronic Control Systems Specialist</td>
</tr>
<tr>
<td>• Hydraulic Systems Specialist</td>
</tr>
<tr>
<td>• Maintenance Operations Specialist</td>
</tr>
<tr>
<td>• Mechanical Systems Specialist</td>
</tr>
<tr>
<td>• Pneumatic Systems Specialist</td>
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<td>• Process Control Specialist</td>
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Submission Requirements

1. PM Profile
2. Project
   - Instructions
   - Resources
3. Delivery
   - Instructions
   - Tools and Materials
   - Resources

For full list of required documents, go to the category’s detail page (under Submission Requirements):

https://www.nims-skills.org/performance-measure-competition
Eligibility

All secondary and post-secondary education organizations including:

- Independent school districts
- Public and state high schools and institutions of higher education
- Private high schools and institutions of higher education
# Scoring

<table>
<thead>
<tr>
<th>Scoring Criteria</th>
<th>Description</th>
<th>Points</th>
</tr>
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<tbody>
<tr>
<td>Creativity</td>
<td>Appeal to students, applicability to industry</td>
<td>30</td>
</tr>
<tr>
<td>Alignment to Standard</td>
<td>All duties are validated</td>
<td>20</td>
</tr>
<tr>
<td>Accuracy</td>
<td>Drawings meet identified standard</td>
<td>10</td>
</tr>
<tr>
<td>Utility</td>
<td>May be used for other purposes</td>
<td>10</td>
</tr>
<tr>
<td>Completeness</td>
<td>Required elements are submitted</td>
<td>10</td>
</tr>
<tr>
<td>Practicality</td>
<td>Ease of Distribution (Cost, Simplicity, etc)</td>
<td>10</td>
</tr>
<tr>
<td>Industry Vote</td>
<td>2 pts/industry endorsement. Max 5.</td>
<td>10</td>
</tr>
</tbody>
</table>
Dates

Submission Start Date
Monday, November 2, 2020 – 9:00 AM Eastern

Submission Deadline
Friday, November 20, 2020 – 5:00 PM Eastern

Announcement of Winners
Friday, December 11, 2020
Prizes - Category

Category Winner

- $5,500 annual subscription
- Best of each role/credential*
  - $500 credentialing voucher
  *Only applies to roles/credentials with multiple submissions
- Copy of Ultimate Guide to Enhancing Your Training Program
Prizes - Overall

Grand Prize

- $5,500 annual subscription
- $2,500 data and reporting tool annual subscription OR program accreditation (application fee and 4 years of maintenance) Winner's choice!
- Copy of Ultimate Guide to Enhancing Your Training Program
For more information go to:

https://www.nims-skills.org/performance-measure-competition

support@nims-skills.org
Thank you