

# Performance Measure Development

12 November 2019



# Webinar Outline

- Credentialing Process
- Transforming the Process
- Performance Measure (PM)
- PM Digital Tool
- Digital Tool Demo
- Questions & Answers



# 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**.

# Credentialing Process

# Credentialing Process



# Current Perception

Why can't we  
use our own  
parts?

These parts  
don't reflect my  
market.

NIMS parts  
are too  
simple.

NIMS parts  
are boring.

# Limitations

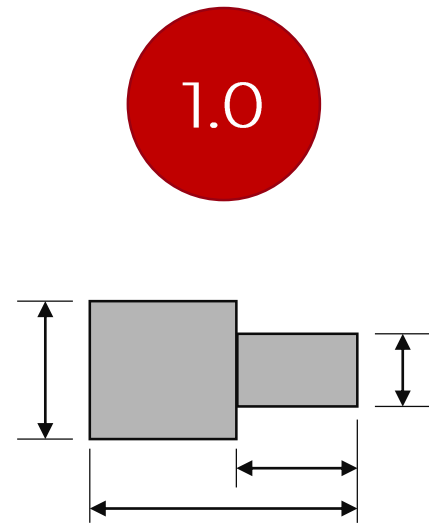
## Past project development process:

- Only tracks “Pass” performance
- Isolates innovation and creativity (not scalable)
- Only one project per credential
- Lacks instructions that ensure consistent and reliable delivery
- Limits instructors from participation in the project development process
- Focuses on parts rather than all components of a project

# Transforming the Process



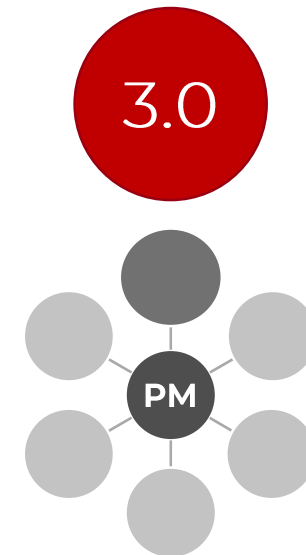
# The Revolution of NIMS PMs



Projects

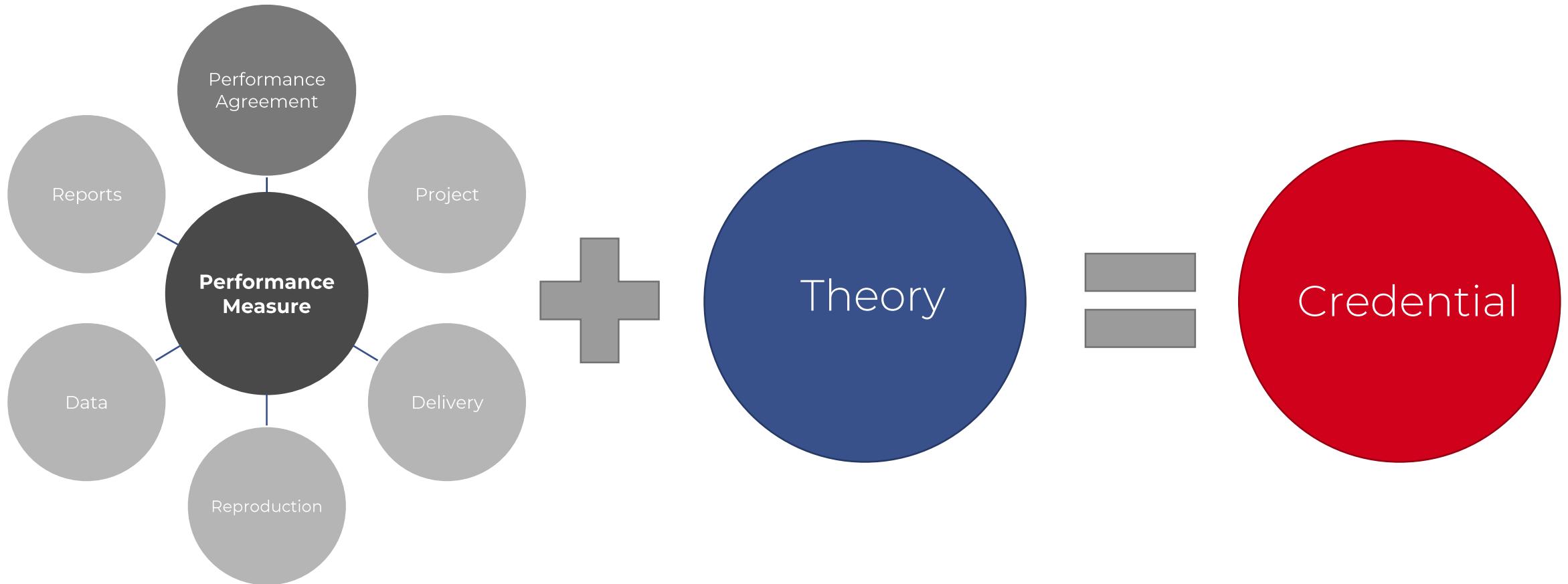


Competencies



Performance  
Measures

# New Credentialing Process



# Performance Measure (PM)

Refer to PM Development Requirements

# Performance Measure



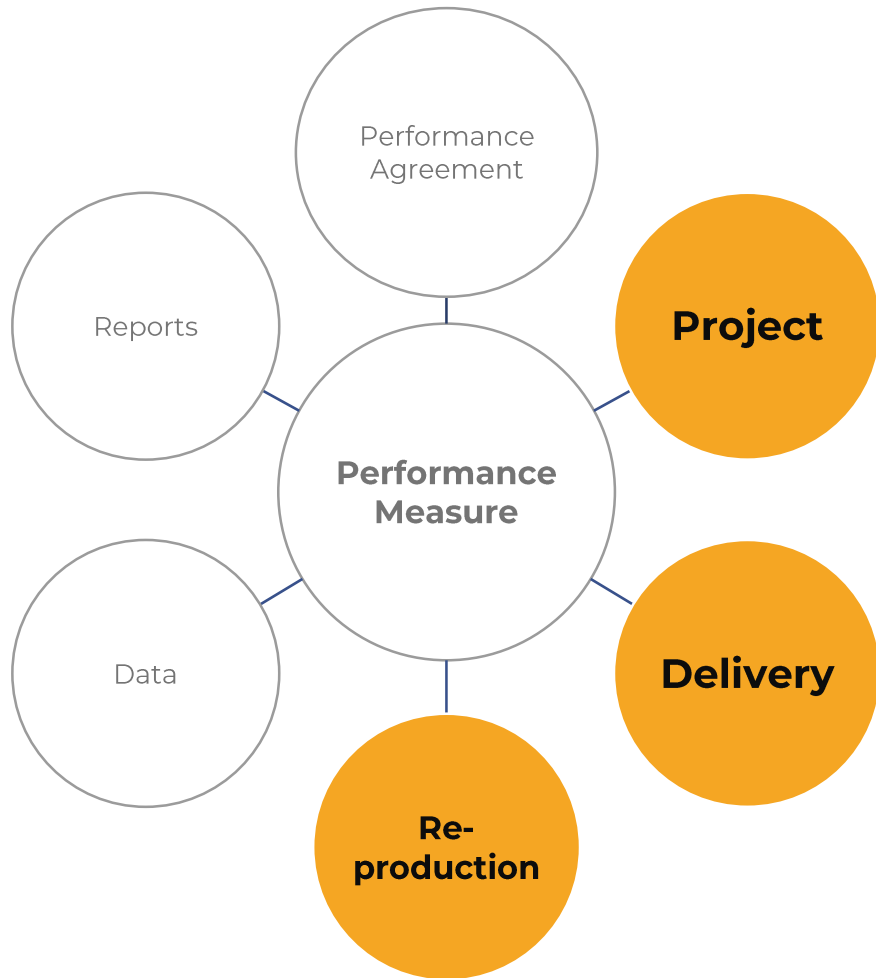
**Performance Measure (PM)** is a collection of resources and digital tools that identify key metrics required for true validation of performance.

# Scope



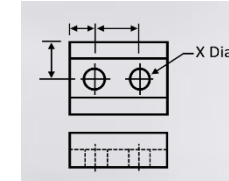
**Performance Agreement** defines the **Scope**. It is an agreement between all stakeholders defining the scope of workplace performance to measure.

# Collection of Resources



**Delivery:** A comprehensive collection of documents required for a proctor to administer (*deliver*) the Project.

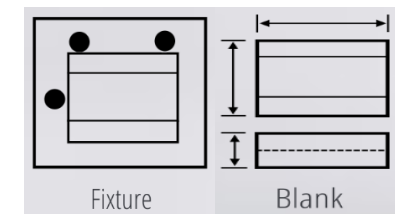
- Instructions
- Materials
- Documents
- Equipment
- Constraints
- Working Files



**Project:** A mechanism for measuring performance that mirrors a typical workplace scenario and environment.

A Project includes all work instructions, information, materials, and/or digital data provided to the performer (*student/worker*).

**Reproduction:** Documents and instructions for project facilitator (*proctor/organizer*) to manufacture unique components that are required for project delivery, but are not readily available for purchase.



# Digital Tool

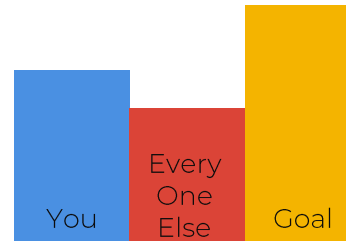
## Data:

| Feature           | Control  | Tolerance | Mark |
|-------------------|----------|-----------|------|
| Hole 1   Location | +/- .005 |           | 0    |
| Hole 2   Location | +/- .005 |           | 10   |
| Hole 1   Size     | +/- .003 |           | 0    |
| Hole 2   Size     | +/- .003 |           | 10   |

Are the observable (measured) features of the PM.

**Reports:** Document(s) charting and graphing information about the performance at all stakeholder levels.

Reports for all *projects types* conform to a minimum standard protocol.



# Benefits

- ▲ Employers sharing their true performance needs within local education organizations
- ▲ Top instructors and schools showcasing their projects
- ▲ New or inexperienced instructors having access to projects that will enhance their industry and training skills
- ▲ Training programs utilizing ready-made projects and learning from their peers
- ▲ Students and employees having access to true job requirements of local employers
- ▲ Stakeholders having a wide range of performance measuring gages to clearly identify gaps in performance and benchmark against other populations



# Cloud-Based Digital Platform

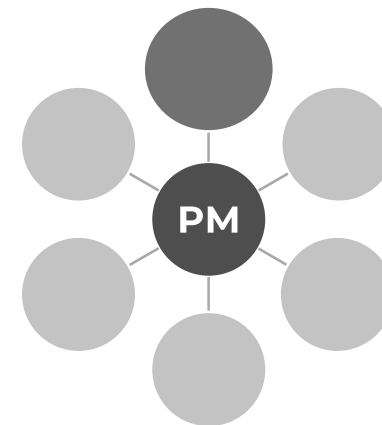
Search  
Access



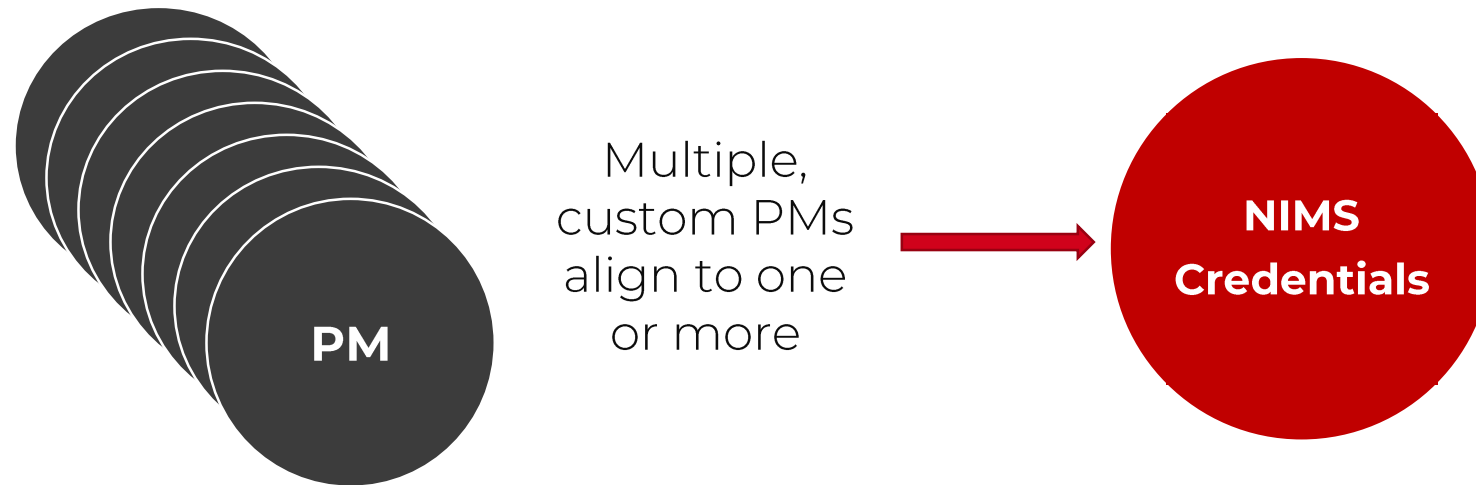
Track  
Benchmark



Develop  
Share

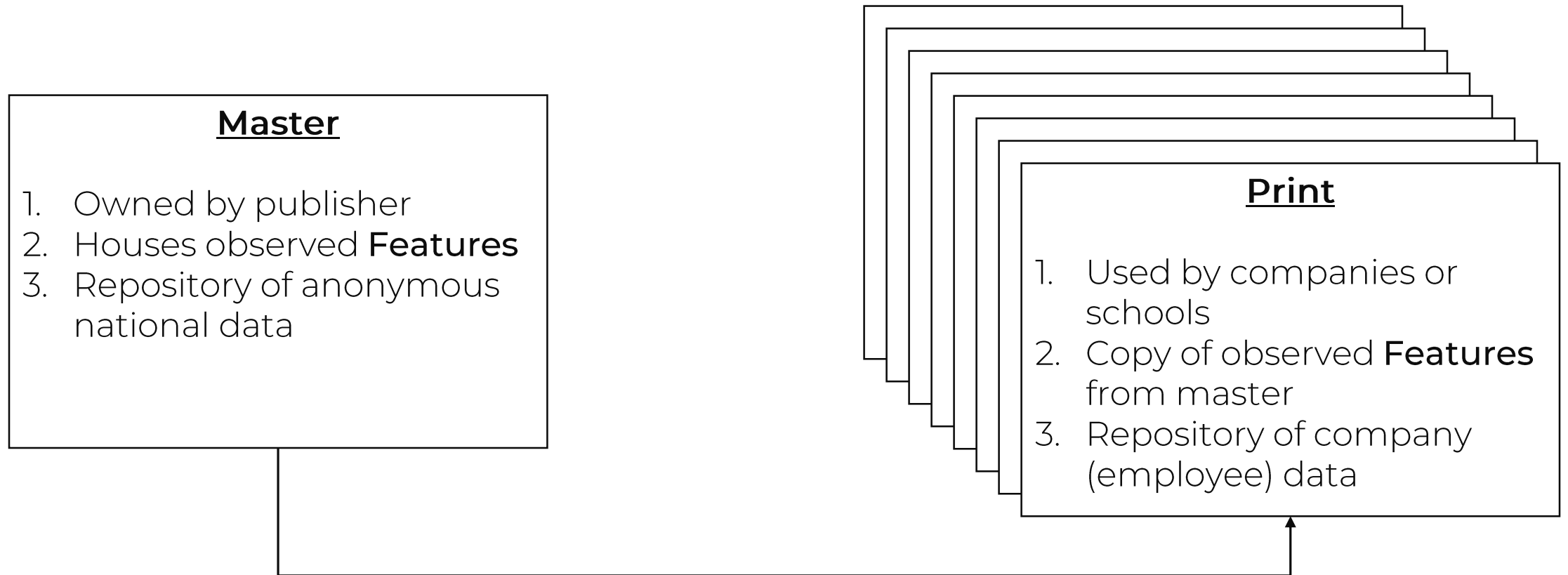


# Industry recognized and customized credentials

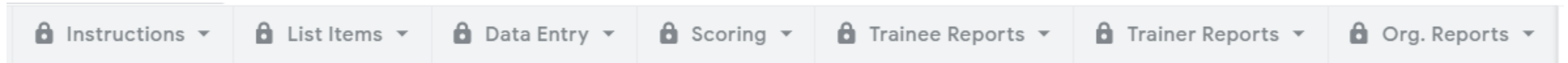


# PM Digital Tool

# PM Data Infrastructure



# PM Digital Tool Structure



## Instructions

### List Items

- List of Performances
- List of Trainers
- List of convention that will be measured

### Data Entry

- In Master only
- Where scoring criteria is entered

### Scoring

- Where scores are entered

## Trainee Reports

### Trainer Reports

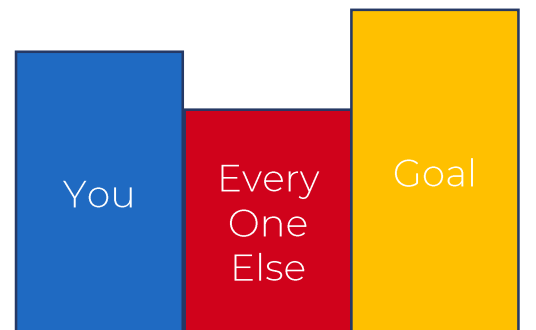
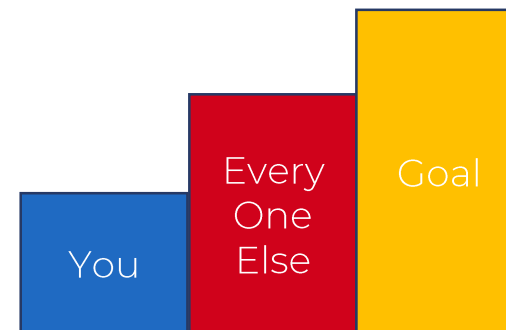
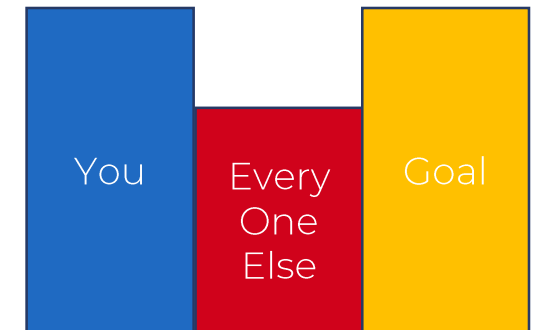
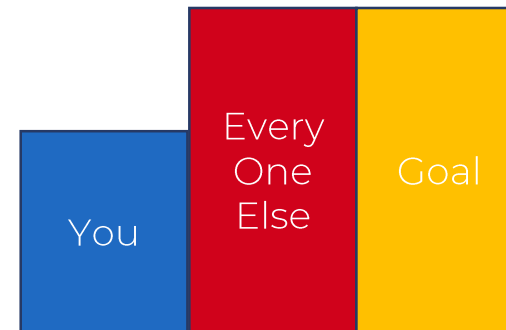
### Org. Reports

# PM Reporting (Benchmarking) Scheme

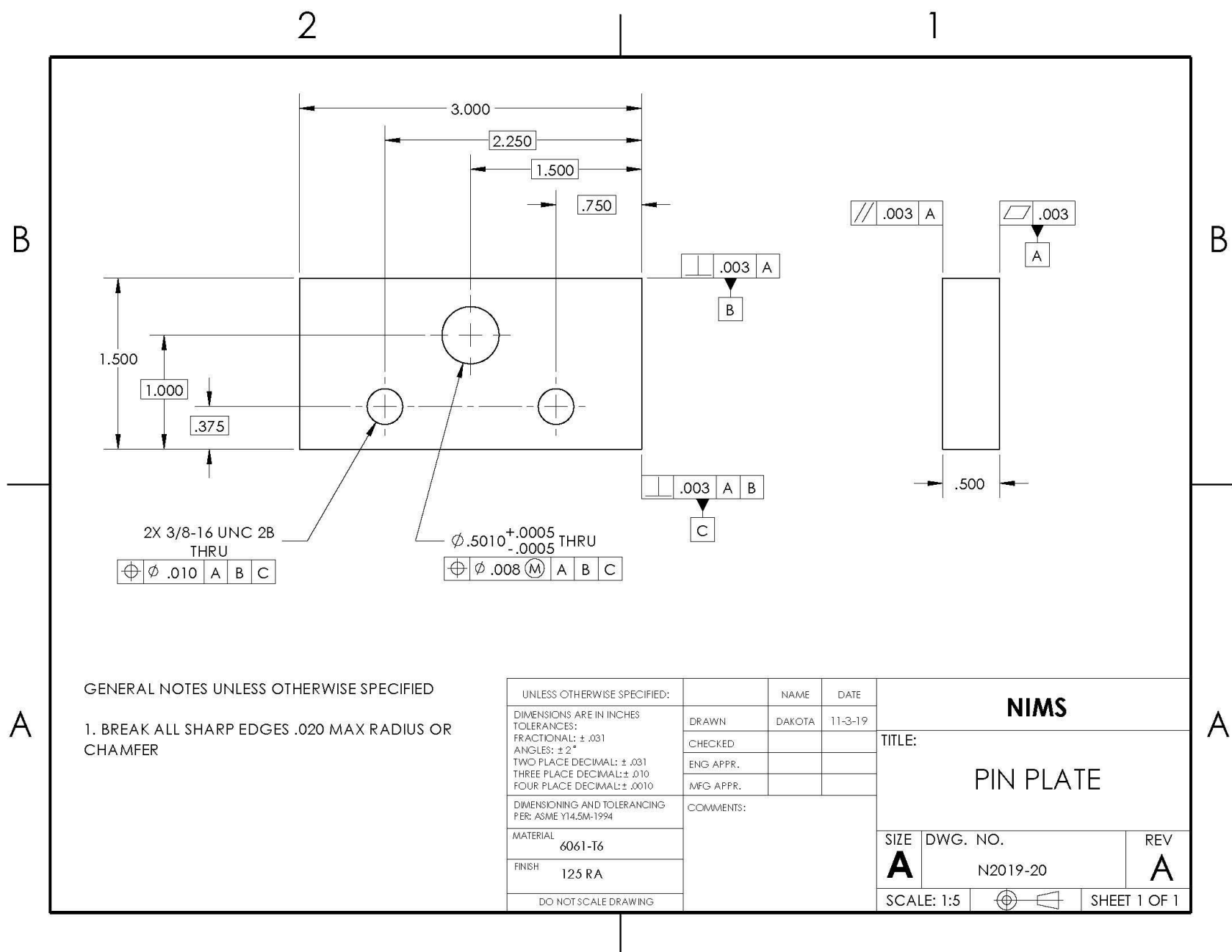
## Ideal Performance



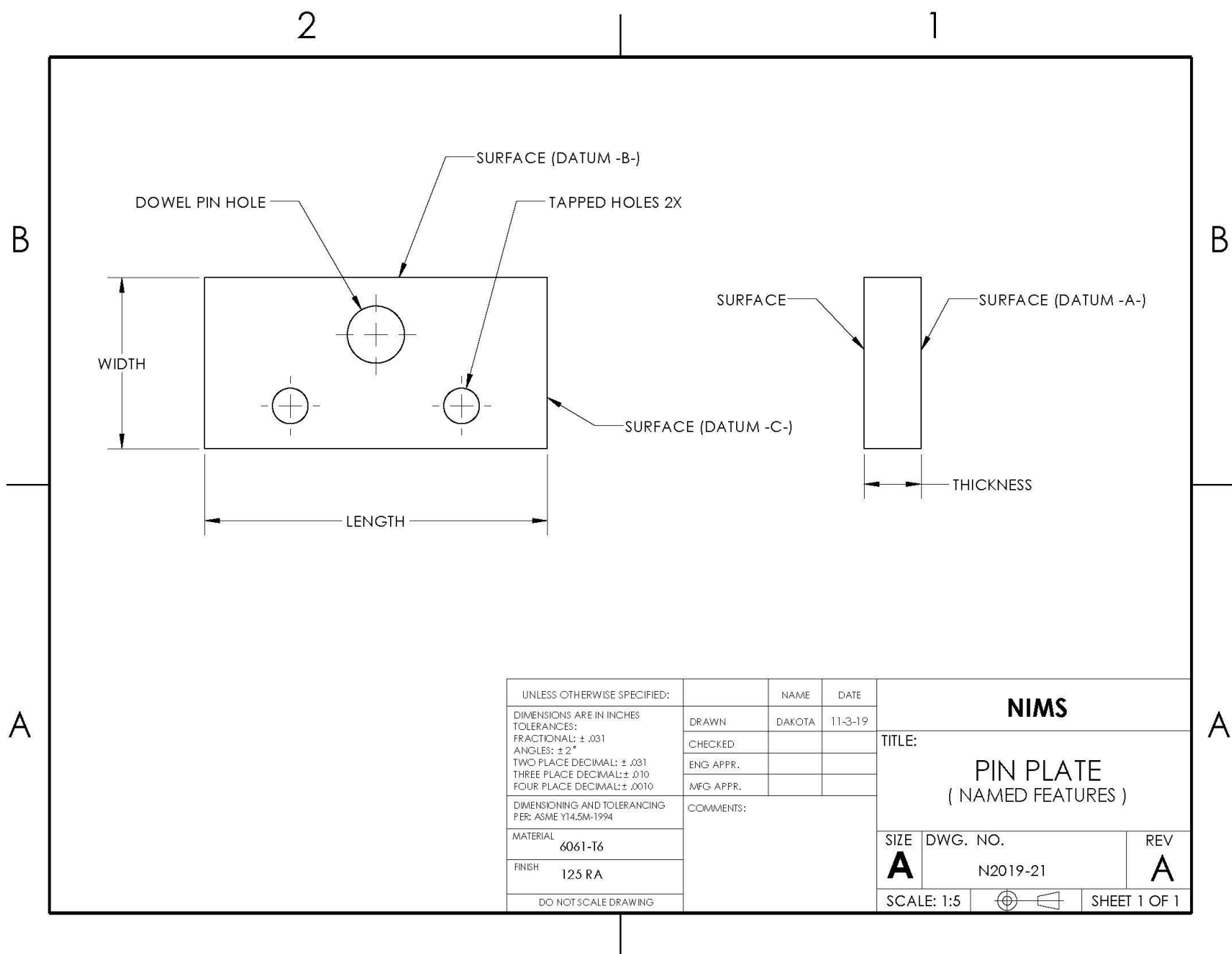
## Different Patterns

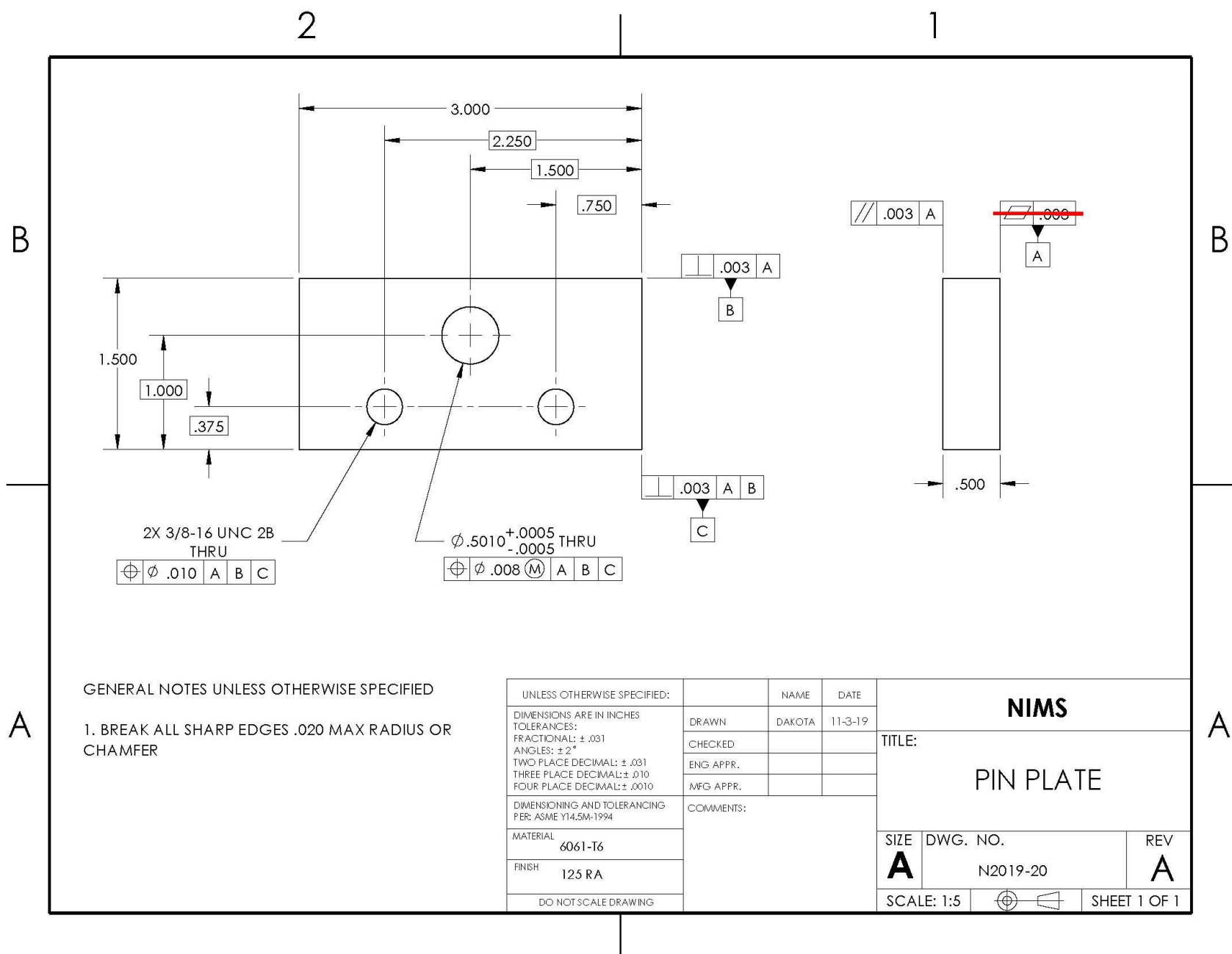


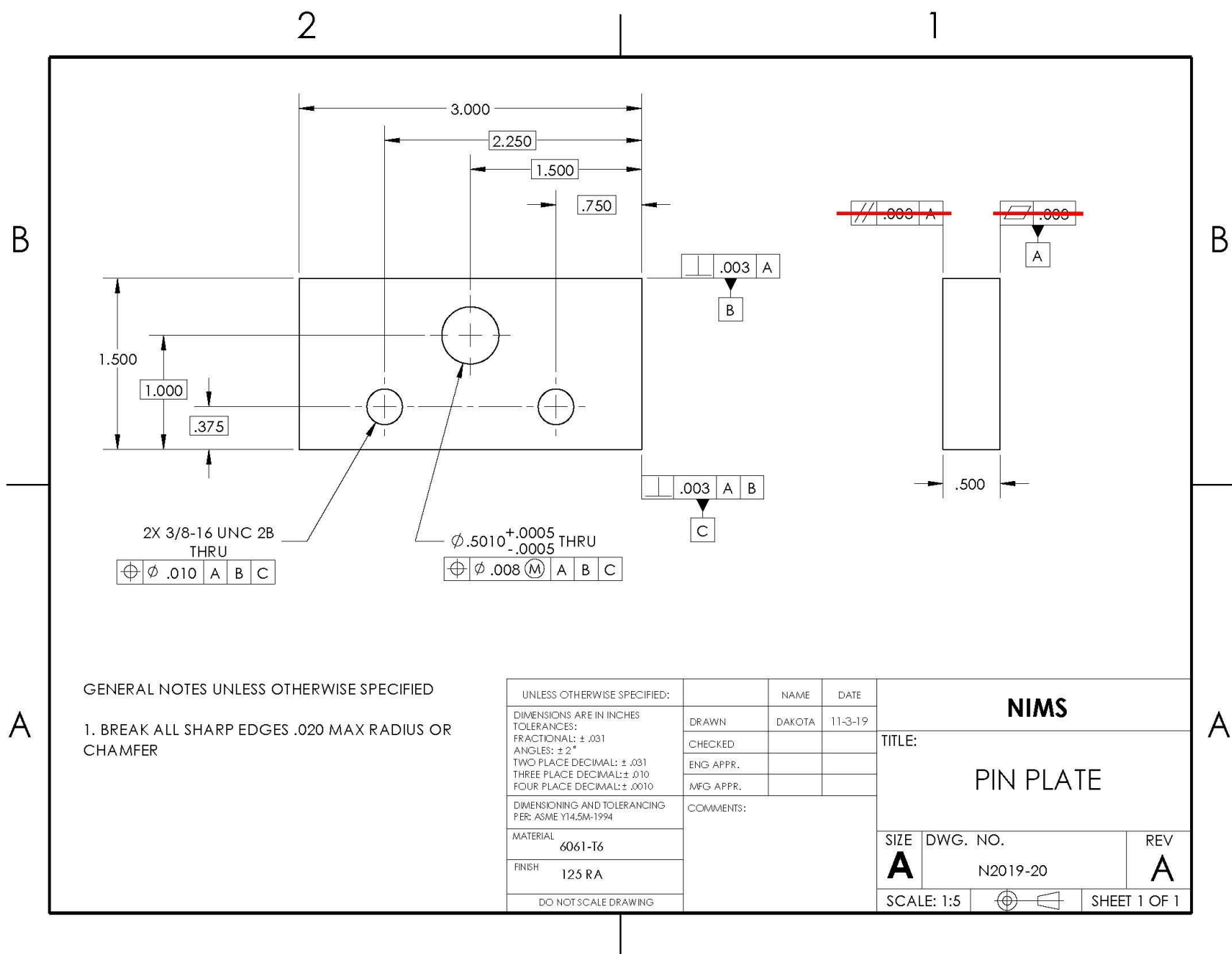
# Digital Tool Demo

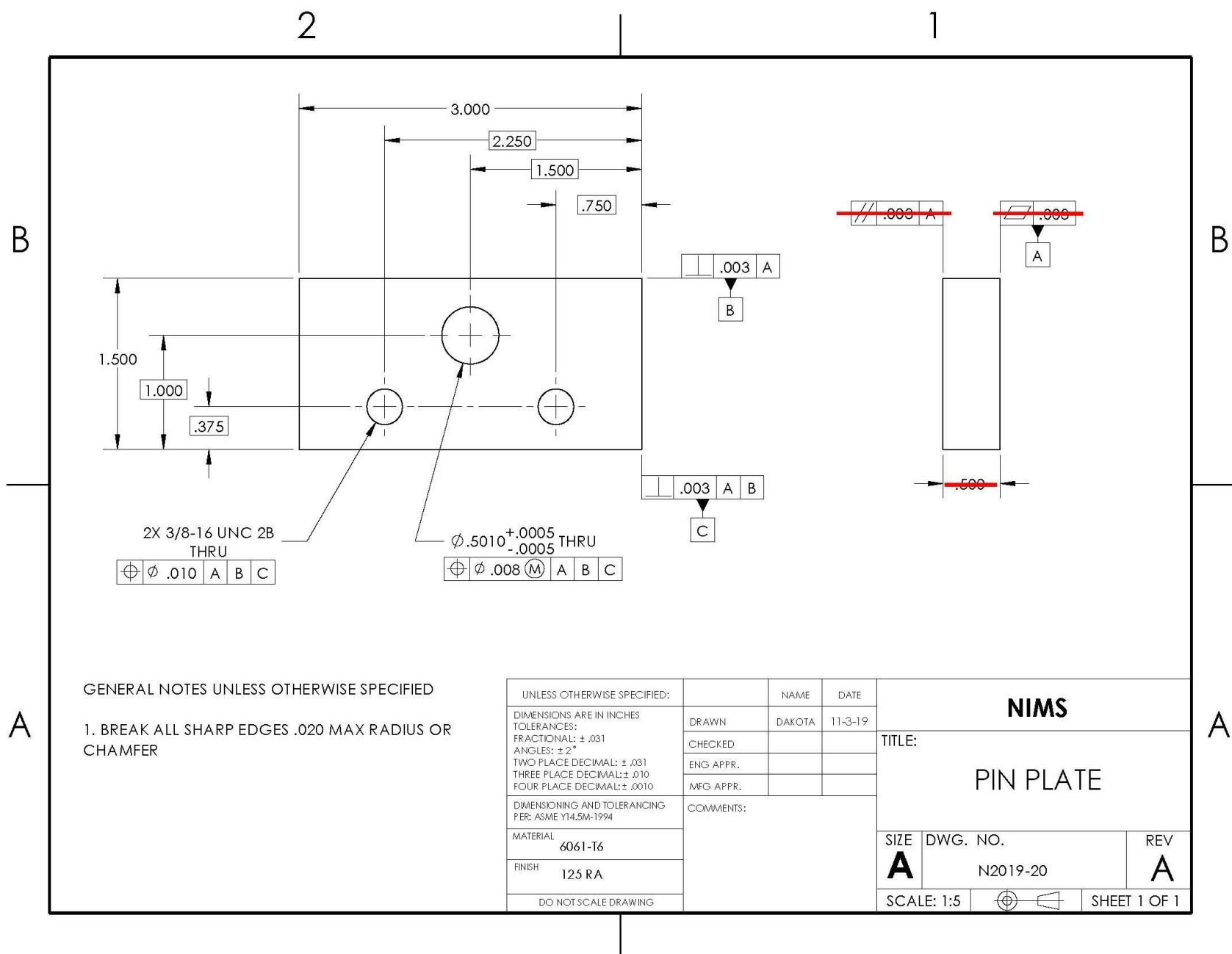


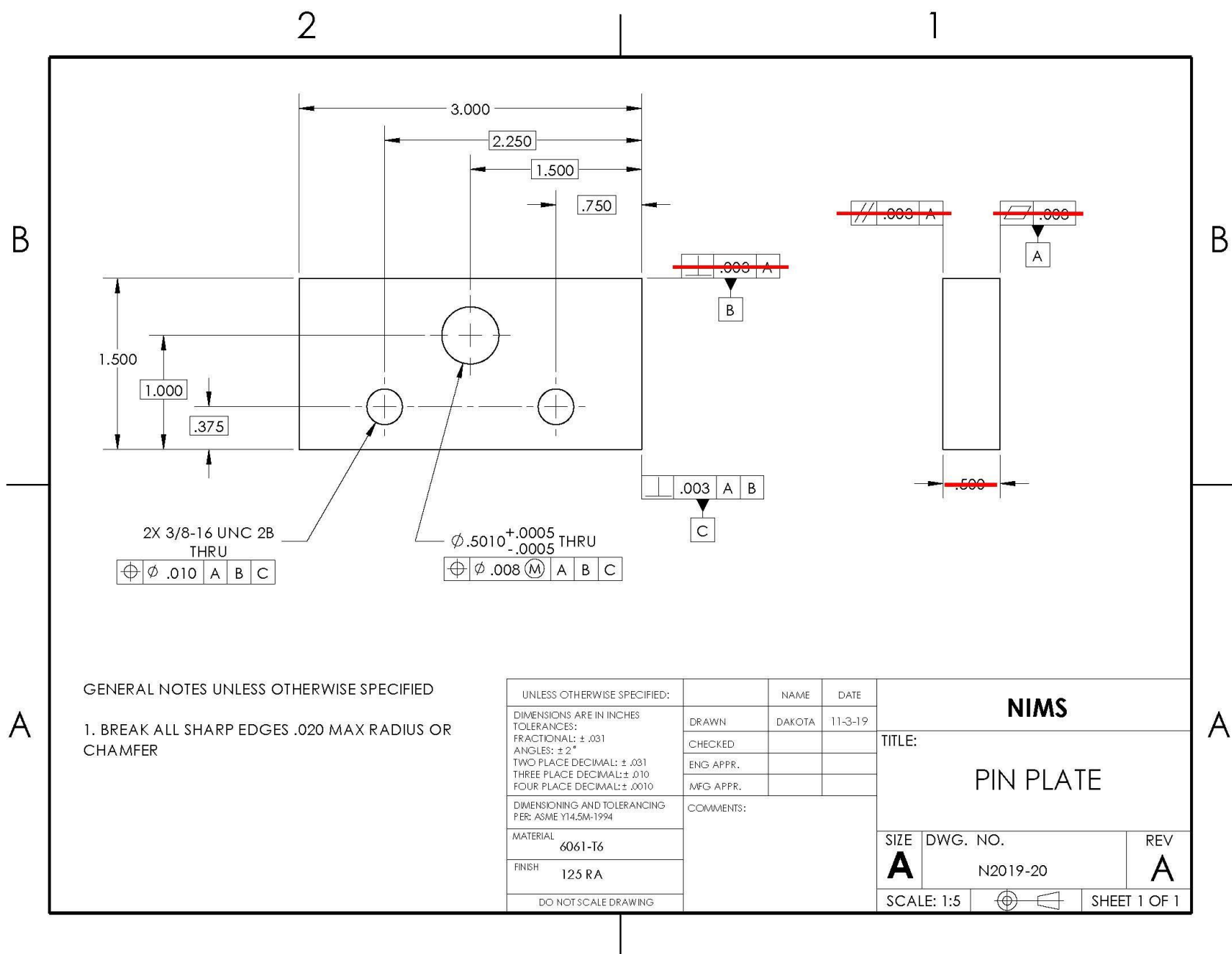






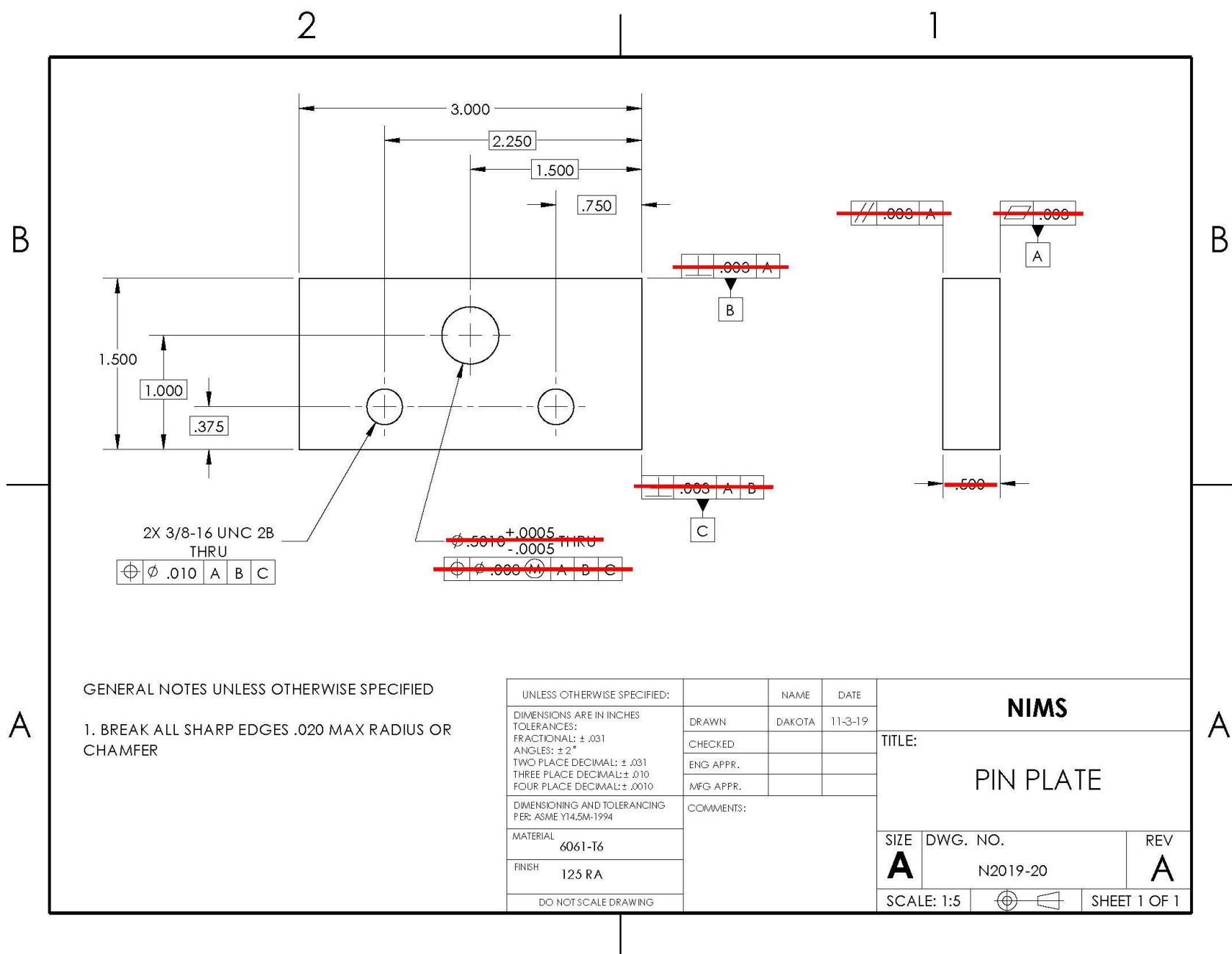










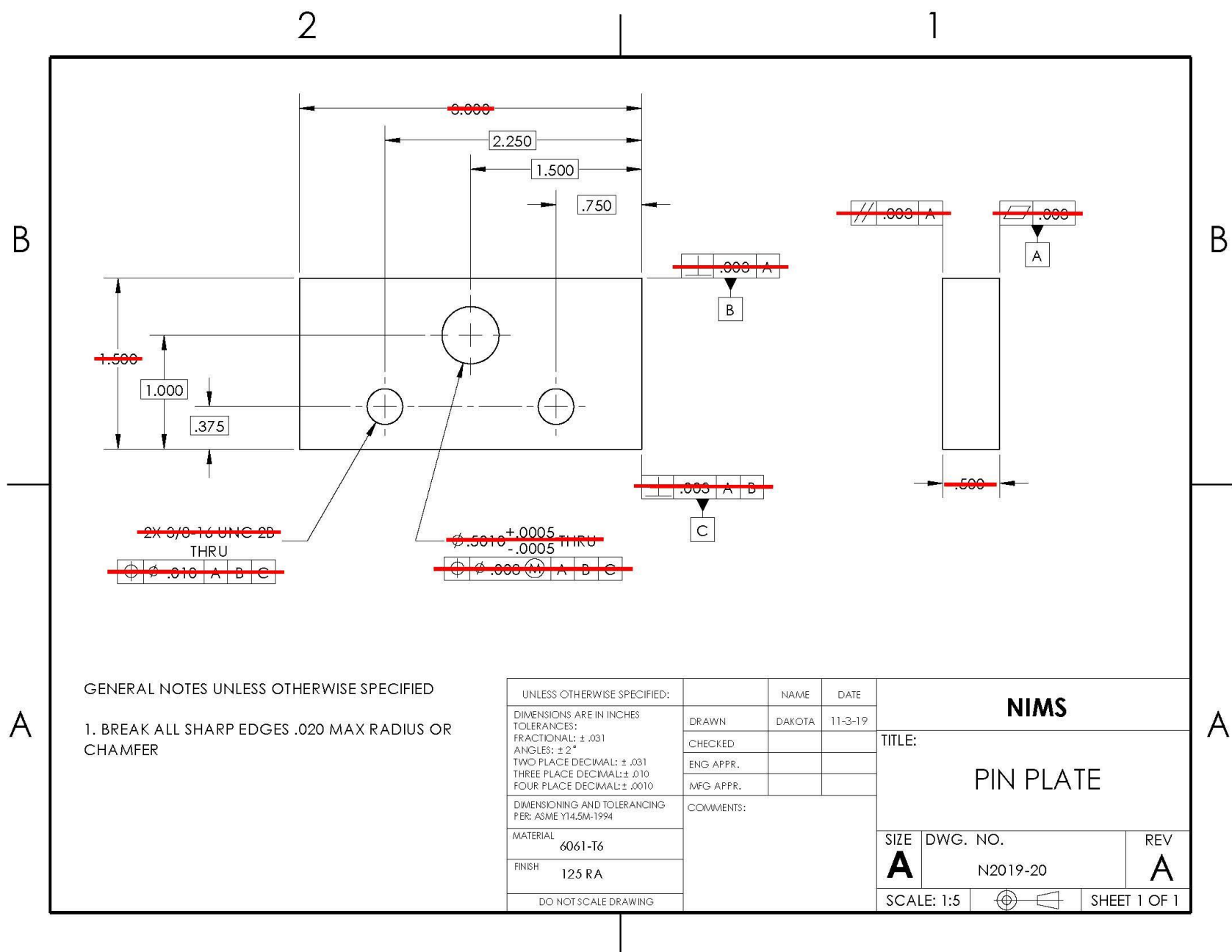


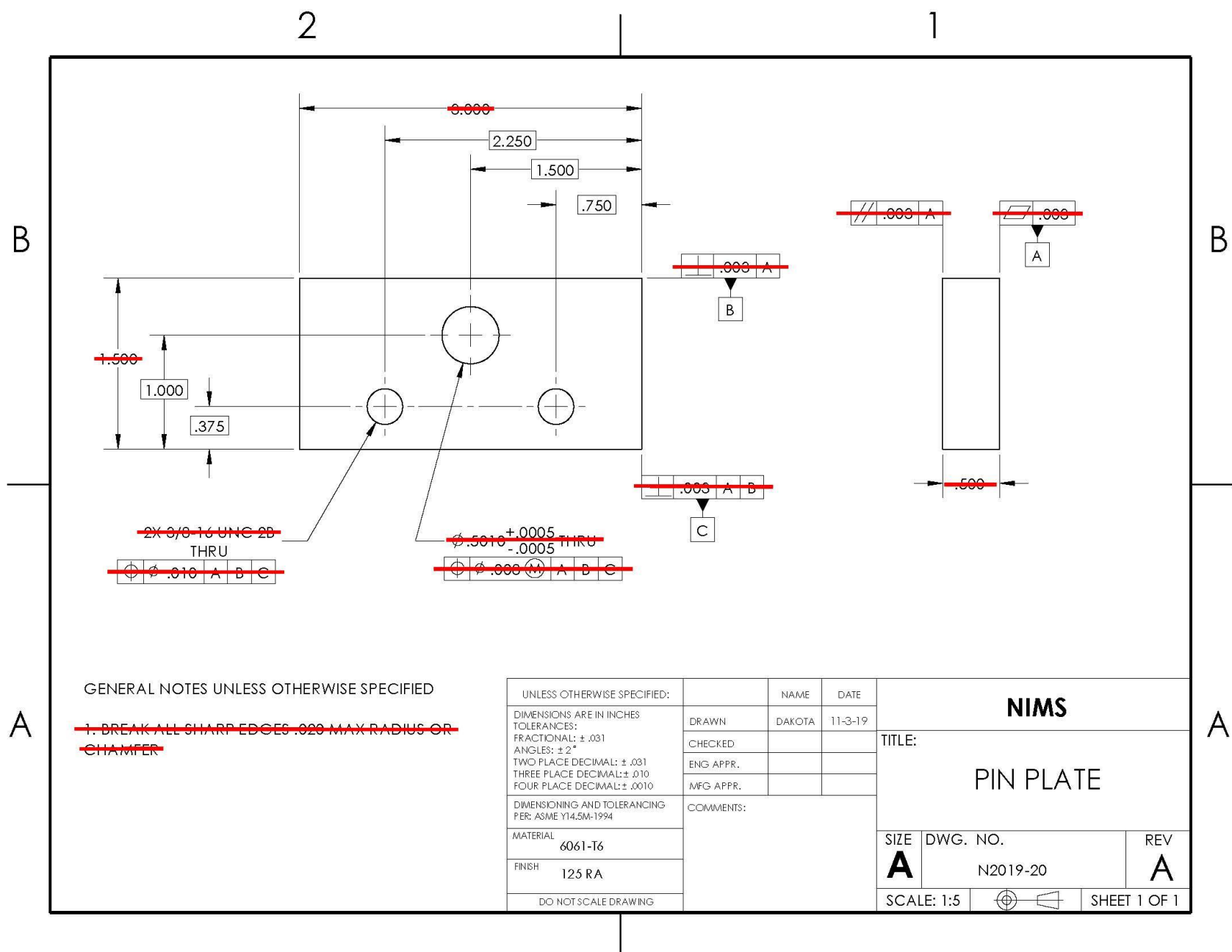








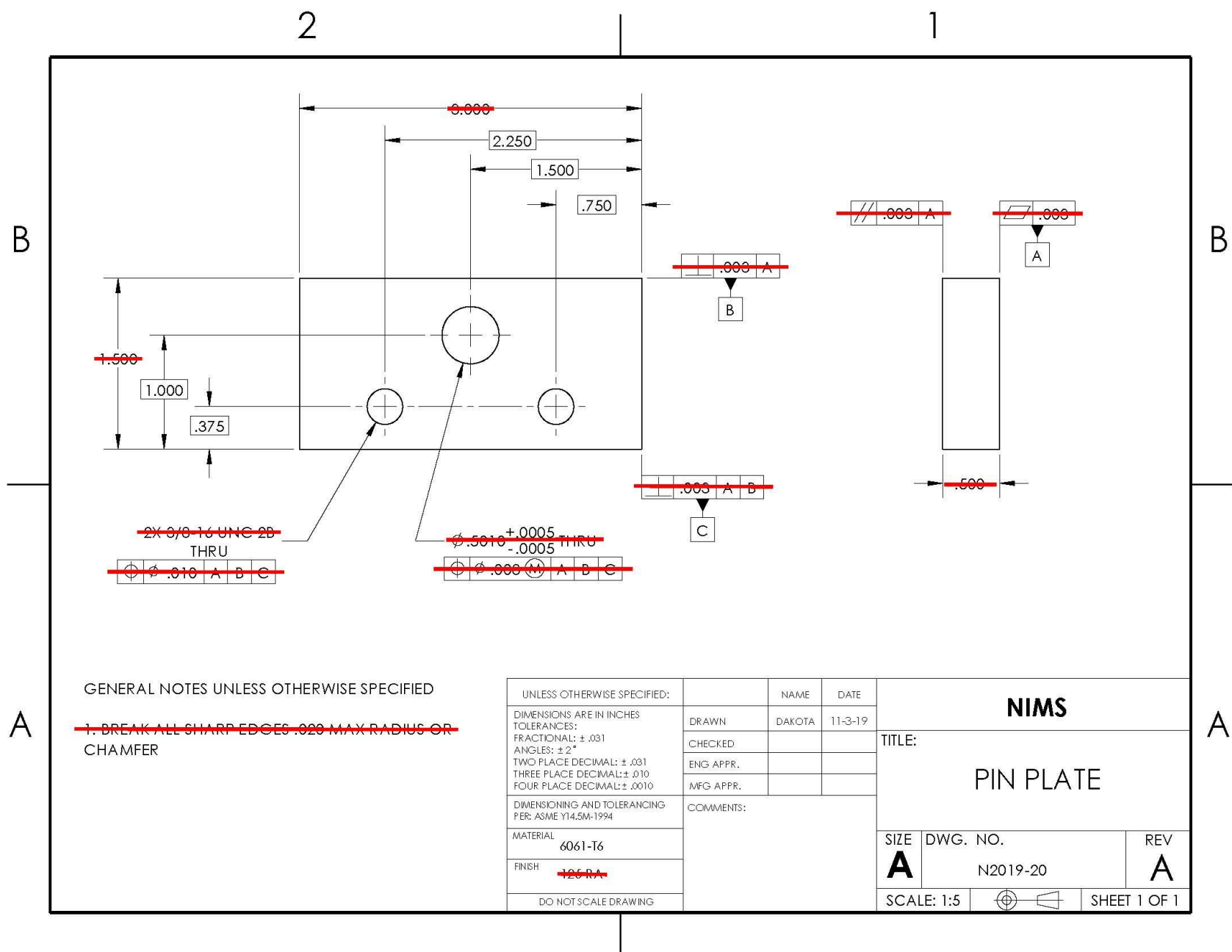




GENERAL NOTES UNLESS OTHERWISE SPECIFIED

~~1. BREAK ALL SHARP EDGES .020 MAX RADIUS OR CHAMFER~~

|                                                                                                                                                                          |  |           |        |            |                                                                                       |              |          |     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------|--------|------------|---------------------------------------------------------------------------------------|--------------|----------|-----|
| UNLESS OTHERWISE SPECIFIED:                                                                                                                                              |  |           | NAME   | DATE       | NIMS                                                                                  |              |          |     |
| DIMENSIONS ARE IN INCHES<br>TOLERANCES:<br>FRACTIONAL: ± .031<br>ANGLES: ± 2°<br>TWO PLACE DECIMAL: ± .031<br>THREE PLACE DECIMAL: ± .010<br>FOUR PLACE DECIMAL: ± .0010 |  | DRAWN     | DAKOTA | 11-3-19    |                                                                                       |              |          |     |
|                                                                                                                                                                          |  | CHECKED   |        |            | TITLE:<br><br>PIN PLATE                                                               |              |          |     |
|                                                                                                                                                                          |  | ENG APPR. |        |            |                                                                                       |              |          |     |
|                                                                                                                                                                          |  | MFG APPR. |        |            |                                                                                       |              |          |     |
|                                                                                                                                                                          |  |           |        |            |                                                                                       |              |          |     |
| DIMENSIONING AND TOLERANCING<br>PER: ASME Y14.5M-1994                                                                                                                    |  | COMMENTS: |        |            | SIZE                                                                                  |              | DWG. NO. | REV |
| MATERIAL<br>6061-T6                                                                                                                                                      |  |           |        |            | A                                                                                     |              | N2019-20 | A   |
| FINISH<br>125 RA                                                                                                                                                         |  |           |        |            |                                                                                       |              |          |     |
| DO NOT SCALE DRAWING                                                                                                                                                     |  |           |        |            |                                                                                       |              |          |     |
|                                                                                                                                                                          |  |           |        |            |                                                                                       |              |          |     |
|                                                                                                                                                                          |  |           |        | SCALE: 1:5 |  | SHEET 1 OF 1 |          |     |



GENERAL NOTES UNLESS OTHERWISE SPECIFIED

~~1. BREAK ALL SHARP EDGES .020 MAX RADIUS OR CHAMFER~~

UNLESS OTHERWISE SPECIFIED:

DIMENSIONS ARE IN INCHES  
TOLERANCES:  
FRACTIONAL:  $\pm .031$   
ANGLES:  $\pm 2^\circ$   
TWO PLACE DECIMAL:  $\pm .031$   
THREE PLACE DECIMAL:  $\pm .010$   
FOUR PLACE DECIMAL:  $\pm .0010$

DIMENSIONING AND TOLERANCING  
PER: ASME Y14.5M-1994

MATERIAL  
6061-T6

FINISH  
~~125 RA~~

DO NOT SCALE DRAWING

|           | NAME   | DATE    |
|-----------|--------|---------|
| DRAWN     | DAKOTA | 11-3-19 |
| CHECKED   |        |         |
| ENG APPR. |        |         |
| MFG APPR. |        |         |

COMMENTS:

**NIMS**

TITLE:

**PIN PLATE**

SIZE  
**A**

DWG. NO.  
N2019-20

REV  
**A**

SCALE: 1:5



SHEET 1 OF 1

# Questions?

Email

[Support@nims-skills.org](mailto:Support@nims-skills.org)