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
Creditentialing Process

Performance + Theory = Credential
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

1.0
Projects

2.0
Competencies

3.0
Performance Measures
New Credentialing Process

Performance Measure + Theory = Credential
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

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

**Delivery:** A comprehensive collection of documents required for a proctor to administer *(deliver)* the Project.
- Instructions
- Materials
- Documents
- Equipment
- Constraints
- Working Files

**Replication:** 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:

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<th>Control</th>
<th>Tolerance</th>
<th>Mark</th>
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<td>+/- .005</td>
<td>0</td>
</tr>
<tr>
<td>Hole 2</td>
<td>Location</td>
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<td>Hole 1</td>
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<tr>
<td>Hole 2</td>
<td>Size</td>
<td>+/- .003</td>
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Reports: Document(s) charting and graphing information about the performance at all stakeholder levels.

Reports for all project 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

**Master**
1. Owned by publisher
2. Houses observed Features
3. Repository of anonymous national data

**Print**
1. Used by companies or schools
2. Copy of observed Features from master
3. Repository of company (employee) data
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

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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:

DIMENSIONS ARE IN INCHES

TOLERANCES:

FRAC.: ± .001

HOLDS: ± .003

TWO PLACE DECIMAL: ± .01

THREE PLACE DECIMAL: ± .005

FOUR PLACE DECIMAL: ± .0010

MATERIAL:

6061-T6

FINISH:

125 RA

DO NOT SCALE DRAWING

NIMS

PIN PLATE

NAME

DATE

DRAWN

DAKOTA 1-2-19

CHECKED

ENG. APPR.

MEG. APPR.

CONTRACTED

SIZE

REV

DWG. NO.

SCALE: 1:5

SHEET 1 OF 1
GENERAL NOTES UNLESS OTHERWISE SPECIFIED

1. BREAK ALL SHARP EDGES .020 MAX RADIUS OR CHAMFER
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MATERIAL: 6061-T6
FINI: 125 RA

DO NOT SCALE DRAWING

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GENERAL NOTES UNLESS OTHERWISE SPECIFIED

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

DIMENSIONS ARE IN INCHES
TOCCERENCES: 3.251
ANGLES: ± 2°
TWO PLACE DECIMAL: ± .01
THREE PLACE DECIMAL: ± .001
FOUR PLACE DECIMAL: ± .0001

MATERIAL: 6061-T6
FINISH: 125 RA

DO NOT SCALE DRAWING

NIMS

SIZE: A
DWG. NO.: N2019-20
REV: A
SCALE: 1:5

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

GENERAL NOTES UNLESS OTHERWISE SPECIFIED:

- 2X 3/8-16 UNC 2B
- THREADS
- 0.010 A, B, C
- 0.0005
- 0.0005
- NIMS
- PIN PLATE

DIMENSIONS ARE IN INCHES

TOLERANCES:
- FREE FROM 1.001
- ANGLES ± 2.5°
- TWO PLACE DECIMAL .001
- THREE PLACE DECIMAL .0001
- FOUR PLACE DECIMAL .00001

MATERIAL:
- A6061-T6

FINISH:
- 125 RA

DIMENGENCY SHEET DRAWING
GENERAL NOTES UNLESS OTHERWISE SPECIFIED

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

DIMENSIONS ARE IN INCHES

TOLERANCES:

- (.001)
- (.05)
- (.010)
- (.010)

MATERIAL: 4130
DRILL 1/2"
FINISH: 125 RA

NIMS

TITLE:
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SCALE: 1:5

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Questions?

Email
Support@nims-skills.org