Improving performance goes beyond establishing training programs. Training alone rarely closes the gap between current and desired performance. This rarity is due to not having a reliable method to validate training.
Ultimately, employers care about...

Performance...

and performance requires valid training
NIMS Overview

What We Do
Validate training and performance with practical experiences that reflect what employees will face on the job.

How We Do It
With our New Smart Solutions:
- Smart Standards
- Smart Performance Measures
- Smart Training Principles
Concepts Of How We Do It
Smart Standards Role Building Concept

Building Your Roles

Roles
Smart Performance Measures

What’s your Expression of Performance?
Smart Training Principles

One-Size-Fits-All Training

Customize Your Training

Machining

Robotics

Automation

Smart Training Principles

Smart Training Principles

Machining

Automation

Customize Your Training

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How It All Works Together
Smart Standards Deep Dive
Smart Standards Framework

- Duties are one pagers (see diagram)
- Duties are individual Standards
- Duties state minimum performance (not specs)
- Duties are used to select design performance measures (PMs)
- Duties are organized into Industry Roles
- Credentials are aligned to Industry Roles
- Roles are not identified by complexity levels
- Complexity is expressed through PMs
- Knowledge requirements are listed by Role
- Standards are dynamically updated

XXXX Standard
Role:
Duty Area:
Duty 1.01:

Responsibility:
Description of the duty in 100 words or less

Resources:
Resources available to perform the duty

Performance:
Practical
Learned behaviors

Critical Thinking
Judgement or decisions

Compliance:
Full or Partial demand of duty

Evaluation:
Method(s) to validate the duty

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Benefits to Smart Standards

- Easy to interpret!
- Allows for a shift toward true competency-based training
- Easy customization while maintaining standardization
- Ideal for adding or revising duties to keep pace with emerging technologies
- Organizes training into short-term tracks that are stackable into masterful careers

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Machining Roles

- CAM Milling Programmer
- CAM Turning Programmer
- CAM 5-Axis Milling Programmer
- CNC 5-Axis Milling Operator
- CNC 5-Axis Milling Specialist
- CNC Milling Operator
- CNC Milling Specialist
- CNC Turning Operator
- CNC Turning Specialist
- CNC Operator
- Manual Milling Specialist
- Manual Turning Specialist
- Benchwork Specialist
Dimensional Measurements

- Quality Technician
- Quality Engineer
Industrial Tech. Maintenance Roles

- Maintenance Operations Specialist
- Mechanical Systems Specialist
- Hydraulic Systems Specialist
- Pneumatic Systems Specialist
- Electrical Systems Specialist
- Electronic Control Systems Specialist
- Process Control Specialist

Smart conversions will be completed by June 2020
Industry 4.0 Roles

- i4.0 Production Specialist
- i4.0 Maintenance Specialist
- i4.0 Process Specialist
- i4.0 Systems Integration Specialist

Standards will be ready for National validation by end of June 2020
Smart Performance Measures Dive
Smart Performance Measure

Performance Measure:
Framework for defining, validating and benchmarking performance

Performance Agreement
Delivery
Reproduction
Data
Reports

Performance Measure (PM)
Reports Structure

Ideal Performance

Possible Patterns of Performance
Benefits to Customized PMs

- Provides choices for organizations while remaining standardized
- Allows student pipelines to build portfolios of experiences relevant for local employers
- Increases employer’s community engagement
- Relevant to the performance needs of each community
- Access to NIMS digital benchmarking tool
Smart Training Principles Dive
Smart Training Principles

1. Train from the END
2. Stakeholder Environment
3. Separate Trainers and Evaluators
4. Dual Training Environments
5. True Competency-Based
6. True Performance Validation
7. Win-Win

Contact NIMS for a free Self-Evaluation
Benefits to Smart Training Principles

- Clearly defines the fundamentals of effective training
- Does not decay over time
- Adapts to emerging technologies
- Customizable to the needs of an organization or community
Employer Engagement Process

1. Self-Evaluation
2. Role Building
3. Expressions
4. Post-Evaluation
5. Recognition
6. Enhancements
7. Train-the-Trainer
8. Performance Measures

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Takeaways

- **Smart Standards:**
  - Are role based (not occupational based)
  - Are dynamically updated
  - Are customized and standardized

- **Smart Training Principles:**
  - Are universal and timeless constants
  - Are personal training settings
  - Are used to stabilize training quality and intensity to maximize return on investment

- **Smart Performance Measures:**
  - Reveal END performance
  - Provides clarity, transparency, and unification for communities
  - Measures the performance of all stakeholders
  - Are customized and standardized
Q & A

For more information contact us

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