SCIENTIFIC MANAGEMENT TECHNIQUES, INC.

Manufacturing Skill Solutions Delivered in Thirty-Seven Countries
Across A Wide Variety of Manufacturing Platforms

HANDS-ON, *COMPETENCY-BASED* MANUFACTURING SKILLS ASSESSMENT PROGRAMS

This scientific-based, data-driven program simplifies the hiring process. The solution lowers the risk and cost of hiring and aligns the hiring process with industrial lean/TPM initiatives. With the <u>Assessment Machines</u> our clients know the skill set/skill level of each candidate prior to hire.

The Return-On-Investment of the Skills Assessment Program greatly exceeds 100% in the first year of deployment.

Identifying and measuring the skills required to **operate**, **maintain** and **troubleshoot** your facility is the single most effective way to ensure a quality hire and drive industrial performance. Many organizations assess their incumbent workforce and deliver targeted training based on the data.
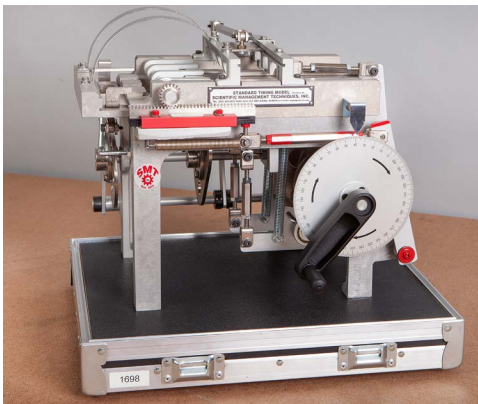
FIVE HANDS-ON MANUFACTURING SKILLS ASSESSMENT MACHINES

Mechanical Skills • Electrical Skills • PLC Skills • CNC Skills • Process Control Skills

As the skills shortage grows more acute each year and margin pressures mount it's more critical than ever before to make the right hiring decision. SMT's industrial skills Assessment Machines and Assessment Protocols are used in the hiring process for the selection and evaluation of maintenance mechanics, machine operators, industrial electricians, PLC technicians, electro-mechanical personnel, CNC operation personnel and process control technicians. Many Fortune 500 manufacturers will not hire without using SMT's assessment programs.

- **Hire the Right Skill Sets**
- **Improve Performance & Profitability**
- **Identify Problem Solving Skills**
- **Lower the Risk & Cost of Hiring**
- **Measure Competencies and Instinct**
- **Minimize Downtime**
- **Avoid the Bad Hire**

- **Train the Skills Required to OptimizePerformance**
- **Identify Troubleshooting Ability**
- **Identify Trainability**
- **Impact Lean, Six Sigma, & TPM Programs**
- **Separate Candidates by Skill Level**
- **Match the Right Person with the Right Job**
- **Reduce Employee Turnover**

Mechanical Skills Assessments   Identify troubleshooting ability
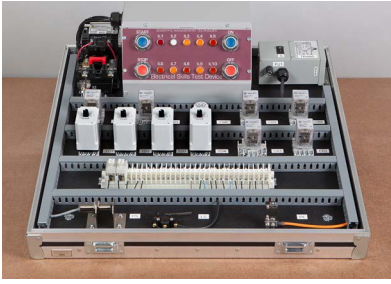

<u>The Standard Timing Model</u> (STM) is our Mechanical Skills Assessment Machine. This process identifies and measures pre-existing skill sets/skill levels and is also used to identify mechanical aptitude. The particular assessment used is a function of the position being staffed. The STM delivers a Maintenance Level Assessment used when hiring industrial maintenance professionals and an Operator Level Assessment for hiring experienced operators and identifying aptitude in entry level candidates.

The STM identifies and measures a broad range of mechanical skills. Collectively, the skills identified represent Mechanical Troubleshooting Ability; the ability to analyze and define causes of malfunctions in machinery and solve them quickly and correctly.

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Electrical Skills Assessments *Impact Lean, Six Sigma & TPM Initiatives*

Our Electrical Skills Test Device (ESTD) is designed to screen and train for industrial electricians and electro-mechanical production positions. The device provides a means of quantitatively screening candidates for industrial electrician positions, for use in evaluating job applicants and as a grading device for training purposes.

The ESTD resembles an industrial control panel as closely as possible in a portable device and was designed in a joint effort by an electrical engineer and a training director who realized the difficulty of evaluating the abilities of electricians.

PLC Skills Assessments *Separate candidates and incumbents by skill level*

Our PLC Test Device (PLCTD) is engineered to test and train hardware technicians and PLC programmers. It will identify the troubleshooting skills of industrial equipment maintenance personnel. Much more than a written aptitude test, the PLC Testing Device is hands-on, providing direct feedback from a test panel.

The testing device evaluates job candidates and incumbents in the positions of maintenance personnel, technicians, and programmers responsible for the upkeep and troubleshooting of automated production lines and automated production equipment. It provides a clear indication of candidate's PLC troubleshooting strengths and weaknesses.

CNC Skills Assessments *Lower the risk and cost of hiring*

The CNC Test Device (CNCTD) is designed to screen and train for CNC setup operators with production responsibilities. The device provides a means of quantitatively screening for CNC setup operator positions, for use in evaluating job applicants and as a grading device for training purposes.

The CNC Selection-Evaluation Assessment program takes the uncertainty out of the hiring process. No longer will hiring managers need to **hope** a candidate possesses the skills and experience they represent. The assessment program separates individuals by skill levels, identifying the strongest candidates to drive productivity in your facility.

Process Control Skills Assessments *Avoid the bad hire*

The Process Control Test Device (PCTD) is used to screen and train individuals in the area of Process Control Technology and Applications. The device identifies existing skill sets in the fundamental Process Control elements of Pressure, Temperature, Flow and Level. Using the device candidates will be able to configure, tune and control a process loop as it applies to real world process applications. With the PCTD there are both Basic and Advanced level assessments, the specific assessment used is a function of the position being staffed.

"Forty-five years of validation proves that quantifying skills prior to hire dramatically increases Productivity & Profitability"

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