

# Scientific Management Techniques, Inc.

May 22, 2017

Dear Skills Stakeholder,

Thank you for your inquiry.

Scientific Management Techniques solves the Manufacturing Skill Shortage – Skill Gap problem currently impacting your performance/profitability.

The “Competency Based” programs described below are embraced as “Best Practice” productivity tools by Fortune 500 Manufacturers in thirty-nine countries (see enclosed partial client list). These validated programs deliver an ROI in excess of 100% the first month of deployment.

## **Skills Assessment Program**

SMT’s Manufacturing Skills Assessment Program delivers a Return-On-Investment well over 100% the 1st month of deployment. We would enjoy the opportunity to walk through the ROI numbers with you at your convenience.

The assessment program lowers the risk and cost of hiring. No more leap of faith that a candidate has the skills/experience/training they represent in the interview process. You will know the skill level – skill set of each applicant prior to hire.

I am sure you know how much more effective the top 10% of your workforce is compared to an average performer. Using the assessment program that top 10% grows to 30% - 50% - 70% of your workforce. The assessment program is a Powerful Productivity Tool. Many of our clients have been using the assessment program for decades; they do so for one reason...the \$\$ bottom line impact delivered by improving the skill level of your workforce.

Stop one bad hire and the program has more than paid for itself. Actual cost of the assessment program is a function of several variables; primarily the number of people you train/certify and the number of tests trained in per machine.

There are variable degrees of difficulty with several of the assessment machines. The specific assessment you use is a function of the position being staffed. For example, the Mechanical assessment machine (Standard Timing Model, STM) has a “Maintenance” level assessment and an “Operator” level assessment. The STM also identifies mechanical aptitude in individuals you know have not been properly trained, our clients use this ability when they hire individuals they know they will need to train, aptitude translates directly to trainability.

Each Assessment Machines identifies and measures multiple skills. In each instance, the skills identified can be summarized as “Troubleshooting Skills”.

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The Hands-On Performance-Driven skill assessment program has 4 uses:

- 1) In the hiring process; to identify and measure the skills required to operate, maintain, and troubleshoot a manufacturing facility.
- 2) For promotions; using the assessment program ensures you promote the most skilled incumbent.
- 3) To identify skill gaps/training needs. When you assess your workforce you identify the "specific" training needs of all employees. With this data you can deliver highly targeted training.
- 4) To measure the effectiveness of training delivered.

## **Skills Training Program**

We have been delivering our training program in industry for several decades. The curriculum is Dynamic; please consider our curriculum an ongoing needs analysis of the skills required to optimize performance in manufacturing. We update existing Volumes and design new training to stay current with advancements in manufacturing technology.

Our curriculum trains the “hard-skills” required to operate, maintain and troubleshoot a modern manufacturing facility.

Troubleshooting Skills are the focus, the heart and soul, of the curriculum. The program incorporates the use of over 200 hands-on training aids that replicate real-world conditions in industry. We teach the theory, then directly apply the theory using the Hands-on training aids. These is a considerable amount of lab-time spend working with the training aids.

The key to the effectiveness of SMT’s Manufacturing Skills Training Program is the curriculum design. The program has been designed through close collaboration with our global industrial clients over many years. These manufacturing leaders possess an in-depth understanding of the skills required to optimize performance on the production floor – these are the skills we train to. The curriculum is 100% Demand-Driven; curriculum design is aligned with the ADDIE curriculum design methodology.

Please let us know if you have any questions or would like additional information. After you have reviewed the information, may I suggest setting up a call to discuss?

FYI -

We recently concluded an engagement with the American Council on Education (ACE). ACE has reviewed the content and rigor of our Mechatronics Training Curriculum and our Hands-On Skill Assessment Program.

The American Council on Education's “College Credit Recommendation Service (CREDIT®)” connects workplace learning with colleges and universities by helping participants gain access to academic credit for formal courses and examinations taken outside traditional degree programs.

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Both programs, the training curriculum & assessment program, qualify for the issuance of college credit. More information can be found here:

<http://scientific-management.com/what-sets-us-apart/american-council-education/>

If you would like additional information or to schedule a demonstration at your location please contact me.

Cordially,



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