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6 Types of Employee Training Tools HR Should Use

Tools		Examples	
1	Templates for HR	ADHR's Training Needs Analysis Template, ADHR's Employee Development Plan Template	
2	Learning management systems (LMS)	Absorb (LMS), Docebo	
3	Online course platforms / providers	LinkedIn Learning, Skillshare Teams	
4	Microlearning & employee training apps	360Learning, OttoLearn	
5	Employee development and coaching platforms	BetterUp, CoachHub	
6	Training management software	Workamp, Mentimeter	

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NCARB PDD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Project Manual & Specifications: This section of the exam measures the skills of Specifications Writers and emphasizes the importance of developing documentation that goes beyond drawings. Candidates must understand how to identify and prioritize elements needed to prepare, maintain, and refine both the project manual and project specifications. It also assesses the ability to align and coordinate these specifications with the construction documents to ensure consistency and accuracy.
Topic 2	<ul style="list-style-type: none"> Integration of Building Materials & Systems: This section of the exam measures the skills of Architectural Designers and focuses on the ability to resolve and integrate various building systems into cohesive project goals. It covers analyzing architectural systems and technologies, determining the size of structural, mechanical, electrical, and plumbing systems, and incorporating specialty systems such as acoustics, lighting, security, and communications. It also evaluates the ability to detail how multiple building systems work together and to coordinate across disciplines to achieve a unified design.
Topic 3	<ul style="list-style-type: none"> Construction Documentation: This section of the exam measures skills of Project Architects and addresses the creation and management of project documentation. Candidates are expected to demonstrate knowledge of documenting building design and site features, preparing detailed architectural drawings, and applying industry standards to produce a coordinated set of construction documents. The section also includes understanding how project changes impact documentation and how to communicate these updates effectively to both the design team and the client.:
Topic 4	<ul style="list-style-type: none"> Construction Cost: This section of the exam measures the skills of Construction Managers and focuses on the financial side of project execution. It evaluates the ability to analyze construction cost estimates to confirm that they align with project design intent and budgetary constraints. Although this is the smallest section, it is critical for ensuring projects remain feasible and economically viable.

Topic 5	<ul style="list-style-type: none"> Codes & Regulations: This section of the exam measures skills of Building Code Specialists and examines how codes and regulations apply at a detailed level during documentation. Candidates are expected to demonstrate knowledge of compliance with the International Building Code (IBC) as well as other specialty regulations, as well as how to interpret and apply these standards to ensure design and documentation meet legal and safety requirements.
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>> PDD Training Tools <<

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NCARB ARE 5.0 Project Development and Documentation Exam Sample Questions (Q65-Q70):

NEW QUESTION # 65

A project located in a rural area without municipal sewer access will most likely require:

- A. Grease interceptor
- B. Oil-water separator
- C. Ejector pump
- D. Septic tank and leach field

Answer: D

Explanation:

Where no public sewer is available, on-site wastewater treatment (septic tank + leach field) is required. This supports Objective 3.2, considering utility systems and site limitations.

NEW QUESTION # 66

An architect is coordinating the mechanical and structural systems in a building with exposed ceilings. The HVAC ducts are interfering with a large concrete beam in the open office area.

- A. Increase the ceiling height
- B. Shift the HVAC ducts below the beam
- C. Request the mechanical engineer to reroute the ductwork
- D. Relocate the beam to accommodate the ductwork

Answer: C

Explanation:

In PDD, the architect must coordinate consultant drawings. When a conflict exists (here, duct vs. beam), the best course is to ask the responsible engineer (mechanical) to reroute the ductwork to clear the beam. As per ARE 5.0 Handbook Objective 3.1, the architect is expected to "coordinate building systems and their integration."

NEW QUESTION # 67

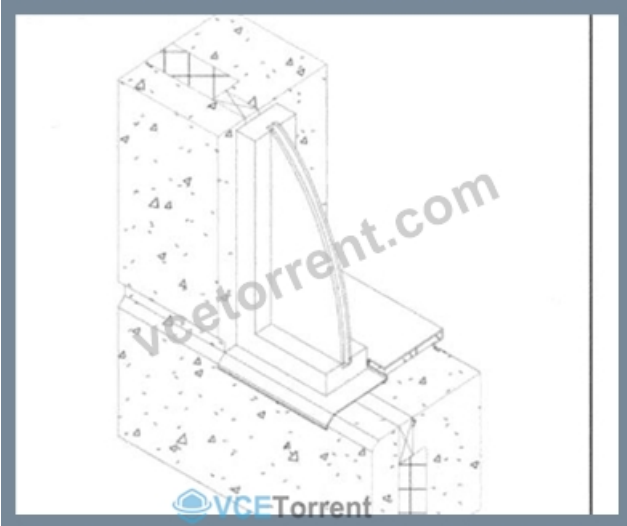
Material	Unit	Cost	Quantity	Total
Architectural Precast Panels	SF	\$ 35.00	5500	\$ 192,500.00
Aluminum Storefront Windows	SF	\$ 55.00	1200	\$ 66,000.00
Prefinished Metal Sill Flashing	LF	\$ 10.00	120	\$ 1,200.00
Sealant	LF	\$ 2.00	480	\$ 960.00

Refer to the exhibit.

An architect reviews the construction manager's construction estimate for a typical precast wall system with aluminum storefront

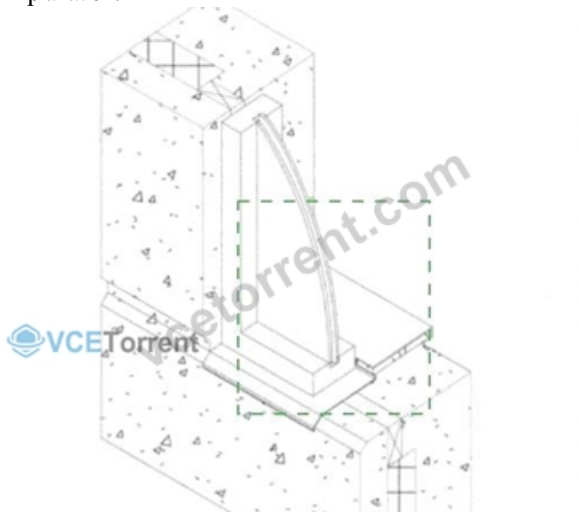
windows.

Click on the component in the axonometric detail that is missing from the system estimate.

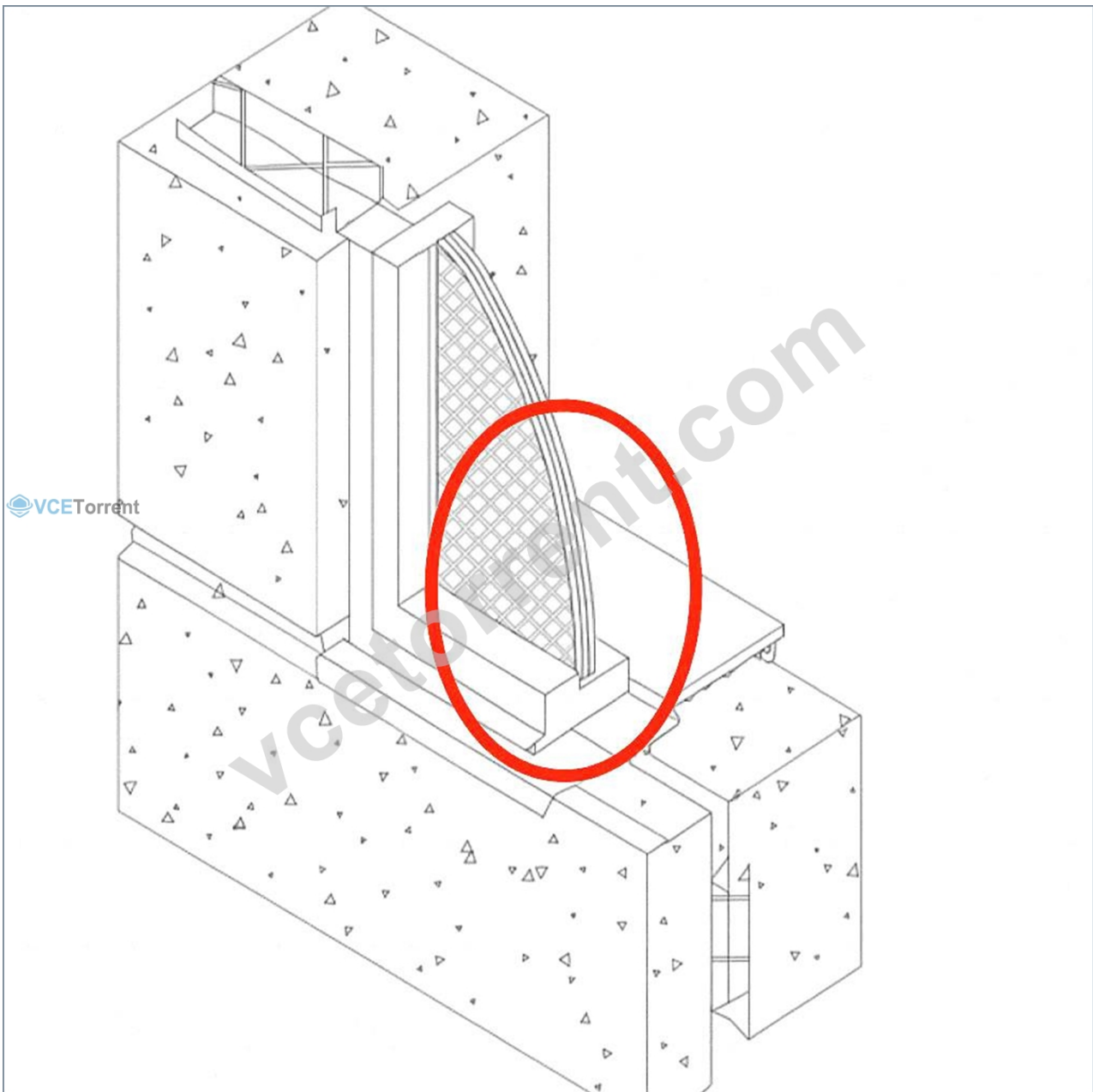


Answer:

Explanation:



Explanation:



1. Reviewing the Construction Estimate

The listed components are:

- * Architectural Precast Panels - exterior cladding
- * Aluminum Storefront Windows - glazing system
- * Prefinished Metal Sill Flashing - weatherproofing at sill
- * Sealant - for joints between components

No line item appears for thermal insulation.

2. Identifying the Missing Element in the Axonometric Detail

Looking at the drawing:

- * The detail shows precast concrete panel cladding outside.
- * A storefront frame and glazing in the opening.
- * There is a hatched layer behind the precast in the stud cavity area - this represents continuous insulation.
- * The insulation is a required component for the wall to meet energy code R-value/U-factor requirements (per IECC or ASHRAE 90.1).

3. Why This is Critical

- * Insulation is essential for thermal performance, occupant comfort, and energy efficiency.
- * Omitting it from the estimate could cause:
 - * Noncompliance with code.
 - * Incomplete cost budgeting.
 - * Change orders during construction.
- * In ARE 5.0 PDD, architects must check that all components of an assembly are represented in the cost estimate.

4. References

- * NCARB ARE 5.0 Handbook - PDD Content Area 3: Integration of Building Materials & Systems
- * Architectural Graphic Standards - Precast wall sections with insulation
- * Building Construction Illustrated (Ching) - Continuous insulation in wall assemblies
- * Energy Code References: IECC Table C402.1.3 for minimum continuous insulation requirements in exterior walls

NEW QUESTION # 68

FUNCTION OF SPACE	OCCUPANT LOAD FACTOR
Auditorium, storage areas, mechanically equipment room	100 gross
Agricultural building	100 gross
Aircraft hangars	100 gross
Asphalt terminal	
Freight office	20 gross
Freight handling	100 gross
Waiting areas	15 gross
Automobile	
Garage (with stalls, auto, etc.)	15 gross
Exercise gallery and museum	15 net
Assembly with fixed seats	See Section 1004.6
Assembly without fixed seats	
Conventional (other only - see Item)	
Standing areas	5 net
Unconventional (other only - see Item)	15 net
Seating capacity above 2 persons for each row of seats, 100% of normal, and for additional areas	5 net
Business areas	100 gross
Conventional (business and office)	See Section 1004.6
Classrooms - other than fixed seating	35 net
Day care	35 net
Dormitories	100 gross
Educational	
Classroom areas	35 net
Storage and other educational support areas	100 net
Exterior courts	100 gross
Covered or enclosed with mechanical areas	100 gross

Refer to the exhibit.

An architect is designing a multipurpose room that will operate daycare services as well as exercise classes.

The multiple occupancies within the space utilize components of the same means of egress system.

What is the occupant load factor that should be used in calculating egress?

- A. 0
- B. 1
- C. 2
- **D. 3**

Answer: D

Explanation:

Step-by-Step Reasoning

1. Identify the occupancies from the question:

* Day care services # Occupant load factor = 35 net (from table in the exhibit)

* Exercise classes # Occupant load factor = 50 gross (also from table in the exhibit, under "Exercise room")

2. Determine how to calculate the occupant load for multiple occupancies:

According to IBC 2018, Section 1004.1.2 (Areas without fixed seating) and NCARB PDD study materials:

When multiple occupancies share the same means of egress system, the occupant load for the whole space shall be the sum of the occupant loads of the various occupancies.

However, if the space is not divided and is used interchangeably (multipurpose), the most stringent occupant load factor is applied to the entire area.

3. Applying the code:

* The multipurpose room is used for both daycare and exercise.

* Since the same space is used for different functions at different times (not divided), the most restrictive occupant load factor (the smaller number) should be used.

* Smaller occupant load factor = 35 net (Day care) vs. 50 gross (Exercise room).

4. Why "net" vs. "gross" matters here:

* Net floor area excludes certain spaces like walls, corridors, mechanical rooms.

* Gross floor area includes the entire footprint.

* Even though "net" typically results in a smaller area, when calculating load factors, the smaller occupant load factor number results in a larger occupant load - making it more restrictive for egress.

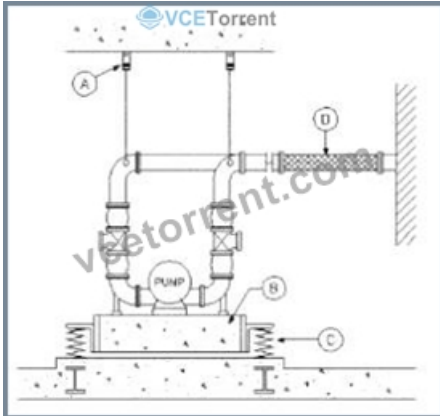
5. Conclusion:

The correct occupant load factor to use for this multipurpose space = 35 net (Day care), as it results in the largest occupant load and is the most restrictive for egress design.

NCARB ARE 5.0 PDD Study Guide References:

- * Content Area: Code Analysis - Occupant Load & Egress Sizing
- * IBC 2018, Section 1004.1.2 - Areas without fixed seating, determining occupant load for multiple functions
- * Architectural Graphic Standards - Occupant Load Calculation examples
- * Building Codes Illustrated by Ching & Winkel - Chapter on Occupancy Load Factors and Egress Requirements

NEW QUESTION # 69



Refer to the exhibit.

Which device allows for piping misalignment and isolation?

- A. A
- **B. D**
- C. C
- D. B

Answer: B

Explanation:

Understanding the Diagram

The image shows a pump installation detail with various vibration and alignment control devices:

- * A - Typically a pipe hanger or suspension support to reduce strain on piping.
- * B - Likely a flexible electrical conduit (for pump motor connection).
- * C - Spring vibration isolators under the pump base to prevent vibration transmission into the building structure.
- * D - A flexible pipe connector (also called a flex connector or braided flexible coupling).

Purpose of Flexible Pipe Connectors

Flexible pipe connectors (D in the diagram) are designed to:

- * Absorb minor misalignment between connected piping systems.
- * Reduce stress on pump flanges due to thermal expansion, settlement, or installation tolerances.
- * Isolate vibration from the pump so that it is not transmitted along rigid piping to the building structure.

This makes them essential in mechanical systems where pumps, chillers, or other vibrating equipment connect to rigid building piping.

Why Other Options Are Incorrect:

- * A. Pipe hangers/supports - Maintain alignment and support vertical loads but do not allow for misalignment or vibration isolation in the same way as flexible connectors.
- * B. Electrical conduit/flexible connection - Relates to electrical supply flexibility, not piping alignment.
- * C. Spring vibration isolators - Isolate vibration from equipment to the floor but do not address piping misalignment.

NCARB ARE 5.0 PDD Study Guide References:

* Content Area: Integration of Building Materials & Systems - Mechanical Systems Coordination

* Source References:

- * Mechanical and Electrical Equipment for Buildings (MEEB) - Chapter on Vibration Isolation & Pump Installation
- * Architectural Graphic Standards - Flexible Connector & Piping Details

* Key Point: Flexible connectors at pumps and equipment protect against misalignment, vibration, and stress transfer to the piping system.

NEW QUESTION # 70

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