Job skills profiling, assessment, training, and certification are helping businesses nationwide create more effective employee training programs. Here are some examples.

**BEST PRACTICES IN TRAINING EMPLOYEES**

**CREATING A TALENT PIPELINE**

Glen Raven Custom Fabrics (South Carolina) created a stackable apprenticeship program, assessing and hiring local college students using ACT® WorkKeys® Assessments and giving them on-the-job experience while completing studies.

**RESULTS:**

- **300 POSITIONS FILLED**
- **98% TRAINING SUCCESS RATE**

**CULTIVATING CAREER-LONG LEARNING**

Phifer Inc. (Alabama) profiled entry- to senior-level jobs to better train skilled workers on job skills, measurements, lean manufacturing, and workplace behavior. Using WorkKeys Assessments, the ACT WorkKeys Curriculum®, and the ACT WorkKeys National Career Readiness Certificate® (NCRC®), many trainees experienced career advancements.

**RESULTS:**

- **$2M REDUCTION IN TRAINING COSTS**
- **25% REDUCTION IN TRAINING TIME**

**GIVING EMPLOYEES a path to SUCCESS**

Eastman (Tennessee) employees who want to advance may enter US Department of Labor-registered apprenticeship programs with qualifying WorkKeys scores and use the ACT WorkKeys Curriculum to improve skills and achieve these scores. ACT job profiling is used to develop training programs for select positions.

**RESULTS:**

- **300+ EMPLOYEES SUCCESSFULLY COMPLETED APPRENTICESHIP TRAINING**

LEARN MORE AT act.org/workkeysforemployers

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