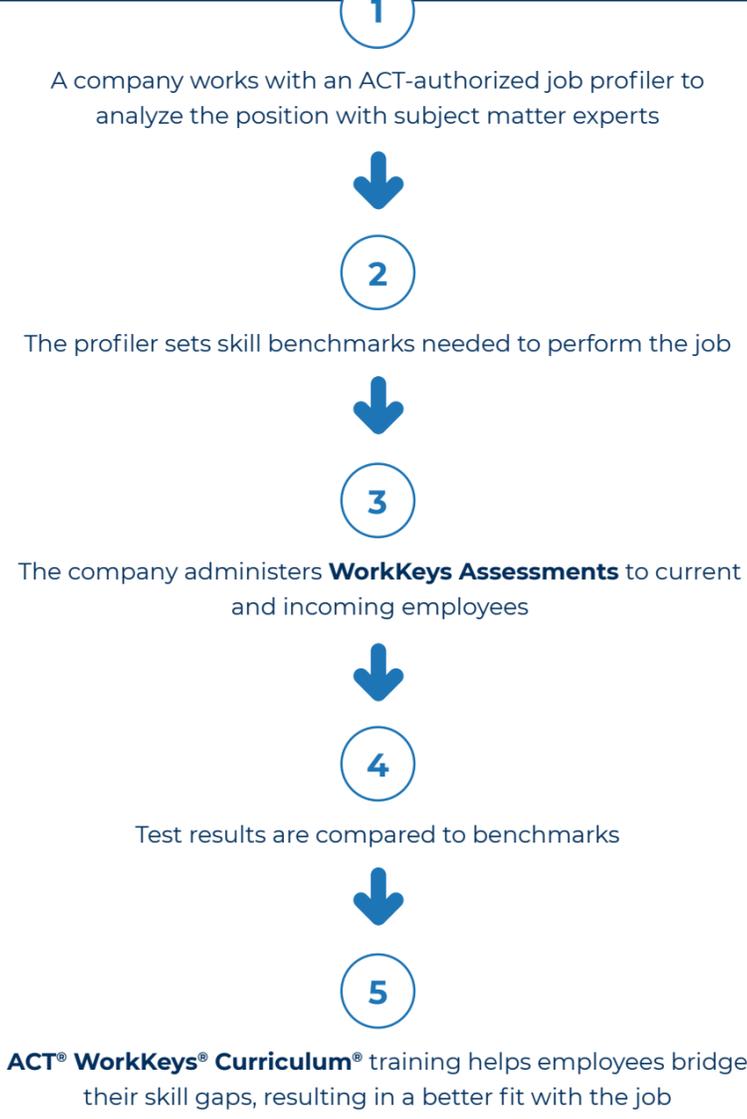


INCREASE THEIR SKILLS

Turnover rates are skyrocketing due to **skills gaps**—mismatches between individuals and the jobs they're hired to perform. That's why many employers turn to **ACT[®] WorkKeys[®] Assessments** and training to retain skilled workers and improve the talent pipeline.

THE RESULT: An immediate and sustained reduction in employee turnover.

HERE'S HOW IT WORKS:



Here are some examples of companies that **retained employees** by **boosting their skills**.

PHIFER, INC.

Tuscaloosa, AL

This manufacturer of designed fabrics and engineered products worked with a local community college and WorkKeys provider to develop an apprenticeship program to increase entry-level workers' skills.

- Training included **ACT WorkKeys Curriculum** courses, along with lean manufacturing, measurements, and workplace behavior components
- 14 other regional manufacturers joined Phifer through the **ACT Work Ready Communities** initiative
- **WorkKeys Assessments** were used to promote employees into senior-level positions; many also receive associate's degrees after completing the apprenticeship

RESULTS:

\$2M

reduction in training costs

25%

reduction in training time

40

improvement in workforce quality

EASTMAN

Kingsport, TN

This advanced materials and specialty additives company integrated skill assessments, job profiling, and skill development into its promotion and hiring

- 10 entry-level manufacturing positions profiled
- **WorkKeys Assessments** used when promoting internal employees or hiring new ones, matching test scores to profiled skill benchmarks to ensure the right fit
- Apprenticeship training programs created; employees may participate after achieving the required **WorkKeys** skills
- Partnered with local education initiatives through its **ACT Work Ready Community** to build skills in the incoming and regional workforce

RESULTS:

342

employees completing apprenticeship training



A fully developed talent pipeline, with 2,300 regional individuals earning NCRCS



Improved promotions and hires

CG POWER SYSTEMS

Washington, MO

A pioneer in electrical energy management and application, CG wanted to avoid "grandfathering" existing employees into newly created positions at a new plant.

- CG worked with an ACT-authorized job profiler to analyze new positions and determine skills needed to perform them
- Online training and onsite testing was made available for internal applicants to match skilled workers to the new positions



Turnover rate dropped to below 3%



Reduced training time



Increased productivity in complicated job roles

THE BOEING COMPANY

St. Louis, MO

The world's largest aerospace company and manufacturer of jets, defense, space, and security systems needed a way to decrease turnover and optimize training time and costs when hiring entry-level assembly mechanics.

- A pre-employment training program was set up for St. Louis Community College students who wanted to work for Boeing
- Students must receive qualifying **WorkKeys** scores to participate

RESULTS:



Improved retention



Reduction of costly training time



Reduced time to hire