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

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.

**Results:**
- Improved promotions and hires
- Full, with 2,300 regional NCRCs earned
- Turnover rate dropped to below 3%

**CG POWER SYSTEMS**

CG worked with an ACT WorkKeys job profiler to analyze new positions and future workforce skills to develop a strategic plan.

Online training and on-the-job training were available to internal applicants to market internal resources to the new positions.

**Results:**
- Improved retention
- Reduced training time
- Increased productivity in complicated job roles

**THE BOSCH COMPANY**

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 for 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
- Reduced training time
- Enhanced time-to-hire

**TO RETAIN EMPLOYEES, INCREASE THEIR SKILLS**

Turnover rates are skyrocketing due to skills gaps—specifically skills needed for jobs—but fewer employers are adapting to address this problem. Skills training for employees is the key to training, retaining, and growing the talent pipeline.

**HERE’S HOW IT WORKS:**

1. A company works with an ACT WorkKeys job profiler to analyze the positions with subject matter experts.

2. The profiler uses ACT WorkKeys to identify the specific skill gaps.

3. The company adapts ACT WorkKeys assessments to current and incoming employees.

4. Test results are compared to benchmarks.

**EASTMAN CHEMICAL COMPANY**

The company’s design of a new facility and training program was boosted by a local community college and WorkKeys program as a component of the new program to increase skills and improve the talent pipeline.

**Results:**
- $2M in savings
- 25% improvement in training time
- 40% quality improvement

**PHIFER, INC.**

The manufacturer of steel bars and structural mill products integrated ACT’s WorkKeys program into its operations, allowing employees to enhance their skills and performance.

**Results:**
- 10 entry-level manufacturing positions profiled
- 2,000 employees participating in training programs
- Improved retention
- Overall improvement in workforce quality and retention

**THE SEDINIC COMPANY**

The professional practice training program was set up for USF’s hygiene program at USF.

Students must meet the requirements to participate.

**Results:**
- Improved retention
- Reduced training time
- Enhanced time-to-hire