As one of Tennessee’s largest employers, Eastman relies on qualified people to bring their products to the world. But like many organizations, they were having trouble finding and developing great talent. Knowing the competitive edge that a high-performing workforce provides, Eastman began using ACT® WorkKeys® to both develop their talent pipeline and improve the quality of new hires.

By implementing WorkKeys directly into their hiring process, Eastman improved the quality of new hires, saved time and money, and prepared individuals for greater success. Once hired, employees could advance in Eastman’s US Department of Labor-registered apprenticeship program, or use the ACT® WorkKeys® Curriculum to strengthen their foundational skills.

Beyond growing their own talent, Eastman is heavily involved in ACT® Work Ready Communities. By collaborating with outside businesses and educational institutions, Eastman uses ACT® WorkKeys® Job Profiling as one resource to build the regional workforce and help students and residents take charge of their career decisions.

“ACT WorkKeys has helped tremendously by showing us who has initiative and can successfully walk in the door, ready to be trained to safely and effectively run a chemical plant.”

—Todd Akard, Recruiter at Eastman

**OUTCOMES**

- **10** Job Profiles completed at Eastman (including all entry-level manufacturing positions)
- **2.3K+** Individuals in the Northeast Tennessee region with an ACT® WorkKeys® National Career Readiness Certificate® (NCRC®)
- **342** Eastman Employees with the NCRC, successfully completed apprenticeship training