



Hiring for Skills is a **Win-Win** **Daikin America**

Success Story



Location:
Decatur, AL



Employees:
10,000+



Industry:
Materials Manufacturing

According to the US Department of Labor, the cost of a bad hire can reach up to 30% of the employee's first-year earnings. That's a huge percentage, and when you add up multiple bad hires, the costs are astounding. Daikin is one company that knows when a job is open, filling it with the right person is critical, and that's why they started using **ACT® WorkKeys®**.

Daikin America focuses on people-centered management. Their ideal candidate thinks critically, is eager to work, and has great attention to detail, but the company needed a way to validate these skills. That's when Daikin began using WorkKeys Assessments, in partnership with Calhoun Community College. The assessments measure skills—including Workplace Documents, Applied Math, and Graphic Literacy—and ensure the right person is being hired for the job.

The assessment isn't just a win for the company; it's a win for the employees as well, because the learning curve is shorter, and they feel part of the team from the get-go.

“We have seen a great return on investment from this program.”

—**Rachel Jenkins**, Human Relations Supervisor, Daikin

Outcomes

6

Week Reduction
in pre-employment training

3

Week Reduction
in application processing
and interviewing

\$5K

Savings
in individual training costs

