



SUBARU

Subaru streamlines its screening and reduces turnover with WorkKeys®

To take on the region's largest single job creation initiative of almost 20 years and help double a plant's 100,000+ production capabilities, Subaru of Indiana Automotive (SIA) found an efficient screening system with ACT.

RECRUITMENT RESULTS:



25%
Reduction
in turnover

1,000+ positions filled
in a record 10 months



An eco-friendly,
paperless
process



ACT SOLUTIONS USED:



1,000+ Positions to Fill

SUBARU'S BUSINESS CHALLENGE

Subaru of Indiana Automotive's (SIA) facility was already producing 100,000 vehicles annually when its parent company, Fuji Heavy Industries, entered into a business collaboration with Toyota Motor Corporation to have SIA add a production line for the top-selling Toyota Camry.

This expanded production created a record-breaking recruitment challenge:

- » Fill 1,100 new jobs
- » 15,000 applications were expected – 22,300 were actually received
- » Find one stellar candidate in every 20 applications

“

We build premium vehicles with a very high standard of quality, so we had to find a match to that standard.”

Brad Rhorer

Manager of Training and Performance Management

Highly Selective, Highly Effective

THE ACT SOLUTION

ACT helped Subaru develop a rigorous selection process.

» Phase 1: Online forms

Applicants completed an online form, which was scored in real time based on skills and experience

» Phase 2: WorkKeys assessments

Those who attained threshold scores established by Subaru were invited to take WorkKeys assessments

» Phase 3: Interview process

Applicants who met required WorkKeys skill levels then began an interview process at SIA where management made final hiring decisions (those who did not meet required levels were provided with opportunities for remediation and retesting)

All 1,100 employees were hired, trained and working in 10 months.

“

WorkKeys significantly helped SIA narrow the field of qualified applicants. It helped us match the best applicants to the specific critical job skills identified by the job profiling process.”

Brad Rhorer

Manager of Training and Performance Management

COMPANY OVERVIEW

As the only Subaru assembly plant in the U.S., the 2.3-million-square-foot Subaru of Indiana Automotive facility (SIA), located in Lafayette, Indiana, produces nearly 110,000 Outback, Legacy and Tribeca automobiles each year.

Finding People, Saving Paper

OUTCOMES

STREAMLINED HIRING

“The immediate results allow for a fast turnaround time, reducing our lead time to fill positions. I have no doubt the system has lowered our costs.”

Brad Rhorer

Manager of Training and Performance Management

PAPERLESS PROCESS

Subaru of Indiana Automotive (SIA) became the first automotive assembly plant in America to earn Zero-Landfill status from the U.S. Environmental Protection Agency, so reducing the amount of paper produced by the hiring process is important – SIA produced zero pages during this massive hiring initiative, thanks to electronic assessments.

REDUCED TURNOVER

The company reports a significant decrease in turnover – close to 25 percent.

LOWER OVERHEAD

The automated hiring process allowed the company to reduce their recruiting/hiring staff by two full-time staff members yet still complete a large mass hiring in record time.

WHY IT WORKS

“

WorkKeys works because it helps businesses find and train the right people, strengthen the applicant pool, increase employee production, get the most from training dollars and reduce turnover.”

Chris Waymire

Director of Capacity Building and WorkKeys Services
Tecumseh Area Partnership, Inc.