

BEST PRACTICES IN

HIRING EMPLOYEES

Job skills profiling and assessment are helping businesses nationwide with smarter, more cost-efficient hiring. **Here are some examples.**

STREAMLINING APPLICANT SCREENING

Subaru of Indiana Automotive needed to fill 1,100 positions out of 15,000 applicants for a new production line. The company streamlined its selection process by creating a funneled hiring system: online application forms scored in real time, leading to ACT® WorkKeys® Assessments, leading to in-person interviews when the applicant meets the required assessment levels.

RESULTS:

1,100 EMPLOYEES HIRED, TRAINED,
& WORKING
WITHIN
10 MONTHS

COST-EFFICIENT HIRING

Lexington 911 Communications Center (South Carolina) experienced high turnover, at nearly \$7,000 per lost employee. The center saved money using WorkKeys for pre-employment testing, matched with job profiling, to hire people with the right skills into appropriate positions.

RESULTS:

50% TURNOVER
REDUCTION

COLLABORATING with EDUCATION PARTNERS

General Plug and Manufacturing Co. (Ohio) worked with Lorain County Community College to profile the skills needed in the computer numerical control job position and assess applicants on those skills using WorkKeys, leading to better-placed hires.

RESULTS:

VAST IMPROVEMENT
IN THE
**APPLICANT
SCREENING PROCESS**

LEARN MORE AT act.org/workkeysforemployers