TO RETAIN EMPLOYEES, INCREASE THEIR SKILLS

Turnover rates are skyrocketing due to skills gaps—mismatches between individuals and the jobs they're hired to perform. That's why many employers turn to ACT® WorkKeys® Assessments and training to retain skilled workers and improve the talent pipeline.

THE RESULT: An immediate and sustained reduction in employee turnover.

HERE’S HOW IT WORKS:

1. A company works with an ACT-authorized job profiler to analyze the position with subject matter experts.
2. The profiler sets skill benchmarks needed to perform the job.
3. The company administers WorkKeys Assessments to current and incoming employees.
4. Test results are compared to benchmarks.

ACT® WorkKeys® Curriculum® training helps employees bridge their skill gaps, resulting in a better fit with the job.

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

PHIFER, INC.
Tuscaloosa, AL
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.
• Training included ACT WorkKeys Curriculum courses, along with lean manufacturing, measurements, and workplace behavior components.
• 14 other regional manufacturers joined Phifer through the ACT Work Ready Communities® initiative.
• WorkKeys Assessments were used to promote employees into senior-level positions; many also receive associate's degrees after completing the apprenticeship.

RESULTS:
$2M 25%
$25K 40%

EASTMAN
Kingsport, TN
This advanced materials and specialty additives company integrated skill assessments, job profiling, and skill development into its promotion and hiring processes.
• 10 entry-level manufacturing positions profiled.
• WorkKeys Assessments used when promoting internal employees or hiring new ones, matching test scores to profiled skill benchmarks to ensure the right fit.
• Apprenticeship training programs created; employees may participate after achieving the required WorkKeys skills.
• Partnered with local education initiatives through its ACT Work Ready Communities® initiative to build skills in the incoming and regional workforce.

RESULTS:
342 100%

CG POWER SYSTEMS
Washington, MO
A pioneer in electrical energy management and application, CG wanted to avoid "grandfathering" existing employees into newly created positions at a new plant.
• CG worked with an ACT-authorized job profiler to analyze new positions and determine skills needed to perform them.
• Online training and onsite testing was made available for internal applicants to match skilled workers to the new positions.

Turnover rate dropped, increased productivity in complicated job roles.

RESULTS:
Improved retention
Reduced turnover
Increased productivity

THE BRICK BODIES COMPANY
St. Louis, MO
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 when 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:
Reduced training time
Reduced costs