

BEST PRACTICES IN

RETAINING EMPLOYEES

Job skills profiling, assessment, training, and certification are helping businesses nationwide retain high-quality employees. **Here are some examples.**

IDENTIFYING EXISTING SKILL GAPS

Berner Food and Beverage (Illinois) uses ACT® WorkKeys® Assessments and the ACT National Career Readiness Certificate® with current employees and applicants to identify employees who require additional training and support.

RESULTS:

95%
REDUCTION
IN WORKERS' COMP

2%
TURNOVER

HIRING FOR THE LONG HAUL

Inova (Washington, DC), a nonprofit health care system, had two job positions (care team assistants and care team clinical technicians) that had nearly 50% turnover rates. Inova used WorkKeys Assessments to hire employees best-suited for each position and more likely to remain on staff.

RESULTS:

74%
TURNOVER
REDUCTION

\$1.3M
IN TRAINING COST
SAVINGS

ENSURING STRONG SKILLS ON DAY ONE

The Boeing Company decreases turnover and optimizes training time and costs by using WorkKeys Assessments in pre-employment training programs for assembly mechanics. Only individuals receiving qualifying WorkKeys scores are considered for the program.

RESULTS:

**IMPROVED
RETENTION**
AND REDUCED TRAINING TIME

LEARN MORE AT act.org/workkeysforemployers