

***Why did your company decide to become an ACT Work Ready Communities champion?***

After learning more about the ACT WorkKeys process, we felt it would be a great tool for assessing new hires as well as our existing employees looking to earn a promotion. Not only would our facility benefit—we felt we would be able to help bolster a more qualified local workforce. As a long time employer in the area, it is important that we are able to continue to employ local residents. Being an ACT Work Ready Communities champion allows us to improve our own workforce as we also help other organizations understand the value of using this process.

***How is your company using the ACT WorkKeys system: assessments, certificates, job profiles and training curricula?***

For positions that have been profiled, potential candidates are asked to provide ACT WorkKeys assessment scores. This helps ensure that the workforce we are creating has the foundational skills needed to be successful. One day, we hope to profile all jobs in the facility. When a position is posted, the required ACT WorkKeys score information is listed. Employees interested in applying must achieve the minimum scores associated with the profiled job. Although the assessments are not the only tool used to fill open positions or promotions, the process has proved helpful in determining an individual's probability for success.

***What benefits has your company seen?***

We have seen several benefits in using the ACT WorkKeys system. The major benefit is simply the confidence we now have in an applicant's essential knowledge of the reading, math and other important workplace skills needed to be successful. In the past we would have to assume a literacy level represented by a high school diploma or equivalent. Using the ACT WorkKeys system has also brought us a different type of candidate than in years past. We have observed a higher level of work ethic in the employees hired after taking the assessments.

***What advice would you offer others?***

Using the ACT WorkKeys system can only make your organization better. It will help ensure that the workforce you are building will have the basic skills to sustain growth in a competitive market on both a national and global scale.

***What quote would you care to share?***

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