

Companies Benefiting from KeyTrain

Wyeth Pharmaceuticals
 Eastman Chemical Company
 Siemens VDO Automotive
 WIX Filtration Products
 Rexam Pharma
 Perry Foam Products, Inc.
 Federal Mogul Corp.
 Subaru of America, Inc.
 Wrangler
 S & W Manufacturing
 PGT Industries
 Tyco
 The Dow Chemical Company
 Westinghouse Electric Corp.
 Pass & Seymour Legrand
 Kimberly Clark
 Goodyear Tire & Rubber Co.
 Owens Corning
 Watson Pharmaceuticals
 Campbell Soup Co.
 Neptune Technology Group
 The Dixie Group
 M & M Mars
 Bowater Inc.
 E. & J. Gallo Winery
 Solo Cup Co.
 Hummer
 Armstrong World Industries, Inc.
 Energizer Battery Co.
 Protein Technologies, Inc.
 DuPont
 Arch Chemicals
 Alstom
 Soffix
 Inova Health Systems

KEYTRAIN
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outcomes

Reduced Turnover
 Fewer Employee Errors
 Highly-skilled Employees
 Happier, Better Employees

Building Employee Work Skills for Measurable Results

Businesses have recognized and used WorkKeys® and KeyTrain for years in hiring and development. They are more recently demanding those same skills by asking for, and encouraging incumbent workers to strive for, the NCRC. While workforce development and education throughout the country begin to fully embrace and accept the importance of workplace skills as defined by WorkKeys® and the National Career Readiness Certificate™ (NCRC), it is the nation's employers that are the true drivers of demand for higher skills. Success stories abound in business with measurable results like reduced turnover, fewer employee errors and cost savings on many fronts, including reduced waste and reductions in the amount of training required for employees.

Steelscape, Inc. was presented with *The Psychologically Healthy Workplace Award* by the American Psychological Association. WorkKeys and KeyTrain were the foundation of their *top ten best practice*.

The award recognizes companies for innovative programs and policies that stand out for their facilitation of a psychologically healthy workplace. Steelscape's team-centered, award-winning hiring process involves profiling positions to determine skill requirements, using WorkKeys assessments for screening, and improving skills using KeyTrain.

With this process in place, the company reported employee turnover rate reduced to just 1.6 percent and an OSHA recordable rate of only 2.3 incidents per 200,000 work hours.

Human Resources stated that new employees were not only a good fit, but that they were now hiring only "the best of the best."

With expanding business and increasing technology in their manufacturing process, **Siemens VDO Automotive** was challenged with upgrading skills to meet demands for high tech manufacturing.

By partnering with the Peninsula Workforce Development Center, they implemented WorkKeys and KeyTrain for hiring and promotions. Specifically, Siemens profiled production line jobs, assessed the production line staff and identified skill weaknesses in Applied Technology and Locating Information.

With this information and a KeyTrain lab to build skills, employees were motivated to improve. Approximately 325 employees voluntarily enrolled in KeyTrain on-site.

The process led to Siemens hiring over 100 workers with higher skills (cited as better troubleshooting and problem solving), in a 6 month period. Among all employees, the process led to better attendance and punctuality and a measurable cost savings in

"KeyTrain provides a vehicle for progression in a self-study program and allows employees to advance through to higher paying jobs at their own speed."

Walt Tillman, Operations Training Team Leader, Siemens

"The employees we select using WorkKeys are superstars, and we're very satisfied with their performance and interpersonal skills."

Kim Cheatley, Human Resources Manager, Steelscape, Inc.