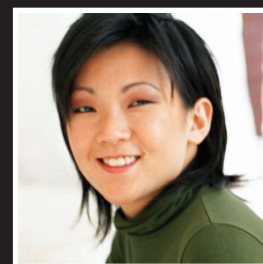
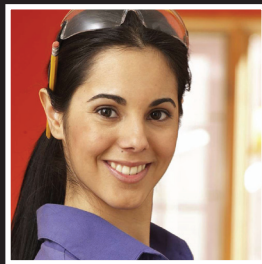


CERTIFY YOUR CAREER!

CAREER READINESS CERTIFICATE



About Career Readiness Certificate

The Career Readiness Certificate is a job skills assessment system that measures “real world” skills that employers believe are critical to success in a job environment. These skills are valuable for any occupation—skilled or professional—and at any level of education. With a database of more than 14,000 job profiles, the Career Readiness Certificate first identifies the skills needed on the job, and then subsequently assesses an individual’s skill level. If there are any gaps between the employee’s necessary skill level and the current skill level, the Career Readiness Certificate will help identify the training needs and provide skill upgrade training.

About Metzeler

With 140 years of experience and tradition, Metzeler serves as the leading producer of extruded rubber seals for the world’s automotive industry. Metzeler operates out of 30 plants worldwide, one of which is located in Frederick, OK.

Employees

• Total Employees: More than 10,000 worldwide, with 430 employees in Frederick, OK

Results

- Increased organizational efficiency
- Reduced turnover
- Boosted employee retention
- Fewer production errors
- Established legal defensibility in the selection process
- Maximized efficiency from training practices
- Improved effectiveness of training dollars

Services Used

- Career Readiness Assessments
- KeyTrain

For more information about Metzeler, please visit www.metzeler-profiles.com

“WorkKeys is the one thing in the employee selection process that allows us to compare apples to apples. It creates a bottom line that is easy for us to understand.”

-Jeanna Berry, Human Resource Director, Metzeler

The Challenge

In the midst of an effort to support business expansion in rural southwest Oklahoma, it is crucial that applicants are carefully selected based on their skill sets in order to form a reliable and capable workforce.

The Needs

Applicants who have the desire to enter the industry and who possess an understanding of their skill set as it applies to the job definition.

The Challenge: In order to support a business expansion in rural southwest Oklahoma, Metzeler needed to expand its maintenance workforce. Identifying applicants whose skill levels match the requirements of the job description was essential to the company’s success since these specific positions required participation in a costly 10-month training program. Metzeler needed a cost-effective and reliable skills assessment mechanism to identify the most capable applicants, which would subsequently reduce excessive training time and wasted resources.

The Career Readiness Certificate Resolution: “Hiring the Right Person for the Right Job”

After Metzeler resolved to participate in the Career Readiness initiative to locate quality employees, the ACT-approved curriculum aided in their incoming employee selection, based on their needs as a company. Since the company invests a great deal of time and resources for each employee’s training, the uniform skills assessment program ensured that the employees’ skills matched the needed skills on the job. By hiring the right employee for the right job, Metzeler was able to reduce turnover and unnecessary training in order to promote a progressive and efficient organization.

The Career Readiness Certificate initiative allowed for Metzeler to take the guesswork out of the hiring process, and provided a more reliable platform for hiring new employees. With the use of the skills assessments, Metzeler was able to recruit and hire a higher caliber of employee than ever before.

“The skills assessment plays an integral part in our hiring process, and it guarantees our investments in the training of our employees.”

-Jeanna Berry, Human Resource Director, Metzeler



For more information call TOLL-FREE: (888) 980-WORK or visit: www.OKcommerce.gov/careerready