

Tecumseh Area Partnership, Inc.'s WorkKeys Community Model

WorkKeys®

The Community Model has successfully created partnerships with local manufacturers, school corporations, training providers, the Department of Workforce Development and job seekers, allowing all participants access to services. This Workforce Development system has provided a common applicant pool that currently has test results of over 6000 applicants utilizing the WorkKeys metric and is able to:

- Link them to major employers who are participating in the program through Indiana's ACT WorkKeys Job Profiling process
- Document and show potential companies considering locating into the region a skilled applicant pool from which to draw potential employees
- Create a skills profile that assesses individual foundational workplace skills
- Showcase local employers participating in the job profiling process
- Gather data that can be used to market the community and identify internal challenges.

The system identifies the skill levels necessary for entry into an occupation or job and the level expected at performance. A skill gap analysis identifies training needs that incumbent workers or applicants possess and then provides remediation of the skills necessary to participate in those jobs. Remediation is accomplished utilizing proprietary computer based programs Key Train from Thinking Media, Inc. and WIN from Worldwide Interactive Network. Access to these programs has been provided to all companies who show interest in developing the skills of their incumbent workforce. We make these internet programs available in their training centers and provide workers with username and password to use from home.

Below is just a sample of employers in West Central Indiana that have completed job profiles:

- | | | |
|------------------------|-----------------------------|---------------------------|
| • Eli Lilly | • Lafayette Venetian Blind | Apprentice & Trng Program |
| • Fairfield | • PTI Machinery Inc. | • Excel Co-op |
| • Tyson | • YMCA | • Precise Technology |
| • Vanguard National | • Ball Corporation | • Harrison Steel |
| • Iron workers | • Wabash National | • Rexam Pharma |
| • Rockland Industries | • Rea Magnet Wire | |
| • Lafayette Fire Dept. | • IN/KY Regional Council of | |
| • Landec AG | Carpenters Joint | |

And the number is growing as new employers get on board. Call to find out more about your company's options.

**If you are interested in learning more about WorkKeys, contact
Chris Waymire at 765-807-0883 or cwaymire@tap.lafayette.in.us**

School corporations have been given access to WorkKeys. Many of the schools use these tools as a career development and skill enhancement tool in the school's career classes.

Students can use it to:

- Identify careers of interest,
- They can use their WorkKeys scores to see how they compare against entry level scores as identified in ACT's Occupational Profile database.
- Individual assessments become part of a job application process to provide employers with objective, concise and understandable evidence of applicant workplace skills.



WIN

Guidance counselors can use this to:

- Schedule students into classes that support career goals
- Use WIN and/or KeyTrain to help prepare students for I-Step testing and general remediation

WorkKeys provides a common language between the school community and business/employer sectors that focus on promoting and developing a better workforce. The Indiana Certificate of Workplace Readiness, signed by the Governor and the Commission of Workforce Development, is awarded to those students who achieve the appropriate score levels. These certificates are recognized by employers as a documentation of skill levels.

