

## THE CLIENT

A global manufacturing organization in the oil and gas industry with approximately 1,500 employees

## Custom Assessments

**89%**

Program graduation rate

**84%**

Of those recommended were performing at or above a satisfactory level

Call today to talk to a consultant at (440) 337-4700

## THE PROBLEM

The organization was struggling to identify a talent pool of skilled labor that had the expertise and knowledge needed within their manufacturing environment. This led to positions taking significantly longer to fill and increased turnover due to the difficulty new employees had picking up on the technical aspects of the role.

## THE SOLUTION

Knowing that there was a significant shortage of skilled labor, our client changed their strategy and focused on bringing in unskilled labor that would fit the company culture. To support this effort, PRADCO developed an assessment to identify those candidates that demonstrated the right attitude and aptitude for the job. In terms of attitude, behaviorally based scales were developed to distinguish those candidates that brought the right level of ownership, commitment, and teamwork to the role. For aptitude, the focus was on learning agility, resourcefulness, and an improvement mindset as the key behaviors strong candidates needed to demonstrate. In combination with other standard measures on PRADCO's assessment, our client was able to identify successful candidates to be enrolled in a specialized training program to develop the technical skills needed for the job. Doing this helped to ensure a high graduation rate for the training program, and after 2 years, the vast majority of those selected for the program were still employed and performing well within the company.

## KEY TAKEAWAYS

- PRADCO's ability to customize assessments can help organizations identify the right cultural fit based on the values most important to the organization
- Assessing individuals in the selection process can improve the likelihood that they complete the training period and go on to perform well in their roles

**83%**

Of those recommended were meeting or exceeding expectations – both at review 1 and review 2