Pre-hire Solutions
Align 4NCWorks
NCWorks Pre-hire Solutions

- Pitt Community College
  - Continuing Education CRC/HRD
  - Curriculum Programs
  - Customized Training

- Workforce Development Partners
  - Region Q Workforce Development Board
  - Pitt County Career Center
  - BioNetwork

- Industry
  - ASMO
  - Natural Blend Vegetable Dehydration
Employer Challenge

• Finding qualified candidates
  – Applied Technology: Electricity, Mechanics, Fluid dynamics and Thermodynamics
  – Food Safety & Hazard Analysis and Critical Control Points (HACCP training)

• Assessing skill and ability
  – $5,159 to fill manufacturing job with specific skill set
  – Time-to-fill average is 43 days
• Initial meeting: Region Q and Community College
  – Manufacturing Tech Job challenge

• NCWorks Customized Training Project
  – Conducted Job Profile
  – Curriculum: Applied Technology course
  – Continuing Ed: Recruit for class, OSHA 10, Intro to Lean and CRC/HRD

• NCWorks Career Center
  – Recruit for class
  – Class orientation: application process, enroll with NCWorks online registration
• Increased skill level in applicant pool
  – Improved “pass rate” on WorkKeys Applied Technology (AT) 20% to 60%
  – 41 job seekers with score of at least Level 4

  (Demonstrate understanding of principles, solve moderate problems & apply less obvious basic principles)
Benefits

• Reduce cost-to-fill
  – Direct savings: $8,660 in assessments
  – Indirect savings: recruiting, identifying and pre-qualifying

• Lessons Learned
  – Timing is critical
  – Flexibility & communication
• Initial meeting: BioNetwork and NCWorks Customized Trn.

• Second meeting: BioNetwork, NCWorks Customized Trn., Pitt County Career Center, Eastern Carolina Vocational Center

• WDB Region Q Assistance
  – Salary studies
  – Job descriptions
Natural Blend

- NCWorks Customized Training Project
  - Orientation from NCWorks Career Center: Applications, OJT
  - Continuing Ed: CRC/HRD, OSHA 10, Orientation video
  - BioNetwork: Food safety

- Eastern Carolina Vocational Center (ECVC)
  - Special training sessions
Benefits

• Qualified pool with OSHA 10, Food Safety & ProveIt
  – 28 of 35 employees participated in pre-hire

• $68k savings from OJT

• 8 employees from ECVC / additional tax advantage
Benefits

- Minimal impact on Hams HR
- Significantly beat average time-to-fill statistic
- Lessons Learned
  - Make no assumptions
  - Group meetings
Community Impact

- 460 job seekers CRC
  - Certified WorkReady Community

- 129 job seekers with OSHA 10 card

- 51 job seekers score of 3 or higher on WorkKeys Applied Technology
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