

Work Keys at GCC



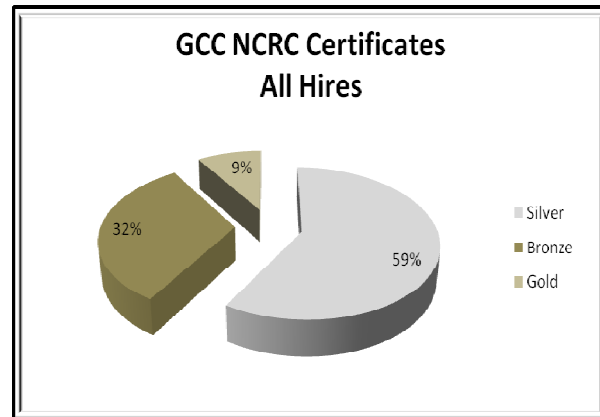
Valerie Aymond, GCC Chief Resource Officer, presented Work Keys at both the Alexandria Rotary Club lunch and the Central Louisiana Chamber of Commerce Strategic Luncheon.

Gilchrist Construction Company committed to use Work Keys Assessment and National Career Readiness Certificate (NCRC) certifications for our workplace selection process in mid-year 2011. Considering the significant investment we make in internal

training programs, a major objective was to ensure we staffed a workforce with the ability to learn. Other goals were reduction of turnover; build a skilled workforce; maximize training dollars; increase productivity and efficiency; and reduce risks and safety costs.

GCC used the database of 19,000 national jobs previously mapped by Work Keys which includes the following assessments: reading for information; locating information; and applied mathematics. Due to occasional challenges in locating a center outside of the Central Louisiana region to conduct assessments and the availability times for candidates, in May of 2012, we applied for and obtained our license to administer Work Keys. Our staff completed training and shadowed the administration of testing with our partners at the Rapides

Business and Career Solutions Center. In the fourth quarter of 2012, we implemented the addition of the Soft Skills Assessment for external hires. The assessment measures fit, performance, and talent; providing the employer with an indication of employability skills of a potential employee. Of the employees we hired, NCRC certificates are represented in the chart below. We are very proud that nearly 60% of our new hires since October of 2011 hold silver certificates!



We have also been assessing our current workforce. Congratulations to the following employees for earning an NCRC certificate!

- Roy Chartion
- Terry Durall
- Roger Guillot
- Chris Hobbs
- James Jones
- Albert Lewis
- Robert Mayeaux
- Garin Mayeux
- Jeff Smith
- Danny Trudell