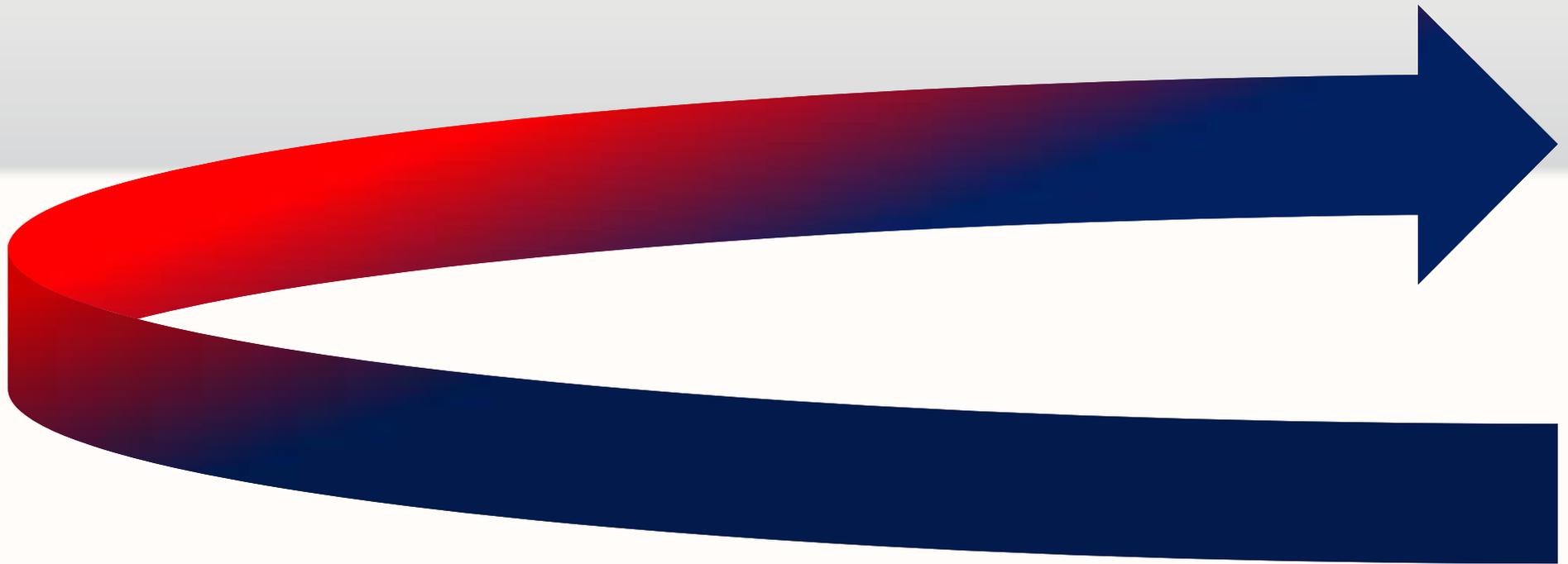


# WorkKeys<sup>®</sup>



Utah Economics: How to improve the labor pool  
through testing and remediation



# Labor Skill Standardization

Toyota Production System: world-class manuf./LEAN

- Foundational piece to LEAN is Standardization
- Without Standardization, organizations cannot improve on processes

Work Key's Career Readiness Certificate

- Nationally certified skill levels awarded
- Standardizes the non-degreed labor pool (hard skills) and Standardizes the degreed labor pool (soft skills)

# Spectra Symbol Corp.

## Using Work Keys

How we as a small business (40 empl.) use Work Keys:

- New hires often take assessment in the final rounds
- Up and coming “leads” and under-performing test takers can remediate through *Key Train* to improve needed skills.

My experience taking the test:

(yes, I took it...and I'm withholding my results...)

# The 'Moneyball' Approach to Hiring CEOs

(Wharton article Feb. 2014,  
Authors Armstrong, Jacquart)

- The authors say executive search firms and corporate boards typically use “unaided expert judgment”
- [unaided expert judgment is a euphemism for...]— gut instinct — in making decisions about hiring CEOs.
- [The Authors] suggest that a better method of choosing the right leader is to use quantifiable measures to judge candidates for the job, anonymously if possible.

## The 'Moneyball' Approach to Hiring CEOs

- The biggest shortcoming of executive recruitment, the researchers say, is the failure to apply “Meehl’s Rule:” Never meet a job candidate until you decide to make them an offer. The late Paul E. Meehl, a psychologist from the University of Minnesota, advised using relevant, quantifiable factors to judge candidates. Instead, height, body build, gender, accent and looks often get considered, the authors note.
- The Oakland Athletics, featured in [the movie] *Moneyball*, used Meehl’s Rule to great effect, but few businesses have done the same.

# Back to the “WHY” of Work Keys:

“How to improve the labor pool through testing and remediation”

Corporations: pin-point accuracy on quality hires, by skill set

Individuals: rank by score, with opportunity to improve skills (Key Train) and retaking the test

Community: creates a labor meritocracy and improves global/regional competitiveness