

Berkshire Group Activity Synopsis

| Business Challenges | Which Businesses have you encountered with this challenge? | Which CRI Tools could be used to address it? | How could the tools be incorporated into your current work with this business? |
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| Limited pool of qualified applicants | All Manufacturers – aging workforce and opportunities for expansion are creating job opportunities, but finding qualified candidates is challenging | Career Ready 101 Work Keys, NCRC | Work with businesses to better assess prospective trainees. NCRC level posted in job posting and to screen new applicants |
| High Turnover | C.N.A. - - entry level health care, PCA, Homehealth aid | Career Ready 101. With ONET, you can determine levels of what these positions should be at. Use Career Exploration /Soft Skills piece of Career Ready 101 to determine fit for healthcare. | Have all students in local program take Career Ready 101 pretest or Work Keys. Soft Skills in addition |
| Weak soft skills in employees and applicants | Retail Manufacturing | Career exploration/Soft Skills piece of Career Ready 101 | Work to educate retail businesses on Career Ready 101 capabilities. – Parnter with Goodwill’s Retail program |
| No process in place for assessing basic reading and math skills needed for training and advancement | | | |
| Outdated and inaccurate job descriptions | | | |

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| Development of an OJT plan | Many manufacturers | Career Ready 101, WorkKeys, NCRC | |
| Product loss, materials waste, high scrap rates | Many Manufacturing companies | | |
| Anticipated expansion of workforce | Many Manufacturers | | |
| Other challenges | Wage differences for various manufacturing businesses - | | |