

Using CRI Tools to Address Business Challenges - Southeast Regions 5/30/17

Business Challenge Bristol	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?
Limited pool of qualified applicants	Millstone Medical	WorkKeys Job Profiling	Establish relationship w/HR and buy-in with management
High Turnover	Millstone	WorkKeys Job Profiling	Hiring process – promotion from within
Weak soft skills in employees and applicants	Millstone Stop & Shop	CR 101 soft skills, customer service, team work	Work discipline and teamwork
No process in place for assessing basic reading and math skills of applicants	Millstone Stop & Shop	Assess w/WK (brush-up) Correlate w/TABE GLE	Not required by recommended
No process in place for assessing basic incumbents' reading & math skills needed for training and advancement			
Outdated and inaccurate job descriptions	Millstone ES	Job Profiler	
Development of an OJT Plan	ES	Job Profiler	
Product loss, materials waste, high scrap rates	Millstone	Assess Reading and Locating Info	
Anticipated expansion of workforce	Millstone – 700 by 12/19 ES 20-48 in 60 days	CR 101	

Business Challenge Bristol	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?
Other Challenges: Company Size Time requirement based on ACT standards Following EEO Law	All companies	<i>[Challenges raised are related to Job Profiling?]</i>	