



Prayon Inc. Work Ready Testimonial

Prayon Inc., an Augusta-based manufacturer and supplier of sodium, potassium and calcium phosphates used mostly in the food and beverage industry, uses Georgia Work Ready to easily identify potential manufacturing candidates who have the necessary skills to become successful, long-term employees.

The company was introduced to Work Ready in 2008 by Dr. Lisa Palmer, interim vice president of economic development for Augusta Technical College, to improve recruiting processes.

“We needed a tool to better identify qualified candidates,” said Cindy Maddox, human resources manager for Prayon Inc. “As a small, 100-employee organization, we were drawn to Work Ready because the initiative is free to both the business and the individual. There was no financial burden to implement Work Ready at our company.”

Prayon implemented two critical components of Work Ready: job profiling and Work Ready Certification. Job profiling involves partnering a certified job profiler from Augusta Technical College with employees considered subject matter experts in each job. Together they work to define the tasks and skills needed to perform each job successfully. Once job profiles are completed, the company has a tool to accurately describe the specific job skills needed to educators, students and job applicants. Prayon has profiled two major positions within the company.

The second component, Work Ready Certification, features the Work Ready assessment that focuses on three key skill areas: applied mathematics, reading for information and locating information. The individual is then awarded a bronze, silver, gold or platinum Work Ready Certificate based on assessment results.

“We now require that all potential candidates must be Work Ready Certified before we will consider them,” said Burt Taylor, manufacturing manager for Prayon Inc. “The employees we have hired since making certification mandatory have the aptitude and skill level necessary to meet and understand our training requirements.”

In addition to using Work Ready Certification to hire new employees, Prayon also requires Work Ready Certification as a component in the screening process for existing manufacturing employees who want to advance to the next position level.

“The Work Ready Certification process shows us which job candidates have the ability to come in and learn the technical aspects of our manufacturing process,” said Baxley Syms, plant manager for Prayon Inc. “This initiative helps to identify potential candidates who possess the knowledge base to be successful in the jobs we have profiled. I would recommend the initiative to any employer hiring today in Georgia.”

For more information on how your company can participate in Work Ready, visit www.gaworkready.org.

#