



## **Covidien Work Ready Testimonial**

Work Ready has enabled Covidien, a healthcare products manufacturer in Macon, to create a high-performance work environment where its people have the opportunity to grow their careers and the company is enjoying a new level of success.

In years past, the company had difficulty placing the right people in the right jobs. Promotions were limited and training dollars were not always being spent efficiently and effectively. Human Resources Manager Naomi Stifter reached out to her local technical college – Central Georgia Technical College – for help and was introduced to the Work Ready initiative.

Covidien implemented two critical components of Work Ready. The first is job profiling. It requires a certified job profiler from the local technical college to partner with company employees who are considered subject matter experts in each job. Together, they work to define the tasks and skills needed to perform each job successfully. Once the job profiles are completed, the company has a tool to accurately describe the specific job skills needed to educators, students and job applicants. The second component is the Work Ready Certificate. This assessment, based on WorkKeys® by ACT, analyzes three key skill areas: applied mathematics, reading for information and locating information. The results are then compared to tasks and skills required in each job profile.

“Using Work Ready in the recruitment process has helped us identify skilled candidates who can demonstrate problem-solving, troubleshooting and team skills that readily bring value,” said Stifter. “We are able to match candidates to the best jobs and ensure our training dollars are spent in the most efficient, effective ways possible.”

Stifter said Covidien has worked with Central Georgia Technical College to profile its plant positions and has been able to use those profiles to encourage its existing employees to earn a Work Ready Certificate as a means to determine appropriate training and drive promotions.

“Being involved in Work Ready helps us improve the skill levels of all our employees through improved selection, training and development,” she said. “We’ve had more than a 200 percent improvement in our team-based technician training program since we implemented it.”

In fact, Work Ready has been such a success that Covidien will soon become a Work Ready plant – with nearly all its employees Work Ready Certified – and Stifter said Covidien’s associates are engaged in achieving “world-class results” in productivity and waste reductions.

“I am excited about the continuous improvement that the plant has made since the implementation of Work Ready. Our future is brighter; our employees are more engaged and more confident in achieving the challenging objectives outlined for the facility,” said Stifter.

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