



Power Partners Work Ready Testimonial

Power Partners, an Athens-based leader in the distribution of electrical transformers, had experienced steady growth until it began having problems finding workers with the right skills and training for the company's future job requirements. Competition was coming from all areas – both in the U.S. and internationally – and the company knew it had to make a change.

"It's about the workforce being ready and able to change with us," said CEO Steve Hollis. "We wanted to diversify our products and produce other things and that requires a workforce that is skilled not just in their current job, but is learner-ready to take on new opportunities and new tasks as they arise."

To address its workforce issues, Power Partners contacted Athens Technical College and began implementing the Work Ready initiative. The first step was to create job profiles for its current positions.

Work Ready job profiles allow employers to assess the required tasks for their positions and the skill levels required for success. Certified job profilers partner with company employees considered subject matter experts for a certain 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 current employees as prospects.

Power Partners also encourages its current employees to earn Work Ready Certificates. Based on WorkKeys® by ACT, the Work Ready assessment determines skill levels in three areas: reading for information, applied mathematics and locating information. Work Ready Certificates can be matched with job profiles to ensure all employees are working to their greatest potential.

Hollis said he believes there are three drivers for his company's success: leadership, communication and training. Work Ready, he said, touches all three because it allows the company to articulate what it needs both internally and externally.

"Having a well-trained, better-communicated, better-led workforce definitely has everything to do with turning a plant around that had not been profitable into one that can be profitable and never be put out of work long-term," said Hollis. "Work Ready has enabled us to do that." For more information on how your company can participate in Work Ready, visit www.gaworkready.org.

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