



## Toppan Interamerica Work Ready Testimonial

Toppan Interamerica, a printer of commercial decorative paper for the lamination industry located in McDonough, had a problem: it was spending weeks or months training new workers only to discover those new hires lacked the basic skills necessary for success on the job. To improve its hiring, Kevin Smith, the company's human resources manager, looked to Griffin Technical College and Georgia Work Ready.

For Toppan Interamerica, the decision to implement Work Ready has paid off in dollars and cents, not to mention long-term benefits in recruiting, training, retention and organizational commitment.

Through Work Ready and its partnership with Griffin Tech, Toppan has profiled its inspector and assistant press operator positions. Press operators must have the skills to operate complicated machinery safely and reliably, and inspectors are responsible for reviewing the final product, catching any defects, wrinkles or flaws. And for a company that likes to promote from within, hiring candidates with potential for advancement is also important. "When we are selecting a new hire, we want somebody with the aptitude to learn and grow into a higher position," Smith said.

Every applicant for the two Work Ready positions completes the Work Ready assessment, and new employees are hired under a 90 day evaluation period. Toppan enjoys very low turnover of about 15 percent and an average tenure of more than six years. By pre-screening applicants for the basic skills required for each job, Toppan keeps turnover low and saves money by eliminating unnecessary training expenses.

Smith reports that approximately 20 percent of potential hires do not meet the company's minimum silver Work Ready Certification level required for the job; saving Toppan an estimated \$5,232 per individual by *not* hiring the wrong person.

"We'll hire about two employees per month, but it's critical that we get the right two," Smith said. "The quality of the hire has definitely improved. In some cases, this saves us three to four months of evaluation time."

Toppan has hired 76 employees with Work Ready Certificates, resulting in a streamlined recruitment and training process. Plus, Smith said, the Work Ready assessment is valid and predictive, making it EEOC compliant. The company continues to recognize, recruit and hire applicants who demonstrate their job skills through the Work Ready Certificate. Toppan also offers promotions to employees who can demonstrate new job skills through the Work Ready Certificate.

For more information on how your company can participate in Work Ready, visit [www.gaworkready.org](http://www.gaworkready.org).

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