



Just ask any business leader: skill shortages are an expensive, time-wasting barrier to effective hiring and training. How can employers determine which

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Benefits of ACT® WorkKeys® Job Profiling

WorkKeys Job Profiling brings the specifics of a job into the ACT® WorkKeys® Assessments, so employers can pinpoint better recruiting, advancement, and training. A focus-group approach uses input from employees to ensure customized job analysis.

It provides users with:



A detailed, customized task list—
this is the first step in developing

tailored
ACT

establishes content validity for the WorkKeys Assessments, so you can feel confident using them to make selection, advancement, and training decisions.

Employee support—employees actively participate in the job profiling process, increasing the likelihood for buy-in and goodwill.

**LEARN MORE ABOUT ACT WORKKEYS
JOB PROFILES AT act.org/workkeysforworkforce**