

WVMEP SUPPORTS CLIENT'S WORKFORCE DEVELOPMENT EFFORTS

ABOUT SKANA ALUMINUM. Skana Aluminum nationally employs over 200 people, supports many industries with five common aluminum alloys, and is investing in its future to build a long-term, sustainable operation.

Skana Aluminum purchased the assets of Scott Aluminum in Clarksburg, West Virginia. These assets provided additional Cold Mill and slitting capacity along with a solid and knowledgeable workforce.

THE CHALLENGE. Skana Aluminum was receiving candidates with a wide range of skillsets for a unique position that required experience as an electrician with additional knowledge of hydraulics. They needed to determine if the knowledge base of the candidates was adequate to complete the tasks required for the job.

MEP CENTER'S ROLE. The WVU Industrial Extension, part of the MEP National Network™, interviewed Skana Aluminum leadership and key employees to determine the skills that were required and desirable to complete the tasks assigned to this new position. Using the knowledge gained through the interviews, the WVU Industrial Extension created a skill-specific pre-employment screening test. This screening test was designed to be completed in a short amount of time while still capturing the general scope of knowledge of the candidate.

The employment screening test was available to use within weeks of the initial conversation between the WVU Industrial Extension and Skana Aluminum. The test decreased the amount of time needed to assess incoming employees by 50%. More importantly, the test confirmed the candidate had the required skills to complete the task. Without that assurance, employees may have been hired and asked to do tasks they were not trained to complete. Mis-hires of this type have cost Skana Aluminum dozens of hours of lost time in the last two years. This test will greatly reduce or eliminate those lost hours.

"The team at the WVU Industrial Extension was helpful, fast, knowledgeable and easy to work with. They created exactly what we needed to test our incoming employees. I would recommend them to anyone looking for assistance with manufacturing challenges."

-Patrick Echard, Manufacturing Coordinator

RESULTS



\$4,000 in improved productivity



\$1,500 in cost savings



\$1,200 in training



Set the tone for current and incoming employees for a level of knowledge expectations

CONTACT US



317 Mineral Resources Building
PO Box 6070
Morgantown, WV 26506



(304)293-6831



www.wvmep.com



**INDUSTRIAL
EXTENSION**