



## outcomes

Lower program attrition

Higher total success rates

Better performance

**"There's a good chance that with the right training, people will succeed in getting into a trade. WorkKeys helps us ensure that apprentices are ready for that training."**

- Ron Repmann,  
Training Director  
for the North  
New Jersey Iron  
Workers

**"Utilizing WorkKeys and certified OJT has changed the entire culture of our operation for the better."**

- David Hampton,  
HRM, WIX  
Filtration

## WorkKeys and KeyTrain in Apprenticeship Programs

Apprenticeship programs across the country face the challenge of identifying individuals who are ready for their programs. With goals of lower attrition rates and higher training success, many programs have implemented the WorkKeys® system, including KeyTrain®, to achieve these goals. The key to the system is that it ensures individuals have the *foundational* skills, such as Applied Mathematics and other job requirements, necessary to be successful in the program.

Generally the approach begins by profiling the job, or even the apprenticeship program itself, using WorkKeys job profiling. The profile sets the level of foundational skills required to be ready for the program, whereas WorkKeys assessments measure individuals' skill levels. KeyTrain is used to raise skill levels for individuals where necessary and is often delivered via partners such as WIA's or community colleges.

Whether using the WorkKeys system directly or via partners (such as sponsoring companies, community colleges, and WIA's), programs like the ones below have found that WorkKeys and KeyTrain have helped to accomplish their goals:

- The New Jersey State AFL-CIO
- The Michigan DOT – Road Construction Apprenticeship Readiness (RCAR) program
- The University of South Carolina
- The St. Louis Carpenters Joint Apprenticeship Program
- North Carolina DOL, Community Colleges, and Sponsoring Companies like Time Warner, Wix Filtration, and Pass & Seymour

While the program-specific goals varied slightly, each of the programs listed reported similar results, including:

- Lower attrition rates—more apprentices are staying with the program through to completion.
- High success rates—more apprentices are completing the training program on their first try, due to the higher skills they have at the outset.
- An award-winning program— one program was recognized at a governor's conference on workforce development.
- A common language for schools, businesses and unions
- Apprentices who entered the program with entry level skill levels progress through the related instruction with less difficulty.
- Increased loyalty to employer
- Training at industry standards

**For More Information:**

**KEYTRAIN**

**[www.keytrain.com](http://www.keytrain.com)**

**877-842-6205**