

# Identifying skills linked to job retention and performance in a multinational manufacturing company

## What was the client's need?

- To address its 90% turnover in North American manufacturing plants
- To use skills-based assessment to match talent to roles and increase retention

## What was the solution?

- Introduced durable skills assessments as an integral part of the talent acquisition process
- Evaluated the relationship between assessment results and job performance
- Leveraged assessment results to identify skills related to top performers and increased retention

## What were the outcomes?

Durable skills assessment scores were associated with higher supervisor performance ratings for:

- Overall job performance
- General task performance
- Safety and rule compliance
- Work discipline
- Teamwork
- Quality and output

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