



KYOCERA SGS PRECISION TOOLS

Kyocera SGS Precision Tools is an early participant in the TalentNEO skills-based hiring initiative. Kyocera SGS Precision Tools is a Munroe Falls, OH based manufacturer of cutting tools used in aerospace, automotive, mold and die, medical, power generation, and other engineering industries. Kyocera SGS Precision Tools' cutting tools are sold in over 60 countries around the world.

Kyocera SGS Precision Tools first learned of the TalentNEO skills-based hiring initiative through their partners at Conexus, and the company was initially interested in the pilot program due to their ongoing need to find local manufacturing talent to join their company. Like many other manufacturers, Kyocera SGS Precision Tools is anticipating a declining workforce in the coming years due to a large amount of anticipated retirements of their employees.

Kyocera SGS Precision Tools Hiring Challenge

“At Kyocera SGS Precision Tools, we are struggling with finding qualified candidates to fill open positions,” explained Gary Miller, Director of Training and Occupational Development. **“Incoming applicants need a lot of training, and often don’t have the skills and experience that we need them to have.”**

Kyocera SGS Precision Tools' current hiring process isn't working as well as it could, reported Gary Miller. The staff involved in hiring spend a lot of time reviewing applications and proctoring assessments for candidates who are not always qualified to do the jobs. The inefficiencies created as a result of inexperienced applicants result in lost time and money for Kyocera SGS Precision Tools. In order to address the skills needed at Kyocera SGS Precision Tools, prior to an interview applicants complete three pre-employment assessments in problem solving, mathematics, and mechanical fields. Applicants who are unable to pass the assessments are eligible for one re-testing opportunity, and if they do not meet the minimum requirements on their re-test, then subsequent re-tests are not available for six months. Applicants who do not score adequately on the assessments are not eligible for an interview with the company. “We spend a lot of time proctoring the assessments,” continued Gary Miller. “In 2015, we did not hire many applicants, but we administered over 55 assessments, which takes a lot of staff time, in addition to the costs of the assessments themselves.”

TalentNEO

Why is Kyocera SGS Precision Tools involved in TalentNEO?

Kyocera SGS Precision Tools is interested in participating in the TalentNEO pilot program to utilize the pool of applicants that have WorkKeys scores that match their needs, which will result in more qualified candidates applying for jobs. Kyocera SGS Precision Tools envisions that fully adopting the skills-based hiring model will allow the company to use the WorkKeys scores, instead of their own internal assessments for new job candidates. This change is anticipated to save the company both money, in the cost of the assessments, and time, for those employees who proctor the assessments and will allow for HR staff to only spend time interviewing candidates who have met the established WorkKeys score qualifications. Kyocera SGS Precision Tools is in the process of scoring their positions with WorkKeys scores, so that they can begin to utilize the pool of WorkKeys scored candidates for future job postings.

“Not only through TalentNEO will we have access to a pool of candidates to choose from, we also can send applicants to Ohio Means Jobs to complete the assessments, which saves us time and energy.”

Kyocera SGS Precision Tools also sees the TalentNEO program as an opportunity that will benefit the larger manufacturing community in Northeast Ohio. As applicants enter the job pool, there are opportunities for companies to work together to fill open positions. “Should an applicant for Kyocera SGS Precision Tools not fit the needs of the open position, they will remain in the pool and could be a great fit for another company,” explained Gary Miller. **“By working collaboratively through this pilot program, the entire industry will benefit from an applicant pool that isn’t in separate silos for each company.”**

“As companies are working together within the pilot program, recruiting ideas are being shared and more collaboration is evident. We’re getting away from a ‘what’s in it for me’ mentality, and shifting towards a ‘what’s in it for us’ way of thinking. TalentNEO has been a collaborative experience. Partners are sharing and helping each other, because in the long run, this initiative will benefit us all.”



Towards Employment



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