



# Subaru streamlines its screening and reduces turnover with WorkKeys®

To take on the region's largest single job creation initiative of almost 20 years and help double a plant's 100,000+ production capabilities, Subaru of Indiana Automotive (SIA) found an efficient screening system with Workforce Solutions, from the assessment experts at ACT.

## RECRUITMENT RESULTS:



25%  
reduction  
in turnover

1,000+ positions filled  
in a record 10 months



An eco-friendly,  
paperless  
process



## WORKFORCE SOLUTIONS USED:



## 1,000+ positions to fill

### SUBARU'S BUSINESS CHALLENGE

Subaru of Indiana Automotive's (SIA) facility was already producing 100,000 vehicles annually when its parent company, Fuji Heavy Industries, entered into a business collaboration with Toyota Motor Corporation for SIA to add a production line for the top-selling Toyota Camry.

This expanded production created a record-breaking recruitment challenge:

- » Fill 1,100 new jobs
- » Sort through an expected 15,000 applications (22,300 were actually received)
- » Find one stellar candidate in every 20 applications

“

We build premium vehicles with a very high standard of quality, so we had to find a match to that standard.”

**Brad Rhorer**

Manager of Training and Performance Management

# Highly selective, highly effective

## THE SOLUTION

ACT helped Subaru develop a rigorous selection process.

### » Phase 1: Online forms

Applicants completed an online form, which was scored in real time based on skills and experience

### » Phase 2: WorkKeys assessments

Those who attained threshold scores established by Subaru were invited to take WorkKeys assessments

### » Phase 3: Interview process

Applicants who met required WorkKeys skill levels then began an interview process at SIA where management made final hiring decisions (those who did not meet required levels were provided with opportunities for remediation and retesting)

All 1,100 employees were hired, trained, and working within 10 months.

“

WorkKeys significantly helped SIA narrow the field of qualified applicants. It helped us match the best applicants to the specific critical job skills identified by the job profiling process.”

### Brad Rhorer

Manager of Training and Performance Management

## COMPANY OVERVIEW

As the only Subaru assembly plant in the United States, the 2.3 million-square-foot Subaru of Indiana Automotive facility (SIA), located in Lafayette, Indiana, produces nearly 110,000 Outback, Legacy, and Tribeca automobiles each year.

# Finding people, saving paper

## OUTCOMES

### STREAMLINED HIRING

“The immediate results allow for a fast turnaround time, reducing our lead time to fill positions. I have no doubt the system has lowered our costs.”

### Brad Rhorer

Manager of Training and Performance Management

### PAPERLESS PROCESS

Subaru of Indiana Automotive (SIA) became the first automotive assembly plant in America to earn Zero-Landfill status from the US Environmental Protection Agency, so reducing the amount of paper produced by the hiring process is important—SIA produced zero pages during this massive hiring initiative, thanks to electronic assessments.

### REDUCED TURNOVER

The company reports a significant decrease in turnover—close to 25%.

### LOWER OVERHEAD

The automated hiring process allowed the company to reduce its recruiting/hiring staff by two full-time staff members yet still complete a large mass hiring in record time.

## WHY IT WORKS

“

WorkKeys works because it helps businesses find and train the right people, strengthen the applicant pool, increase employee production, get the most from training dollars, and reduce turnover.”

### Chris Waymire

Director of Capacity Building and WorkKeys Services  
Tecumseh Area Partnership, Inc.