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## **Huron Businesses to Begin Job Profiling Program**

**PIERRE, S.D.** – Dakota Provisions and Trussbilt of Huron have announced their intention to participate in the National Career Readiness Certificate (NCRC) job profiling program. This opportunity is made possible by the South Dakota Department of Labor and Regulation (DLR).

ACT Inc., best known for their college entrance exam, has established a job profiling analysis system to help businesses identify the skills and skill levels employees must have to perform particular jobs effectively. It also gives individuals a clear picture of the skill levels they need to qualify for and be successful in the jobs they want.

“The benefits of job profiling are reducing employee turnover, establishing an employee selection process, improving training practices and documenting employee and business competitiveness,” said State Labor and Regulation Secretary Pam Roberts.

The profiling procedure is designed to systematically develop accurate profiles through a task analysis to select the tasks most critical to a job, a skill analysis to identify the skills and skill levels required at the entry level and for effective performance on that job, and skill ranking to determine the skills most critical to the job.

“Entering into a partnership with the Department of Labor and Regulation for the NCRC program will help us screen potential candidates for their level of motivation and interest for particular jobs,” said Mark “Smoky” Heuston, HR Director of Dakota Provisions. “We are really excited about becoming part of this program.”

“Trussbilt is excited about the opportunity to participate in the NCRC job profiling program,” said Eric Christensen, Vice President of Finance and Administration for Trussbilt. “We believe it will allow us to identify abilities and interest levels at the time of hire, and that is a huge step in the right direction for Trussbilt.”

The NCRC verifies to employers anywhere in the United States that an individual possesses essential employability skills in reading, math and locating information. The certificate is an easily understood and nationally valued credential that documents the attainments of these critical workplace skills. For more information, contact any DLR local office or visit [www.sdjobs.org](http://www.sdjobs.org).