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## **Molded Fiber Glass to Partner with State Labor Department**

**PIERRE, S.D.** – Molded Fiber Glass Companies of Aberdeen has 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.

“The National Career Readiness Certificate gives Molded Fiber Glass the ability to identify a potential teammate’s skills as they relate to our job needs before they are hired,” said David Giovannini, General Manager. “This is a solid, well supported process.”

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).