

**For Immediate Release:** Tuesday, Jan. 31, 2012  
**Media Contact:** Dawn Dovre, 605-773-3094

## **Advanced Systems, Inc. to Begin Job Profiling Program**

**PIERRE, S.D.** – Advanced Systems, Inc. has announced their intention to partner with the Department of Labor and Regulation (DLR) in their National Career Readiness Certificate (NCRC) job profiling program.

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 reduced 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.

“We see this program as a very positive move for our company and the community,” said ASI Human Resources Director Mary Drumm. “We are excited to move forward.”

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).