



Cutting Down Turnover at a Wood Products Leader



Success Story



Location:

Central Louisiana &
Corrigan, Texas



Employees:

1,200+



Industry:

Forestry &
Wood Products

RoyOMartin isn't only a forestry and wood products manufacturer; they're a catalyst for economic impact in the regions where they operate. Even so, turnover is a constant, costly challenge. The costs of having the issue were stacking up. That's why RoyOMartin engaged with Central Louisiana Technical Community College and the Central Louisiana Work Ready Network (CWRN) to increase retention and optimize training costs.

CWRN engaged ACT-authorized job profilers to identify the specific foundational skills needed for jobs at RoyOMartin. **ACT® WorkKeys® Assessments** were made a part of the hiring process and were used in screening and hiring decisions. The company's Oakdale plant was the first to implement the system. Following three years of use, turnover dropped by 5%, translating into cost savings of approximately \$7,140,000.

But RoyOMartin wasn't content with improving the company's talent pipeline. It wanted to help close the skills gap in each region and have a broader impact on the community. That's why the company started the WoodWorks program. Through WoodWorks—a high school program offered in 19 area schools—RoyOMartin is helping students develop a career-ready mindset.

“Hiring the right people, and managing their talent once on board, is key to a successful business. ACT® Work Ready Communities help companies find the right people with the basic skills needed for the job, with non-discriminatory pre-employment assessments.”

—Donna Bailey, Vice President of Human Resources and Marketing, RoyOMartin

Outcomes

5%
Decrease
in turnover

\$270K
in savings over a
three-year period

30%
of WoodWorks
program
participants hired

