



## The EnterpriseOhio Network brings you **SkillsMAX** services

The Network is an alliance of Ohio's public community and technical colleges and university regional campuses that have been partnering since 1986. They serve employers of all kinds to improve business results through tailored education, training, and related services.

Now campus-based **SkillsMAX Centers** offer assessment and job matching services through their unprecedented partnership with a group of internationally recognized human capital development firms. That's why **SkillsMAX Centers** can bundle an affordable variety of the best workplace assessment and job matching services for employers and individuals.

### What is SkillsMAX?

SkillsMAX is a comprehensive human capital development solution that works for both human resource professionals and individuals. The key is identifying skill levels and preferences to match the right person with the right job then developing people to their highest potential in the job. It's a process critical to every human resources/management decision. And SkillsMAX connects you to the answers.

How do you know if SkillsMAX is right for you? Simple. If your task is improving selection and development of your most valuable asset, your people, that's reason enough to contact SkillsMAX.

### SkillsMAX Gets Results for Employers and Current and Future Employees

SkillsMAX provides employers with the solid information needed to make better hiring, placement and promotion decisions. With SkillsMAX assessments and related services, **employers** get results: reduced absences, lower turnover and recruitment costs. They achieve greater productivity and customer satisfaction.

- Does this job description accurately describe the work to be done and the skills required for job success?
- Which applicants best match the job requirements?
- What training needs should we address?

**Individuals** using SkillsMAX services make better job and career decisions. They get solid information for working smarter and more profitably. They can take charge of their own job and career directions.

- What job opportunities best match my interests and aptitudes?
- Do I have the skills needed for the job I have or want?
- What training investments can I make to move up in my career?
- How can I document the work skills I have to gain a competitive advantage and show my talents?

### SkillsMAX Gets Results for Employers

**JOB PROFILING:** Defining the characteristics of a job and the qualities required to succeed. *Don't know where to start in creating new jobs?*

**PERFORMANCE MANAGEMENT:** Develop strategies for individual development, performance reviews and employee succession. *Is it time for some new approaches to performance management?*

**ASSESSMENT:** Determine employability through pre-hire testing and measure training outcomes; implement IT certification preparation and human performance diagnosis. *What is the cost of not having workplace assessment information?*

**SKILL GAP ANALYSIS:** Identify skill deficiencies and ways to correct them through education and training. *Does your company know the capabilities its workforce needs to succeed?*

**CONSULTATION:** Discover and eliminate root causes of poor job performance. *How can we get better information about the causes of poor performance?*

**JOB MATCHING:** Use SkillsMAX Center services to match the right people with the right positions at the right time. *Can we improve our methods for selecting, placing and promoting employees?*

**SKILL CERTIFICATION:** Use SkillsMAX Center services to certify workplace skills and competencies in Novell, Cisco, Oracle, CompTIA, Microsoft and more. *Can we profit from zeroing in on the skills our individual employees have?*

**TRAINING REFERRALS:** Let SkillsMAX Center Consultants show you training options that will meet your performance improvement needs. *Would you like to find out about worker training and other development options that can help improve your bottom line?*

**Drive your success with SkillsMAX. Make tough choices easier.**



“The SkillsMAX Center helped us determine that the operations problems we were having were caused by unsuitable profiling of the job. Together we conducted a job profile that has enabled better performance management and selection of new employees.”

Continuous Learning • Retaining People • Coaching • Rewarding Performance • Achieving Results • Sharing Success

“I wanted an IT job but knew I needed to have my skills certified. I took the A+ certification exam at my SkillsMAX Center, and now an employer has a document proving the skills I have to offer.”

# SkillsMAX Gets Results for Individuals

**ASSESSMENT:** Discover what jobs best match your skills, abilities, and preferences. *Do you need better information about your job and career expectations and possibilities?*

**SKILL GAP ANALYSIS:** Find out which of your skills need improvement. *Would you like to know which of your own "skill gaps" may prevent you from getting and keeping the jobs you want and need for success?*

**JOB MATCHING:** Learn which jobs or careers best match your own growing skills and abilities. *Do you feel you have greater job advancement potential?*

**TRAINING REFERRALS:** Find education and training that suits your goals and needs. *Can you get the training you need at a time and place that works for you?*

**SKILL CERTIFICATION:** Ask your SkillsMAX Center Consultant to help you certify your valuable workplace skills and competencies. *Would you like to prove to employers that you have the skills they're looking for?*

**CONSULTATION:** Uncover information that will help choose a job or plan a career. *Would you like better information for making great training, job and career choices?*

## Your SkillsMAX Center Campuses:



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| 1. Columbus State Community College                  | 11. Kent State University Stark Campus          |
| 2. James A. Rhodes State College                     | 12. Kent State University Salem Campus          |
| 3. Lakeland Community College                        | 13. Kent State University East Liverpool Campus |
| 4. Lorain County Community College                   | 14. Kent State University Tuscarawas Campus     |
| 5. North Central State College                       | 15. Kent State University Trumbull Campus       |
| 6. Ohio University Southern                          | 16. Kent State University Ashtabula Campus      |
| 7. Sinclair Community College                        | 17. Zane State College                          |
| 8. University of Akron-Wayne College                 | 18. Kent State University Geauga Campus         |
| 9. University of Toledo-University College           | 19. Marion Technical College                    |
| 10. University of Cincinnati-Raymond Walters College | 20. Washington State Community College          |



"Your Company Only Better"



- Accurate Hiring Decisions
- Boost Retention
- Increased Productivity
- Employee Development
- Performance Management
- Better Succession Planning



A program of **EnterpriseOhio NETWORK**

Two-year Campuses in Partnership - Making Learning for the Workplace Count

The EnterpriseOhio Network and SkillsMAX are sponsored by the Ohio Board of Regents.