
Career Readiness

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Who is ACT?

- Mission driven non-profit dedicated to helping people achieve education and workplace success
- Nation's leader in college and career readiness, providing high quality assessments grounded in more than 50 years of research and experience
- Offer a uniquely integrated set of solutions that empowers individuals with insights to success from elementary school through career.

The Current State of Affairs

- 70% of the increase in postsecondary requirements is due to upgrades in skills demanded by occupations that previously did not require higher education
- The earning gap between those that earn postsecondary credential vs. those that only complete a high school diploma has increased
- A significant segment of today's labor force does not have the requisite skills demanded by employers

ACT Work Readiness System

- *Understand* Job Skill Requirements
- *Measure* Individuals' Skills
- *Develop* Skills to Match Requirements
- *Certify* Individuals in Essential Skills



Certification

Features of the ACT National Career Readiness Certificate™



- Evidence-based
- Industry-recognized
- Portable
- Documents essential skills linked to workplace success
- **Awarded at four levels: Bronze, Silver, Gold, Platinum**

National Career Readiness Certificate

Certify Your Workforce

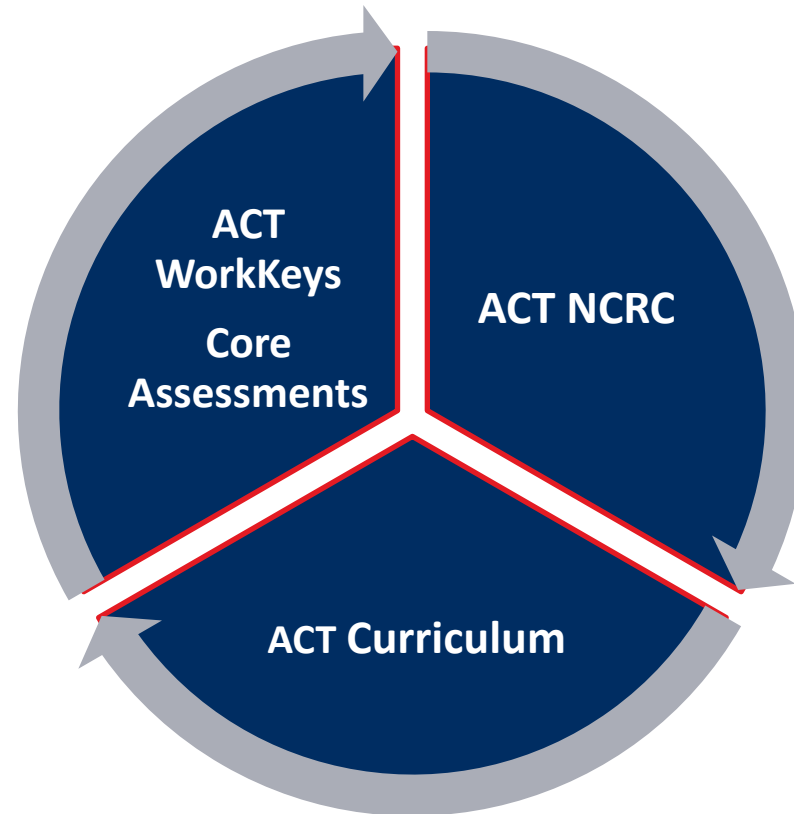
- Individuals[®] can earn the NCRC by taking three WorkKeys assessments
 - Applied Mathematics
 - Locating Information
 - Reading for Information



80% of profiled jobs utilize all of these skills*

*Numbers are based on analysis of 5,618 jobs profiled from 2007 to 2011 in the ACT JobPro database.

Using the ACT WorkKeys System

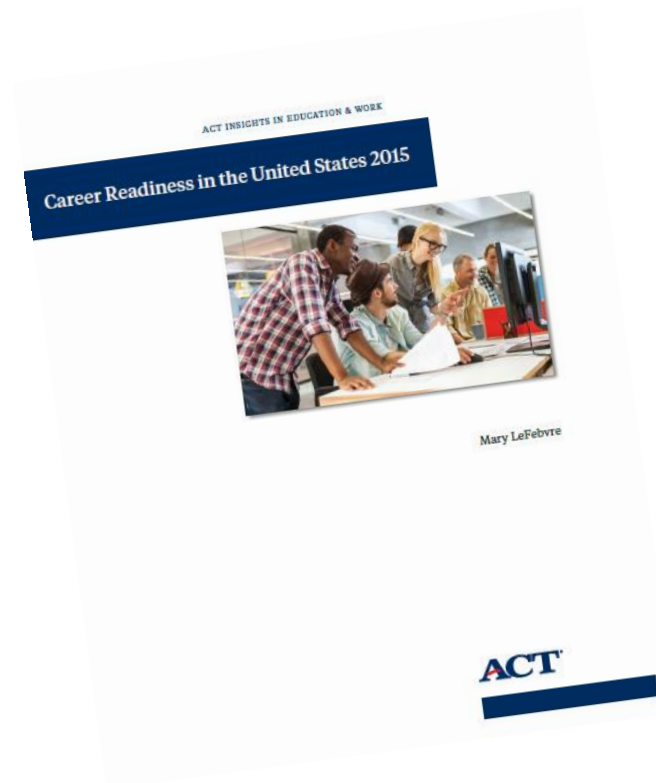


ACT NCRC Return on Value

- ✓ **National survey of businesses using the ACT NCRC and the ACT Work Readiness System**
- ✓ **82% of businesses are using the system as part of an organizational selection process**
- ✓ **Reported benefits of the system:**
 - ✓ 86% confirm that the benefits justify the cost
 - ✓ 67% report a reduction in organizational turnover
 - ✓ 63% report improved employee on-the-job productivity
 - ✓ 82% state the ACT NCRC is important for meeting organizational goals

Definition of Career Readiness

Career readiness is the **academic skills** and **performance level** of those skills required for readiness in **jobs** within a particular **career cluster**.



Percentage of U.S. Examinees Earning The Certificate



1%



18%



51%



20%

Non-Qualifiers: 10%

Source: ACT research based on 2,384,557 examinees [2010-14]

Job Qualifications of Certificate Holders Essential Foundational Skills



99%



93%



69%

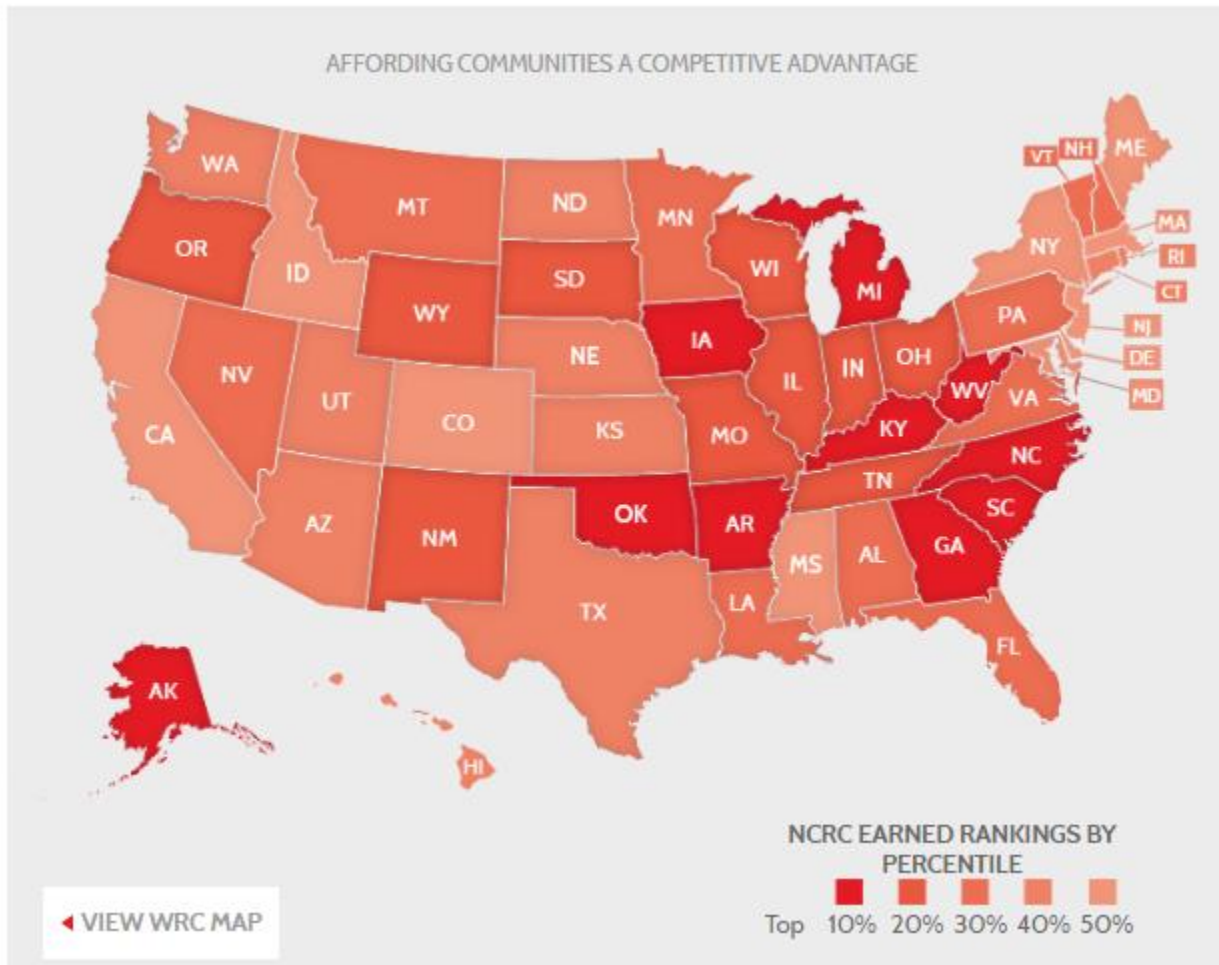


17%

Source: ACT research Job Pro 2007-2011

NCRC Earned Across the Country

www.workreadycommunities.org



What is an ACT® Work Ready Community?

ACT Work Ready Communities (WRC) empowers states, regions and counties with *data, process and tools* that drive economic growth. Participants are leveraging the **National Career Readiness Certificate (NCRC™)** to measure and close the skills gap – and building common frameworks that link align and match their workforce development efforts.



ACT NATIONAL CAREER READINESS
CERTIFICATE TOTAL
3,591,283

NCRC LEVELS:

Platinum:	17,792
Gold:	745,677
Silver:	2,003,782
Bronze:	824,032

TOTAL CERTIFIED COUNTIES: 147

ACT NCRC for College Credit

- ACE recommends NCRC for college credit
 - Four credits at **Gold** Level
- Curriculum profiling
 - Align entrance to post-secondary programs of study in high demand jobs
 - Leverage for dual enrollment programs
 - ACT is training current job profilers to adapt skills for curriculum profiling



The Secret Formula: Curriculum and Job profiling

- ACT and Manufacturing Skills Standards Council completed a curriculum analysis for:
 - Production Technician
 - Logistics Technician
- Determined Silver Level NCRC as readiness level for program success!

Career Readiness Benchmarks: Manufacturing

Manufacturing Career Cluster - Career Readiness Benchmarks

Education Group	Applied Mathematics (Range: 3-7)	Reading for Information (Range: 3-7)	Locating Information (Range: 3-6)
SKILL LEVEL REQUIRED FOR 85% OF OCCUPATIONS			
Low Education Occupations	4	4	4
Middle Education Occupations	5	5	5
High Education Occupations	6	6	5

Source: ACT Job Profiles, January 2004-December 2013

Career Readiness Gap Analysis: Manufacturing

Examinee Gap Analysis for Manufacturing Career Cluster

% of All Examinees that Meet or Exceed Median Skill Level Requirements

Education Group	Applied Mathematics	Reading for Information	Locating Information
(Examinees and Occupations)	(Range: 3-7)	(Range: 3-7)	(Range: 3-6)
Low Education	77%	92%	77%
Middle Education	72%	81%	27%
High Education	58%	65%	45%

Life long learning

- NCRC documents foundational skills for any industry sector
- Individuals can earn in high school or college
- Credential is dynamic and supports life-long learning
- Integrate into community and technical college programs – credit & non-credit



How to leverage the ACT WorkKeys System/NCRC

- Share a common language between industry and education
- Demonstrate educational institutions are graduating students with foundational career [work] readiness skills
- Build community approaches around common data
- Increase high school graduation rate
- Leverage in stackable credentials
- Use as entry level credential in placement and/or dual enrollment
- Increase enrollment by offering college credit

