



HOW

CAREER READINESS CREDENTIALS

HELP PEOPLE, BUSINESSES, & COMMUNITIES

Educators and workforce developers are increasingly turning to **career readiness credentials** to help educate and prepare individuals for higher-paying jobs. These credentials are awarded to students and job seekers after they've demonstrated work-ready skills.

Career readiness credentials are:

- Applicable to any job or industry
- Portable across the country, among states and regions
- Tied to the foundational skills needed in virtually any job

... and they can help:

- **People** (students and adults) looking to prove their skills
- **Businesses** looking to hire skilled employees
- **Communities** looking to employ residents and attract businesses

The **ACT® WORKKEYS® NATIONAL CAREER READINESS CERTIFICATE® (NCRC®)**

The WorkKeys NCRC is an example of a career readiness credential that ties all three groups together:



PEOPLE

who earn a certificate (more than 4 million nationwide) are earning a credential that proves their skills and employability, which helps while hunting for jobs



BUSINESSES

(more than 18,000 nationwide) gain a way to recognize job applicants who have the work-ready skills needed to perform and train on the job



COMMUNITIES

(nearly 200 counties nationwide) get a way to showcase residents' skills to convince businesses to invest in and bring jobs to the region

EXAMPLES: How it works

HELPING PEOPLE FIND EMPLOYMENT

Aiken County, SC

In 2015-16, the Aiken County Adult Education Department offered skill testing and opportunities to earn a WorkKeys NCRC to adults who didn't possess a high school diploma.

Results:

70

adults earned a career readiness certificate to prove their skills to employers

\$

Participants transitioned from low-income to higher-salary jobs



The South Carolina Department of Education recognized the program for its successes

A study showed an estimated
\$7,476
increase in potential earnings among
ACT NCRC recipients

HELPING BUSINESSES FIND SKILLED WORKERS

Berner Foods (Dakota, IL)

This label supplier of food and beverage products accepts the **ACT NCRC** for hiring and promotion.

Results:

90%

reduction in workers' compensation expense

90%

reduction in turnover



The best safety run in the company's 70-year history

A study showed that businesses that accept the ACT NCRC saw a

23%

increase in worker productivity

HELPING COMMUNITIES EMPLOY RESIDENTS AND ATTRACT BUSINESSES

Omaha, NE

The City of Omaha funded an initiative to award **ACT NCRCs** to citizens, including many low-income residents, to help them boost employability.

Results:

More than
2,000

residents have received certificates as of April 2018

97

Nebraska businesses recognize the certificate when hiring

First Data

First Data, a payments processing company, has hired dozens of ACT NCRC holders

"This worthwhile program deserves support. It's good for our area's economy and, above all, good for the individuals who find gainful employment."

Omaha World Herald
March 8, 2017

Sources:

<http://www.act.org/content/dam/act/unsecured/documents/WK-Brief-NCRC-Validity-Research.pdf>

http://www.omaha.com/opinion/editorial-national-career-readiness-certificate-will-get-more-people-working/article_4e7d26b4-2154-5102-9e55-6e0e803be54a.html

Learn more about ACT WorkKeys National Career Readiness Certificate and how it can help you build a better workforce.
act.org/workkeysforworkforce



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