ACT® WorkKeys®

The ACT WorkKeys assessment system measures job skills that are valuable for any occupation—skilled or professional—at any level and in any industry.

ACT® National Career Readiness Certificate™

The ACT National Career Readiness Certificate® is an industry-recognized, portable, evidence-based credential that certifies achievement of foundational skills essential for workplace success.

KEY FACTS

What makes the ACT National Career Readiness Certificate (ACT NCRC®) an evidence-based credential?

Assessments differ widely in terms of the validity evidence on which they are based. Scientific research provides evidence that the ACT WorkKeys® assessments supporting the ACT NCRC meet professional standards for validity and reliability. The evidence established for these assessments and credentials is described below.

What is "evidence"?

"Validity" measures the gap between what a test actually measures and what it is intended to measure. "Evidence-based" tests are supported by validity evidence accumulated through scientific theory and research. The goal is to confirm that a test score's meaning is accurately interpreted in terms of the specific purpose for which the test is used. "Reliability," on the other hand, refers to the consistency of the scores a test produces.

Validity is calculated with different types of studies and procedures and is expressed in different terms. Two primary sources of guidance for test publishers are the *Uniform Guidelines on Employee Selection Procedures* (1978) and the *Standards for Educational and Psychological Testing* (2014). They speak to three types of validity or validity evidence. ACT adheres to their guidance in developing and maintaining the assessments supporting the ACT NCRC. The assessments demonstrate:

- **Construct-related validity**
  ACT WorkKeys cognitive assessments have been found to have a positive relationship to other assessments that measure similar psychological characteristics or skills.

- **Criterion-related validity**
  Scores on ACT WorkKeys cognitive assessments have been shown to predict job performance. Talent assessment scores found to be predictive of supervisor ratings of overall job performance and other work behaviors.

- **Content-related validity**
  The job analysis data collected in ACT JobPro®, ACT's proprietary database of work-related information, describe tasks, skills, and skill levels associated with more than 20,000 jobs. These data serve as evidence that the skills verified by the ACT NCRC are linked to performing work tasks.

www.act.org/workforce

Why is it important to base credentials on evidence?

Employers, educators, and workforce development professionals accrue a wide range of benefits by relying on evidence-based credentials that reflect the results of valid, reliable assessments.

- Worker success via effective job performance helps boost efficiency and productivity and contributes to an organization's growth. It also strengthens state and regional economies.

- Foundational skills documented by the ACT NCRC® promote job and training performance. They serve as a basis for acquiring new work-related skills and are essential to continued learning.

- Valid measures of cognitive and noncognitive skills help employers, educators, and workforce professionals make better decisions about an individual's readiness for work, training, and advancement opportunities.

Learn more about the ACT NCRC at act.org/workforce.

KEY TAKEAWAY

The ACT NCRC and the ACT WorkKeys® assessments that support it meet professionally established standards for validity evidence and reliability. Validity evidence, accumulated through scientific theory and research, ensures that employers, educators, and workforce developers can trust these credentials to help them make better decisions.

ACT®