ACT Work Ready Communities: Addressing the Skills Gap at the Regional Level

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ACT® WorkKeys System

- Understand Job Skill Requirements
- Measure Individuals’ Skills
- Develop Skills to Match Requirements
- Certify Individuals in Essential Skills
Goals:
1. Provide information on value of workforce assessments/products
2. Provide evidence for how ACT workforce products lead to education and/or workplace success
3. Document best practices and thought leadership for national workforce issues
Workforce Outcomes for Different Stakeholders

• Individuals
  • Better job fit
  • Documenting foundational work related skills

• Organizations
  • Increasing productivity
  • Reducing turnover

• States/Government
  • Accountability (i.e. employment rates)
  • Addressing state/regional skill gaps
Workforce Research Briefs

- ACT NCRC: Making a Difference in Outcomes for Workers and Employers
- Foundational Skills
- The NCRC: An evidence-based credential
- Validity: A guide to the basics
- Industry competency models and the NCRC
- Cognitive and Non-Cognitive skills
- ACT WorkKeys in the Educational Pipeline
- The NCRC and Job Requirements
Workforce Research Policy Reports

- Career Readiness in the U.S. 2015
- A Better Measure of Skills Gaps
- Condition of Work Readiness in the U.S.
- Understanding and Solving the Skills Gap
- ACT WorkKeys: Awarding College Credit Through the ACT NCRC
- **Upcoming:** U.S. Employment and Wage Outcomes for NCRC Earners
- **Upcoming:** Connecting Credentials Initiative – NCRC and MSSC
Why is ACT investing?

What we know

- Well documented national skills gap problem
- Supply and demand pipeline issue

A Solution

- WorkKeys® tools have been successfully deployed in the market place to help businesses find and educators produce a skilled workforce

The Implementation Plan

- ACT Work Ready Communities
What are ACT Work Ready Communities?

An ‘eco-system’ for community-based economic development that enables:

- **Business and industry** easily hire the foundational skills needed for a productive workforce
- **Individuals** understand what skills are required by employers – and how to prepare themselves for success
- **Policy makers, community leaders and educators** to measure and close the skill gaps and build career pathways that help both individuals and industry thrive
- **Economic developers** to use an on-demand reporting tool that quantifies the skill level of their workforce

Based on the National Career Readiness Certificate (NCRC), a portable, industry-recognized, evidence-based workforce skill credential
Common Thread?
Common Criteria

- Emerging workforce NCRC goals
- Transitioning workforce NCRC goals
- Current workforce NCRC goals
- Business engagement
Common Criteria

- Criteria percentages based on county population
- Goals established for emerging, transitioning and current workforce earning ACT National Career Readiness Certificate
- Goals established for businesses supporting
- Goals to be accomplished within two years of actively participating
• Data updated monthly
• Available for all 3,143 US counties and parishes
### JASPER COUNTY

**ACT NATIONAL CAREER READINESS CERTIFICATE [NCRC]**

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The table above is a detailed breakdown of the same NCRC data presented in the upper right box on this page and represents NCRCs earned or improved throughout the community. All NCRC data is updated monthly.

+ Value less than 4

- **Provides snapshot of a communities workforce**
MISSOURI EMPLOYERS IN JASPER COUNTY ARE RECOGNIZING THE ACT NCRC IN SUPPORT OF THIS COUNTY ACHIEVING ITS WRC GOALS

- Higdon Florist
- Schreiber Foods, Inc.
- Kitchen Pass Restaurant & Bar
- Precision Mastermade Paints, Inc.
- Carl Junction Area Chamber of Commerce
- The Empire District Electric Company
- Railroad Salvage & Restoration, Inc.
- Joplin Schools
- City of Carterville
- Joplin Schools Adult Education and Literacy
- Webb City Area Chamber of Commerce
- Joplin Carpenters Joint Apprenticeship Program

ALL EMPLOYERS SUPPORTING

DOES YOUR BUSINESS SUPPORT JOB APPLICANTS WITH A NATIONAL CAREER READINESS CERTIFICATE? PLEASE JOIN THIS LIST.

LEAGUE NCRC

- Bronze: 18
- Silver: 26
- Gold: 2

LEGACY NCRC

- Bronze: 386
- Silver: 1,239
- Gold: 389
- Platinum: 6

Total NCRC: 2019

About ACT

Founded in 1959, ACT is a not-for-profit organization headquartered in Iowa City, Iowa, and dedicated to helping people achieve education and workplace success. ACT provides a broad array of assessment, research, information and program management solutions in the areas of education and workforce development.

Back to ACT Map

All business in show support and participation
Benefit to Site Selectors

Top Ten Most Competitive States

- Site Selection uses ACT NCRC data as a criteria in most competitive state rankings
- All states use ACT NCRC in varying degrees
- Eight out of top ten are engaged in ACT WRC
- [http://siteselection.com/issues/2015/may/top-competitive-states.cfm](http://siteselection.com/issues/2015/may/top-competitive-states.cfm)
Nationwide Participation

STATES WITH STATE- OR COUNTY-LED ACT WORK READY COMMUNITIES

Hover over a state to learn more about NCRC activity there.
What is the commitment?

- County convenes a team of leaders from economic development, chamber/lead business organization, community college, workforce development, K12
- County teams commit to building a framework for counties to set, achieve and maintain county initiative
- County team attends ACT WRC Academy with ACT to build a framework to link, align and match their workforce development system based upon ACT WRC common criteria
ACT Work Ready Communities

Fast Facts

- More than 3.79 million ACT National Career Readiness Certificates™ (ACT NCRC®) earned
-20,856 job profiles completed
- 330 participating counties in 24 states with 171 counties certified
- 16,741 employers supporting ACT Work Ready Communities by recognizing the ACT National Career Readiness Certificate™
Questions?

Thank you!