

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®

(ACT 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 **ACT NCRCs** to adults who didn't earn a high school diploma.

A study showed an estimated

**\$7,476**

increase in potential earnings among **ACT NCRC** recipients

**RESULTS:**

**70**

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 that businesses that accept the **ACT NCRC** saw a

**23%**

increase in worker productivity

### 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:**

**95%**

reduction in workers' compensation expense

**92%**

reduction in turnover



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

"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

### 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

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