Webinar: How Credit for the ACT National Career Readiness Certificate (NCRC) Can Promote Persistence
Presenters

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Measuring Success with WorkKeys

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ACT, Inc.
Helping people achieve education and workplace success.
• **Understand Job Skill Requirements**

• **Measure Individuals’ Skills**

• **Develop Skills to Match Requirements**

• **Certify Individuals in Essential Skills**

• **Research to Validate Outcomes**
WorkKeys consists of:

**ASSESSMENTS**
Unlike other assessments, ACT WorkKeys Assessments don’t simply give an indication of ready and writing competency. Instead they measure a range of hard and soft skills relevant to any occupation, at any level, across industries.

**NATIONAL CAREER READINESS CERTIFICATE® (NCRC®)**
Powered by three ACT WorkKeys Assessments, the WorkKeys NCRC helps individuals prove they possess the skills employers deem essential. It’s a portable credential that helps job seekers and current employees improve their career outcome and succeed in a variety of career pathways.

**CURRICULUM**
ACT WorkKeys Curriculum are the only courses linked to current occupational information and WorkKeys Assessment skills areas. The courses supporting the skills development needed to obtain an ACT National Career Readiness Certificate are available for mobile delivery.

**JOB PROFILES**
By linking job tasks with ACT WorkKeys Assessments, employers can pinpoint benchmarks for hiring, recruiting, advancement, and training.
A focus-group approach is used to gather input from employees to ensure customized job analysis.
HARD SKILLS

These are the skills that employers say are critical for career success and on-the-job training:

**APPLIED MATH**
Critical thinking, mathematical reasoning, and problem-solving techniques in workplace situations. High levels of this skill include:

- **IDENTIFYING**
  errors in calculation

- **CONVERTING**
  systems of measurement

- **CALCULATING**
  areas and volumes

**GRAPHIC LITERACY**
Reading and comprehending graphical materials to solve work-related problems. High levels of this skill include:

- **INTERPRETING**
  trends, relationships, and patterns

- **COMPARING**
  information and trends among data sets

- **USING DATA**
  to make decisions

**WORKPLACE DOCUMENTS**
Reading and comprehending written information to make decisions and solve problems. High levels of this skill include:

- **INFERRING**
  meanings of words and phrases from contexts

- **DECIPHERING**
  the meaning of acronyms, jargon, or technical content

- **APPLYING**
  information and instructions to a new situation
### Career Readiness and Outcomes

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<tr>
<th>ACT WorkKeys Assessment</th>
<th>Assessment Performance Has A Positive Relationship with:</th>
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<tbody>
<tr>
<td>Applied Mathematics</td>
<td>Postsecondary grade point average (GPA)</td>
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<td>Postsecondary course grades</td>
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</table>
• Two- and four-year college students who have higher ACT WorkKeys scores and are enrolled in college programs are more likely to persist in these programs.

• Two- and four-year college students who achieved the highest ACT WorkKeys scores achieved higher first-year college GPAs than students who scored at Level 3 or lower.
Measuring Success in Work

Chances of Obtaining Above-Average Job Performance Ratings by ACT WorkKeys Level Score: Reading for Information, Applied Mathematics, and Locating Information

- **Reading for Information**
  - Level 3: 31%
  - Level 4: 43%
  - Level 5: 54%
  - Level 6: 66%
  - Level 7: 76%

- **Applied Mathematics**
  - Level 3: 28%
  - Level 4: 45%
  - Level 5: 61%
  - Level 6: 77%
  - Level 7: 88%

- **Locating Information**
  - Level 3: 42%
  - Level 4: 54%
  - Level 5: 66%
  - Level 6: 75%
Adult NCRC Examinee Wages by NCRC Level

NCRC Evaluated for College Credit

A form of PLA:
• Aid with persistence
• Need to understand them to accept them
• And they also should count toward the students degree…
Prior Learning Assessment is the process for evaluating knowledge and skills to award college credit for learning from:

- On-the-job training
- Independent Study
- Military and Volunteer Service
- Training Courses and/or Certifications
- Work Experience
The Variety of PLA Methods

- Industry Recognized Certificates
- Evaluated Non-College Training
- Standardized Tests
- Student Portfolios
- College Credit, College Completion

CAEL
Linking Learning and Work | www.cael.org
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Helping Those Who Need It Most

Almost half of today’s students are on their own financially. Half of those students (25%) have financial dependents of their own.

Less likely to graduate

Students with additional financial, work and family obligations are twice as likely to drop out of school in their first year as students fresh out of high school – 38 percent compared to 16 percent.

To view all sources for data used in this document, please visit www.luminafoundation.org/todays-students-citations.
Graduation and Completion

Associate’s Degree students are 2X times, and Bachelor’s Degree students are 2.5X more likely to persist to graduation.
Student Retention

➢ Contrary to popular belief, students with PLA take MORE courses at their college.

➢ Students with PLA credits take on average 9.9 more course credits than students without PLA credit.

CAEL, Fueling the Race to Postsecondary Success, 2010
Where Do the Credits Go?

• 54% applied at least some of their credits to major requirements

• 23% applied PLA credits in multiple ways

CAEL, Making PLA Count in the Degree Plan, 2018
Connect with Us

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Using WorkKeys as a CPL Tool

Lynette Livingston, Ed.D. - Executive Dean of Business, Arts, Sciences & Academic Initiatives, CVTC
CVTC delivers innovative and applied education that supports the workforce needs of the region, improves the lives of students, and adds value to our communities.

- Models Integrity
- Thinks Critically
- Communicates Effectively
- Values Diversity
Chippewa Valley Technical College is part of the Wisconsin Technical College System and serves an 11-county area. The largest campus is located in Eau Claire, with major regional campuses in Chippewa Falls, Menomonie, Neillsville, and River Falls. The College is one of 16 WTCS colleges located throughout the state.
CPL Efforts at CVTC

Why? Persistence and Completion Initiative; Performance-based funding metric

CVTC offers credit for:
- Verified Experience (non-transferable)
- Certifications/Industry-recognized credentials

Methods of PLA:
Interviews, Portfolios, Competency Exams, Industry Credentials
K-12

- All high school juniors in public schools take the ACT WorkKeys assessment.
- Application limited. Now connecting to Academic & Career Planning
- Incentive desired.
Work Ready Community Initiative

- Eau Claire County is first in the state.
- Leveraging State resources.
- Engaging employers to create recognition
NCRC treated as PLA

- ACE recommendations
- Considered a 3rd party standardized assessment similar to AP, CLEP, DANTES
- Verified experience, may not transfer
- 80% match required
Fit with CPL Process

ACE Recommendations
Quantitative Reasoning-3 credits
Critical Thinking-1 credit

Crosswalked Related Course(s) to WorkKeys Scores
Identified appropriate WorkKeys score per assessment to individual course competencies

Requirements to Award Credit for Math Reasoning
Applied Math-7
Workplace Documents-6
Graphic Literacy-6

Admitted into program that required Math Reasoning
Assign attribute (Banner)

- Credits awarded through PLA
- Course Success
- Graduation
- Time to Graduation

Current Graduation Data

- 2016-17 Graduation within 2 years
  - 24% No CPL
  - 46% with CPL

- 2015-16 Graduation within 3 years
  - 42% No CPL
  - 56% with CPL
Julie Gibson
ACT Director of Workforce Partnership Initiatives

Lakisha Bates
ACT Program Manager for Research Strategies and Services

NCRC for Credit Technical Support