Workforce Solutions in the Resilient Talent Pipeline

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Unique Disasters Require a Unique Approach
Disaster Response Data through the Lens of the Workforce Ecosystem
An Approach to Business Retention

Episode 22 Coming Soon

Adapting Systems, Data, and Skills for Resilient Workforce Ecosystems

Guest: Eric Canada, CEO Blane-Canada, Ltd. and BR|E Covid-19 Emergency Response Network

Ready for WORK

ACT
FBOP & ACT
Workforce Solutions
Overview

In support of the Department of Justice's Federal Bureau of Prisons commitment to provide reentry services under the **First Step Act (FSA)** initiative, the Education Branch has collaborated with ACT Workforce Solutions to provide a Career/Work Readiness Certificate Program.
Program Overview

- ACT® WorkKeys® Assessments® Pre-Test
- ACT® WorkKeys® Curriculum®
- ACT® Tessera™ Workforce Assessment, Teacher Playbook, & Essential Skills Curriculum
- WorkKeys Assessments Post-Test & Final ACT® National Career Readiness Certificate® (NCRC®)
Importance of FBOP’s WorkKeys Curriculum Component

• Curriculum is flexible and accessible:
  – Can be instructor-led or assigned as self-paced
  – Offered in both English and Spanish
  – Available in online format or paper-based workbooks

• Each course has a placement screener to recommend starting points for each learner

• Each lesson has an overview, practice, and a quiz at the end

• Can use to prepare for NCRC WorkKeys assessments and National Career Readiness Certificate (NCRC) or Essential Skills enhancement
NEW Paper-Based WorkKeys Curriculum Workbooks

- Correctional facilities without internet access
- Rural areas where computers and internet are not available
- Workforce agencies trying to invest while practicing social distancing
- Post-secondary and adult education institutions creating or enhancing career readiness courses
**Corrections Market**

ACT’s print curriculum empowers access to workforce training to the pre-release incarcerated.

- Gives institutions an accessible workforce training program to pre-release incarcerated individuals
- Provides flexibility to deliver instruction inside and outside a classroom
- Offers inmates a way to continue to study while not in class
- Gives curriculum access to institutions without internet capabilities or computer-based instruction
Rural Areas

Rural areas are an at-risk population. Nearly 1/4 of the population—14.5 million people—lack access to broadband Internet access.

- Even in areas where broadband is available, approximately 100 million Americans still do not subscribe
- Many others utilize cell phone data, making it difficult to stream educational content
- Many households have limited access to technology

Workforce Development Programs

- Offer a Career Readiness program that is fully accessible
- ACT’s printed curriculum empowers dislocated workers sequestered at home without internet access to remain engaged in WIOA programs
- Workforce Boards can offer resources for career seekers an opportunity to upskill and prepare for new opportunities
As institutions review course offerings, a new need for “Career Readiness” is emerging.

- ACT’s WorkKeys curriculum allows for adult education and post-secondary institutions to engage students to reskill
- Career Readiness courses embed ACT’s high-quality curriculum to increase foundational skills and social emotional learning
- Courses lend themselves to a distance learning format
Case Study: Mississippi Smart Start®

Smart Start Program:
- Help prepare participants for middle-skill level employment
- Achieve National Career Readiness Certificate – Minimum Bronze Level
- Each participant is enrolled in WorkKeys curriculum (designated curriculum for the program)

Options for Completion:
- Online only
- Face-to-Face only
- Hybrid: online and face-to-face
Smart Start Course

Basic Skills
- Reading, Writing, Math
- National Career Readiness Certificate (NCRC)

Career Awareness
- Career Counseling (Sector Strategies)
- Job Search
- Career Goals
- Financial Awareness

Necessary Skills
- Communication
- Teamwork
- Work Ethic
- Financial Awareness
Re-Tooling Skills for the Post-COVID-19 Economy

- Workforce Development Roles and Strategies
- Re-Employment Effectiveness
- Calibrate Training and Workforce Interventions through Job Analysis
Workforce Development Approach

- Triage to Identify Skills and Gaps
- Individual Employment Plan
- Remove Barriers to Launching Career Pathways
- WorkKeys Assessments and Curriculum
- Spectrum of Training Options
Re-Employment and Effectiveness

Mike Longo,
Executive Director

Lorain County reskills workers, develops emerging workforce in Northern Ohio
Faced with sudden negative economic impact, Lorain County, Ohio, focused on reshaping the workforce, especially steel-workers, for new careers as they developed an emerging workforce for key sectors.

NCRC® helps displaced workers find work fast
Given a struggling economy, it was time for Ohio workforce and social service agencies, along with union organizations, to launch new, creative initiatives to serve area workers and employers.

RESULTS:

3,447 ACT NCRCs issued
86 employers
296 individuals

A-DIVING THE NATIONAL CAREER READINESS CERTIFICATE® INCREDIBLE IMPACT

6% greater employment rate for those who earned both the NCRC and CPR® versus those who did not.

50¢ per-hour salary increase with selected employers.

80% placement success in new jobs or training/education.

90% pass rate for Certified Production Technician (CPT®) credential, nine times higher than the national average.

Ohio MEANS Jobs®
A proud partner of the American Job Center network.
Importance of Job Analysis in Career Navigation

Employers
Pinpoint skill levels tied directly to job tasks

Workers & Students
Better aimed and prepared to meet employer demand

Educators
Training solutions aligned to employer needs

Workforce Developers
Career pathways with resources and job counseling

ACT Work Ready Communities
How do we sharpen our aim on the right skills?

ACT WorkKeys® Job Profiles

Employer Job Tasks

Alignment

WorkKeys® Skill Levels

Deep insights into job tasks and skills needed

Employee collaboration, clarity, and goodwill

Reliable, efficient, and effective framework
### Sample Jobs Related to Disaster Recovery

<table>
<thead>
<tr>
<th>Job Description</th>
<th>O*NET Code</th>
<th>WorkKeys® Ranges</th>
<th>Median Skill Level</th>
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<tr>
<td></td>
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<td>Applied Math</td>
<td>Workplace Documents</td>
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<td>Community Health Workers</td>
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<td>Disaster Worksite Supervisor</td>
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<td>4–6</td>
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<td>Humanitarian Assistants</td>
<td>21–1093</td>
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<td>3–6</td>
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<tr>
<td>Light Truck/Delivery Drivers</td>
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<td>Hazardous Material Workers</td>
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<td>Warehouse Laborers</td>
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**Source:** ACT Job Profile Database
The Journey to Resiliency

**Resources from ACT**

- [Ready for Work Podcast](act.org/readyforworkpodcast)
- [Resiliency Toolkit](act.org/workforcenewsletter)
- [Future Webinars](act.org/workforcenewsletter)
- [Work Ready Communities](workreadycommunities.org)

**Coming Soon**
October 26–28, 2020 at the historic Peabody Hotel in Memphis, TN
act.org/workforcesummit