

Linking Workforce Ecosystems to Level Up Skills and Leverage Growth



ACT[®] Work Ready
Communities

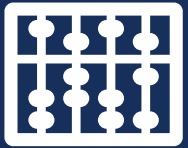


Jasen Jones
jasen.jones@act.org

What's Happening



Jobs as Commodity, Workers Disposable



Legacy Culture and HR Info Systems



Working Learners as Human Capital



Skills as Currency



Link



Level

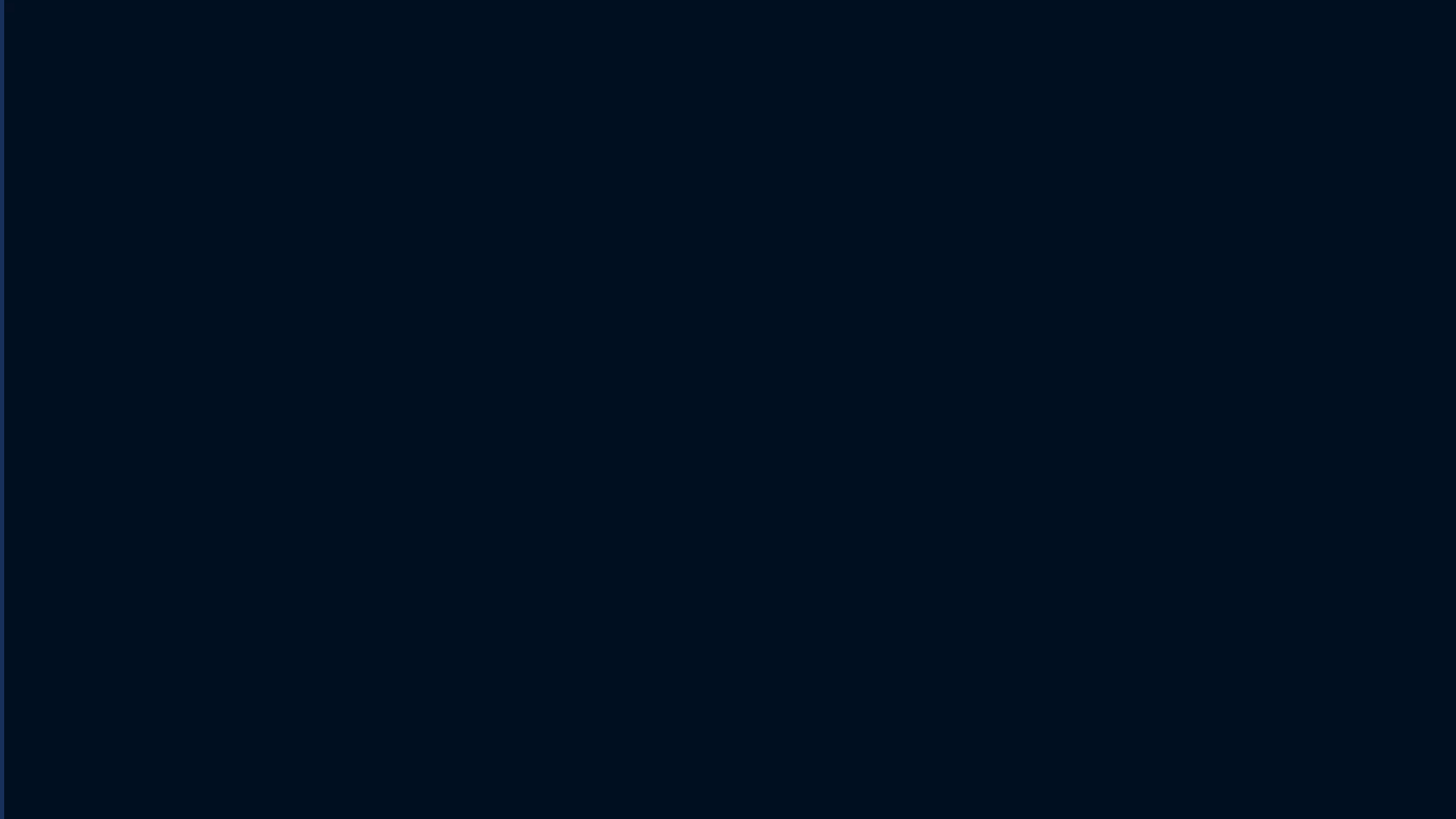


Leverage



Early Innovators and Success

Fish vs Fishing



Today's Program



Link

Talent Pipelines

Ecosystems of Champions

Skills First Approach



Level

Level Set with Skills Alignment

Level-Up with Credentials

Level Up Pathways



Leverage

Opportunities

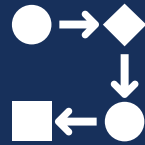
Outreach

Outcomes

Link



Workforce Supply/Demand



Talent Supply Chains



Workforce Ecosystems



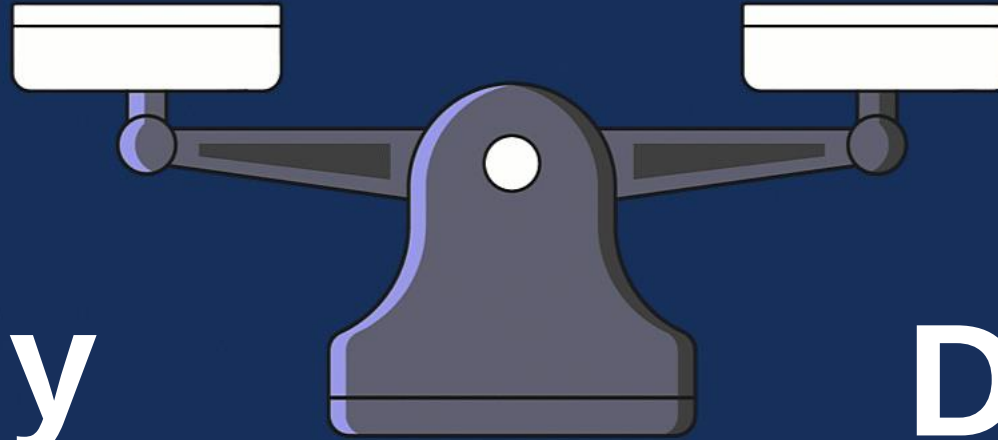
Ecosystem Mapping



Analysis to Action



Workforce Supply and Demand



Supply

- Emerging Workers
- Current Workers
- Transitioning Workers

Demand

- Worksite Conditions
- Wage Competition
- Consolidations
- Technology



Talent Supply Chains





Workforce Ecosystems



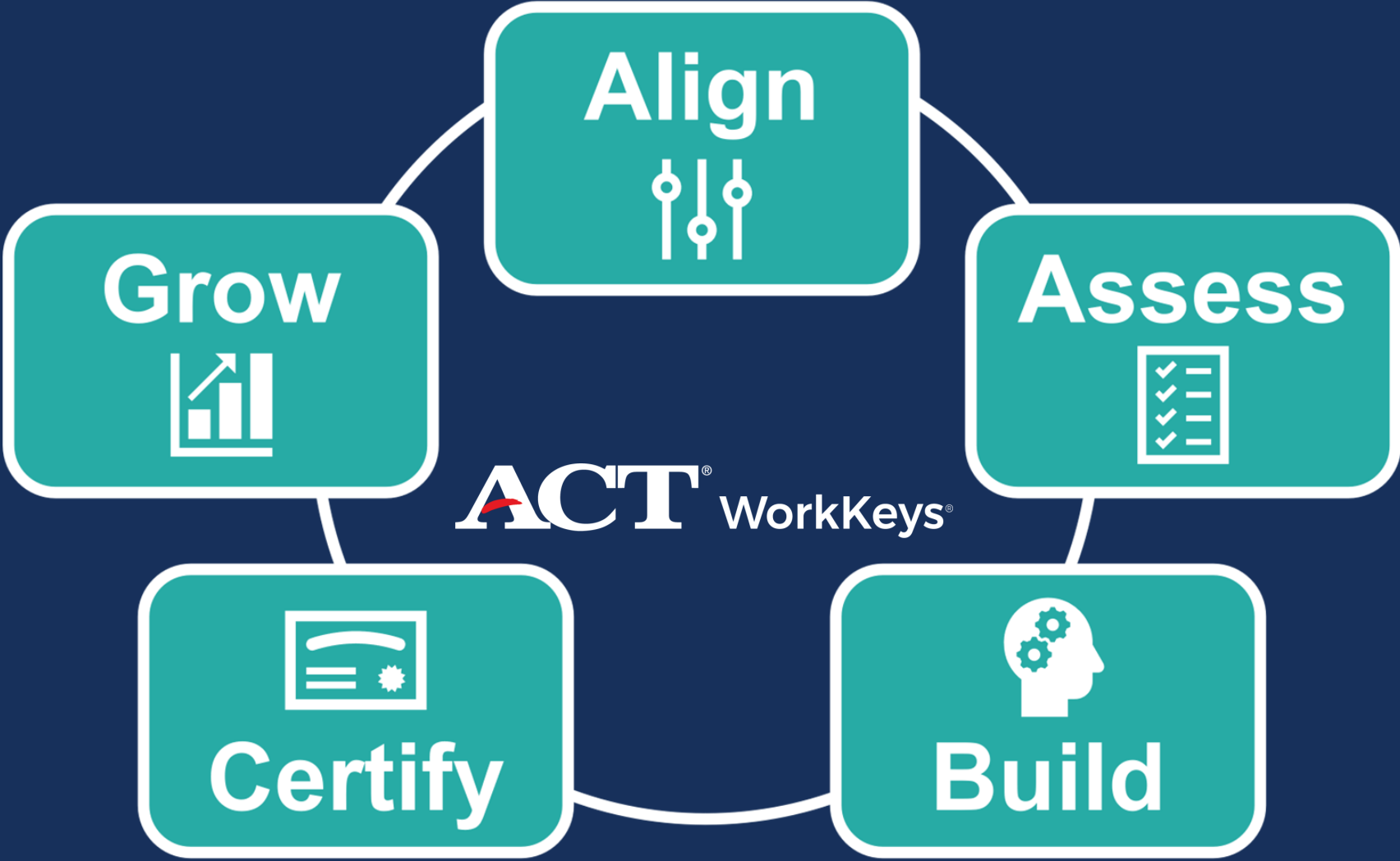
Connecting the Workforce Ecosystem



youtu.be/EQdLjTAXmWs?si=MCxSAfJP_CEQ0M7i



Skills-First Framework





Level



**Level-Set
Skill Alignment**



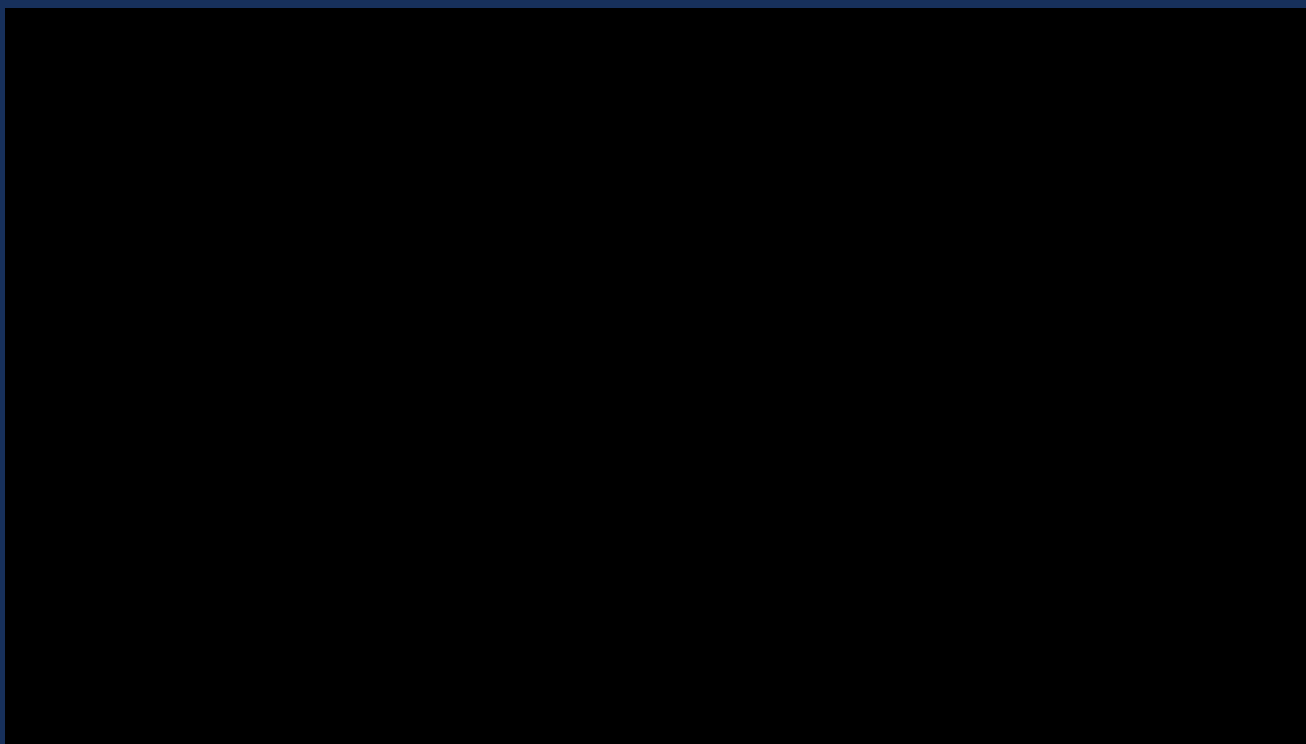
**Level-Up
Credentials**



**Level-Up
Pathways**



Level

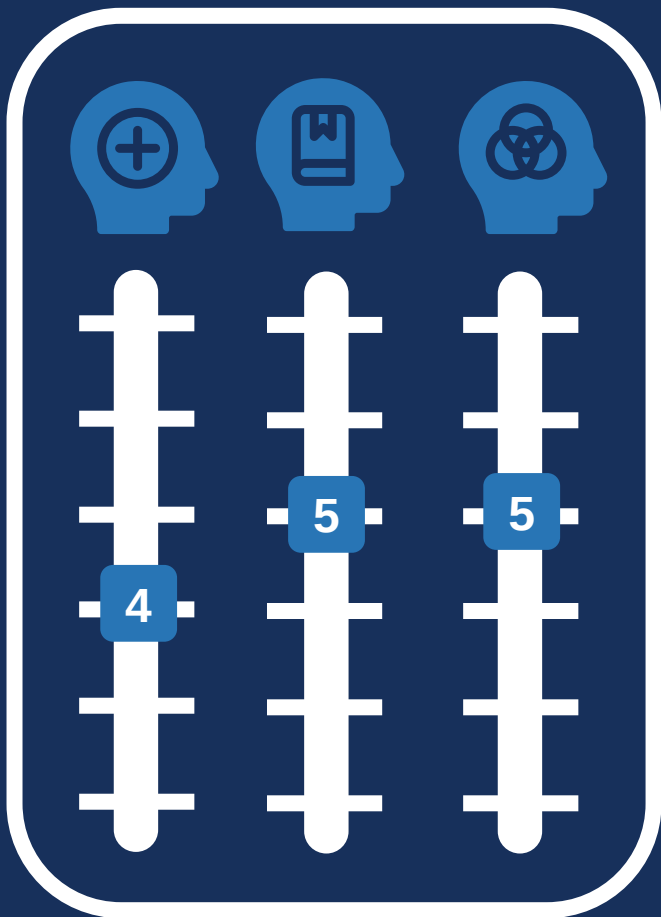




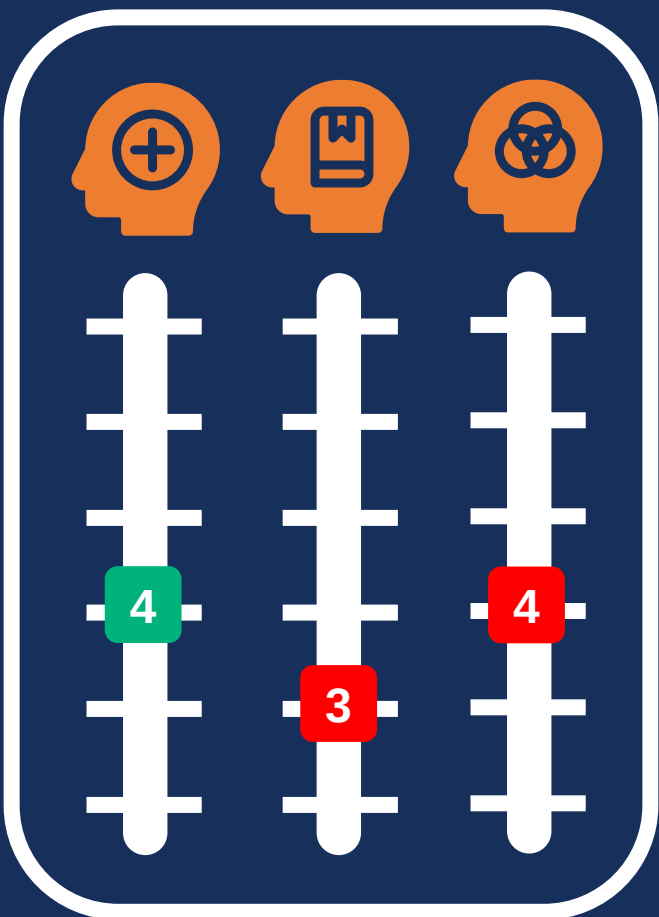
Level-Set for Skills



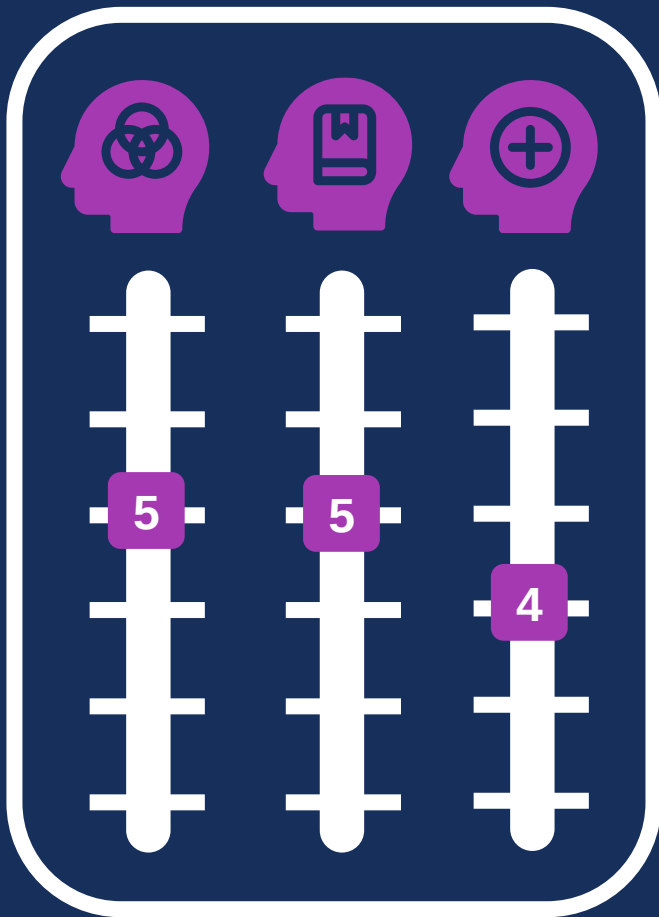
Employers



Working Learners



Workforce Ecosystem

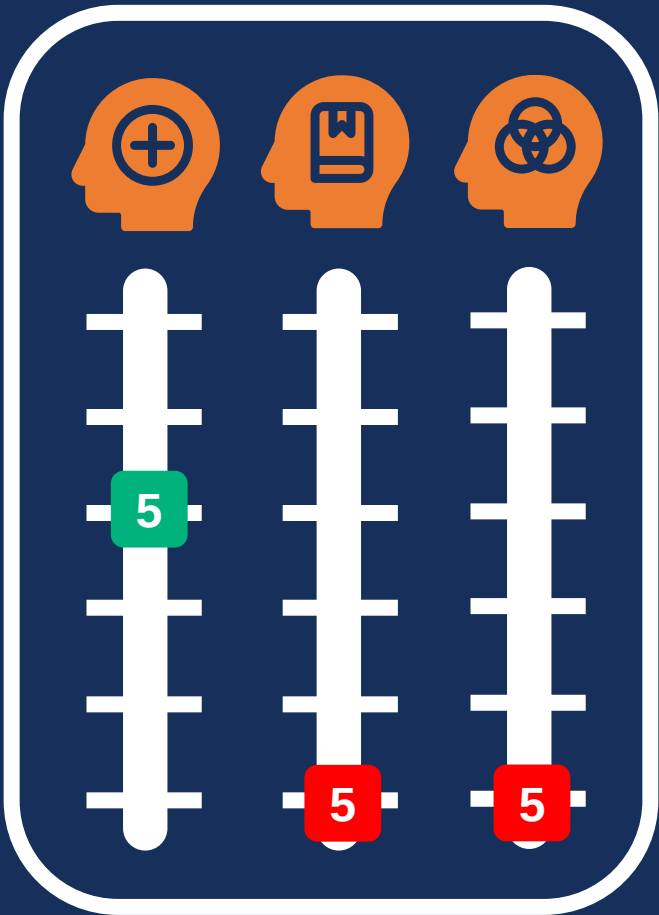




Level-Set for Skills



Working
Learners



Job Task

Set up mechanical, hydraulic, or electric test equipment in accordance with engineering specifications, standards, or test procedures.



Applied Math

Information may be presented out of order

May include extra, unnecessary information

May include a simple chart, diagram, or graph



Workplace Documents

Reading materials include informational, instructional, policy, contracts, and legal documents

Documents may include unfamiliar vocabulary, jargon, and acronyms

Figure out the correct meaning of a word based on how the word is used

Written materials include conditionals (e.g., if-then statements)



Graphic Literacy

More than one level of data; nesting likely

Compare two or more trends, patterns, relationships

Many variables

Identify and/or justify the most effective graphic for a task

Make an inference or decision

Identify the next or missing step in a process

Level

Tear the Paper Ceiling

ACT[®]



Level

Assessment and Skill Building



Level

Assessment and Skill Building

ACT[®]



16%



71%



90%



96%

Compatibility with U.S. Job Titles

WorkKeys Essential Skills and NCRC



**More Predictive of
Job Success**



**Employer Return
on Investment**



**Incremental
Validity**

What is Measured by ACT WorkKeys Essential Skills?



Leadership

assertiveness, influence, optimism, and enthusiasm



Collaboration

ability to work on teams, empathy, helpfulness, trust, and trustworthiness



Work Ethic

persistence, goal striving, reliability, dependability, and attention to detail at work



Resilience

stress management, emotional regulation, a positive response to setbacks, and poise



Creativity

ingenuity, creative thinking, inquisitiveness, flexibility, and open mindedness



Integrity

honesty, sincerity, fairness towards others, and modesty at work

Badging Skills and Digital Credentials



**Improved connections
with employers**



**Integrations with
regional platforms**



**Exceeds Security and
Privacy Standards**



**Learning and
Employment Records**

Badging Skills and Digital Credentials

**Analyze Data with Python**
Credly
Issued Jun 2022 · No Expiration Date
[Show credential](#)

**Girl Scout Gold Award**
Girl Scouts of the USA
Issued Jan 2017 · No Expiration Date
[Show credential](#)

**Dale Denver** · You
Student at Aurora University
now · 

View my verified achievement from Lincoln Technologies.



Analyze Data with Python was issued by Lincoln Technologies to Dale Denver.
credly.com · 1 min read

 Like  Comment  Share  Send

Simplifying the Journey



Your Skills



A Better Career

Level

Level-Up Credentials

ACT[®]

General
Manager



Engineer



Electrical Eng.
Technician



Engineering
Technician



Production
Technician



ACT[®] WorkKeys[®]



4 Plus
Degree



2 Plus
Degree



Adult Education and
Work-Based Learning



Level

Level-Up Pathway Navigation



Career Progression



Stackable Credentials



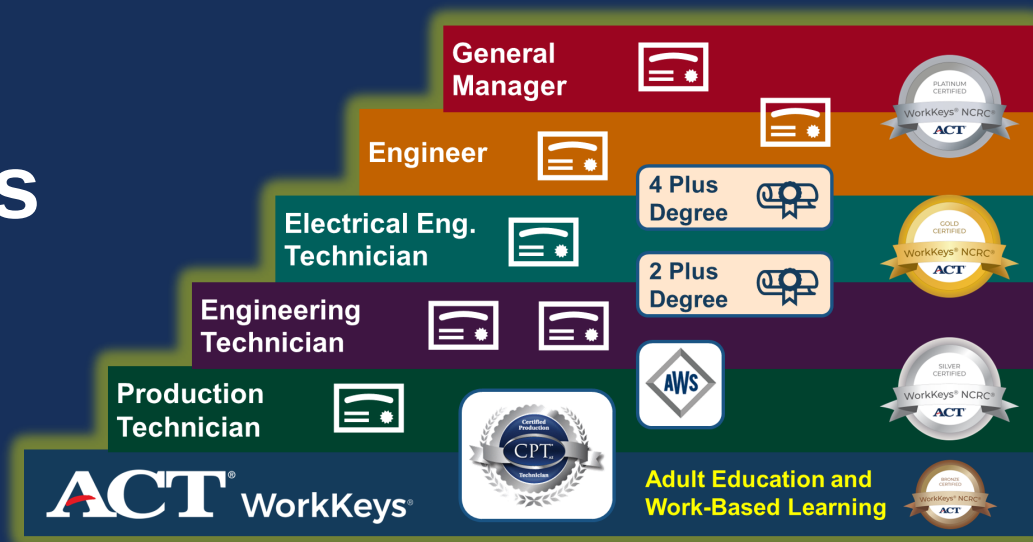
Apprenticeship and Work Simulations



Exploration and Discovery



Skill Benchmarks Aligned



Career and Education Navigation



Good

**Career Discovery
WorkKeys Levels**

**Program
Pathways**



Better

**Regional Career
Portals**

**Individualized
Pathways**



Best

**AI-Assisted
Navigation**

**Learner Employment
Records**

Level

Why PLA?



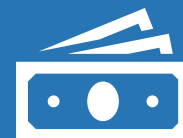
Increase
Degree
Completion



Reduce
Time to
Degree



Reduce
Cost to
Learner



Increase
Credits
Earned



cael.org/hubfs/PLA%20Boost%20Report%20CAEL%20WICHE%20-%20October%202020.pdf

Level

Prior Learning Assessment



**Evaluated
Non-College
Training**



**Industry-
Recognized
Certificates**



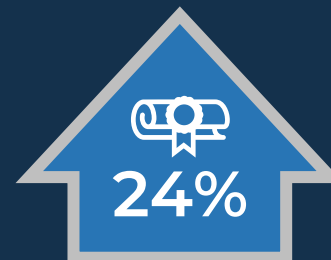
**Student
Portfolios**



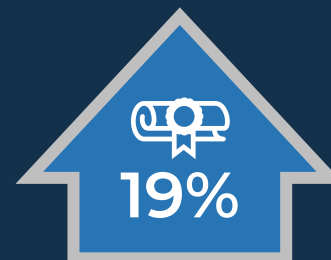
**Standardized
Testing**

Level

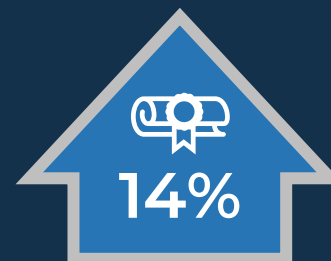
Equity Impact of PLA



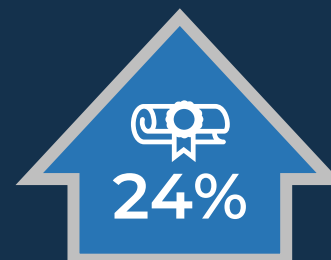
Hispanic
Adults



Grant
Recipients



Black
Adults



Adults at
Community Colleges



THE PLA **BOOST**

Results from a 72-Institution Study of
Prior Learning Assessment and Adult Student Outcomes

Level

Revenue Potential and ROI for Community Colleges and WorkKeys



17.6
More
Credits

**PLA users acquire 17.6
more credits (on average)
than non-users of PLA**



Increase Completion

Increase GPA

ACE Review on WorkKeys Quality

Student Readiness

The NCRC's three exam results are excellent for measuring students' readiness for the workforce as well as their ability to succeed in post-secondary learning institutions.

Employer Expectations

Moreover, the exams gauge the skill gaps between students' ability and workforce expectations.

Curriculum Alignment

The results can be used to improve educational curricula, giving institutions a "blueprint" to map what students are learning to workforce demands.

Credentialing Rigor

The credentialing levels are quite rigorous, compared to national norms.

Validity

Validity evidence outstanding. Most compelling are the number of studies comparing WorkKeys scores to such factors as job performance ratings, grade point average, grades in vocational programs, and other measures of productivity and career preparedness (e.g., absenteeism, customer complaints, and turnover).

Equality

Outstanding evidence of exam fairness including detailed analysis of both level scores and college and career performance across factors including education, gender, racial/ ethnic background, and other factors of interest to fairness.

Skill Growth

Evidence from a review of required job skills (O*NET) demonstrated that increases in NCRC certification level were associated with increases in the skills needed to be considered qualified for more jobs, with Platinum level certification demonstrating proficiency in the skills needed for 99% of listed jobs.

American Council on Education (ACE) Third-Party Quality Review and Credit Recommendations

*Technical Mathematics and
Introduction to Information Literacy*



**Up to Six (6) Credit
or Semester Hours**

*Three (3) Credit or Semester
Hours for Each Subject
Lower-Division Baccalaureate*



**Up to Four (4) Credit
or Semester Hours**

*Two (2) Credit or Semester
Hours for Each Subject
Lower-Division Baccalaureate*



**Up to Two (2) Credit
or Semester Hours**

*One (1) Credit or Semester
Hour for Each Subject
Vocational Level*



Level

Statewide PLA Best Practices



**PLA Recommendations
for Three Credit Hour Award**

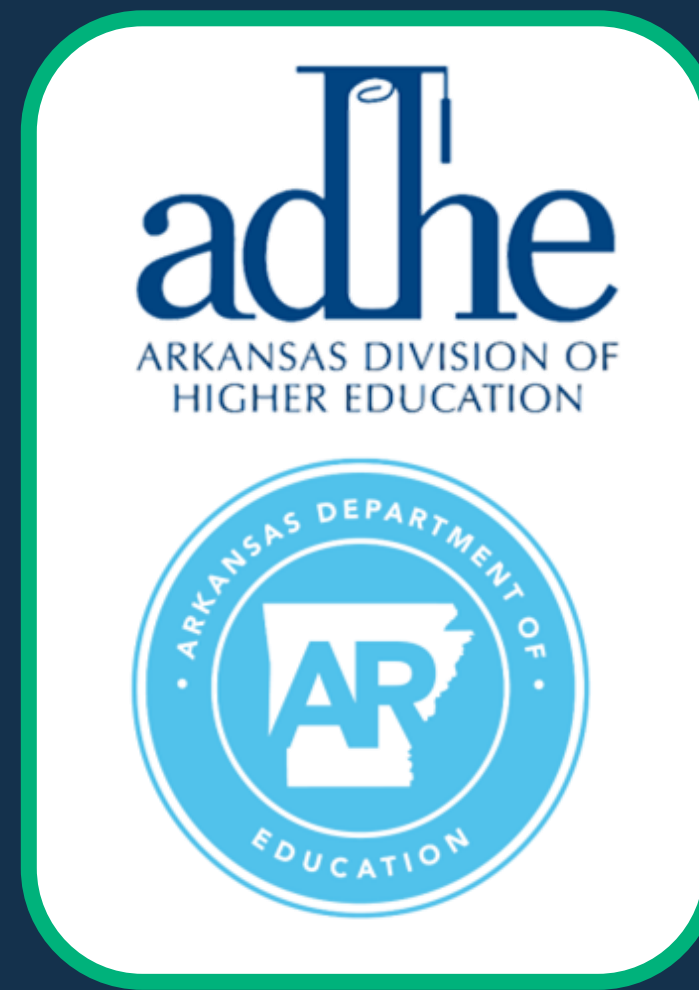
Technical Math

Level 5 Applied Math and Graphic Literacy

Technical Writing

Level 5 Workplace Documents

**Geared to programs with
technical math or technical
writing requirement**



Level

PLA Opportunities



ACE Recommendation

Ready-made framework for Technical Math and Introduction to Information Literacy



WorkKeys Estimator

Leverages SME talent to align objectives to WorkKeys NCRC benchmarks and launch new PLA initiatives



WorkKeys Profiling

Link on-the-job tasks to WorkKeys levels and empower employers to measure workforce readiness

Level

Institutional Excellence

ACT[®]



Alignment



Accreditation



Goodwill



Level the Playing Field



Level

Inspiration from Educators

ACT[®]





 Opportunities

 Outreach

 Outcomes



Opportunities



User-Centered Design,
Co-Brokerage, and
Fulfillment Expanded
Beyond Siloes

Regional Growth and
Competitiveness
Enabled by Workforce
and Eco Devo Integration



Connections of
Influence, Passion, and
Resources across all
segments

Employers as
Champions to
each segment



Outreach



WRC and ACT Online



Toolkits



Collateral



Success Stories



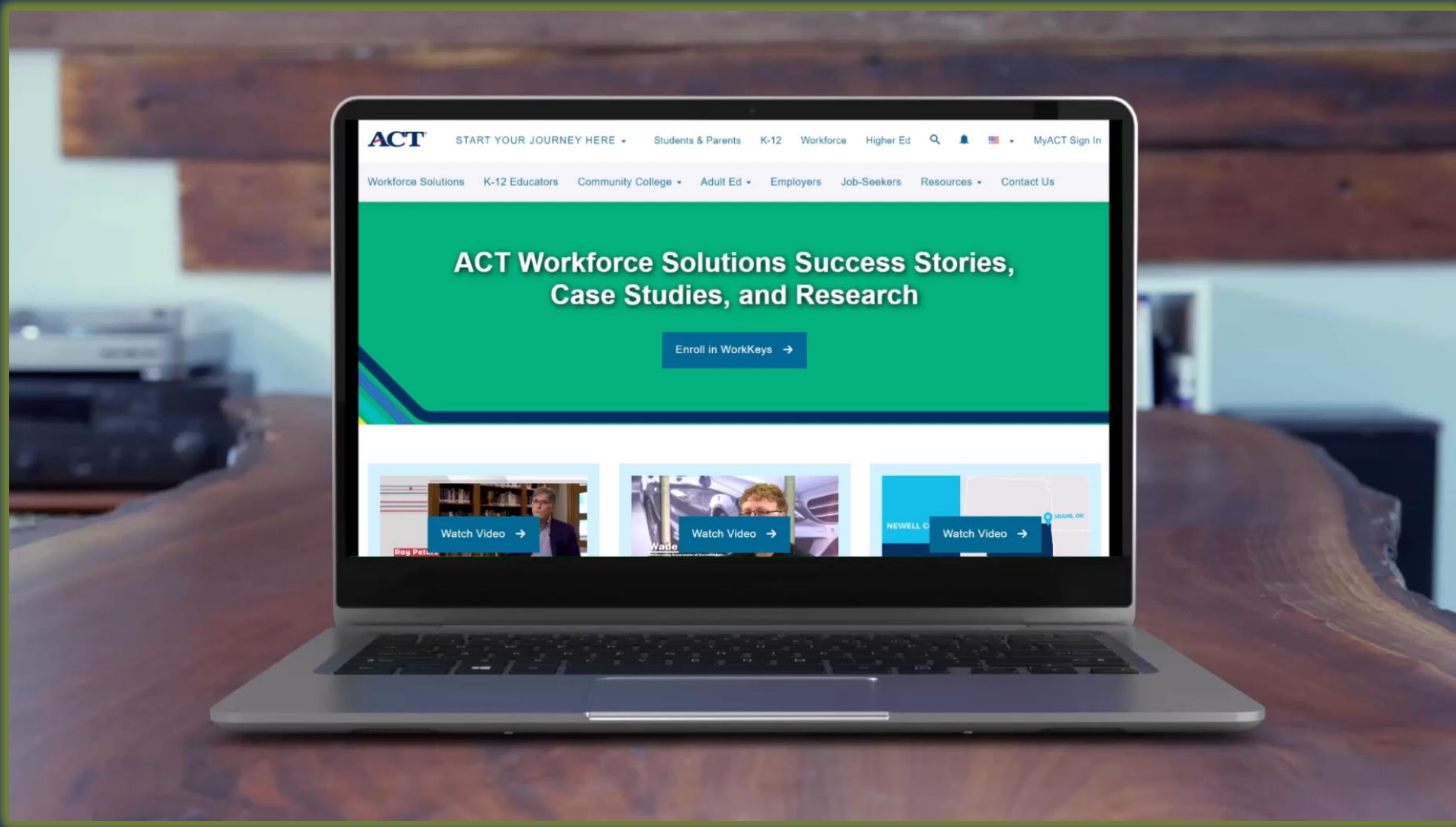


Messaging to Students



Leverage

Success of Working Learners





Outcomes



Learners



Faster to Work

Job Retention

Earnings Gain

Credentials

Upward Mobility

Employers



Retention Gains

HR Cycle Time

Training Time

Productivity

Safety

Educators



Performance

Accountability

Accreditation

Compliance

Credential Gains

Communities



Goodwill

Visibility

Sharper Targets

Actionable Data

Competitiveness

Leverage

Education Outcomes



Educators



Performance

Accountability

Accreditation

Compliance

Credential Gains

**Boosting
Career
Pathways
with College
Credit Earned
through
WorkKeys
NCRC**



**Overview of PLA
and Powerful Results**



**College Options for PLA
Through WorkKeys**



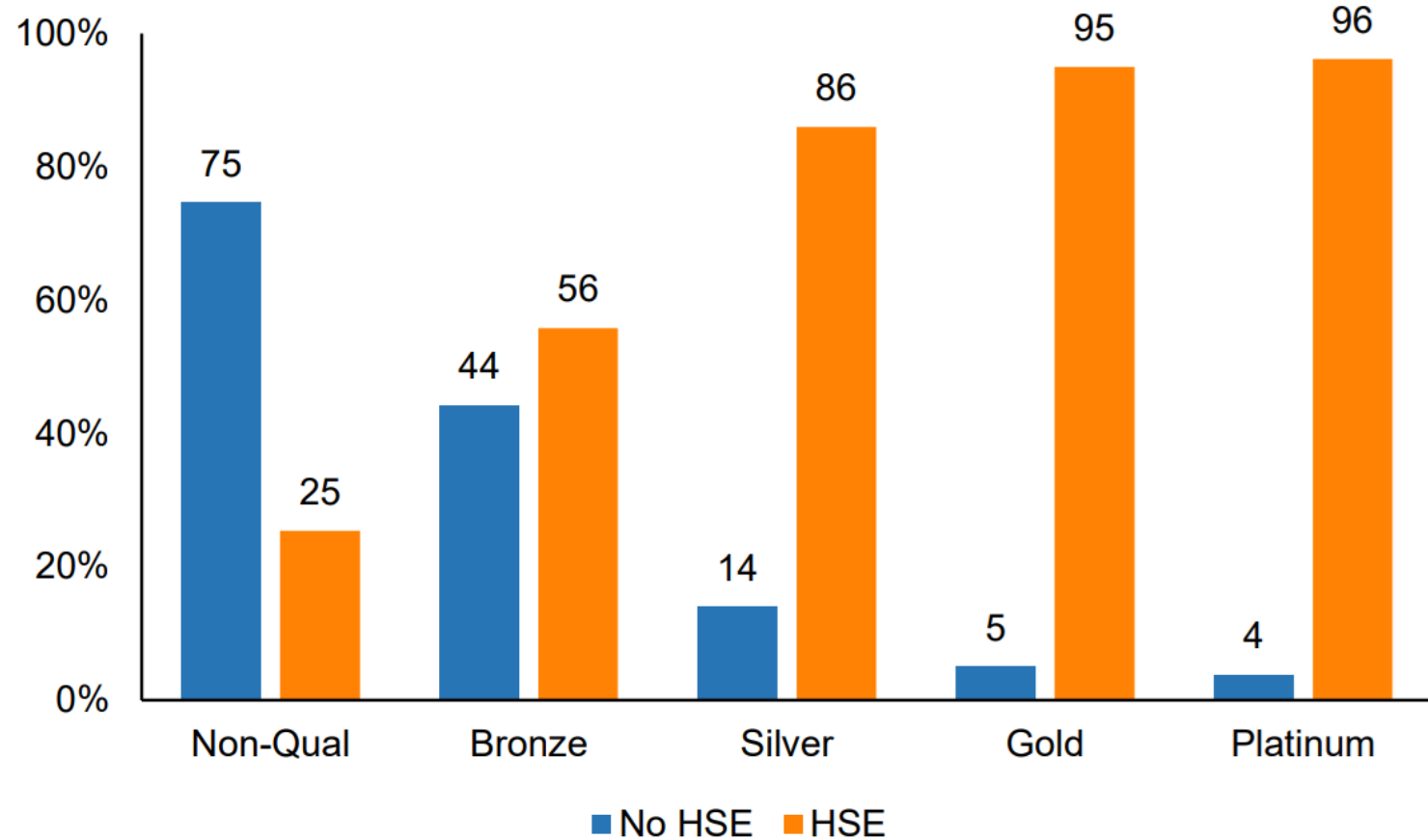
**Skill Benchmarking and
Alignment to Objectives**



**Resources, Next Steps,
and How to Connect**

Leverage

Boosts in High School Equivalency (HSE) Attainment in Mississippi



Leverage

Boosts in Mfg. Credentials



Educators



Performance

Accountability

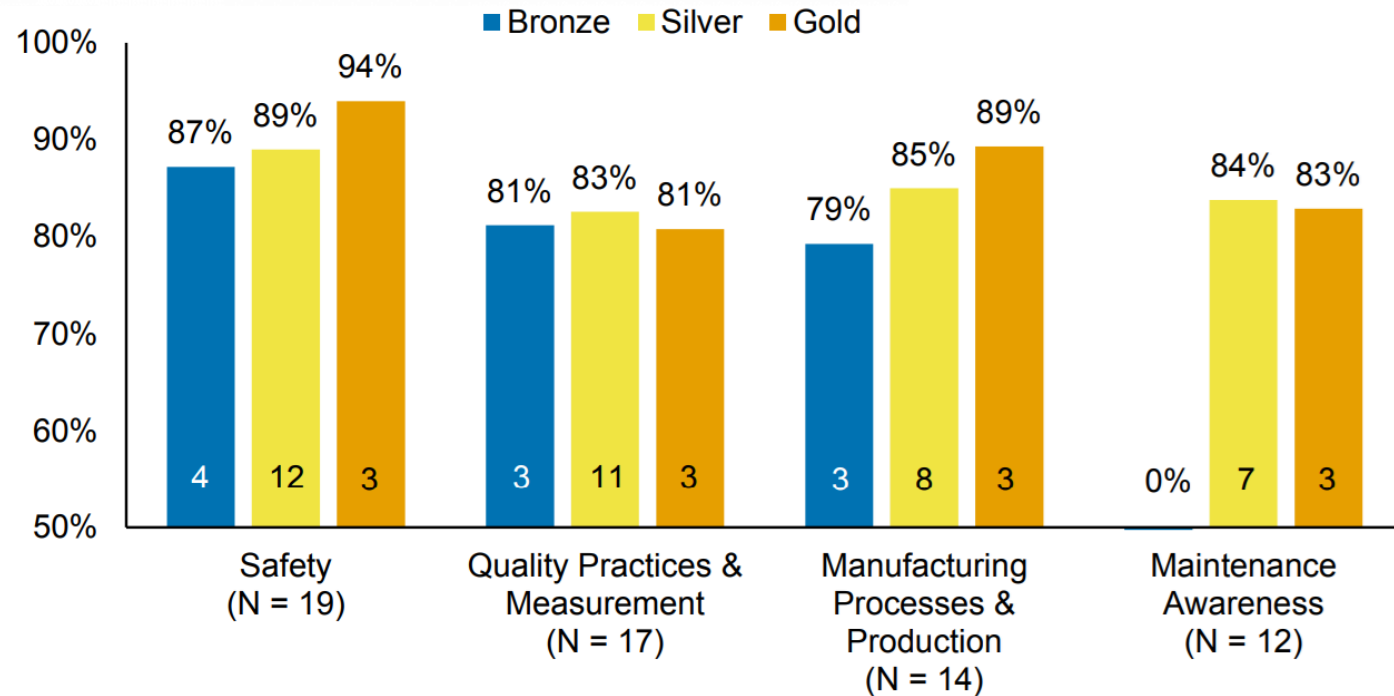
Accreditation

Compliance

Credential Gains



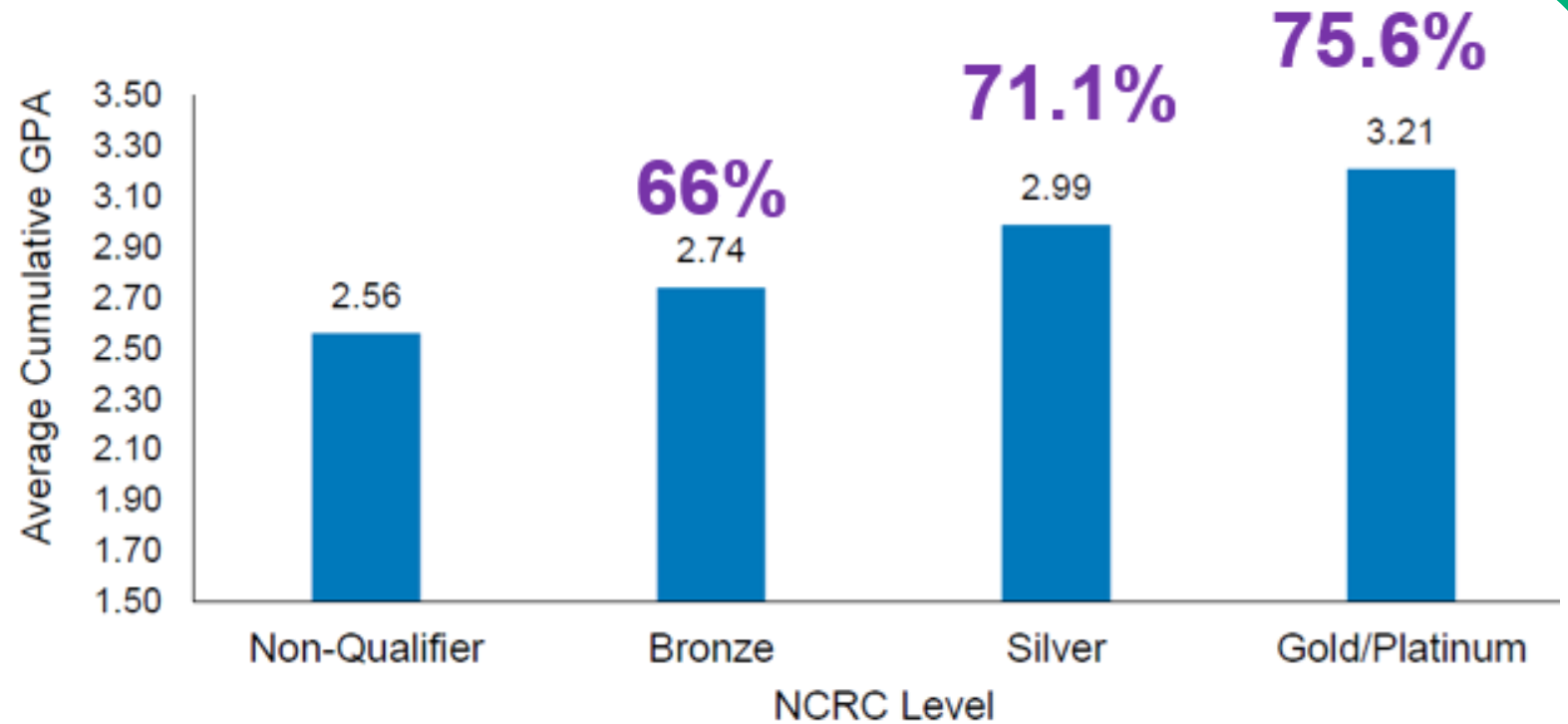
Workforce Council
of Southwest Ohio



MSSC Certified Production Technician Exam

Leverage

Academic Performance



% NCRC Holders Earning Associates Degree
Positive Relationship with NCRC Levels

Measuring Skill Gain for Adult Ed



NRS Educational Functioning Level Benchmarks

Education Functioning Levels	WorkKeys Workplace Documents Scale Scores on Workplace Document Forms 014, 015, 016, and 017	WorkKeys Applied Math Scale Scores on Applied Math Forms 018, 019, 020, and 021	NRS Approval Through July 2026
Beginning Literacy	N/A	71-73	✓
Beginning Basic	73-74	74-78	✓
Low Intermediate	75-77	79-82	✓
Middle Intermediate	78-80	83-85	✓
High Intermediate	81-82	86-87	✓
Adult Secondary	83-90	88-90	✓



More WIOA Performance Impact



WIOA Measurable Skill Gains	ACT WorkKeys Solution	Highlights and Links
Educational Functioning Level		Now Measurable with Workplace Documents and Applied Math
Academic Credit Hours		ACE Recommendation – Prior Learning Credit for NCRC
Established Milestones (Apprenticeship, OJT)		Boost Apprenticeship Quality and Performance
Occupational Certification Exam		WorkKeys Benchmarks for MSSC Credentials ; Stronger Pass Rates
Secondary Diploma or Equivalent		CCRS AE Alignment ; Alternative Diploma Pathways: OH , VA , PA

Leverage

Working Learner Outcomes



Learners



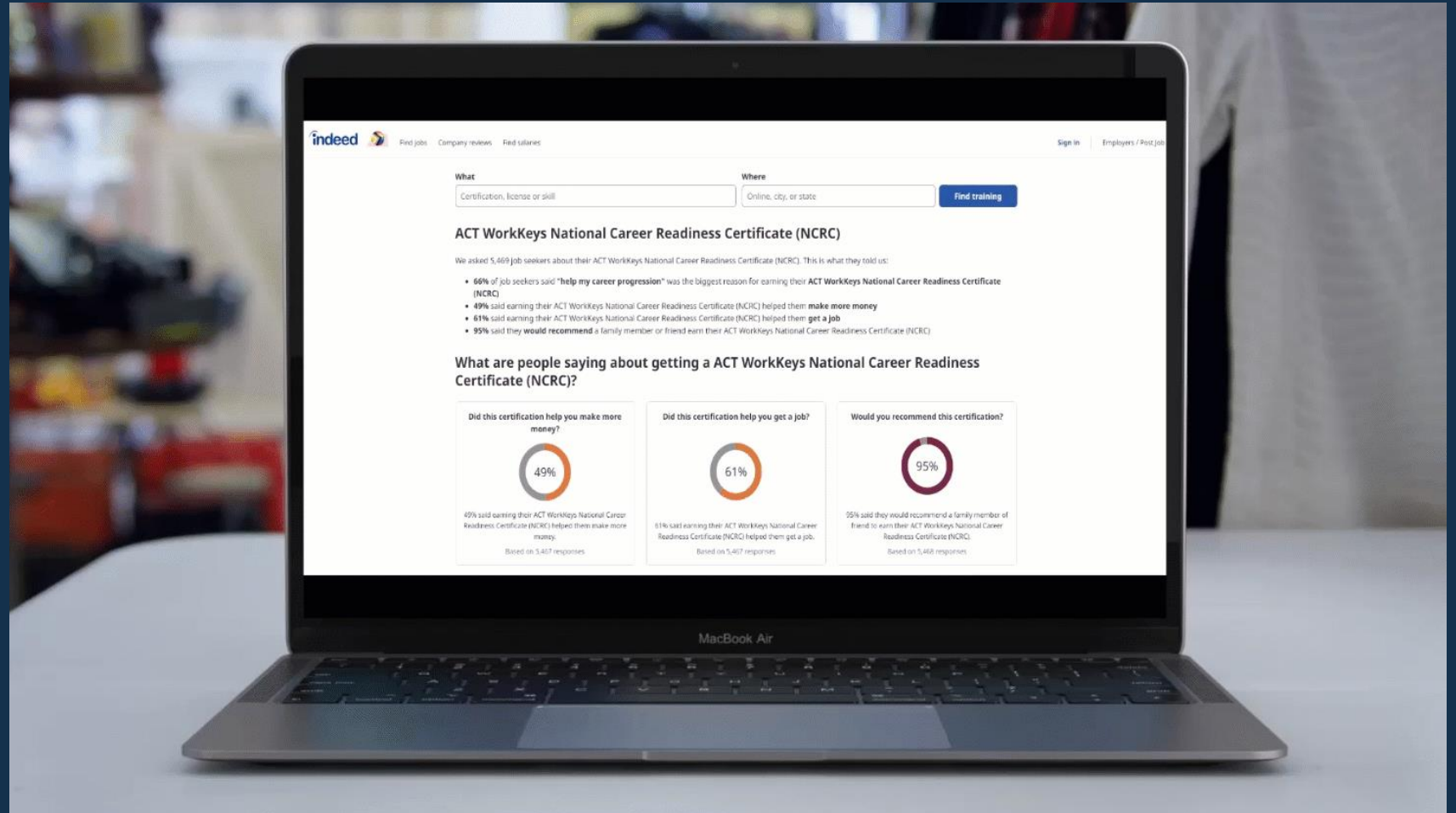
Faster to Work

Job Retention

Earnings Gain

Credentials

Upward Mobility



Leverage

Working Learner Outcomes

ACT[®]

Learners



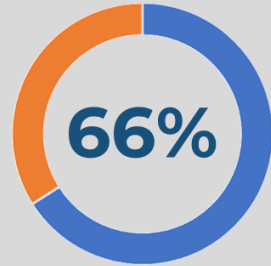
Faster to Work

Job Retention

Earnings Gain

Credentials

Upward Mobility



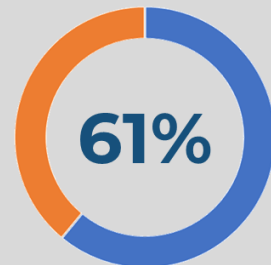
66%

Help my career progression
main reason
for earning
NCRC



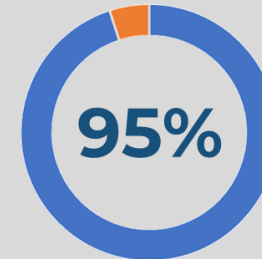
50%

Earning NCRC
helped them
make more
money



61%

Earning NCRC
helped them
get a job



95%

Recommend
NCRC to a
family member
or friend

indeed.com/certifications/view/act-WorkKeys-national-career-readiness-certificate-ncrc-YI3HW5HH

Leverage

Employers

Employers



Retention Gains

HR Cycle Time

Training Time

Productivity

Safety



EASTMAN



SUBARU

'TORAY'



**CLICK
BOND**



GLEN RAVEN

DU DECATUR
UTILITIES





Inspiration at Ground Level



Launchpad

ACT[®] Work Ready
Communities



Talent Pipelines

Ecosystems of Champions

Analysis to Action



Level Set with Skills Alignment

Level-Up with Credentials

Level-Out Challenges



Opportunities

Outreach

Outcomes

WRC at a Glance



5,837,842
NCRCs Earned



28,556 Supporting
Employers



22,669 Job Profiles
Completed

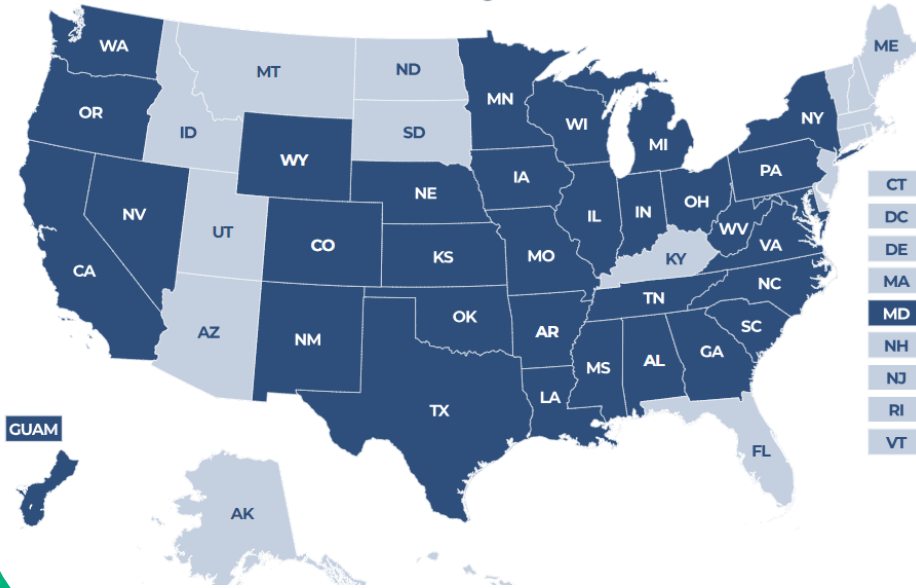


555 Participating
WRC Locations



33 States with WRCs

States with State- or County-Led
ACT[®] Work Ready Communities



ACT[®] Work Ready
Communities



Link

WorkKeys Skills

Benchmarks to Job Tasks

Learning Outcomes



Level

WorkKeys Profiling

Assessments

Skill Building



Leverage

NCRC Digital Credentials

Pathway Navigation

Ecosystem Outcomes

ACT[®] Work Ready Communities



Link

Leadership Team

WRC Boot Camp Training

WRC Journey



Level

Skills Alignment

Resources and Solutions

Achieve Goals



Leverage

WRC Certification

Ecosystem Outcomes

Regional Growth



Skills-First Framework



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Communities



Resources

Link

Level

Leverage

[Illuminate Mapping Guide](#)

[Opportunity@Work/STARs](#)

[WorkKeys Profiling](#)



[WorkKeys Skills and Levels](#)

[WorkKeys ACE/CPL](#)

[WorkKeys Adult Ed Gains](#)

[Digital Badging/Credly](#)

[Research and Success](#)

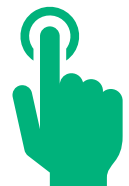
ACT[®] WorkKeys[®]

ACT[®] Work Ready
Communities

**ACT[®] ready for
WORK**

[Podcast](#)

[Newsletter](#)



Additional Links and Resources

Linking Workforce Ecosystems to Level Up Skills and Leverage Growth

- Education Montage Video
 - [Mary Paramore, NC STEM](#)
 - [Josh Duplantis, Coastal AL Community College](#)
 - [Lisa Hawk, Forsyth NC Technical College](#)
 - [Callie Richardson, Natchitoches LA High School](#)
 - [Fairfax VA Credit Recovery Academy](#)
 - [Dr. Patricia Caillouet, St. James Parish LA](#)
 - [Jessica Winters, Lakeside Schools in LA](#)
 - [Rob Smith, Director, RCCTC in MS](#)
 - [Dr. Jim Henderson, Northwestern State \(LA\) University](#)
- Manufacturing Skill Standards Council (MSSC) Alignment
 - [Certified Production Technician](#)
 - [Certified Logistics Technician](#)
 - [Certified Forklift Technician](#)
 - [Supply Chain Automation](#)
- [MSSC Case Study with Southwest Ohio and WorkKeys](#)
- [CompTia A+ Curriculum Alignment](#)
- [National Metal Working Institute Profile and Alignment](#)
- [Missouri Community College Outcomes](#)
- [Mississippi Adult Education Outcomes](#)
- [Use of WorkKeys with WIOA Adult Education Skills Gain](#)
- [Video: Fish vs. Fishing for WorkKeys Skills](#)
- [Video: Mississippi WorkKeys Promo for High School Students](#)
- [Apprenticeship Outcomes with WorkKeys NCRC](#)
- [Outcomes with Prior Learning Assessment and WorkKeys NCRC](#)
- [The PLA Boost from CAEL](#)
- [Credly Digital Badging with WorkKeys NCRC](#)
- [Video: ACT Holistic Framework](#)
- [Holistic Framework Resources from ACT](#)

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Communities



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