



Educator Roadmap to Skills-Driven Success

Skills-driven career navigation with assessment and certification of cognitive skills all come together for job placement outcomes and Work Ready solutions that benefit at any level of education provider.

Inside this strategic roadmap, educators can explore 42 quality indicators across 14 success factors that improve graduates equipped with the skills that matter to employers.



Student Benefits

- ▶ Higher Confidence to Meet Goals
- ▶ Clearer Pathway Milestones
- ▶ Relevance to Skills to Employers
- ▶ Placement and Wage Outcomes

System Benefits

- ▶ Clearer and Measurable Standards
- ▶ Skills Aligned to Adjust Curriculum
- ▶ Stronger Employer Participation
- ▶ Simpler Program Compliance



Five-Part WorkKeys Solutions for Skills-Driven Ecosystems

Opportunity	Good	+	Better	+	Best
Establishes Clear Benchmarks to Align Skill Outcomes and Curriculum Targets	Analyzes economic development growth targets to establish and raise awareness of skill benchmarks with a user-friendly common language and crosswalk		Utilizes local NCRC trends and Work Ready planning tools to measure gaps in skills and candidate volume required to meet employer demand		Aligns local curriculum and work-based learning objectives to exceed employer-driven targets of NCRC levels and related credentials
Assess for Cognitive Skills with WorkKeys to Identify Skill Gaps and Training Needed to Launch Career Pathway	Trains counselors and instructors to proctor cognitive assessments that motivate students on relevance of skills and decision-making		Equips instructors to customize skills-based career navigation activities with clear crosswalks to learning standards that simplify classroom deployment		Calibrates curriculum standards with measurable benchmarks and employer-driven credentials to exceed entry/exit outcomes and system expectations
Builds skills with WorkKeys Curriculum and flexible options to enhance any learning activity	Integrates WorkKeys Curriculum for self-paced learning interventions and individual improvement plans		Enhances work based learning activities and apprenticeship with WorkKeys sector profiles, curriculum content, and employer standards		Leverages WorkKeys results to boost confidence to prepare for industry sector training and certification exams
Certifies career readiness and workplace skills to attain industry recognized credentials	Leverages momentum of WorkKeys NCRC results to generate student momentum to achieve next sequence of learning objectives		Equips learners to earn industry recognized stackable credentials with stronger cognitive skills linked to curriculum and exam prep		Recognizes individual student milestones with employer signing ceremonies, graduation or completion celebrations, and positive news media coverage
Grows Outcomes for Working Learners and Sustainability for Skills-Driven Resources	Analyzes WorkKeys data and improvements with placement outcomes, completion rates, and credentials earned		Empowers educators to improve partnership experiences for employer volunteers and utilize Work Ready Community partnerships for results-oriented solutions		Leverages WorkKeys trends and WRC as exhibits of organizational excellence for Accreditation and Community Relations

K12 and Career Technical Education Opportunities

Reduces Anxiety for Learners with Skills-Driven Career Guidance and Measurable Milestones	Integrates WorkKeys coaching tools into career exploration activities to improve aim for career options that fit the student's dynamics	Utilizes industry sector WorkKeys pathway profiles and interactive skills dashboards to help working learners visualize the career prep journey	Establishes individual learning goals to raise WorkKeys levels that align with occupation benchmarks for work-based learning and classroom outcomes
Expands HS Dual Credit Options with WorkKeys NCRC as Prior Learning Assessment (PLA) to Earn Academic Credit	District collaborates with college partner to adopt the WorkKeys NCRC PLA recommendation from the American Council on Education	College team customizes WorkKeys PLA model utilizing Skill Analysis tools from WorkKeys Estimator and WorkKeys Profiling	College integrates PLA options for industry recognized sector credentials earned at HS level with user-friendly WorkKeys crosswalks



Skills Driven Educator Solutions



Align skill benchmarks to employer specs and boost training outcomes



Assess for cognitive and essential skill gaps that trigger barriers



Build skills with curriculum aligned to regional benchmarks



Certify skills to accelerate pathway milestones and placement success



Grow program performance and ROI for regional system impact

ACT[®] **WorkKeys**[®]

Skills-based career navigation empowers educators to guide working learners to

- ▶ **Know** their skills
- ▶ **Grow** their skills with credentials
- ▶ **Show** their skills to employers to
- ▶ **Go** to their pathway milestones.

They can't be what they can't see. Help students envision their success with measurable and achievable skill benchmarks through WorkKeys.



Job Success Compatibility

Aligned to O*NET Occupations



17%



71%



90%



96%

Adult Education and WIOA Opportunities

Opportunity	Good	+	Better	+	Best
Optimizes Adult Education Programs for Access, Relevance, and Learning Success	Motivates individuals disenfranchised from classrooms earlier in life to reimagine success based on their WorkKeys milestones		Enhances curriculum and counseling with WorkKeys crosswalks to CCRSAE Readiness Standards for Adult Education programs		Adopts Fast-Track Adult Alternative Diploma for high school equivalency by WorkKeys NCRC stacked with industry-recognized credential
Reduces Testing Volume Through Value-Added, Multi-Purpose Assessment Strategies	Utilizes WorkKeys assessment data with intake activities to demonstrate gaps required for program eligibility		Equips learners to excel and reduces test anxiety with sample questions and practice tests, contextualized to realistic workplace scenarios		Determines Adult Education credential readiness using CCRSAE WorkKeys benchmarks for college and career readiness standards
Optimizes Program Performance and Sustainability with Skills-Driven Tools to Exceed Expectations	Increases credentials earned by leveraging WorkKeys proficiencies to prepare and excel on sector certification exams		Utilizes NRS framework to deploy WorkKeys for effective measurement of educational gains		Collaborates with WIOA provider/partner to achieve established milestones and occupational exams as exhibits of outcomes

Community Colleges and Post-Secondary Opportunities

Prepares for Workforce PELL Opportunities with Measurable Skill Benchmarks	Links employer-driven standards and skill benchmarks as exhibits of quality data collection	Leverages Work Ready Communities model to quantify employer skill specs and regional demand projections	Analyzes WorkKeys NCRC data to identify key shifts in skill gains that demonstrate program performance
Improves Completion Rates and Reduces Student Debt through Credit for Prior Learning Assessment (PLA)	Adopts WorkKeys NCRC PLA recommendation from American Council on Education and Promotes Opportunity in Course Catalog	Customizes WorkKeys PLA model utilizing Skill Analysis tools from WorkKeys Estimator as alternatives to close gaps requiring remedial coursework	Tracks student outcomes to analyze PLA impact on completion rates and GPAs while reducing gaps in access and equity
Connects Campus-Based Career Services Programs to Employer-Friendly Talent Pipelines	Expands test offerings for campus career centers with WorkKeys test prep and cognitive skill assessments	Spotlights NCRC-holders directly to employers during campus job fairs and recruitment events	Expedites referrals of student job candidates to employers with skills aligned to job task and training specifications
Employer Solutions and Economic Development Services	Integrates WorkKeys solutions with employer-customized packages of services across each phase of the talent supply chain	Expands employer access and usage of skills-driven solutions in partnership with education and community service providers	Enhances business retention and expansion toolbox with skills first solutions deployed by Economic Development Groups and Chambers



Empower Students to Celebrate and Share Success

Digital credentials are fast becoming the preferred source of truth for employers to verify skills and competencies. Unlike paper certificates, it's easier to share proof of skills to hiring decision-makers.

ACT's badge partner, Credly, hosts the WorkKeys NCRC Bronze, Silver, Gold, and Platinum digital badges. Employers can connect quickly to candidates that display badge credentials in digital skill wallets, portfolios, LinkedIn, transcripts, and email signatures. Discover pathway solutions at act.org/workkeys-ncrc.



Award College Credit with WorkKeys NCRC

American Council on Education's third-party quality review of the ACT WorkKeys NCRC as a prior learning assessment (PLA) gives confidence for colleges to adopt ACE's guidance to accelerate pathways.

- Reduce Time to Complete Degree
- Reduce Cost to Learner
- Increase Degree Completion with Equity and Access
- Boost Sector Credentials

Quantitative Reasoning

The ability to reason and solve quantitative problems from a wide array of authentic contexts and everyday life situations.

Information Literacy

The ability to recognize when information is needed and to locate, evaluate, and effectively use the needed information.

Professional Writing

The ability to produce clear, well-organized, audience-appropriate documents that fulfill specific purposes in professional, academic, or civic settings.

Lower Divisional Degree Category

	Quantitative Reasoning	Information Literacy	Professional Writing	Total Semester Hours
Platinum	3 Semester Hours	3 Semester Hours	3 Semester Hours	9 Semester Hours
Gold	2 Semester Hours	2 Semester Hours	2 Semester Hours	6 Semester Hours
Silver	1 Semester Hours	1 Semester Hours	1 Semester Hours	3 Semester Hours

Voices of Excellence

You look at that curriculum, is it teaching the foundational skills that are needed in that job? It's a good way to make that crosswalk. We are teaching that information but also the skills to apply that information. We could identify the exact foundational skills nurtured in the curriculum and examine what we need.

**Mary Paramore, North Carolina
STEM East Program**

We've had the kid, I can't do the rhyme scheme of a sonnet, I'm stupid. There's never been a test to show the dimensions of their intelligence and what components are you good at, what are the skills that you have that don't just occur in the academic classroom.

**Callie Richardson
Natchitoches HS in Louisiana**

Being part of Work Ready Communities helps provide power and backing. We're working with Google on short term training programs that guarantee and consideration for employment. It's truly changing lives. It's going to change how we look at education and training.

**Lyndsie Gibbs
Metropolitan Community College
Omaha, Nebraska**

By aligning the training we provide at the college with the WorkKeys and the NCRC credentials we are able to better offer our employers a workforce able to step in immediately.

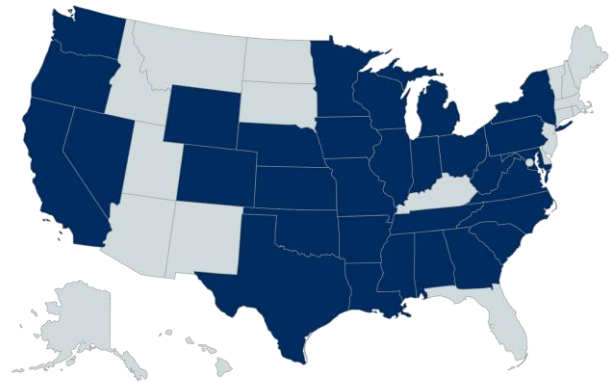
**Lisa Hawk
Forsythe Technical Community College**

It's not just people that need credentials, communities need credentials. The Work Ready Communities, the infrastructure, the partnership, really help tell that story.

**Joshua Duplantis, Dean
Coastal Alabama Community College**

WRC Equips Educators for Skills-Driven Success

ACT[®] Work Ready Communities[®]



- ▶ 570+ Locations in 30+ States
- ▶ 29,000+ Supporting Employers
- ▶ 6 Million+ WorkKeys[®] NCRCs
- ▶ 1,100+ Innovators Network
- ▶ workreadycommunities.org

- ☒ **Connect** workforce ecosystem leaders with fast-track training and customized support to deploy WRC
- ☒ **Launch** WRC initiatives and implement life-changing workforce solutions that close skill gaps
- ☒ **Excel** with skills-driven certification goals and boosts in outcomes for ecosystem partners and ROI
- ☒ **Certify** counties and regions to attract investment and opportunities for growth with stronger visibility