

Kansas State Chamber of Commerce Annual Workforce & Education Summit



ACT[®] Work Ready
Communities



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ACT[®] **Work Ready**
Communities



Common pain points and challenges in workforce



	Employers	Educators	Communities
Mobility	Candidate pool size	Student interest weak	Overcoming poverty
Stability	Misalignment with agencies	Uninvolved employers	Agencies disconnect
Quality	Skill gaps	Job outcomes	Valuing local workforce
Profitability	Missing investment opportunities	Demands exceed resources	Stronger labor markets lure local employers

Established in 2012 as a framework for counties to build a successful workforce ecosystem to address workforce issues

All stakeholders speaking a common language, developing partnerships to help close the skills gaps



Benefits of ACT's Work Readiness System

ACT® Work Ready Communities



Employers

Educators

Communities

Saves Time

Improves Instruction

Builds Essential Partnerships and Stakeholder Collaboration

Saves Money – Better ROI

Build Into Career Pathways and Independent Plans of Study

Improves Quality of Life

Reduces Risk

Improves Placement

Economic Development Retention and Job Growth

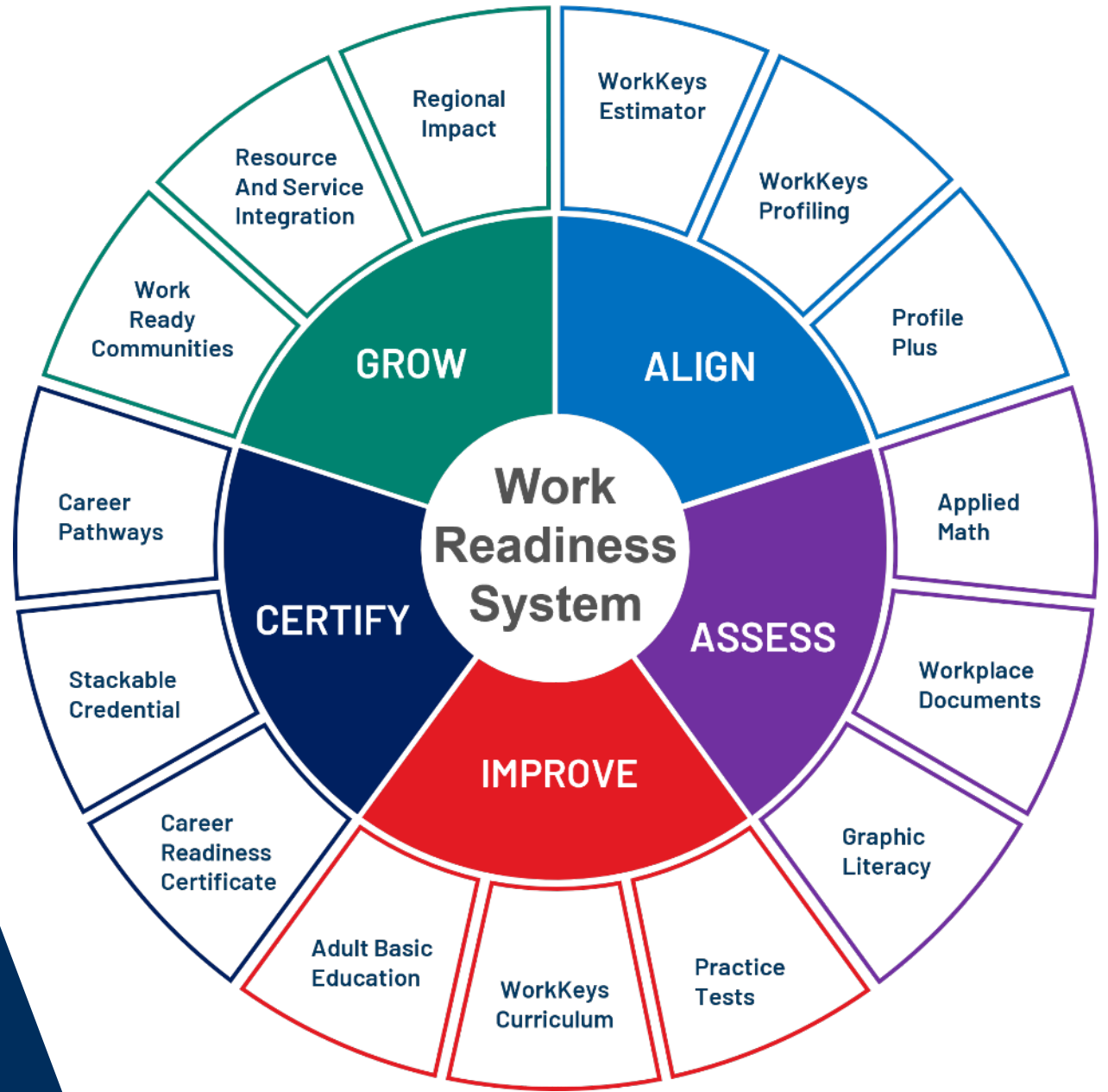
Reduces Training Time (Apprenticeship)

Improves Compliance

Boosts Community Image

Work Ready Communities

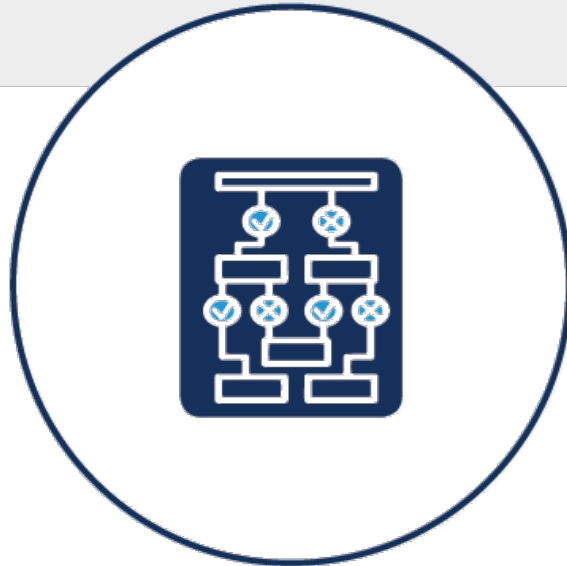
Powered by
ACT WorkKeys
Assessments





APPLIED MATH

Critical thinking,
mathematical reasoning,
problem solving



GRAPHIC LITERACY

Identifying and
understanding important
data in charts, graphs,
diagrams, floor plans, etc.



WORKPLACE DOCUMENTS

Reading and using
business documents such
as regulations, directions,
policies, notices, etc.

**Three core assessments identified by employers as
being critical to workplace success**



ACT certifies that

Jane P. Sample

has earned the ACT® WorkKeys® National Career Readiness Certificate™ at the **Platinum** level.

NAME
TITLE

Registered Certificate # JSAMPLE001
Issue Date: 2/17/18

Benefits of the ACT WorkKeys National Career Readiness Certificate



**Nationally
Recognized**



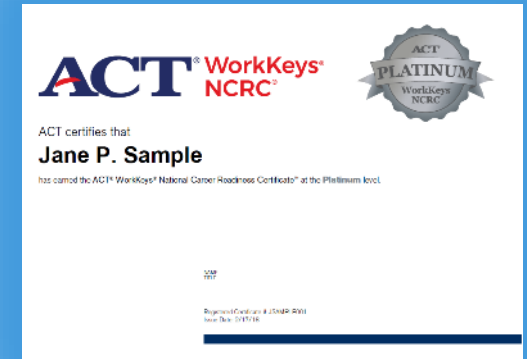
Portable



**Evidence-Based
Credential**



**Validates individual
work readiness
skills**



Four ACT WorkKeys NCRC Certification Levels



Minimum Score of **6** on
each NCRC assessment



Minimum Score of **5** on
each NCRC assessment



Minimum Score of **4** on
each NCRC assessment



Minimum Score of **3** on
each NCRC assessment



ACT[®] WorkKeys[®] NCRC[®]



**99% of all
Profiled Jobs**

Levels 6 and 7



**93% of all
Profiled Jobs**

Level 5 or Higher



**69% of all
Profiled Jobs**

Level 4 or Higher



**17% of all
Profiled Jobs**

Level 3 or Higher

Helping people achieve education and workplace success.

**ACT[®] Work Ready
Communities**

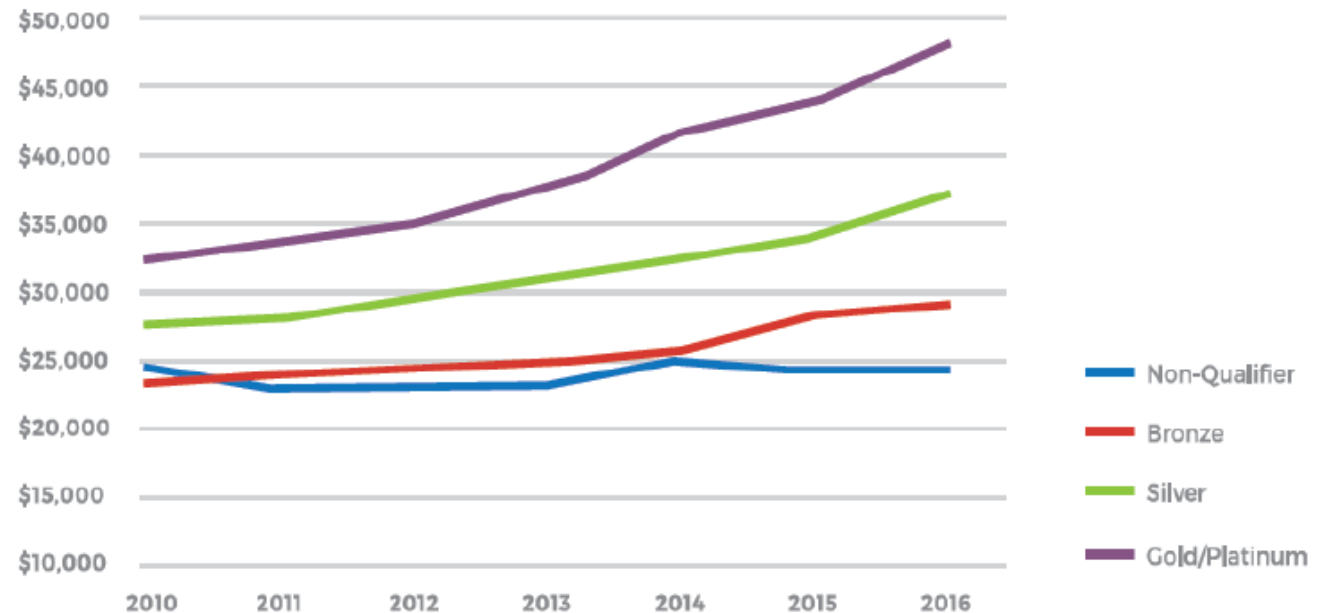
Employment Outcomes

Make more money

There is a positive relationship between higher NCRC and ACT WorkKeys skill levels, and short- and long-term wages. Adults who earned a Silver or Gold/Platinum NCRC **increased their income within two years.**



Adult NCRC Examinee Wages by NCRC Level³



What Job Seekers Say

ACT WorkKeys National Career Readiness Certificate (NCRC)

We asked 5,456 job seekers about their ACT WorkKeys National Career Readiness Certificate (NCRC). This is what they told us:

- **66%** of job seekers said **"help my career progression"** was the biggest reason for earning their **ACT WorkKeys National Career Readiness Certificate (NCRC)**
- **49%** said earning their ACT WorkKeys National Career Readiness Certificate (NCRC) helped them **make more money**
- **61%** said earning their ACT WorkKeys National Career Readiness Certificate (NCRC) helped them **get a job**
- **95%** said they **would recommend** a family member or friend earn their ACT WorkKeys National Career Readiness Certificate (NCRC)



indeed



49% said earning their ACT WorkKeys National Career Readiness Certificate (NCRC) helped them **make more money**



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95% said they **would recommend** a family member or friend earn their ACT WorkKeys National Career Readiness Certificate (NCRC)

Why Should Employers Prefer Applicants with an NCRC



The NCRC demonstrates **WORK** readiness



Complements a Resume and traditional credentials

- ▶ High School Diploma
- ▶ Community College Degrees
- ▶ Certificates of Technical Proficiency



Validates an individual's competence in a specific set of workplace skills



If an applicant doesn't possess the hard skills needed, an NCRC demonstrates they're trainable, and can learn the skills needed to perform



Overall, reducing training time, turnover, & improving return on investment

Ask your applicants to earn the ACT NCRC. It's that simple



EASTMAN



<http://bit.ly/2EAQJqP>



RoyOMartin raises the quality of new hires while reducing turnover and costs



Louisiana-based forestry and wood-products manufacturer RoyOMartin used ACT WorkKeys® solutions to decrease turnover and optimize training costs.

RESULTS:



5%

decrease

in turnover



\$270,000

in savings

over a three-year period



30%

of employees hired

from WoodWorks program which uses ACT WorkKeys NCRC®

Eastman develops talent pipeline while improving the quality of new hires



Tennessee-based advanced manufacturer Eastman used ACT WorkKeys® solutions to find qualified applicants for available jobs.

RESULTS:



10

job profiles

completed at Eastman including all entry-level manufacturing positions.



2,300+

individuals

in NE TN region with a WorkKeys NCRC



342

Eastman employees

with NCRC successfully completed apprenticeship training from 2015-17

Gilchrist Construction Company improves retention and employee safety



Facing employee turnover as high as 100%, Gilchrist Construction Company used ACT WorkKeys® solutions to improve hiring, retention, training, safety, and productivity at their Louisiana-based facility.

RESULTS:



75%

improvement

in employee retention



59%

decrease

in safety incidents



68%

increase

in employee tenure from 2011–17
leading to savings in cost of new hires

[READ MORE CASE STUDIES >](#)



Inova uses WorkKeys[®] to cure turnover troubles

WorkKeys helps a health care system measure vital skills of two important entry-level positions to identify applicants they could count on for the long haul.

RESULTS:



74%

reduction
in turnover



300

applicants
processed per day

More than **\$1.3M**
in savings



Employer Results

Boeing improves retention while reducing training time

The Boeing Company in St. Louis uses ACT® WorkKeys® solutions to support assembly mechanic pre-employment training.

RESULTS:



Improved
retention



reduced
hiring time



reduced
training time

The right skills on day one

HOW BOEING USES ACT WORKKEYS

To decrease turnover and optimize training time and costs, Boeing utilizes ACT® WorkKeys® as part of their Assembly Mechanic pre-employment training programs with St. Louis Community College.

Only students meeting the required scores for each of the WorkKeys assessments — Applied Mathematics, Reading for Information, Locating Information — are considered for the program.

The WorkKeys scores provide a baseline knowledge of the foundational skills of the individual. This helps Boeing screen candidates for the company's entry level manufacturing positions, while avoiding costly on-the-job training.

“

WorkKeys assessments identify an individual's skill levels in critical skills required for entry level positions with our company. It provides a baseline knowledge of the foundational skills of that individual and helps screen for potential job candidates, ultimately saving the company significant training dollars.”

Dan C. Stroot

Senior Manager, LLOC Manufacturing
Quality & Safety Technical Training, Boeing

CROSSLAND

CONSTRUCTION COMPANY, INC.

EDUCATION PAYS

Do you want to build a great career in construction?
See how the choices you make in school can help you get started on the right foot.

	\$\$/hr	40 year impact*
Base Pay (no experience)	varies by market	--
GPA 3.0 or greater	+ 0.50 / hour	+ \$41,000
 OSHA 10 Hour Credential	+ 0.50 / hour	+ \$41,000
 NCCER CORE	+ 0.50 / hour	+ \$41,000
NCCER Level 1	+ 0.50 / hour	+ \$41,000
 WorkKeys Silver	+ 0.50 / hour	+ \$41,000
 WorkKeys Gold	+ 1.00 / hour	+ \$82,000
 WorkKeys Platinum	+ 1.50 / hour	+ \$124,800

*calculation based on 40 hours per week, 52 weeks per year.

We start with schools that have NCCER construction trades programs and show those students how to build their career in the construction industry

What could this mean for you?

Let's say you got your NCCER Core and Level 1 Credentials in school. You also got a 3.2 GPA and you scored a Gold on the WorkKeys test.

If the Base Pay for someone with no experience is \$12.00/hr in your area, you would start at \$14.50/hr.

That would mean you would earn an extra \$208,000 over a 40 year career!

For more information email education@crosslandconstruction.com or call 620-429-1414

What would you do with an extra \$208,000

BASE PAY.....\$12.00
ACT Gold.....\$ 1.00
CORE.....\$.50
Level 1.....\$.50
GPA.....\$.50

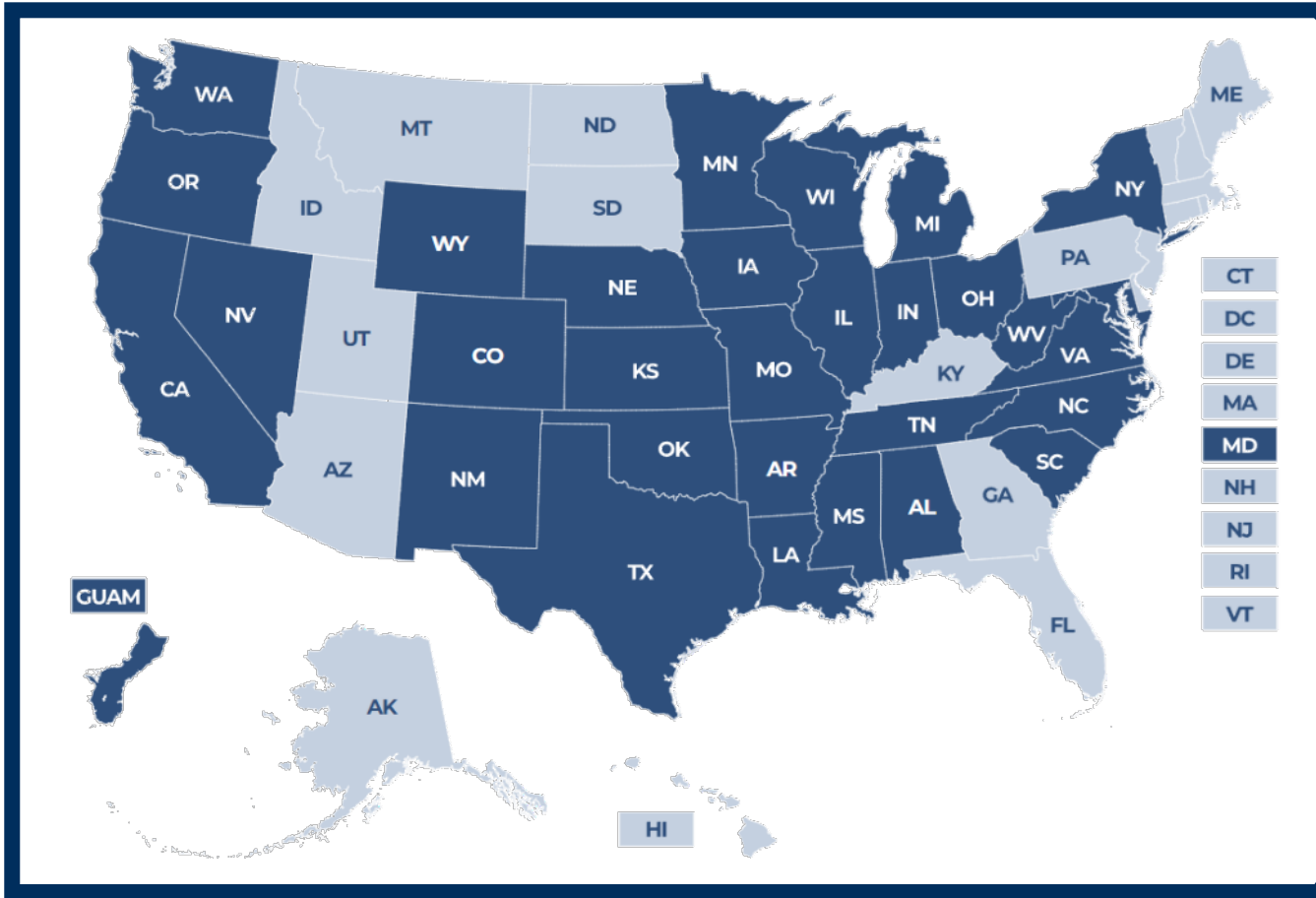
\$14.50 / hour starting pay

Crossland Human Resources Director Jill Brennan said, "Crossland has a group of employees who do earn some additional compensation based on the level of WorkKeys. The higher the level, the higher the pay."

Brennan said, "I think the kids that come to us with a silver, gold or platinum are automatically able to enter a career path here at Crossland. That puts them on an accelerated path so they're able to earn credentials quicker than other candidates who don't have that score."

ACT Work Ready Communities

A framework for building a more productive workforce



ACT[®] Work Ready Communities

ECONOMIC DEVELOPMENT

SOLUTIONS

HOW WORK READY COMMUNITIES ARE WINNING THE GROWTH GAME

The Mission

To mobilize a common vision to **Link, Align, and Match** your workforce for economic growth and competitiveness



Work Ready Communities



Employers pinpoint skills and hire right the first time



Educators and policy-makers measure skill gaps and build career pathways



Individuals prepare for success by understanding employer demands



Economic Developers compete on proven workforce value

To become certified, counties leverage the NCRC to meet goals assigned in specific workforce groups



Emerging Workforce: High school junior, senior, or recent graduate; college student of recent graduate



Current Workforce: Currently employed by public, private, or non-profit organization; currently employed in government



Transitioning Workforce: Currently unemployed; GED or Adult Education participant; current or recent active-duty military



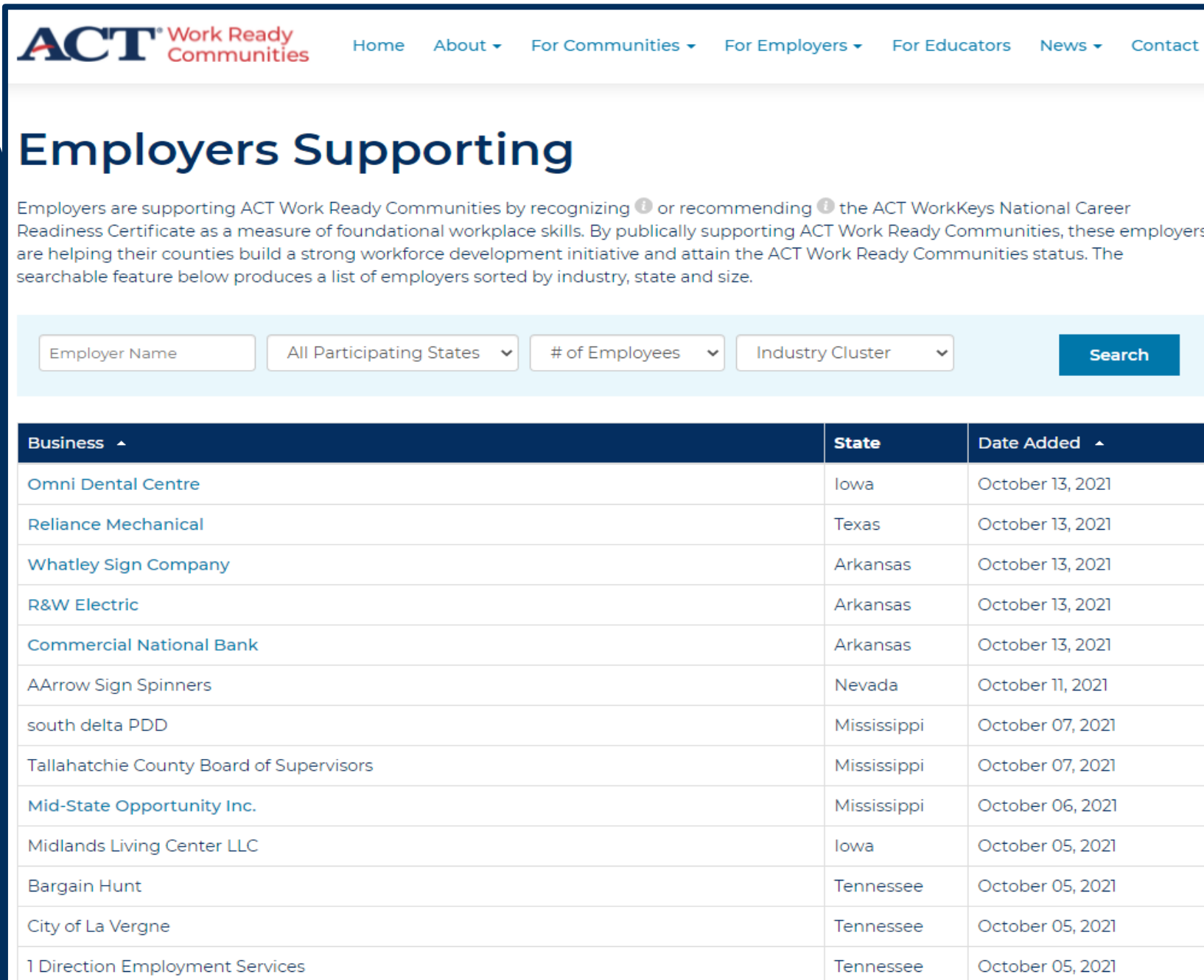
Supporting Employers: Endorsements of employers that recognize or recommend NCRC for hiring or promotion



ACT[®]

Tracking Employer Support

“Being A Work Ready Community Champion allows the ease of hiring the best people, and trust what you hired them to do. It allows me to help match the employees to jobs based on verified skill levels. Finding the candidate who possesses the proper trade skill through the ACT Work Ready Program reduces the overall recruiting, onboarding and training cost. It’s a win-win for all involved.”, Tracey Faulkner
Director of Human Resources, R-Tech Tool & Machine, Inc.- Kansas



ACT Work Ready Communities

Home About ▾ For Communities ▾ For Employers ▾ For Educators News ▾ Contact

Employers Supporting

Employers are supporting ACT Work Ready Communities by recognizing ¹ or recommending ¹ the ACT WorkKeys National Career Readiness Certificate as a measure of foundational workplace skills. By publically supporting ACT Work Ready Communities, these employers are helping their counties build a strong workforce development initiative and attain the ACT Work Ready Communities status. The searchable feature below produces a list of employers sorted by industry, state and size.

Employer Name All Participating States ▾ # of Employees ▾ Industry Cluster ▾ **Search**

Business ▾	State	Date Added ▾
Omni Dental Centre	Iowa	October 13, 2021
Reliance Mechanical	Texas	October 13, 2021
Whatley Sign Company	Arkansas	October 13, 2021
R&W Electric	Arkansas	October 13, 2021
Commercial National Bank	Arkansas	October 13, 2021
AArrow Sign Spinners	Nevada	October 11, 2021
south delta PDD	Mississippi	October 07, 2021
Tallahatchie County Board of Supervisors	Mississippi	October 07, 2021
Mid-State Opportunity Inc.	Mississippi	October 06, 2021
Midlands Living Center LLC	Iowa	October 05, 2021
Bargain Hunt	Tennessee	October 05, 2021
City of La Vergne	Tennessee	October 05, 2021
1 Direction Employment Services	Tennessee	October 05, 2021

The View from Site Selection Consultants

Work Ready Communities are setting themselves apart; positioning themselves to attract new companies

Robby Burgan
Manager – Location Strategies
Evergreen Advisors

When I see that a county is ACT Work Ready I know that they are following the steps in planning for the current and future workforce. Therefore, our tendency at FCG is to look strongly at ACT Work Ready Communities for new site locations. I would encourage all communities to seek that status.

Deane C. Foote, CEcD
President and CEO
Foote Consulting Group

ACT Work Ready is truly the best workforce development marketing tool I have seen.

Chad Chancellor
Co-Founder and CEO
The Next Move Group

As a corollary would recommend that all counties become work ready certified.

Dennis Donovan
Location Strategy and Site Selection Advisor

How we know WRC Works

82%

Certified counties use WRC to promote county to new business startup

89%

Certified counties use WRC to support existing industry

Source: WRC Leaders Survey, 2017

One of the main reasons that we decided to remain in Pottawatomie County was because of the strong workforce and the county's commitment to workforce readiness through (the) ACT Work Ready program

Robert Weimann
Sarto Countertops

This initiative is extremely collaborative and speaks to the focus and commitment we all have for cultivating a skilled local workforce. I am glad that Woodbury County is able to be a leading role in this important endeavor.

David Gleiser
Director of Community and Economic Development
Woodbury County, Iowa

W R C Fast Facts

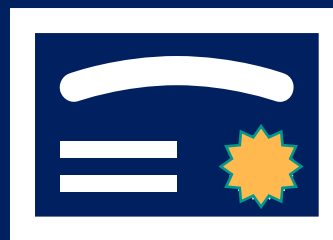


521



Participating

5,286,422



NCRCs

27,722



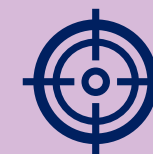
Supporting Employers

362



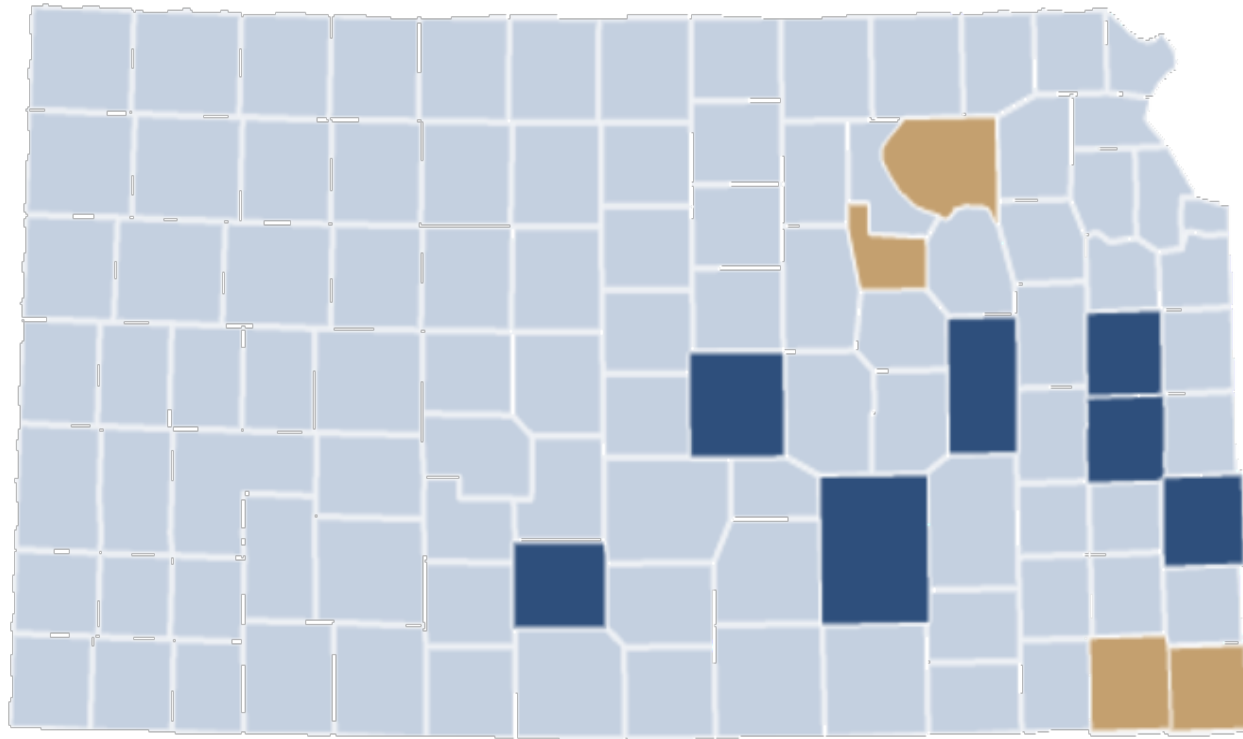
Certified/Maintained

22,287



Jobs Profiled

Kansas Work Ready Communities



ACT WorkKeys NCRC Levels

Platinum	6,971
Gold	18,466
Silver	32,967
Bronze	18,645
Total	77,049
Job Profiles Completed ⁱ	120
Employers Supporting ⁱ	368

Certified Communities

▲ ▼	▲ ▼
Geary	Aug, 2019
Pottawatomie	Dec, 2016
Labette	Aug, 2016
Cherokee	Feb, 2016

Most Improved Communities ⁱ

1. Butler	98%
2. McPherson	96%
3. Bourbon	87%
4. Pratt	86%
5. Anderson	77%



10%

11 of 105 communities participating

Engaged October 2013

ACT WorkKeys NCRC Data:
01-01-2006 - 01-31-2022



PROGRAM MILESTONES



PROGRAM PLAN OF STUDY



8TH GRADE

CAREER AWARENESS
Build Individual Plan of Study & career awareness via Xello & experiences.

TASKS

- Create an Electronic Portfolio

EVENTS

- Flex Day Sessions
- Attend Career Expo
- Attend Reality U



9TH GRADE

CAREER EXPOSURE
Experience career exposure via expert personal experiences.

TASKS

- Maintain electronic portfolio
- Select pathway
- Begin Work Keys 101

EVENTS

- Non-pathway specific field trips



10TH GRADE

CAREER EXPLORATION
Participate in career exploration.

TASKS

- Research selected pathway
- Continue Work Keys 101 practice
- Obtain Essential Skills Certification
- Take pathway-specific courses
- Continue electronic portfolio

EVENTS

- Pathway specific field trips to companies & post-secondary institutions
- Attend Reality U



11TH GRADE

CAREER PREPARATION I
Begin career preparation.

TASKS

- Transfer electronic portfolio to electronic resume
- Obtain NCRC certification
- Continue pathway-specific courses

EVENTS

- Attend Career Expo
- Job Shadow Experiences (2)
- Internship Day & Placement



12TH GRADE

CAREER PREPARATION II
Continue career preparation.

TASKS

- Complete internship
- Complete Adulting Prep
- Complete pathway application courses

EVENTS

- Attend Career Expo
- Attend College Fair





BUSINESS EDUCATION STRATEGIC TEAM

2022 CAREER EXPO

A career expo for the students of
Circle High School
El Dorado High School
Butler Community College
& Job Seekers.

**APRIL 20, 2022
9 AM - 4:00 PM
BUTLER 4-H BUILDING**

**An opportunity for employers and business leaders to
recruit future team members.**

Become a vendor or sponsor this event.

Visit www.eldoradochamber.com, call 316.321.3150 or email
reception@eldoradochamber.com.



Bridging the gap.

ACT[®] **Work Ready
Communities**

GET AHEAD



DID YOU KNOW?

ACT offers an additional test, the **National Career Readiness Certification** to help students with life after high school - no matter what the career path, measure their skills and learn how they stack up to what employers expect. A student's WorkKeys score becomes his/her proof of employability skills.

Local industry partners **RECOGNIZE or RECOMMEND** this certificate when developing opportunities for work based learning & employment.

CAREER AND TECHNICAL EDUCATION IMPROVES COLLEGE AND CAREER READINESS OF STUDENTS. IT IS ALSO A WAY TO PROVIDE EDUCATION AND PROMOTION OF LOCAL JOBS AND CAREER OPPORTUNITIES AVAILABLE IN THE REGION AND FOR STUDENTS TO DEVELOP ESSENTIAL SKILLS TO PREPARE FOR SUCCESS IN EMPLOYMENT. BUTLER COUNTY RECOGNIZES THE IMPORTANCE OF SPEAKING THE SAME WORKFORCE LANGUAGE TO BETTER RECRUIT STUDENTS AND THOSE IN THE WORKFORCE.

ACT PLATINUM WorkKeys NCRC
ACT GOLD WorkKeys NCRC
ACT SILVER WorkKeys NCRC
ACT BRONZE WorkKeys NCRC

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 CONVERTING CALCULATING	GRAPHIC LITERACY Reading and comprehending graphical materials to solve work-related problems. High levels of this skill include: INTERPRETING COMPARING USING DATA	WORKPLACE DOCUMENTS Reading and comprehending written information to make decisions and solve problems. High levels of this skill include: INFERRING DECIPHERING APPLYING
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SPEAK WITH YOUR COUNSELOR FOR MORE INFORMATION ABOUT THE NATIONAL CAREER READINESS CERTIFICATION OR TO SCHEDULE YOUR TEST. VISIT <http://www.act.org/content/act/en/products-and-services/workkeys-for-educators/ncrc.html>



WHAT'S IN IT FOR YOU?

- EXPLORE DIFFERENT CAREERS
- CONNECT WITH LOCAL EMPLOYERS
- GAIN REAL-WORLD EXPERIENCE
- RECEIVE DUAL CREDITS
- INDUSTRY RECOGNIZED CREDENTIALS

Promoting the NCRC



Build a Solution for Your Community



**Recruit Champions
and Build a Team**



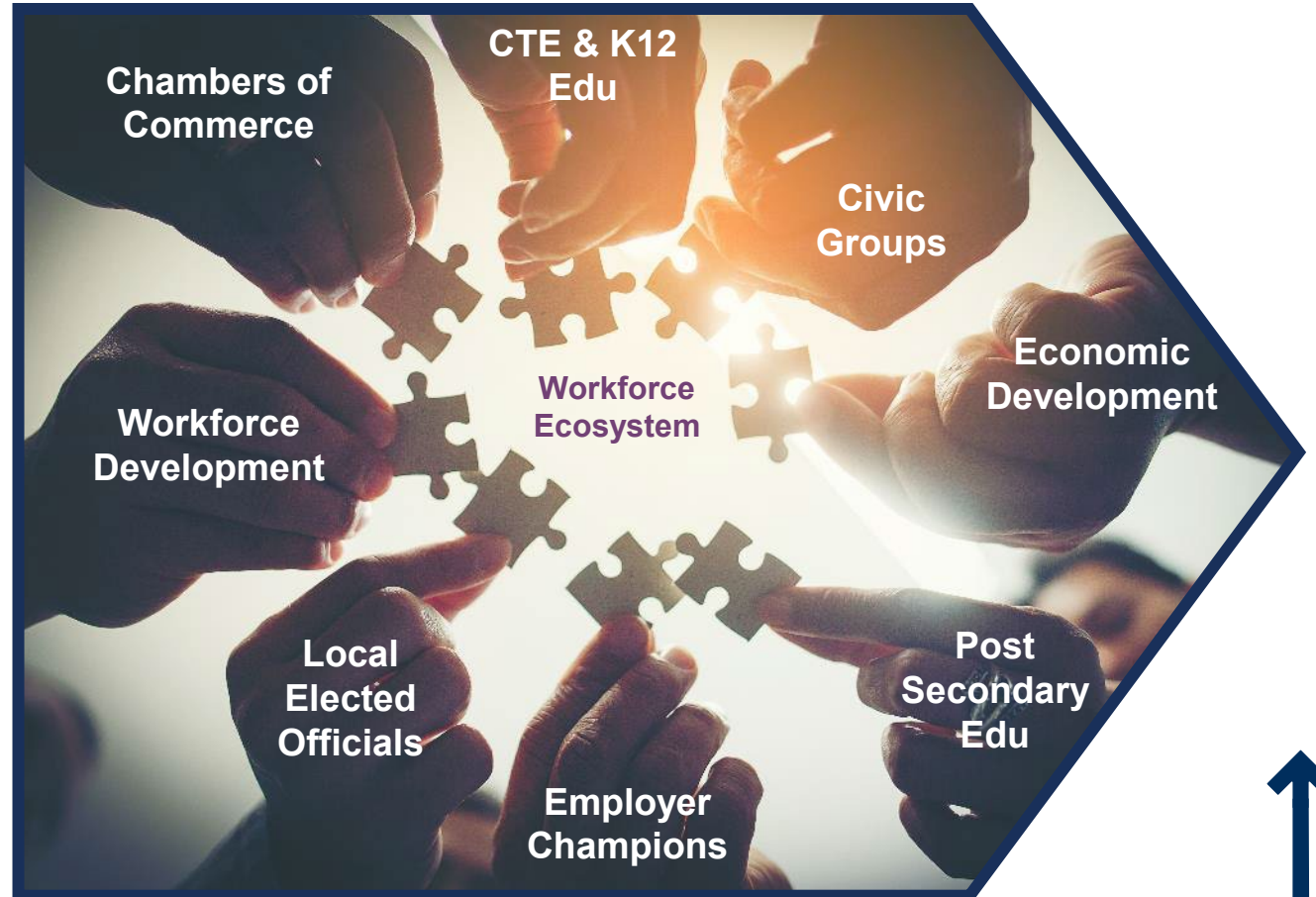
**Apply to Attend
WRC Boot Camp**



**Attend Boot Camp
Training and Planning**



**Implement Custom
Plan to Become ACT
Work Ready Certified**



Steps to Engage as a Work Ready Community



Cheri Hughes
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Jordan Buxton
Marketing Director
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ACT[®] **Work Ready**
Communities



Kansas State Chamber of Commerce Annual Workforce & Education Summit



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