

ACT's Mission



Dedicated to helping people achieve education and workplace success

Work Readiness

Building a Solution for Your Community

Mission of WRC

ACT[®] Work Ready
Communities

Link



**Education and
Workforce Systems**

Align



**Economic Needs
of Community**

Match



**Skilled Workers
to Jobs using
WorkKeys**



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Workforce Strategies

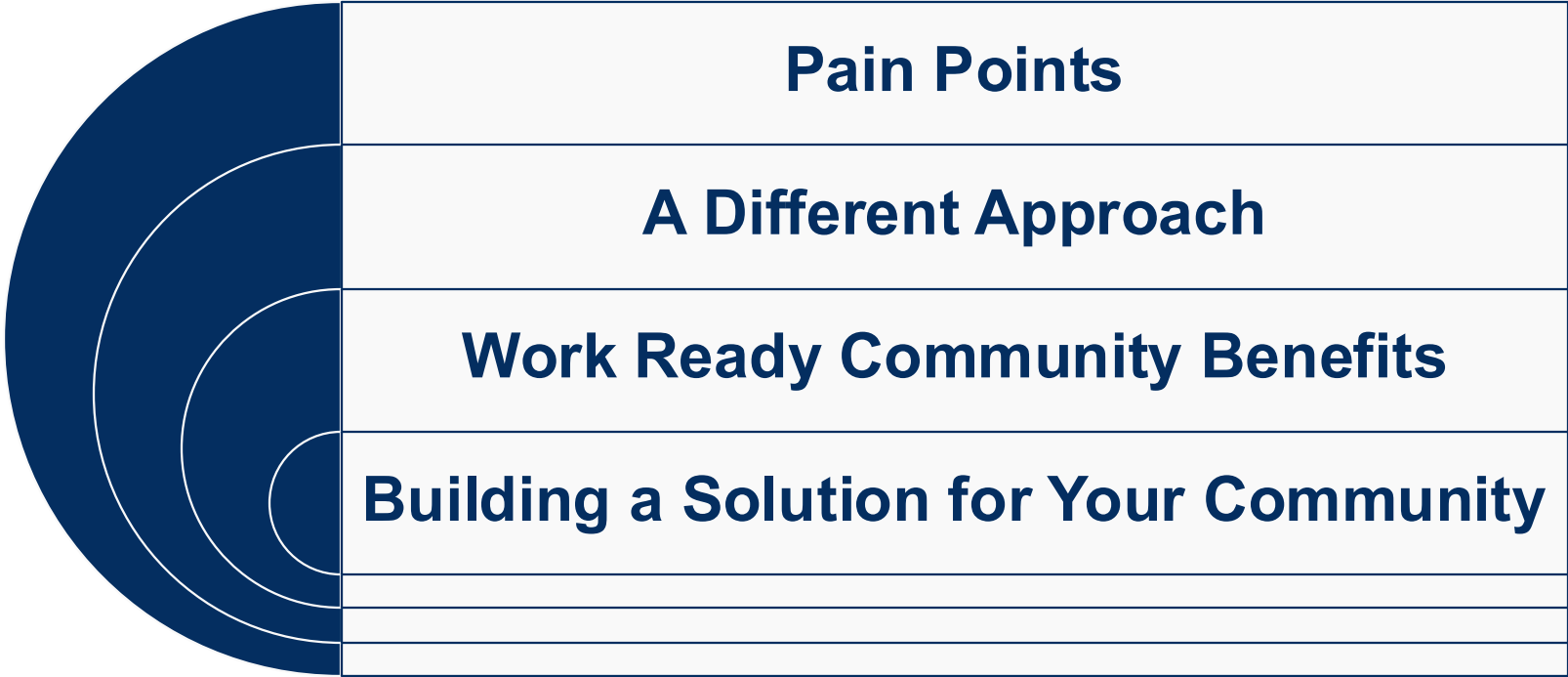
and National Partnerships

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Overview

Workforce Development



Four Dimensions

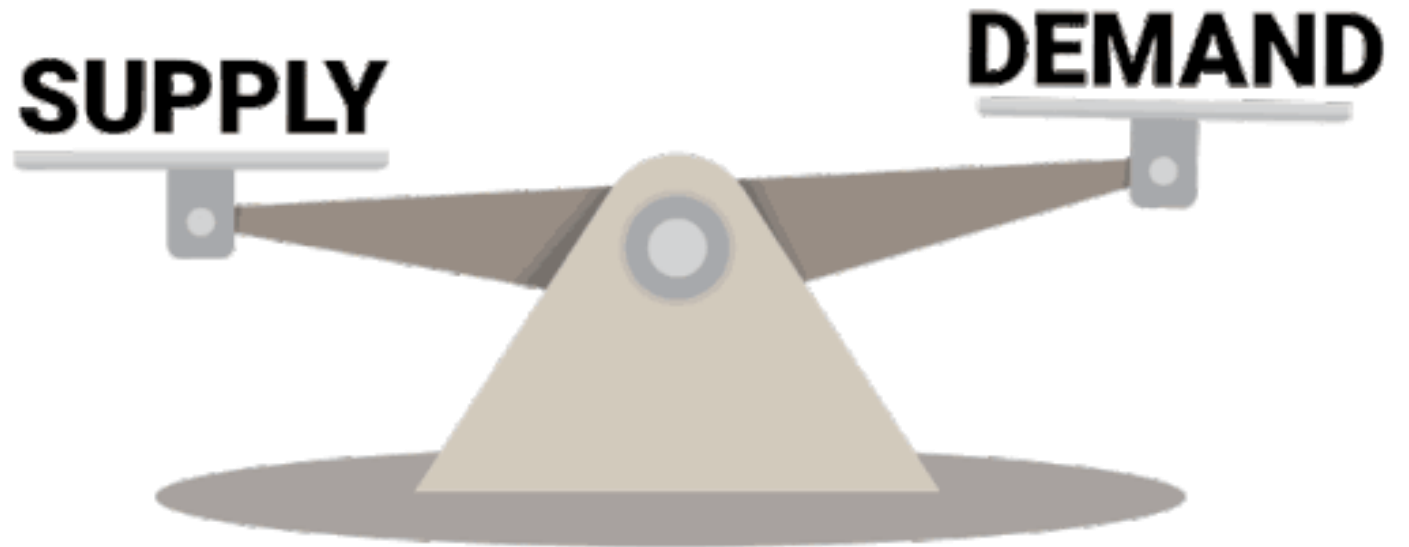
Aligning Workforce Supply and Demand

Mobility

Stability

Quality

Profitability



Challenges to Alignment



	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

ACT's Work Readiness System

A Different Approach



Benefits

ACT Work Readiness System

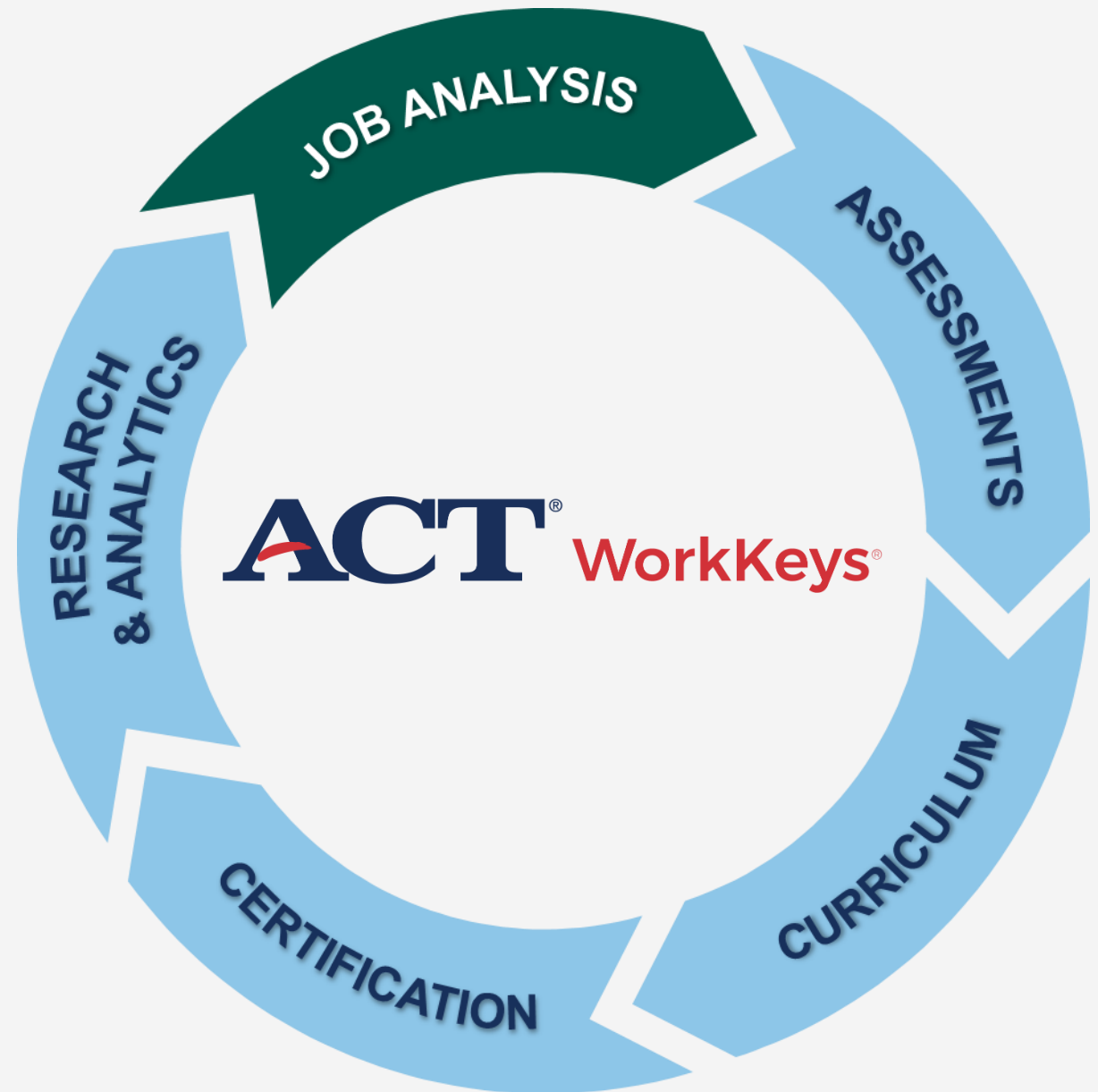


Employers	Educators	Communities
Saves Time	Improves Instruction	Retain & Grow Jobs
Saves Money	Improves Placement	Improves Quality of Life
Reduces Risk	Improves Compliance	Boosts Community Image

**How do we
ask the right
questions
about our
workforce?**



How do we aim for the right skills?



Job Analysis

Benefits

Efficient and Effective

Deep Insights

Employee Collaboration

Reliable Framework



**Employer
Job
Tasks**



**WorkKeys®
Skill
Levels**

<http://jobprofiles.act.org/>

Job Analysis

Creating a Job Profile

Create a list of tasks

Rate each task by
importance,
time spent

Link tasks to skills, skill
levels

Define benchmarks



ACT[®] WorkKeys[®] Estimator



**Recruiting,
training, and
other low-
stakes uses of
WorkKeys[®]**



**Helps
employers
plan and
support their
hiring goals**



**Quick, simple,
cost-effective,
links with
WorkKeys[®]
profiles and
O*NET**

What are the gaps in skills?



ACT[®] WorkKeys[®] Assessments



APPLIED MATH

measures the ability to apply mathematic principles to problems encountered in the workplace



GRAPHIC LITERACY

measures the ability to find, analyze and apply information presented in workplace graphics



WORKPLACE DOCUMENTS

measures the ability to understand and apply written information presented in the workplace

Identifying Gaps

Improve Decision-Making



Applied Math



Workplace Documents



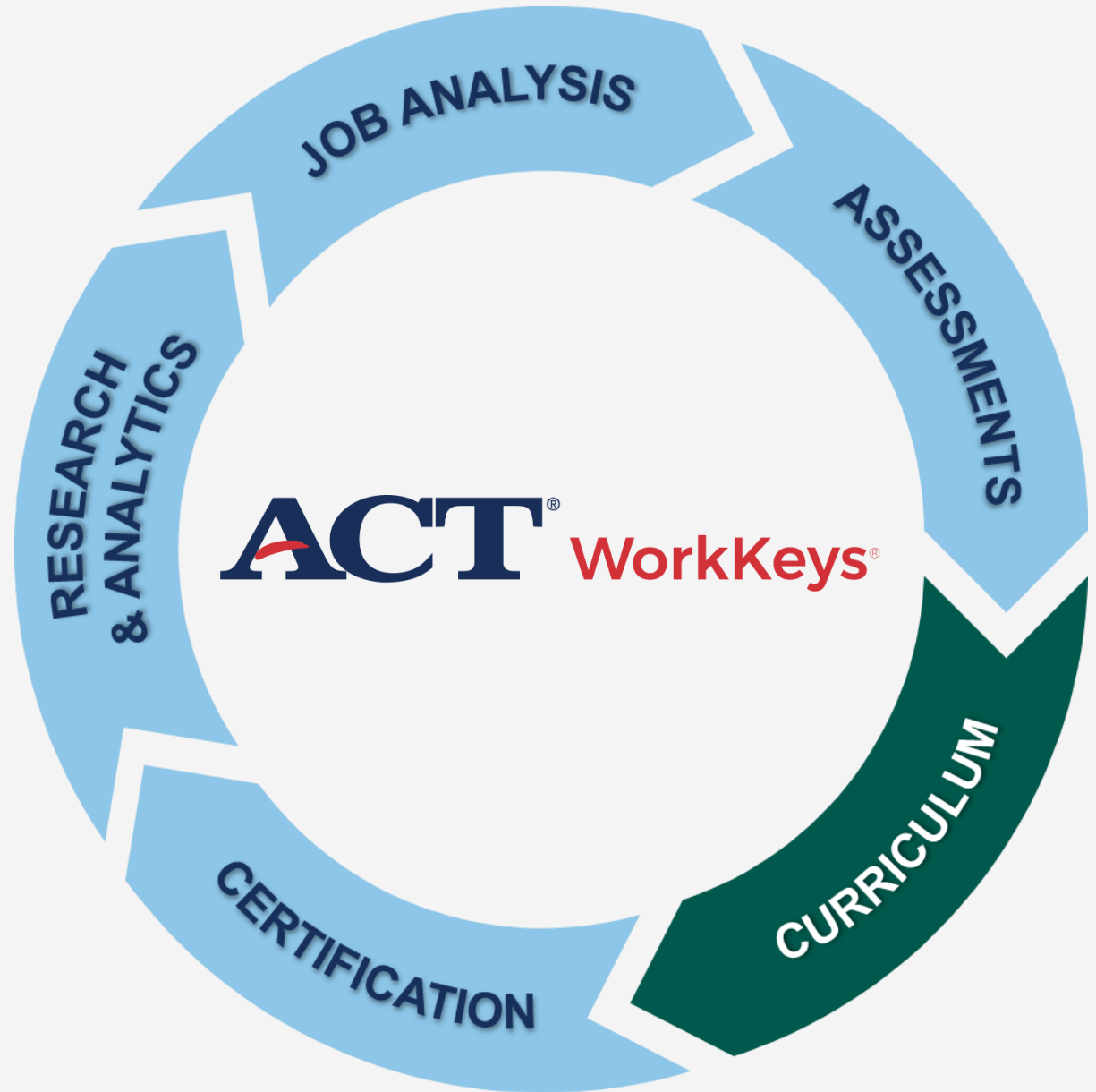
Graphic Literacy

 **ACT**® WorkKeys® Assessments

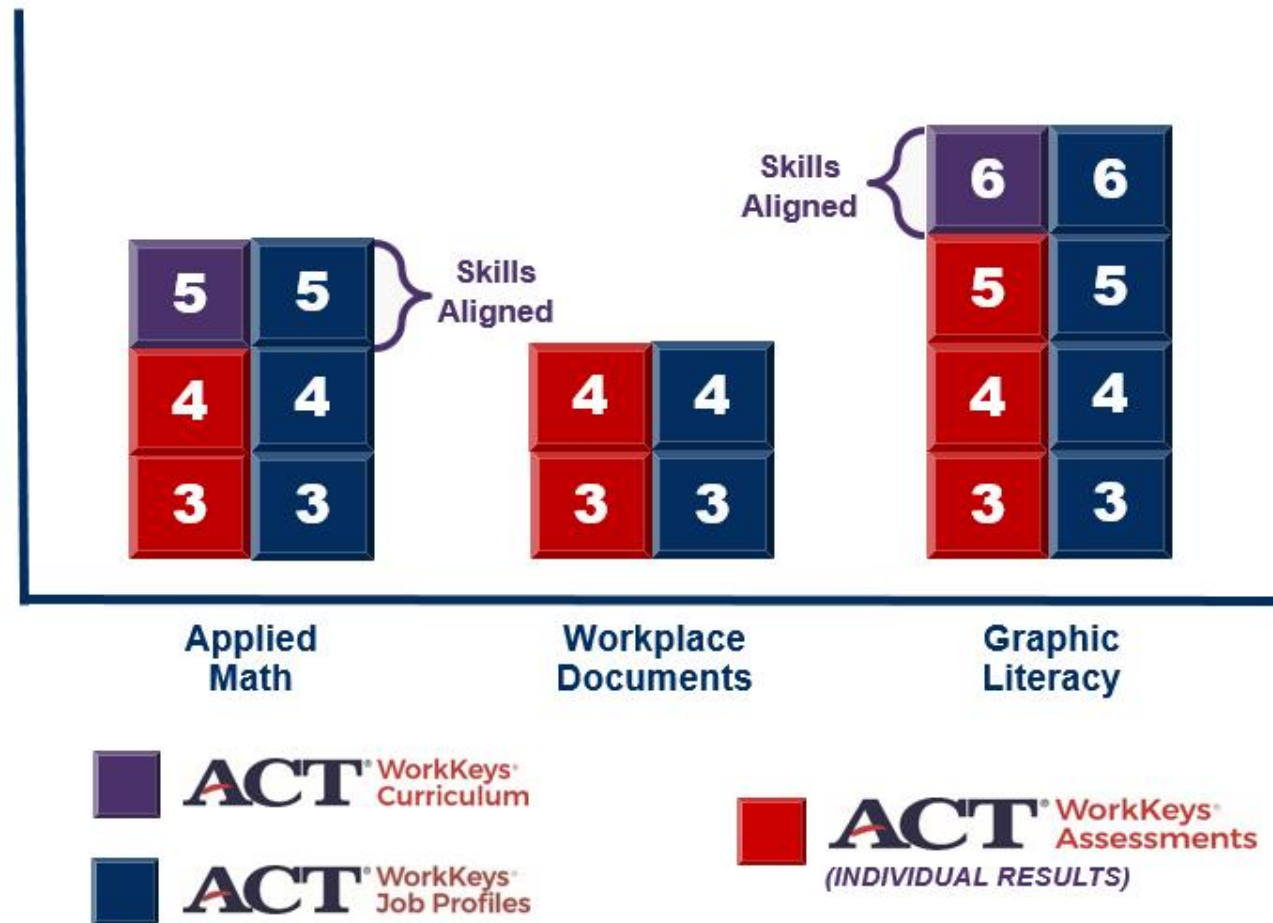
 **ACT**® WorkKeys® Job Profiles

(INDIVIDUAL RESULTS)

How do we fill skill gaps?



Re-Align to Fix Skill Gaps





ACT[®] WorkKeys[®] Curriculum



Customizable Study Schedule



Confidence-Based Self-Evaluation



Quizzes Mirror Format and Rigor of Tests



Interactive Study Tools



Embedded Interactives

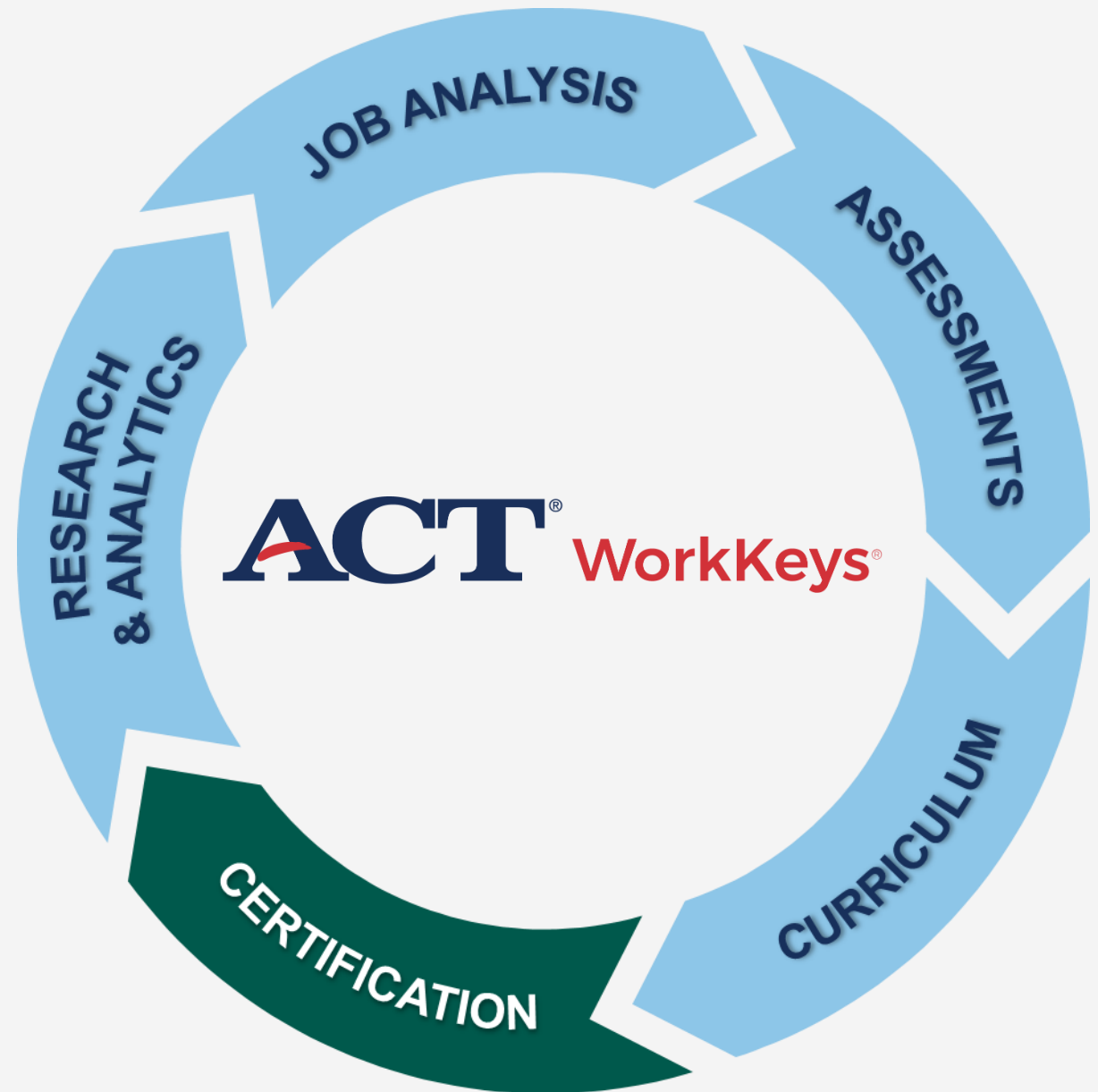


Actionable Performance Data

The PHIFER Story

Improving Hiring Practices

How do we prove skills?



Critical skills

For career success and on-the-job training



- Applied Math
- Graphic Literacy
- Workplace Documents



ACT[®] WorkKeys[®] Career Readiness Certificate



PEOPLE

Over
6.1M
NCRCs Earned



BUSINESSES

Over
29,200
Employers Supporting



COMMUNITIES

578
Participating Counties



**Level 3
or Higher**

16%



**Level 4
or Higher**

71%



**Level 5
or Higher**

90%



**Level 6
or Higher**

96%

ACT[®] WorkKeys[®] NCRC[®]

ACT[®] Work Ready Community Benefits

Career Seekers

Employers

Educators

Industry
Associations

Workforce
Developers

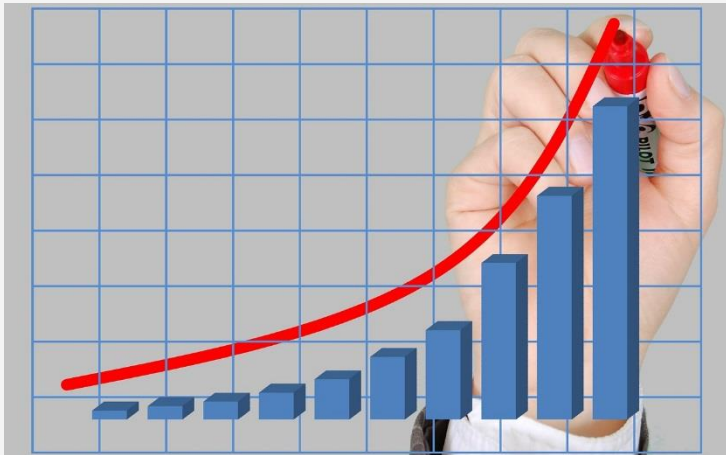
Economic
Developers







How do we know it works?



Resources for Research and Analytics

- ACT[®] Work Ready Communities (ACT[®] WRC)
- Case Studies
- Holistic Framework[™]
- [Occupational Profile Database](#)
- Score Reports
- Connecting Credentials



Powerful Results for Employers



Save Money



Save Time



Reduce Risk

EASTMAN



**Cut
Turnover**



**Boost
Productivity**



**Improve Safety
& Compliance**



**Sharpen Aim
for Skills**

Boeing St Louis



RESULTS:



Improved
retention



reduced
hiring time



reduced
training time

WORKFORCE SOLUTIONS USED:



ROI RoyOMartin Louisiana



SUCCESS STORY



Location:
Central Louisiana &
Corrigan, Texas



Employees:
1,200+



Industry:
Forestry &
Wood Products

RoyOMartin isn't only a forestry and wood products manufacturer; they're a catalyst for economic impact in the regions where they operate. Even so, turnover is a constant, costly challenge. The costs of having the issue were stacking up. That's why RoyOMartin engaged with Central Louisiana Technical Community College and the Central Louisiana Work Ready Network (CWRN) to increase retention and optimize training costs.

CWRN engaged ACT-authorized job profilers to identify the specific foundational skills needed for jobs at RoyOMartin. **ACT® WorkKeys® Assessments** were made a part of the hiring process and were used in screening and hiring decisions. The company's Oakdale plant was the first to implement the system. Following three years of use, turnover dropped by 5%, translating into cost savings of approximately \$270,000.

But RoyOMartin wasn't content with improving the company's talent pipeline. It wanted to help close the skills gap in each region and have a broader impact on the community. That's why the company started the WoodWorks program. Through WoodWorks—a high school program offered in 19 area schools—RoyOMartin is helping students develop a career-ready mindset.

“The most significant advantage of using the ACT WorkKeys solution is validating the suitability of an employment applicant to the performance requirements associated with a position.”

—**Ray Peters**, Vice President of Human Resources and Marketing, RoyOMartin

OUTCOMES

5%

Decrease
in turnover

\$270K

in savings over a
three-year period

30%

of WoodWorks
program
participants hired

Inova Healthcare ROI

[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

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

Lower Cost to Hire

R.J. Reynolds targets a highly-skilled workforce candidate pool



North Carolina-based R.J. Reynolds Tobacco Company uses the ACT WorkKeys® system as part of its robust pre-hire screening and hiring process.

RESULTS:



46,325

individuals

in the region with ACT Workkeys NCRC



2,100+

hours saved

in testing and training time for new hires



90%+

improvement

in employee retention rate

Reduce Waste

[READ MORE CASE STUDIES >](#)

Berner Foods stops turnover from eating up profits

A leading private label supplier of food and beverage products, Berner reduced employee turnover by putting the right people in the right job, the first time.



Scan to watch
Berner success
story video!



TASTY RESULTS:



95%

reduction

in workers' compensation
expense over two years



92%

reduction

in number of terminations
from 13 to one over two years



80%

reduction

in nonconforming product
expense over two years



Best
safety run

without lost-time injury in the
company's 70-year history

What does it mean for an employer to be engaged?

A business can indicate its support by signing up on the WRC website. If a business has greater than 100 employees, it may also count toward the goals for the surrounding counties.

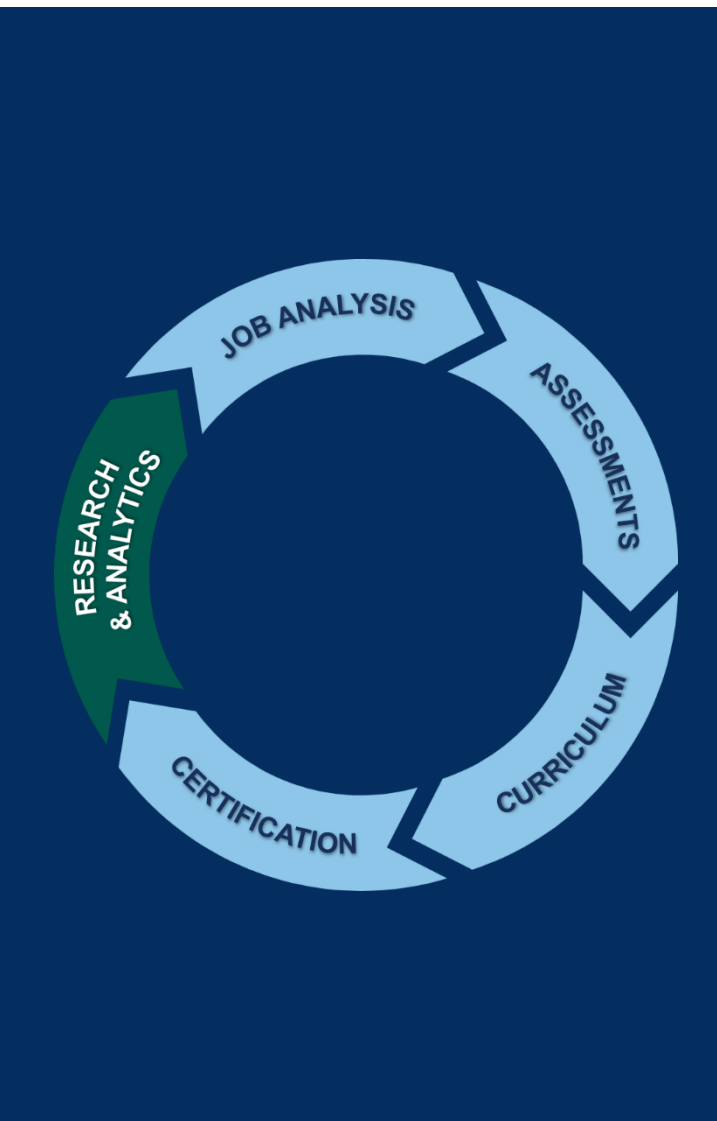
ASK FOR IT!!

Employer Listing Registration Form

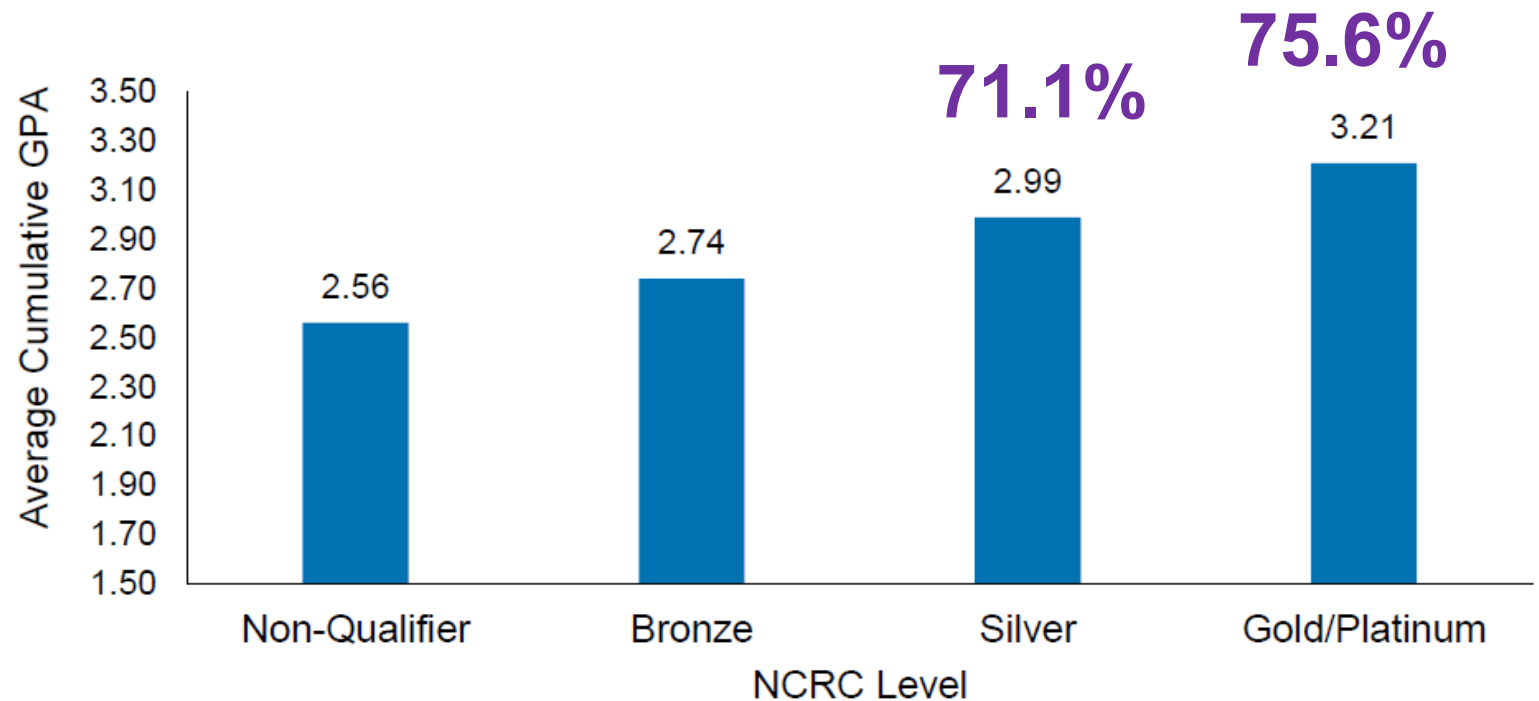
Employers embracing a common language around workforce skill requirements is a crucial part of the Work Ready Communities effort. Community goals include a measure of business engagement. If your business recognizes the ACT WorkKeys National Career Readiness certificate in your county's effort to become a Work Ready Community, please indicate your support on this page.

Why should employers prefer applicants with an NCRC?

- The NCRC demonstrates WORK readiness
- The NCRC complements traditional credentials such as:
 - high school diplomas
 - community college degrees
 - certificates of technical proficiencyAND compliments a resume nicely!
- Confirms an individual's competence in a specific set of workplace skills
- If an applicant doesn't have all of the hard skills needed, an NCRC shows they're trainable
- Helps reduce training time, turnover, improve return on investment
- Ask your applicants to earn the ACT NCRC. It's that simple.\

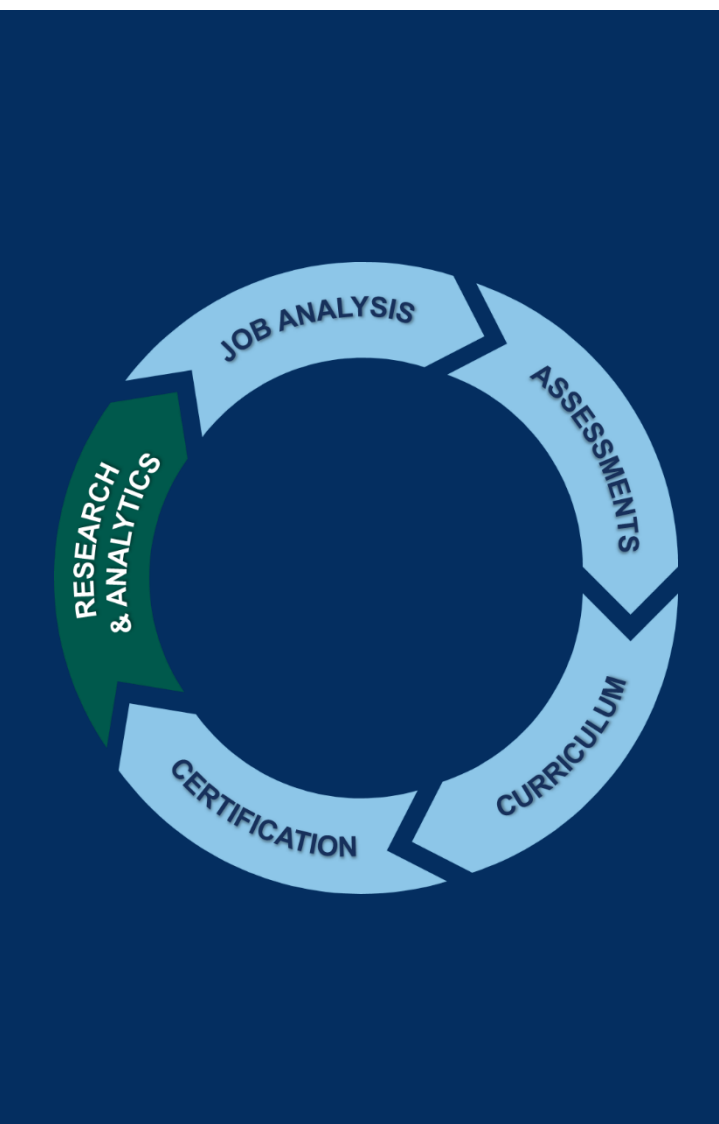


Post-Secondary Impact with NCRC



% NCRC Holders Earning Associates Degree
Positive Relationship with NCRC Levels

Sources: State of Missouri and ACT









82%
Certified counties
use WRC
to promote
county to new
businesses

89%
Certified counties
use WRC to
support
existing
industry



What Attracts New Investments

	Business Tax Climate
	Higher Ed R&D Spending
	Rank % Improvement NCRCs
	Workers' Comp Premiums
	Electricity Costs
	Fiscal Condition Index



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.

—Mr. Deane C. Foote, CEcD
President & CEO
Foote Consulting Group

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

—Mr. Dennis Donovan
Location Strategy and
Site Selection Advisor

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

—Chad Chancellor
Co-Founder/CEO
The Next Move Group

ACT[®] Work Ready Communities



Employers pinpoint skill needs and hire right the first time



Educators and policy makers measure skill gaps and build pathways



Individuals prepare for success by understanding employer demands



Economic Developers compete on proven workforce value

Building ACT Work Ready Communities

Developing Your Roadmap to Success



Mission

To mobilize a common vision to
LINK,
ALIGN and
MATCH
your workforce for economic growth
and competitiveness



Common Criteria Goals

Emerging
Workforce



Current
Workforce



Goals

Transitioning
Workforce



Supporting
Employers



How to Certify as a Work Ready Community



Status History:

Certified: Mar 2024

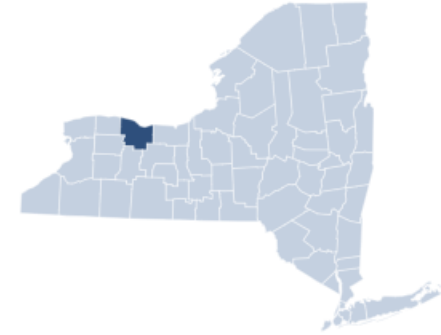


Monroe, New York

Monroe County is a **participating** Work Ready Community that is actively engaged in earning their certified status.

Showing: Jan 1, 2012 to Mar 31, 2025

Goals updated only for participating counties



ACT WorkKeys National Career Readiness Certificate [NCRC]

Workforce		Total NCRC	Bronze NCRC	Silver NCRC	Gold NCRC	Platinum NCRC	NCRC Plus
Emerging	High School	74	38	18	13	5	0
	College	133	44	46	25	18	0
Current	Private	149	33	57	33	26	+
	Public	119	37	56	23	+	0
Transitioning	Adult Education	10	+	+	+	+	0
	Unemployed	136	45	44	31	16	0
	Recent Veteran	8	0	+	+	0	0
	Workforce category not identified	6	+	0	0	+	0
Totals		628	201	225	131	71	+

The table above is a detailed breakdown of the same ACT WorkKeys NCRC data presented in the upper right box on this page and represents ACT WorkKeys NCRCs earned or improved throughout the community. All ACT WorkKeys NCRC data is updated monthly.

+ Value less than 4

ACT WorkKeys NCRCs Earned

Showing: Jan 1, 2012 to Mar 31, 2025

Workforce	Goals	Actual NCRC
Emerging	618	207
Current	303	269
Transitioning	758	150
Workforce category not identified	+	3

Workforce	Total
Total Employers	54

Improved ACT NCRC

To/From	Bronze	Silver	Gold	Platinum
Not Earned	8	0	0	0
Bronze		1	1	1
Silver			0	0
Gold				0

<u>National NCRCs Earned</u>		
Platinum	261,815	4%
Gold	1,263,594	21%
Silver	3,038,981	50%
Bronze	1,547,471	25%
	6,111,861	100%
<u>New York State</u>		
Platinum	916	13%
Gold	1,635	23%
Silver	2,836	40%
Bronze	1,712	24%
	7,099	100%
<u>Monroe County, NY</u>		
Platinum	71	11%
Gold	131	21%
Silver	225	36%
Bronze	201	32%
	628	100%

54

Employers in Monroe County recognize or recommend the ACT WorkKeys NCRC

★ C&S Companies

Tower Tow Truck Rochester

Empire Realty Group

Emerald Tax & Accounting Services LLC

Law Offices of David B. Cook

The Margaret Home Inc.

★ Livingston Associates

Argaman Smith Financial Group

★ Livingston Associates

★ Genesee Valley BOCES

Loewke & Brill Consulting Group

CPL Architecture Engineering & Planning

Liberty Pumps Inc

Rochester Davis Fetch

★ Douglas Electric Co. Inc

Eaton Office Supply Co. Inc.

GENESEE VALLEY TRANSPORTATION CO IN

★ Livingston Associates

Carpenters Local Union 276

Lifetime Assistance Incorporated

Ironworkers Local 33

Skyworks LLC

★ CypherWorx Inc.

e3communications

Kreher Family Farms

Does your business support job applicants with an ACT WorkKeys National Career Readiness Certificate?

Learn Why It's Important (PDF)

Join The List

View All 54 Monroe County Employers Supporting

★ Denotes this employers recommends job candidates have a Workkeys Certificate. Other employers recognize when job candidates hold a certificate.

Tracking Employer Support



**Share
the News**



**Sign Up as a
Supporting
Employer**



**Expand
Testing**



**Integrate with
Workforce
Development**



**Connect to
Community
Resources**



**Embed in
Education**

**Let's Get
Certified**

**How You
Can Help**

WorkReadyCommunities.org

Secrets to Success

