

WorkKeys

WorkKeys is a job skills assessment system that measures real-world skills. The system was developed by ACT to assist employers in identifying the characteristics and skills needed for success in a particular career field or position.

All employment positions can be profiled. The profile that is developed details the skills, training, and characteristics of successful participants in that occupation. The *WorkKeys* assessment utilizes these profiles to gauge the readiness level of potential applicants for a position. Prospective employees can use the system to determine additional education and skills they should obtain for occupational readiness for their desired position.

The *WorkKeys System* is the basis for the *National Career Readiness Certificate*. The awarded certificate confirms how well a potential employee can perform in applied mathematics, reading for information, locating information, applied technology, business communication, and work-related attitudes and behaviors. Different occupations require different base levels of knowledge and skills in order for anyone to “hit the ground running” for success. Readiness certificates are awarded in three levels based on acquired expertise.

As part of our Tech Prep Grant, high school students in Transylvania County, who complete a career pathway in Career Technical Education, will be provided the opportunity to complete a *WorkKeys* assessment. The assessment will give students a snapshot of where they presently stand in relationship to their career goals, and confirms the additional work in specified areas they may need for future success.

What *WorkKeys* is not

WorkKeys is not a student assessment system affecting No Child Left Behind or North Carolina ABCs performance composites. A student choosing to complete a *WorkKeys* assessment does not have to worry about how their performance will affect course grades, class rank, or class or graduation status. It has no bearing on any of these things. There is no cost to the student to complete the assessment. Tech Prep grant funding shared by Transylvania County Schools, Henderson County Schools, and Blue Ridge Community College pays all assessment and scoring costs.

The *WorkKeys System*:

- connects work skills, training, and testing for education and employers
- makes it easier to meet the requirements of federal programs and legislation
- supports economic and workforce development programs
- is being used in over 37 states
- is increasingly being used by employers in western North Carolina

Additional information on *WorkKeys* can be found at <http://www.workkeys.com>