Hire qualified people with Oregon’s NCRC

The National Career Readiness Certificate (NCRC) documents work-related skills. Oregon’s NCRC can help you experience faster hiring, reduced training costs and lower turnover due to better fitting applicants.

What is the National Career Readiness Certificate?

The NCRC is a nationally recognized certificate that documents foundational workplace skills and helps applicants stand out from the crowd. Because the NCRC is objective, it assures businesses that applicants have the skills needed to be successful on the job. The NCRC can be incorporated into Agency recruitments under “desired attributes”. It can help the State of Oregon develop and maintain the skilled workers they need.

The NCRC is a distinctive certification of applied skill in three core areas. The certificate is relevant for people with all levels of experience, for jobs at every point on the skill continuum and in nearly any industry. The NCRC documents an individual’s work-related skills in:

- Applied Mathematics (solving workplace problems using math)
- Reading for Information (demonstrating how you read and understand workplace documents)
- Locating Information (finding information on charts, graphs, etc., in your work)

NCRC benefits

- Oregon’s NCRC helps employers quickly identify qualified applicants, and helps Oregonian’s demonstrate their skills and stand out from the crowd.
- Individuals who earn an NCRC have shown they will “go the extra mile” to compete for a job.
- You will know that job applicants holding an NCRC have a documented level of foundational skills, and are ready to be trained in the specific requirements of a job.
- The NCRC can reduce your hiring and training costs, and employee turnover. It helps identify the right fit between an applicant and the requirements of each job opening, which can improve the productivity of new hires while also reducing training time.
- The NCRC can be easily incorporated into your existing hiring practices. It is one factor in many to consider in reviewing applicants for a position.

How the NCRC works

The NCRC reduces hiring and training costs because it helps businesses quickly identify work readiness skills of job applicants. Job applicants with an NCRC have a certified level of foundational skills, and are ready for training on specific job
requirements. The NCRC helps businesses identify the right fit between an applicant and a job opening, which can contribute to reduced turnover.

The NCRC can be easily incorporated within an Agency’s existing hiring and training practices through “desired attributes” as one factor to determine an applicant’s fitness for a job. For more information on how to get started with the NCRC, businesses can find local representatives at www.OregonWorkReady.com.

**The applicant**

The NCRC is a free test for individuals. Testing facilities are located around the state, typically at WorkSource Oregon centers or community colleges. A list of sites can be found at WorkSourceOregon.org.

**Questions**

If you have questions on how the NCRC works or how you can incorporate it you’re your recruitments contact Susan Kirschenmann from the CHRO Policy Team.