

NATIONAL CAREER READINESS CERTIFICATE REPORT October 2019



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Higher Education Coordinating Commission

Office of Workforce Investments

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www.oregon.gov/higherEd

NATIONAL CAREER READINESS CERTIFICATE

The National Career Readiness Certificate (NCRC) is a portable, evidence-based credential that certifies the essential skills for workplace success. To-date, over 75,000 individuals across Oregon have earned an NCRC. The NCRC verifies three foundational workplace skills: Applied Math, Workplace Documents, and Graphic Literacy. By earning an NCRC, workers can demonstrate they have the foundational skills to be able to succeed in and grow with the companies in their communities. It helps job applicants stand out from the crowd and assures employers that applicants have the foundational skills needed to be successful on the job. Certificates are earned at four levels; Bronze, Silver, Gold and Platinum.



Through the work of local staff in the WorkSource Oregon Centers, 2,956 Oregon employers have current signed letters of support indicating a preference and/or recognition of the NCRC as a valuable credential in their hiring and recruitment practices.

PROGRAM ELIGIBILITY

The National Career Readiness Certificate (NCRC) is available to any Oregonian. Many high schools use the NCRC to demonstrate work readiness, earn college credit, and to meet essential skills.

All three assessments must be successfully completed to earn an NCRC. Anyone who takes all three of the NCRC assessments and does not earn a certificate will be allowed to retest any/each assessment needed in order to earn a certificate. Any individual who earns a Bronze or Silver level NCRC may retest. Once an individual has earned a Gold NCRC, publically paid testing is no longer appropriate. Individuals who earn a Gold NCRC are welcome to earn a higher level NCRC at their own expense.

PROGRAM BENEFITS

The NCRC gives job applicants a tangible way to document work skills and stand out to an employer:

- It will make you more competitive for employment.
- It can boost your confidence in the job market.
- It is a great way to show an employer that you will go the extra mile to compete for a job.
- More and more employers are using the NCRC in their hiring process. Earning a certificate gives you access to job opportunities by employers who support the NCRC.

The NCRC helps Oregon businesses build and maintain a skilled workforce:

In today's hiring market, employers want to be able to quickly identify qualified applicants. The NCRC has proven that it reduces employee turnover. The NCRC has proven that it reduces the cost and time of training new employees.

RELATED PROGRAMS AND BENEFITS

Certified Work Ready Communities (CWRC) is an overarching workforce strategy to enable Oregon's communities to demonstrate the skilled workforce necessary for local business expansion and for companies to locate and prosper in Oregon. Ongoing support of the Oregon CWRC initiative is critical as it provides an independent endorsement of the quality of the workforce and the community's ability to meet business growth demands.



One of the key criteria for CWRC at the county level is the participation of local businesses and organizations using the NCRC. Certified Work Ready Communities empower counties and states with actionable data and specific workforce goals that drive economic growth. All 36 counties in Oregon are participating in the CWRC initiatives. Multiple counties have renewed their efforts to become a CWRC. For more information, visit: <https://www.workreadycommunities.org/>

As a service to business in the state, staff from Office of Workforce Investments has been trained to provide **WorkKeys Job Profiling**. The profiling provides a level report for a given occupation so employers can more closely match jobs skills to job seeker skills. Job Profiling brings the specifics of a job into focus. By linking job tasks with assessments, employers can pinpoint benchmarks for hiring, recruiting, advancement, and training. A focus-group approach is used to gather input from employees to ensure customized job analysis. Employers are provided with a detailed, customized task list— which can be used in developing a comprehensive job description, training materials, performance appraisal instruments, and other human resources tools.

Many high schools in Oregon are using WorkKeys to meet **Essential Skills** requirements for graduation. The Assessment of Essential Skills Review Panel (AESRP) recently made a recommendation (which was approved) to the State Board of Education to accept WorkKeys 2.0 as an Essentials Skills assessment option:

- WorkKeys Workplace Documents is approved as an assessment option to fulfill the Reading Essential Skill.
- WorkKeys Applied Math is approved as an assessment option to fulfill the Math Essential Skill.

In addition, students pursuing a postsecondary education are eligible for **college credit** because the ACT NCRC demonstrates college-level competency. Achieving a Platinum or Gold level is comparable to

achievement in college-level coursework. The American Council on Education (ACE) validates this by recommending institutions award 3 credit hours of quantitative reasoning and 1 credit hour of information literacy. Credit awards are at the discretion of each college or university.

DEMOGRAPHIC INFORMATION

Of the individuals who earned an NCRC during the 2018-2019 academic year, 1,278 were enrolled in an Oregon community college. The table below shows student completers by college:

Student Completers by College

College	Completers
Blue Mountain	DS*
Central Oregon	16
Chemeketa	83
Clackamas	57
Clatsop	DS*
Columbia Gorge	36
Klamath	67
Lane	227
Linn-Benton	131
Mount Hood	43
Oregon Coast	12
Portland	49
Rogue	405
Southwestern Oregon	26
Tillamook Bay	14
Treasure Valley	24
Umpqua	73
Total	1278

DS* = Data suppressed to comply with HECC FERPA policy

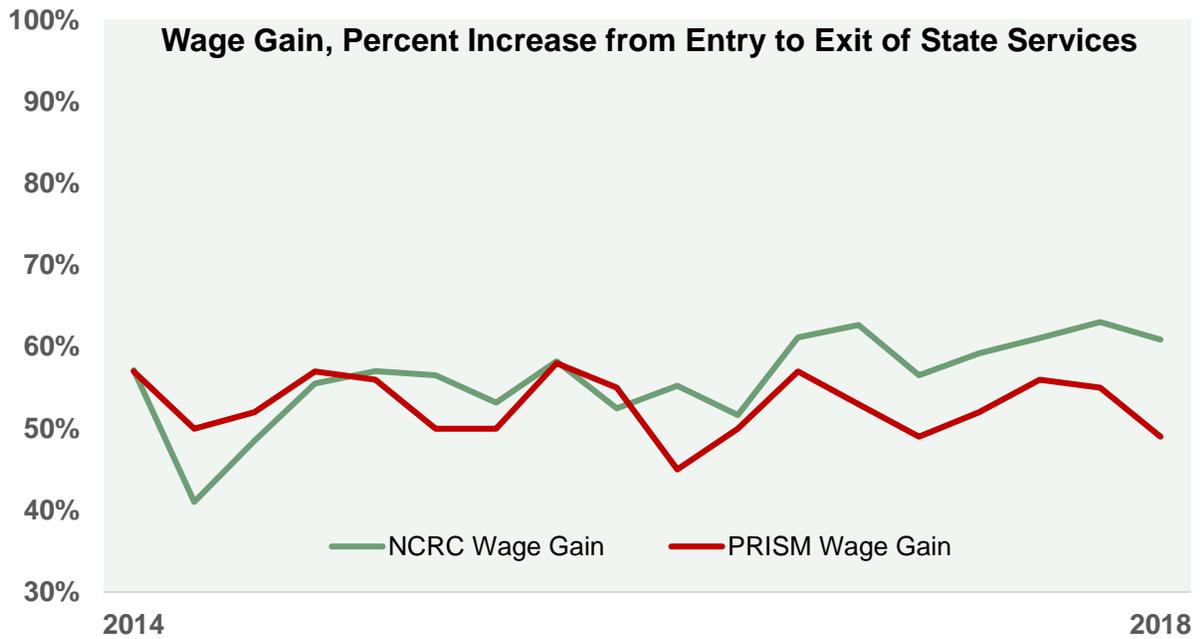
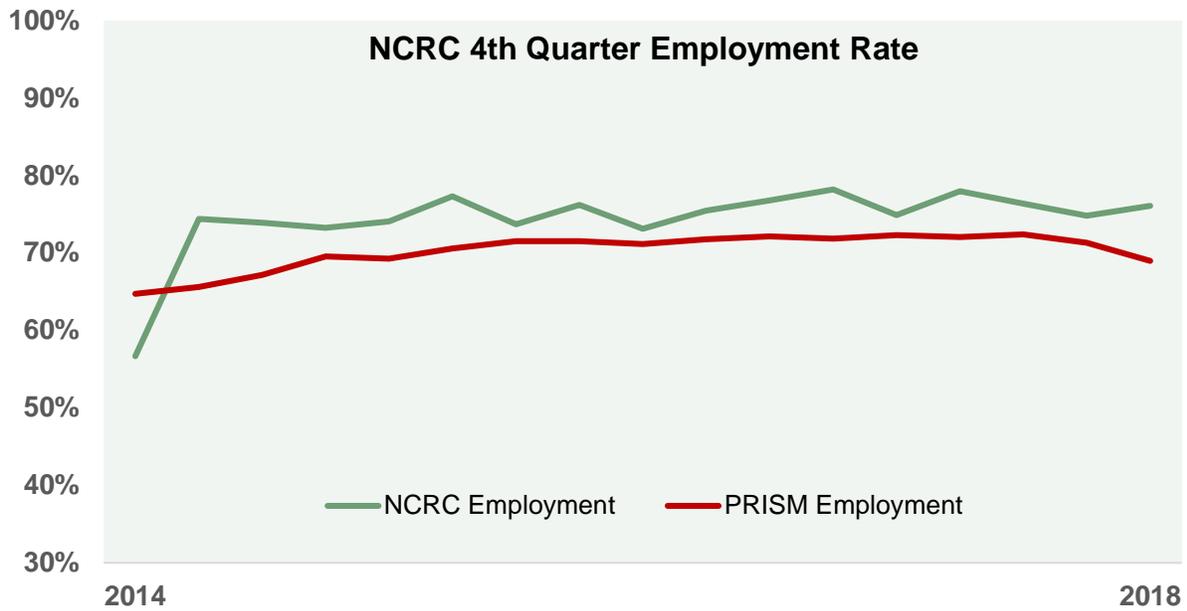
Participating High Schools and Number of Earned NCRC Certificates

Participating High Schools	NCRC Certificates
Academy Of Arts And Academics A3	58
Arts And Communication Magnet Academy	11
Baker High School Or	2
Bethel School District 52	90
Canby High School	16
Central High School Independence Or	54
Clackamas Academy Of Industrial Sciences	20
College Dreams	64
College Hill High School	12
Colton High School	73
Corvallis High School	6
Crescent Valley High School	11
Culver High School	12
Dallas High School	8
Dayton School District 8	12
Deer Park Academy	1
Eagleridge High School	23
Eugene School District 4j	404
Falls City School District 57	8
Forest Grove School District 15	1
Grants Pass High School	294
Health And Science High School	1
Heart Of Oregon Corps	6
Home Forward	7
Hood River Valley High School	65
International School Of Beaverton	2
Madras High School	2
Marshall High School	38
Mohawk High School	29
Neah Kah Nie High School	1
North Medford High School	198
Oakland High School	2
Oregon Virtual Academy	97
Pleasant Hill High School	32
Redmond High School	74
Rivers Edge Academy Charter School	2
Sabin Schellenberg Professional Technical Center	1
Salem Keizer Public Schools	270

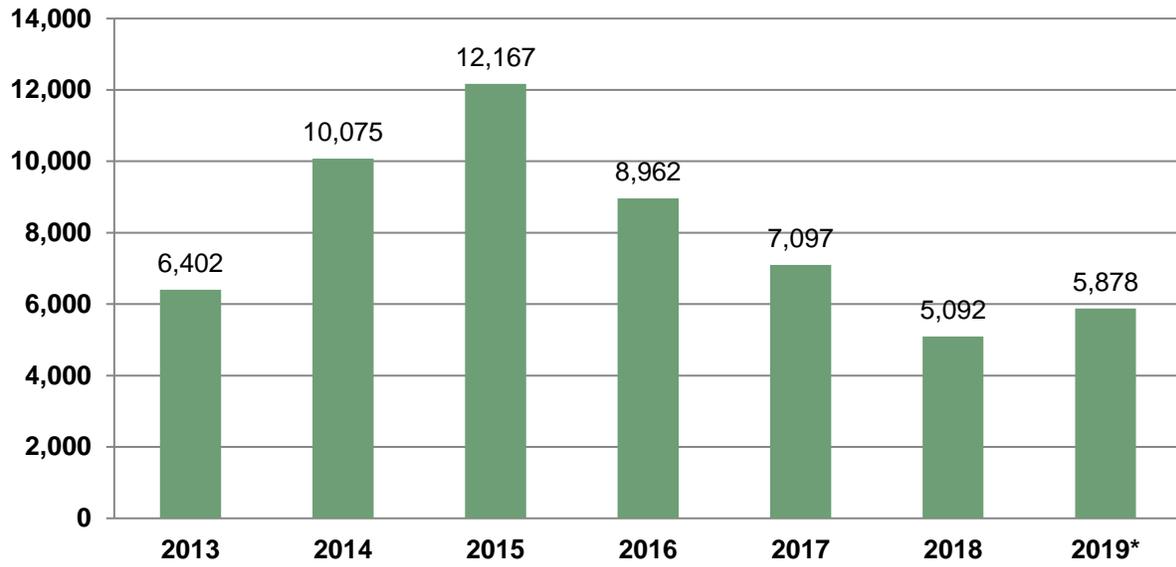
Sisters High School	18
South Albany High School	75
South Medford High School	213
Springfield Senior High School	93
Stanfield Secondary School	5
Sweet Home High School	135
The Dalles High School	52
Three Rivers School District	167
Thurston High School	135
Union School District 5	22
Vale High School	1
Wallowa County Esd Region 18	4
West Albany High School	12
Willamette Leadership Academy Or	15
Willamina High School	31

Program Participants in Unsubsidized Employment

The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program, 2014 – 2018

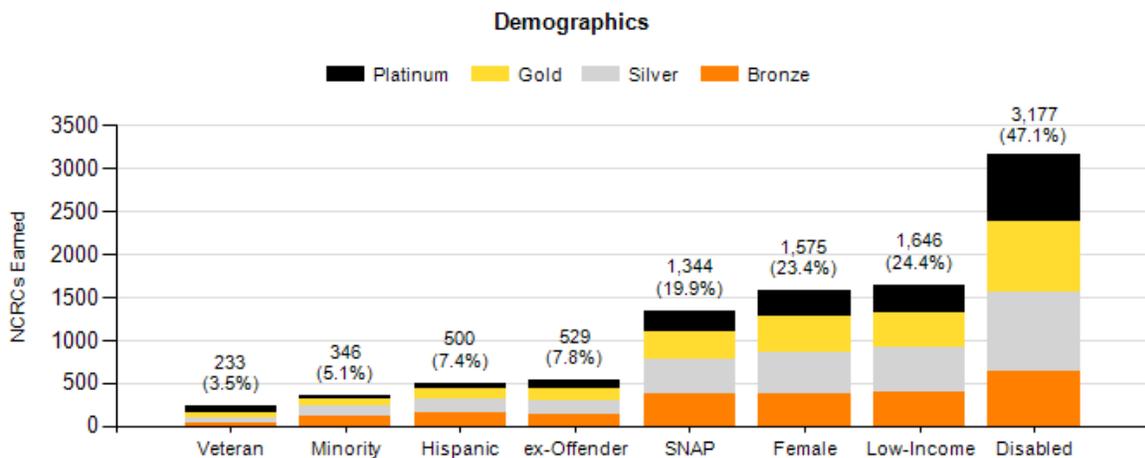
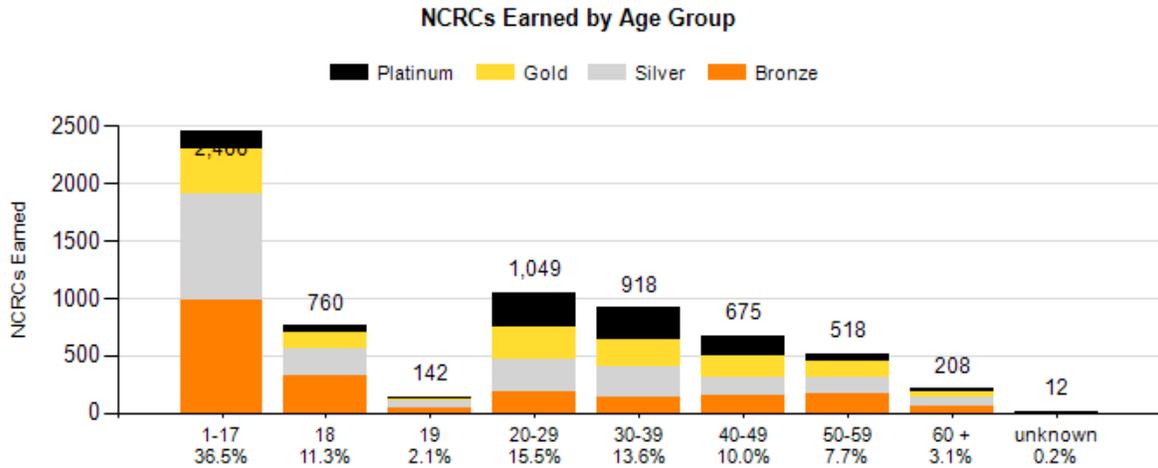


Oregon Data, NCRC's Earned by Year, 2013-2019



*estimate after three quarters. (4408 earned by Sept 2019)

Oregon Data, NCRC's Earned by Age and Demographic Categories (10/1/2018-9/30/2019)



The demographic categories above are obtained by matching NCRC earners with WOMIS data. WOMIS data is self-reported. HECC only receives WOMIS updates on a quarterly basis. Expect some degree of inaccuracy and under-reporting.

EXPANDED PROGRAM IMPACT

During FFY19, The Oregon Employment Department is under contract with the Oregon Department of Human Services to provide employment and training services to Oregonians eligible for Supplemental Nutrition Assistance Program (STEP) in a pilot program.

The pilot was funded through a \$300,000 grant from the Department of Human Services. Shortly after pilot began the HECC's Office of Workforce Investments provided an additional \$300,000 to support the pilot program. These funds were solely dedicated for SNAP support services for eligible SNAP participants.

Support service funds pay for services and materials necessary for an eligible individual to participate in qualifying activities under the SNAP program. Some of the services and materials include transportation assistance, tuition, work clothes, job interview clothes, hygiene items, birth certificates, identification, work tools, and work licenses.

Participants completed their NCRC and if needed, worked on improving their skills with guidance from local WorkSource staff.

The impact of this program is captured with this quote from a SNAP Customer;

“When I came into the office I was only seeking unemployment benefits for a couple weeks in between jobs and what I received was infinitely more helpful than money; knowledge! Mashelle informed me about the STEP and ABAWD programs. I took the three NCRC exams and scored a platinum, being in the top 5%. This made me eligible for more services and training funds. I work in Emergency Medical Services as a Wilderness Emergency Medical Technician. Since starting the program I am now employed full-time with the prestigious Timberline Lodge on Mt. Hood as a Ski Patroller. Rope rescue is a crucial part of our needed skills and through negotiation I was able to secure a potential pay raise if I could get rope rescue training. With the help of WorkSource Tualatin, and my case manager Mashelle, I was able to secure training funds that have allowed me to attend a state, federal and internationally recognized training. Not only will I be certified to participate in rescue operations, but I can be the technician in charge of a rescue effort. The confidence this has provided is incomparable. I'll be eligible for a pay increase upon completion of the class. Not only are the direct benefits obvious but this has provided me the confidence to continue my education. I have recently acquired all of my college transcripts and contact a couple university about Paramedic training with an option to move into Nursing. I only hope to become a valued resource to the community. Thank you.” -Joseph

