



Ready for what?

A Discussion with Louisiana
Thought Leaders on
Measuring Success in
Education and Work



What Does "Readiness" Mean?

Growing numbers of, use of, and context for "readiness" terms:

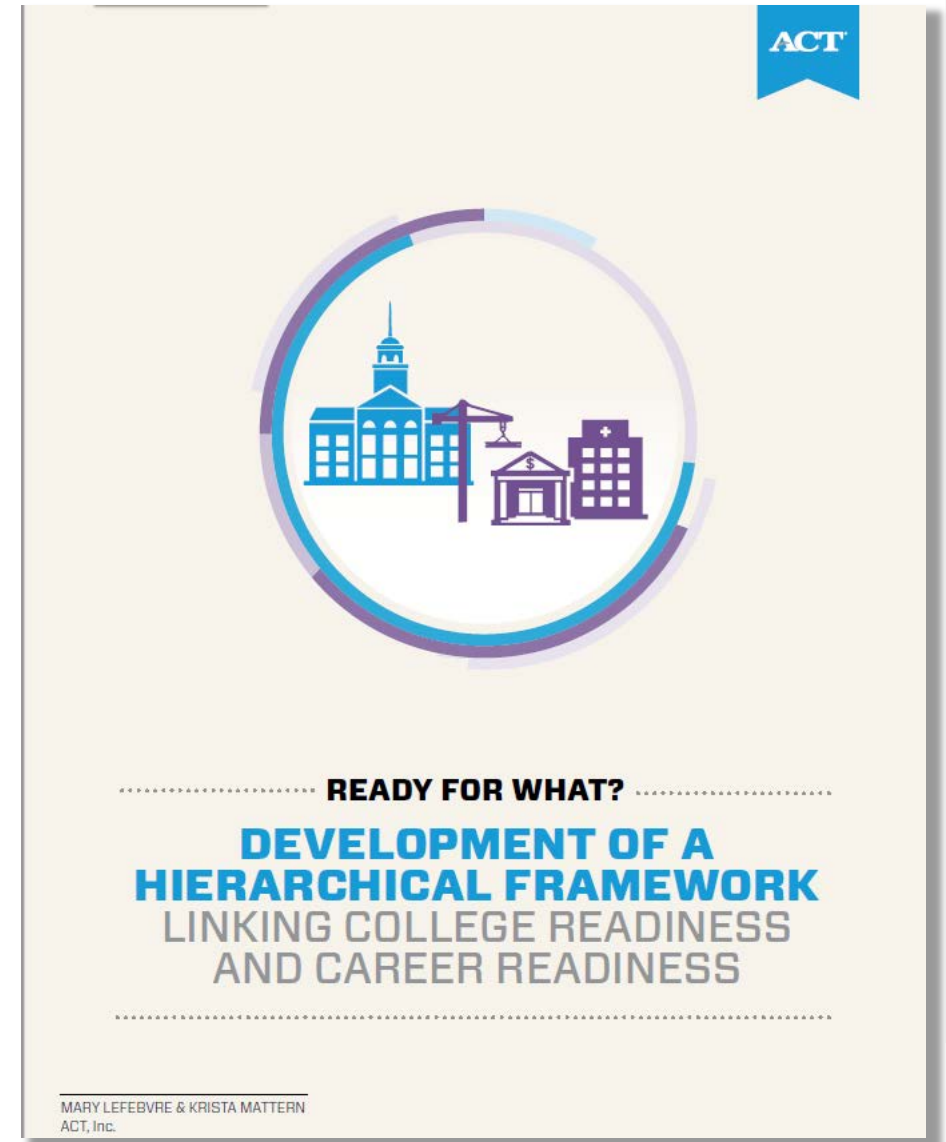
- College Readiness
- College and Career Readiness
- Career Readiness
- Work Readiness
- Job Readiness



Readiness as a definition isn't helpful to anyone without a way to measure and use it to make decisions.

ACT Hierarchical Framework of Readiness

- Addresses full continuum of transitions
- Contextualized measures of education and work success
- Informed by research, and evidence on benchmarks of education and work readiness
- Provides uses cases for practitioners and policymakers



Report Main Takeaways

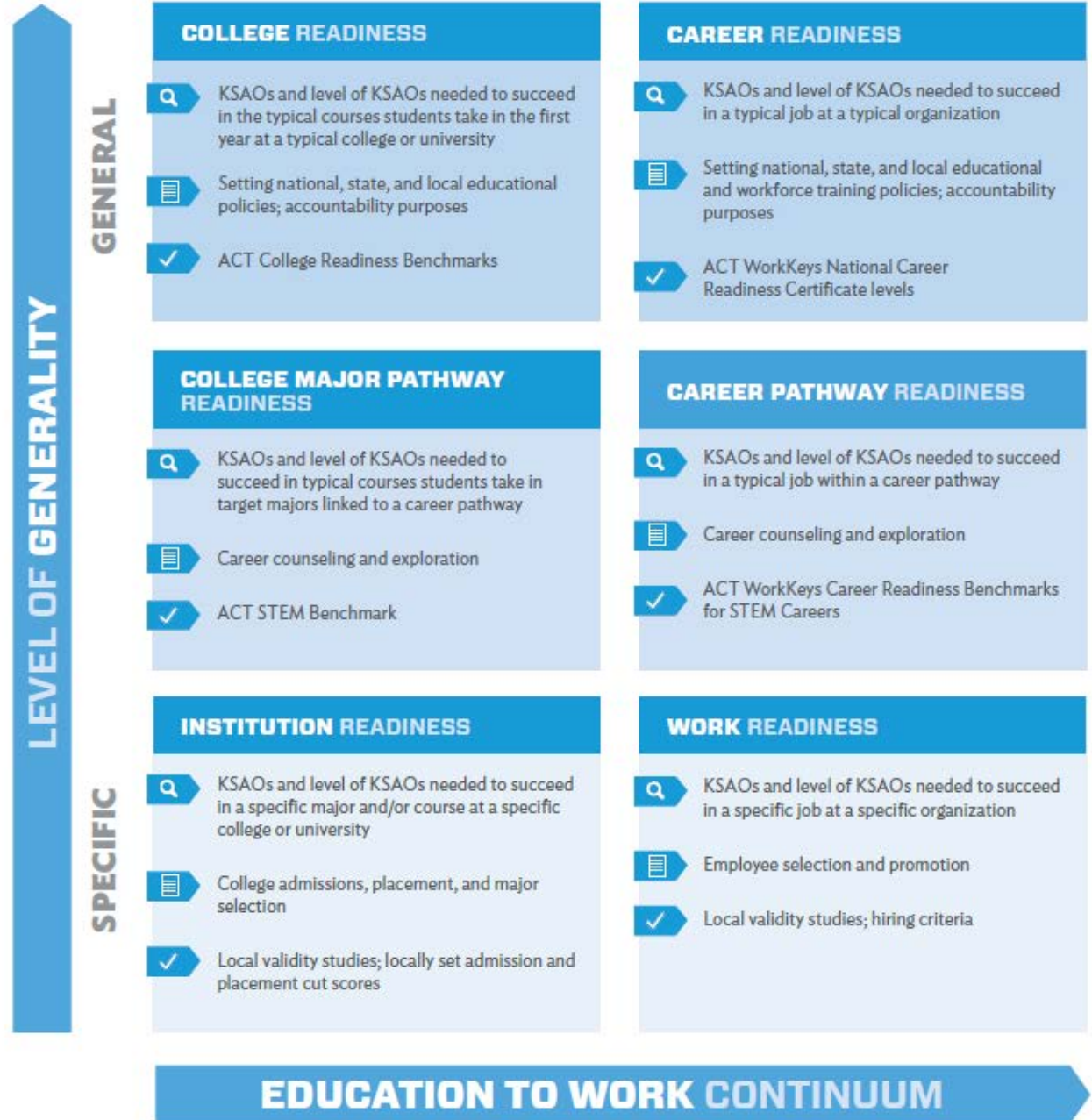
“Are college readiness and career readiness the same or different?”

The answer is more complex than a simple yes or no.

1. **Education and work readiness is a continuum**
2. **The degree to which readiness information needs to be tailored/personalized depends on the use of that readiness information**
3. **Readiness = Education → Workforce Continuum + Level of Specificity**




ACT Framework of Readiness

- The Framework encompasses the different types and levels of readiness needed for success in both college and career.
- The levels of readiness in the Framework go from general to specific which allow for differentiation of purpose or uses by policy makers, educators, and individuals.









Tier 1 – Most General Level of Readiness

COLLEGE READINESS

-  KSAOs and level of KSAOs needed to succeed in the typical courses students take in the first year at a typical college or university
-  Setting national, state, and local educational policies; accountability purposes
-  ACT College Readiness Benchmarks




CAREER READINESS

-  KSAOs and level of KSAOs needed to succeed in a typical job at a typical organization
-  Setting national, state, and local educational and workforce training policies; accountability purposes
-  ACT WorkKeys National Career Readiness Certificate levels




 DESCRIPTION  USE CASES  EXAMPLES




Tier 2 – More Nuanced Level of Readiness

COLLEGE MAJOR PATHWAY READINESS

-  KSAOs and level of KSAOs needed to succeed in typical courses students take in target majors linked to a career pathway
-  Career counseling and exploration
-  ACT STEM Benchmark




CAREER PATHWAY READINESS

-  KSAOs and level of KSAOs needed to succeed in a typical job within a career pathway
-  Career counseling and exploration
-  ACT WorkKeys Career Readiness Benchmarks for STEM Careers




 DESCRIPTION  USE CASES  EXAMPLES




Tier 3 – Most Specific Level of Readiness

INSTITUTION READINESS

-  KSAOs and level of KSAOs needed to succeed in a specific major and/or course at a specific college or university
-  College admissions, placement, and major selection
-  Local validity studies; locally set admission and placement cut scores

WORK READINESS

-  KSAOs and level of KSAOs needed to succeed in a specific job at a specific organization
-  Employee selection and promotion
-  Local validity studies; hiring criteria

 DESCRIPTION  USE CASES  EXAMPLES



Policy Implications