

Three ACT WorkKeys assessments - **Workplace Documents, Applied Math, and Graphic Literacy** - make up the ACT WorkKeys National Career Readiness Certificate (NCRC), a nationally portable, stackable workforce credential. The ACT NCRC is issued in four levels based on examinee level scores on the three assessments.

**Over six million National Career Readiness Certificates** have been issued in the U.S. to date. The skills measured in the assessments have been consistently identified as important for success in a broad range of jobs and industries, making them **foundational skills for career readiness**.

**To qualify for an NCRC**, individuals must achieve a **minimum level score of 3 across all three assessments** with the lowest score determining the NCRC level: 3 for a Bronze, 4 for a Silver, 5 for a Gold, and 6 for a Platinum NCRC. Individuals who do not achieve a Level 3 on any WorkKeys skill assessment are reported as 0 and do not qualify to earn the NCRC. Skill remediation for such individuals is needed to enter or successfully perform most jobs in the U.S.



### % of U.S. Jobs for which Individuals Qualify by WorkKeys Skill Level

Skill Level	Applied Math	Workplace Documents	Graphic Literacy
3	37%	19%	17%
4	77%	61%	78%
5	94%	89%	94%
6	98%	96%	98%
7	100%	100%	100%



### U.S. Mean Wages by WorkKeys Skill Level\*

Skill Level	Applied Math	Workplace Documents	Graphic Literacy
3	\$45,262	\$39,672	\$38,642
4	\$80,181	\$60,305	\$72,172
5	\$107,999	\$106,852	\$108,109
6	\$155,659	\$104,454	\$111,349
7	\$141,948	\$166,762	\$188,289

**Individuals who possess a Silver NCRC have the essential foundational skills needed for the majority of jobs in the U.S. Average wages in the U.S. increase with higher foundational skills.**

States use WorkKeys and the NCRC to measure and certify the skills of the talent pipeline using a common metric of career readiness, with the goal of strengthening both individual and community-level economic outcomes.


- Over 570 communities and 29,000 employers across the U.S. participate in **ACT Work Ready Communities**, the county-based economic development initiative tied to the NCRC.
- Governors and labor leaders have made participation in Work Ready Communities a cornerstone of their state economic development strategies and site selection initiatives.
- National exemplars for NCRC access and policy include Wisconsin's **Chippewa Valley Technical College** and the **Missouri Department of Higher Education and Workforce Development**.


# U.S. WorkKeys 2023-2025


## 2023-2025 NCRC Test-Takers


	Non-Qualifier	110,308
	Bronze	221,452
	Silver	245,986
	Gold	139,129
	Platinum	85,396
	Total	802,271

## 2023-2025 NCRCs by Education Level

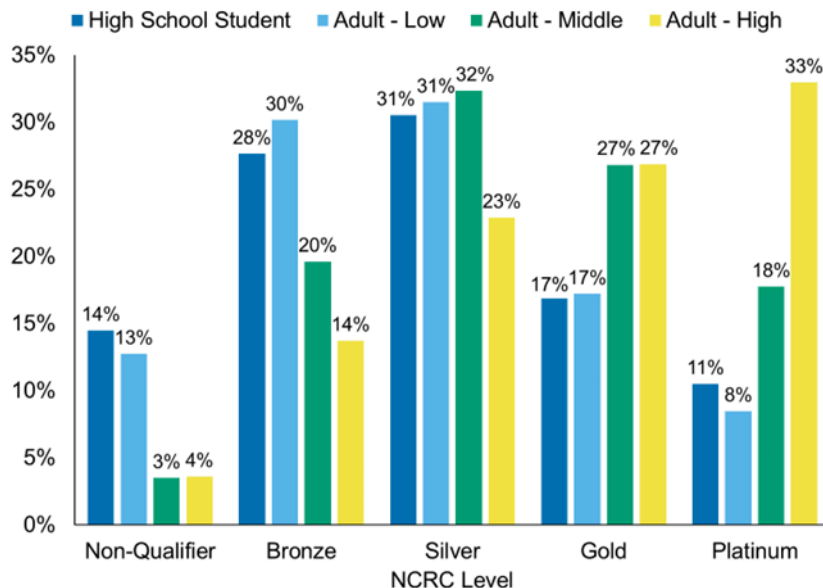
	<b>High school students</b>
	Non-Qualifier 93,823
	Bronze 179,066
	Silver 197,802
	Gold 109,330
	Platinum 68,044
	Total 648,065

	<b>Adults with a low level of education</b>
	Non-Qualifier 13,949
	Bronze 33,045
	Silver 34,501
	Gold 18,837
	Platinum 9,273
	Total 109,605

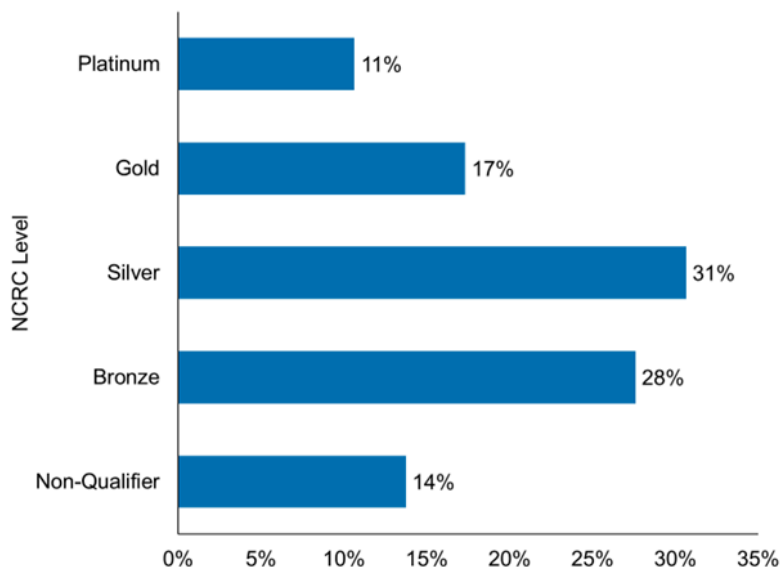
	<b>Adults with a middle level of education</b>
	Non-Qualifier 838
	Bronze 4,720
	Silver 7,782
	Gold 6,454
	Platinum 4,268
	Total 24,062

	<b>Adults with a high level of education</b>
	Non-Qualifier 264
	Bronze 1,009
	Silver 1,683
	Gold 1,977
	Platinum 2,425
	Total 7,358

## U.S. WorkKeys Examinees % Earning NCRC Levels by Education Group



## U.S. WorkKeys Examinees % Earning NCRC Levels



## About the Data

1. ACT WorkKeys Job Profiling database; US BLS 2023 Occupational Employment and Wage Data. \*Wages for math skills are slightly lower for the highest level of math (level 7) than level 6 due to the fact that technical occupations in organizations are not necessarily the highest paying.
2. *Site Selection Magazine's* Annual State of the State Rankings includes NCRC as one of the six metrics it uses when ranking states for site selection activity.
3. Education group is determined by the examinee's self-reported level of education and the examinee's age at time of testing. Low education adults are those that have not completed formal education beyond high school; middle education adults are those that have completed up to an associate degree; and high education adults are those that have completed a bachelor's degree or higher.