



ACT
WORKFORCE
SUMMIT 2019

Leveling the Playing Field with Work Ready Communities

Download the slide deck online at:
<https://cutt.ly/tekEKfl>



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WORKFORCE
SUMMIT 2019

**Leveling the Playing
Field with Work
Ready Communities**



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Leveling the Playing Field with Work Ready Communities



**Skills-Based
Hiring**



**Career Trends
and Skill Needs**



Work Ready Communities



**Group
Simulation**

Pain Points: Mobility

ACT[®] Work Ready
Communities



Pain Points: Stability



Pain Points: Quality

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Communities





Pain Points: Profitability

Skills-Based Hiring: A Better Approach

ACT[®] Work Ready
Communities



Employers
Save Time
Save Money
Reduce Risk



Educators
Align Instruction
Improve Placement
Boost Compliance



Developers
Retain/Grow Jobs
Boost Quality of Life
Improve Image

Screening In

A Better
Approach
for Entry to
Middle Skill
Jobs in a Tight
Labor Market

Screening In

*Focus on Potential to
Improve Current Skill Sets*

Ability to learn new skills
and follow instructions

Industry-Wide Skills and
Stackable Credentials

Work-Based
Learning

Essential Skills
(aka soft skills)

Boost Talent Pipeline with
Diverse Labor Pools

Screening Out

*Over-Dependence on
Mis-Aligned Market Factors*

Gaps in Years of College

Mis-Aligned or Outdated
College Degrees

Missing Long-Term
Years of Experience

Obsolete, Vague
Assessments

Disconnected from
Helpful Resources

Screening In

ACT® Workforce Solutions

Ability to learn new skills and follow instructions



ACT® WorkKeys® NCRC®



NIMS®
National Institute for Metalworking Skills®



ACT® Stack™
Powered by **aspiringminds**

Industry-Wide Skills and Stackable Credentials



Work-Based Learning



Apprenticeship, On-the-Job Training, Internships

Essential Skills (aka soft skills)



ACT® Tessera® Workforce

Boost Talent Pipeline with Diverse Labor Pools



Local Workforce and Education Partnerships

Screening In

Measure and Focus on the Potential to Improve a Candidates Current Skills

ACT® Work Ready Communities

Powerful Results for Employers



Save Money

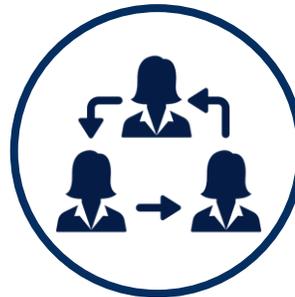


Save Time



Reduce Risk

EASTMAN



Cut Turnover



Boost Productivity



Improve Safety & Compliance



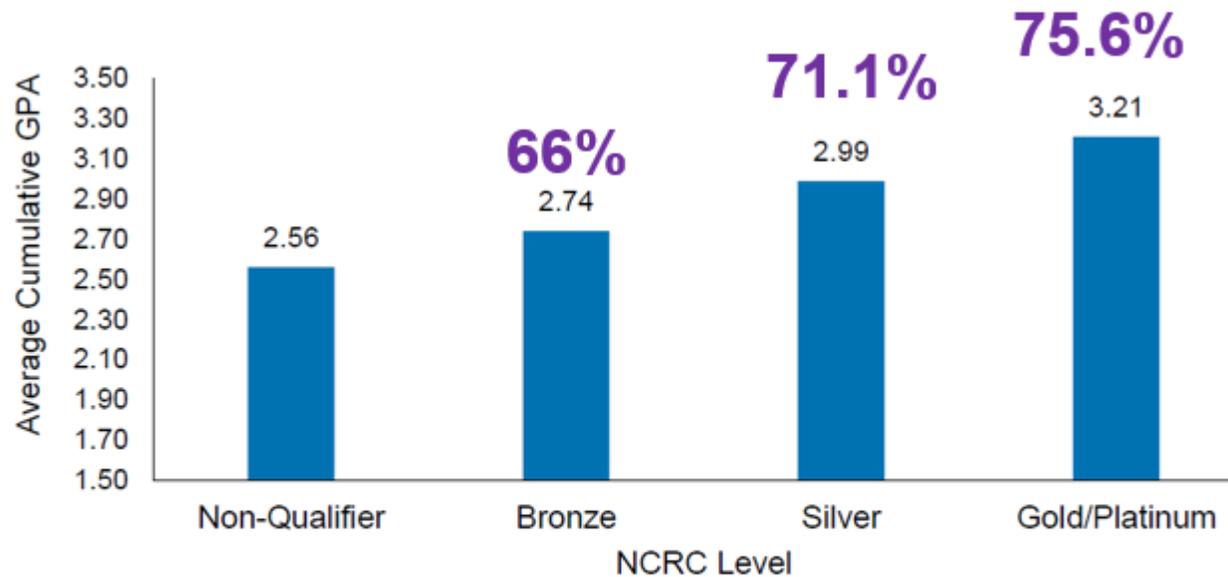
Sharpen Aim for Skills



Academic Performance



Completion of Associates Degree



% NCRC Holders Earning Associates Degree
Positive Relationship with NCRC Levels

Powerful Results for Students & Educators



ACT[®] Work Ready Communities

Powerful Results for Job Seekers



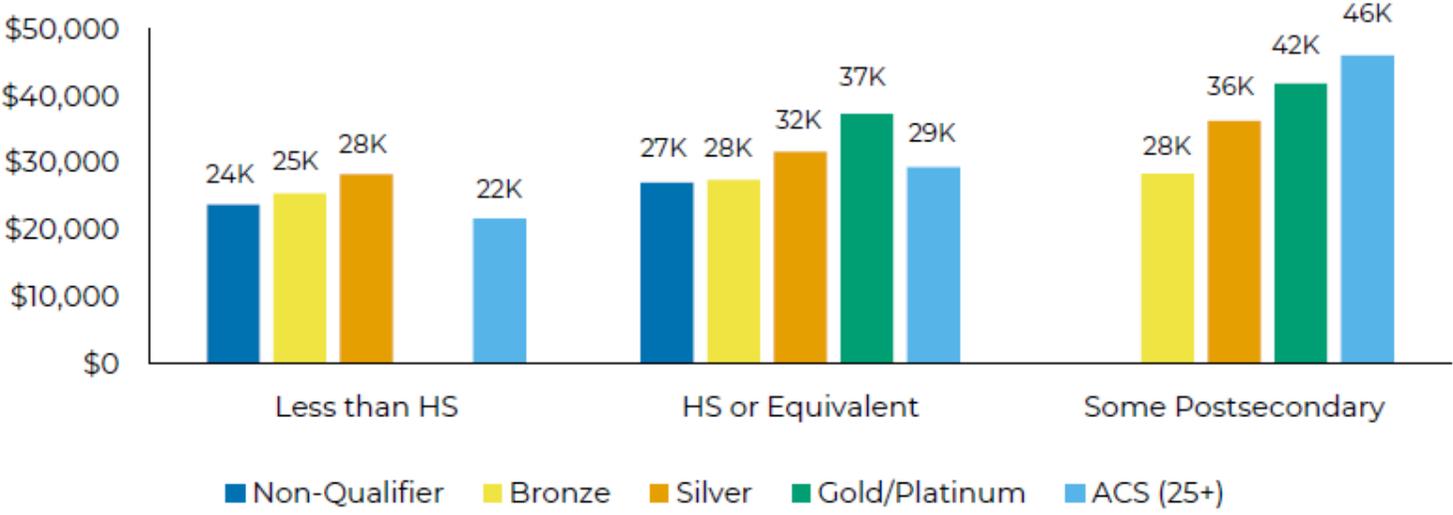
Entering Employment



Retaining Employment



Earnings Gain



Career Trends and Skill Needs

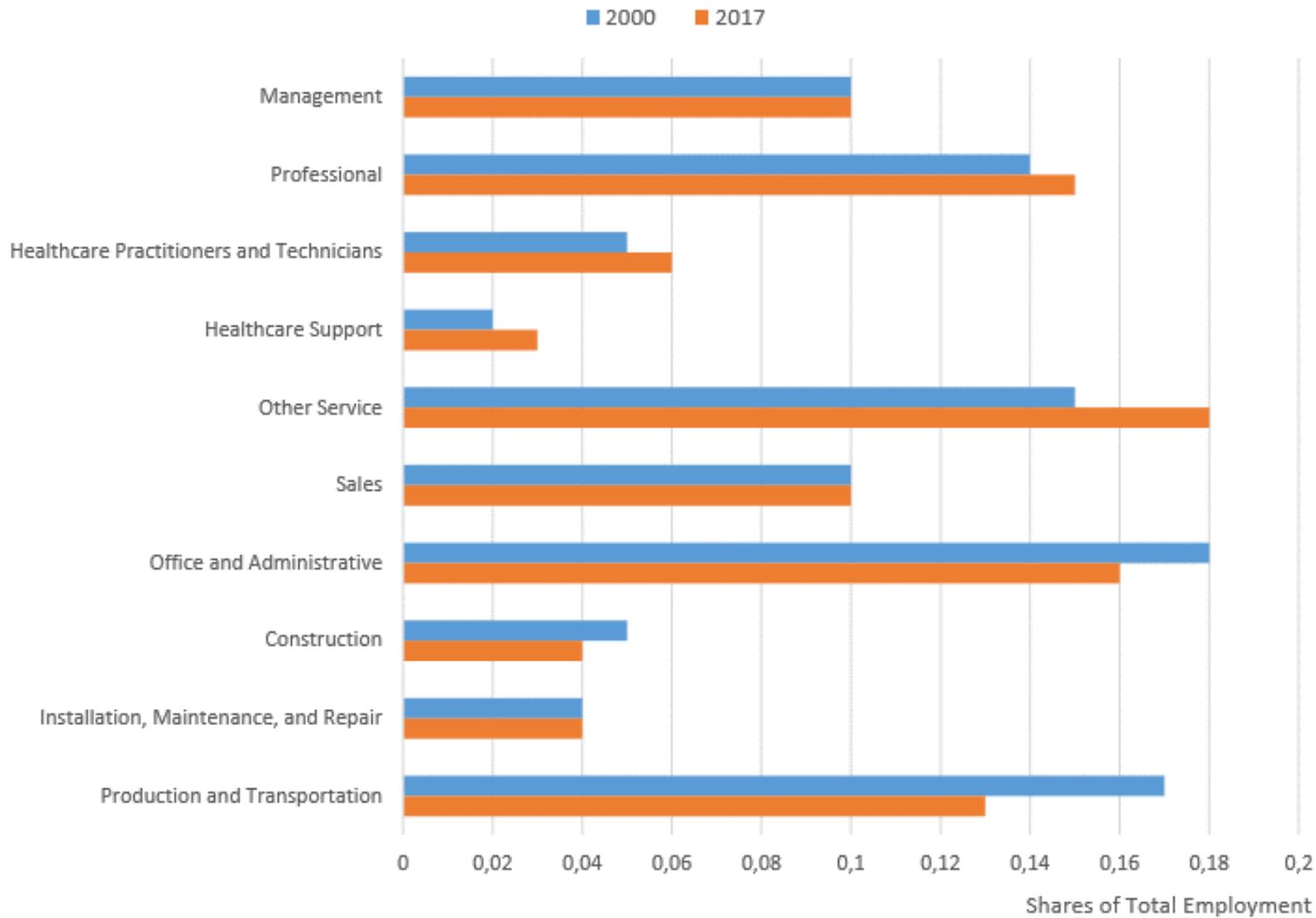
*It's tough to make
predictions...
especially about the
future.*

- Yogi Berra



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Figure 4: Occupation Employment Trends



Source: Occupational Employment Statistics, Bureau of Labor, 2000 and 2017.

[From Holzer, H. \(2019\) *The US labor market in 2050: Supply, demand and policies to improve outcomes.*](#)

Trends in Labor Market Demand

We can't automate everything

**Critical thinking and
creativity are skills least
likely to be automated**

Robots!

**Might be coming but
workers will need to
retrain/reskill to work
alongside and with
technology**

Lifelong Learning

**Occupationally specific
training isn't enough,
will need foundational
skills to ensure "ability
to continuously learn"
across multiple
jobs/careers**

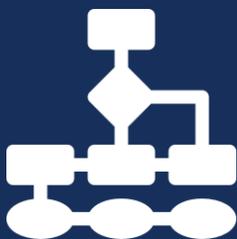
Higher Skills Pay

U.S. Mean Wages by Level Score

Skill Level	Applied Math	Workplace Documents	Graphic Literacy
3	\$33,586	\$28,953	\$28,418
4	\$56,840	\$46,294	\$49,047
5	\$91,371	\$81,872	\$86,147
6	\$127,573	\$75,063	\$91,565
7	\$111,235	\$121,481	\$139,132



Provides Career Pathway Readiness Benchmarks for 16 CTE career clusters.



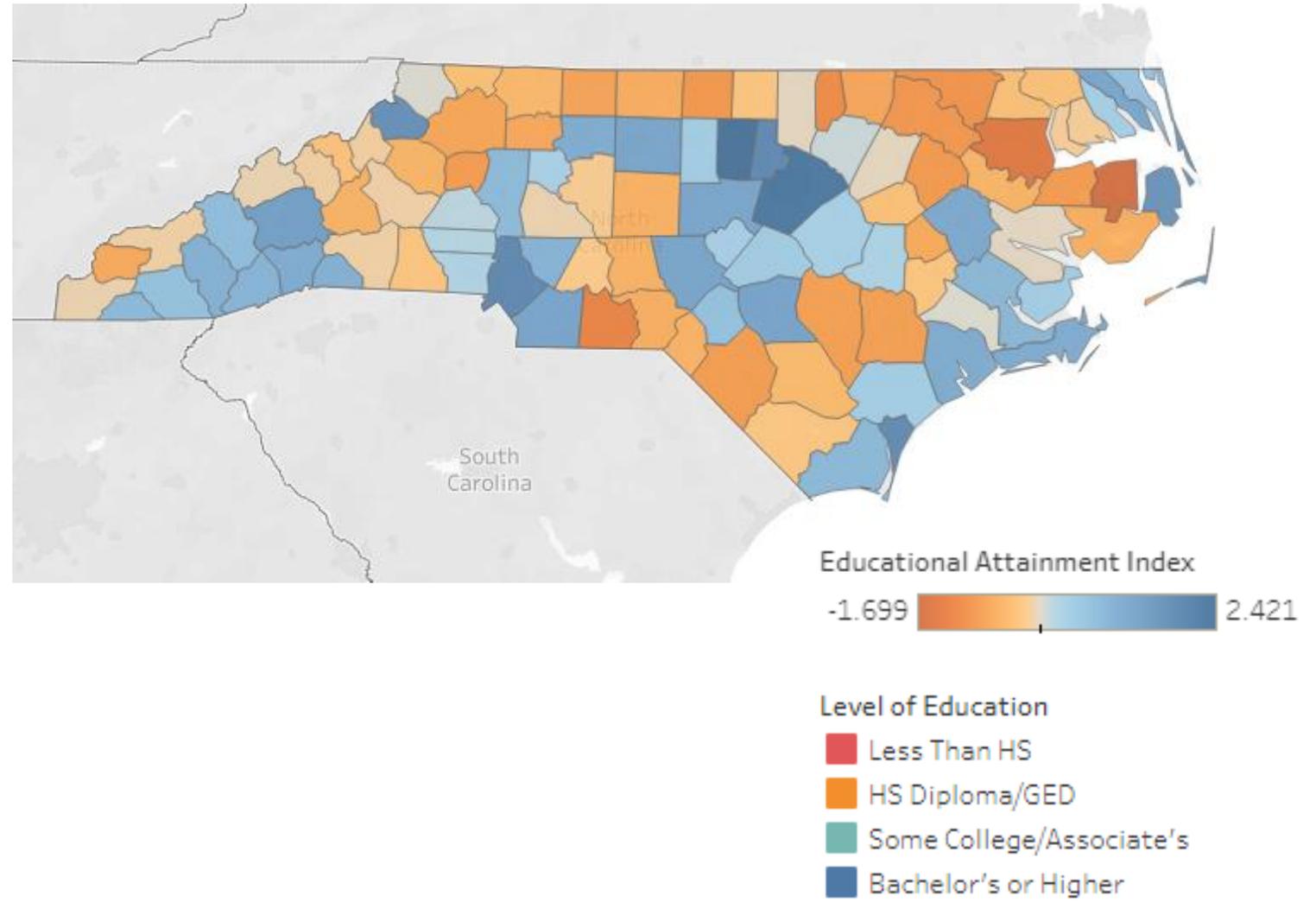
Provides students and job seekers with information about foundational skills needed for different career paths for career guidance and alignment with labor market demand.



Provides economic and workforce developers with ability to conduct skill gap analysis for target occupations and industries

Career Pathway Readiness in the U.S. 2019 Report

This is how employers currently view a state's labor market



**Economic development
and regional job creation**



**Students and individuals
informed about career
opportunities and skill
demand**



**We've
Come
Full
Circle**



**Workforce development
and postsecondary
education to align skills**



**K-12 school districts with
sufficient working
population (i.e. families
with children)**

ACT[®] Work Ready Communities



Employers pinpoint skill needs and hire right the first time



Educators and policy makers measure skill gaps and build pathways



Individuals prepare for success by understanding employer demands



Economic Developers compete on proven workforce value

workreadycommunities.org

Powerful Results for Community Economic Development



ACT® Work Ready Communities



Retain & Grow Jobs



Improve Quality of Life



Boost Image of Community

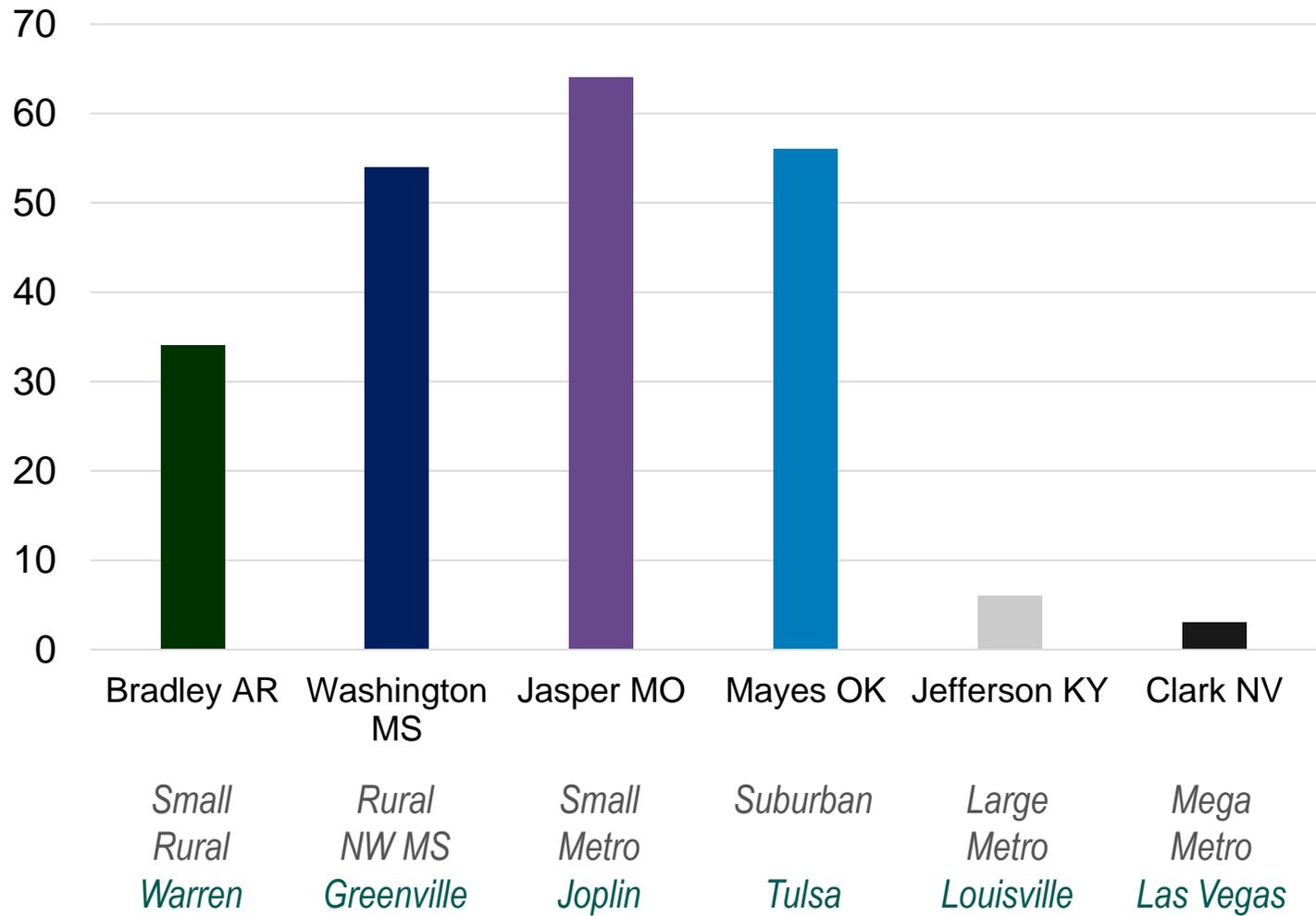
**Survey Says:
Certified counties use WRC to grow...**



New Businesses



Existing Industry



Leveling the Playing Field

Rural vs Urban

Index of NCRCs per Thousand

“Being a site selector I often find it difficult to compare labor force data when there is little information on how the potential workforce will perform on assessments given by companies. Not only does WorkKeys® function as a preferred assessment tool in industry today, but the ACT® Work Ready Communities website allows me to compare communities so I can recommend to my clients the counties with the best scores and the percentage of the population that are taking the assessment.”

Teresa Nortillo, CEcD
Nortillo Consulting Group



Leadership.....

- Convene partnerships
- Deploy poverty reduction

Economic Dev

- Leverage value of workforce
- Promote to job creators



Employers

- Pinpoint skill needs and hire right the first time
- Save time, money, and risk

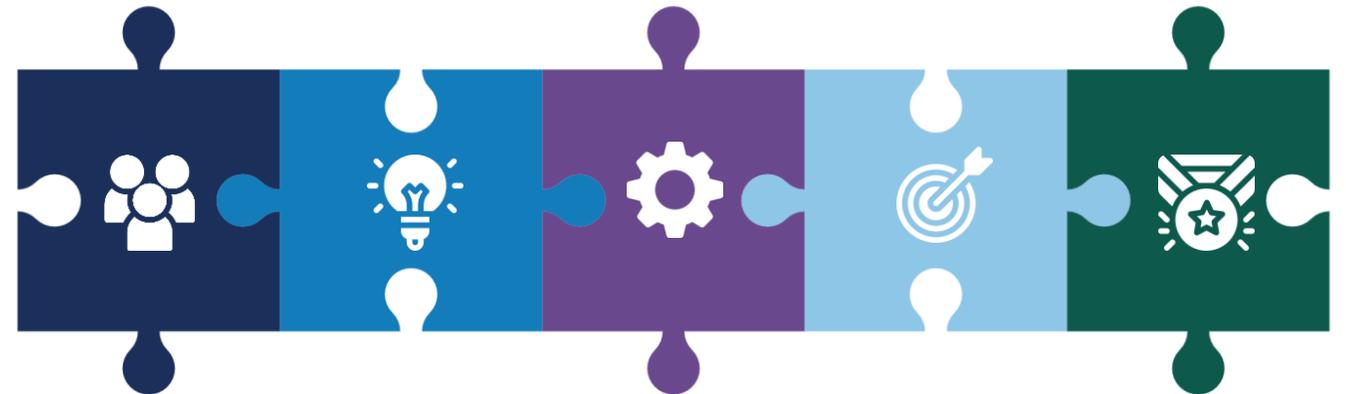
Workforce Dev

- Improve placement performance
- Build career pathway options

Educators

- Measure skill gaps
- Align curriculum to sector needs
- Improve completions

ACT[®] **Work Ready Communities**
workreadycommunities.org



Build Team

Train & Plan

Implement

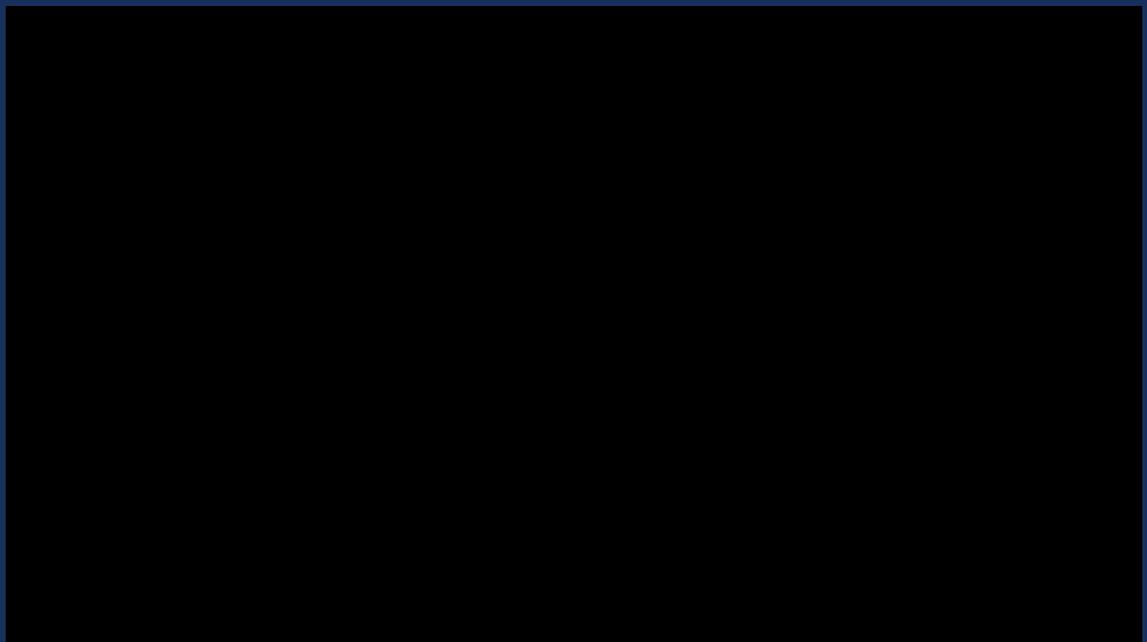
Reach Goals

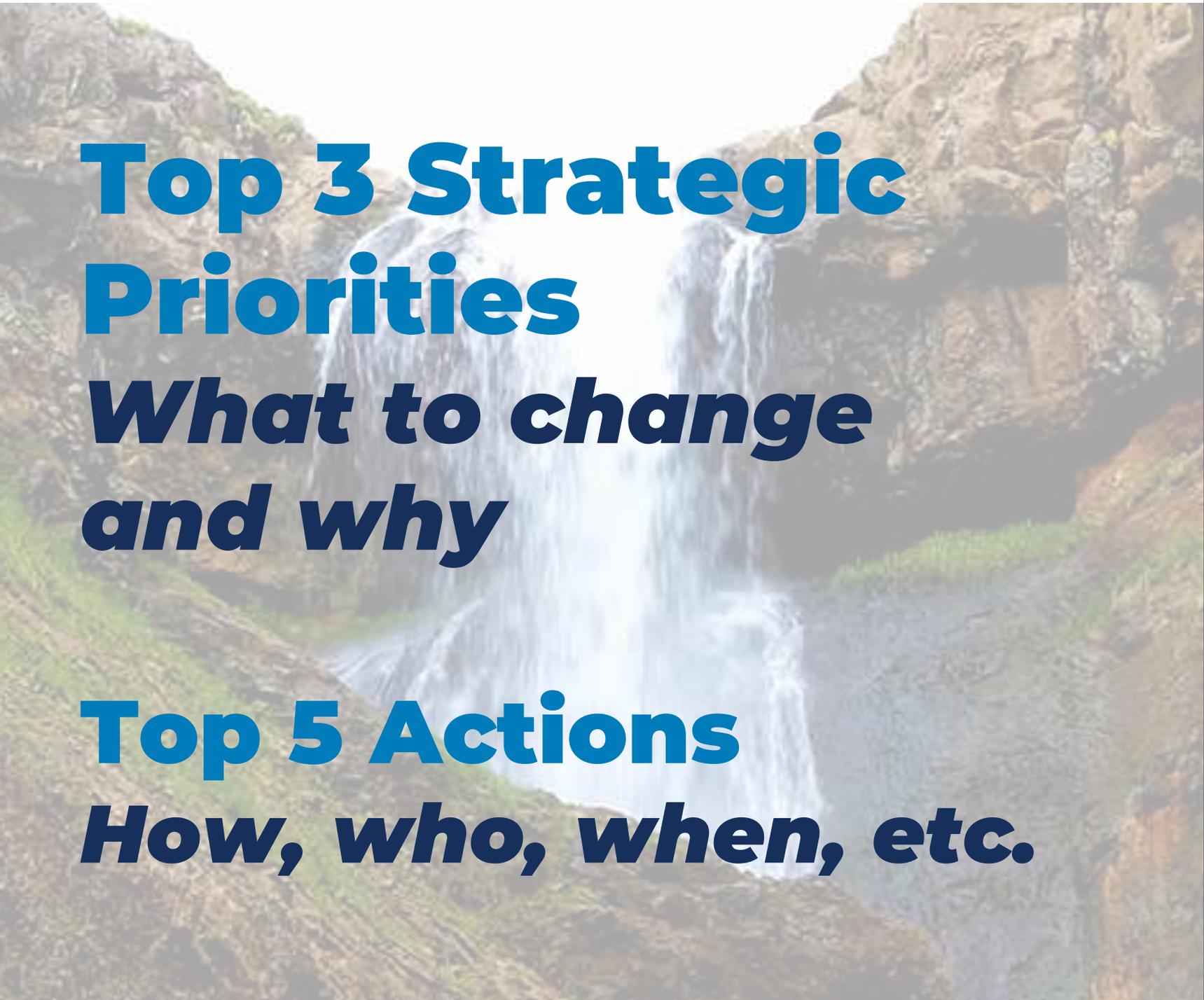
Maintain Certification



Spire County Simulation

ACT[®] Work Ready
Communities



A scenic photograph of a waterfall cascading down a rocky cliff face, surrounded by lush green vegetation. The image is slightly faded to serve as a background for the text.

Top 3 Strategic Priorities

***What to change
and why***

Top 5 Actions

How, who, when, etc.

Spire County

**Strategic
Priorities and
Action Steps**

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Communities

Spire County Simulation

Groups Report Out and Debrief



**Top 3 Strategic
Priorities**



**Top Five
Actions**



**Lessons
Learned**



**Wrap-Up, Q&A,
and Resources**



Workforce Toolkit

act.org/workforcetoolkit



Workreadycommunities.org



Ready for Work Podcast

Leveling the Playing Field with Work Ready Communities

Resource Takeaways

Ready for **WORK**

Tips to **Develop, Improve,** and **Empower** your Workforce.

Ready for Work is your new #1 source for ideas that can revolutionize your workforce. Provided by the experts. Curated by ACT.

act.org/readyforworkpodcast



**Skills-Based Hiring
and Credentials**



**Career Pathway
Navigation**



**Employer and
Sector Strategies**



**Economic
Development**



**Poverty Reduction
and Re-Entry**



**WIOA/Workforce
Development**



**Career Education
and Training**



**Workforce Data
and Job Analysis**



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