



Presented by:

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Introduction

- **“Work Ready Communities (WRC)** is a national effort, led by ACT™ , to provide a framework for states, regions and communities to build an economic development, community based approach grounded in certifying counties as Work Ready. ACT™ awards this certification when counties achieve goals (based on common criteria) of individuals in the workforce earning an ACT™ WorkKeys® National Career Readiness Certificate and businesses recognizing or recommending the ACT™ WorkKeys® NCRC®.”
- **Work Ready Oswego NY** is a county-level team of over 22 strategic partners that *“uses the ACT™ approach to solve local workforce issues through attaining and maintaining a certified ACT™ Work Ready Communities status”*.



Overall Goals for Oswego County, NY

Economic Mobility and Poverty Reduction Through:

- Skills improvement and verification
- Nationally recognized credentials
- Educational opportunities
- Job preparation
- Career ladders



Meet goals set by ACT™ Work Ready Communities:

- Award **512 National Career Readiness Certificates (NCRC®'s)** in Oswego County in the following categories:
 - **Emerging Workforce** – High School, College and Career Training: **251**
 - **Current Workforce** – Gainfully Employed Full-time: **34**
 - **Transitional Workforce** – Unemployed, Underemployed and Veterans: **227**
- Recruit and educate a minimum of **53** county employers to officially sign-on to support this initiative **by agreeing to give preference to candidates who earn an NCRC®** when applying for a position.



Strategic Partnerships

- Oswego County Opportunities
- Oswego County Department of Social Services
- Oswego County Employment & Training
- Oswego County BOCES (CiTi)
- City of Oswego
- Oswego County Workforce Development Board
- Employers
- School Districts



Building the Foundation and Working Together

1. Common Challenges & Goals
2. Collaboration & Cooperation
3. Communication – Internal & External
4. Commitment of Partners

WORK READY

OSWEGO NY

WorkKeys® Assessments

- Online self paced curriculum
At each of the sites
- Pre-assess and remediate
- Improve individual's skills

National Career Readiness Certificate

- NCRC® testing sites (5-7)
Cayuga CC-Fulton; 4-6
satellites
- Assesses: Applied Math,
Graphic Literacy and
Workplace Document
Skills
- National credential

- Job skills alignment
- Analyze competencies of
real job openings - locally
& nationwide

Job Match

ACT™ WorkKeys®
Curriculum and
Essential Skills

CAPACITY BUILDING

WorkKeys® NCRC® Scoring System

- WorkKeys® NCRC® Assessments identify and assess an individual's levels in:
 - Applied Math
 - Graphic Literacy
 - Workplace Documents
- Results scored in levels 3-7
- NCRC® designation awarded based on results of WorkKeys® assessments:
 - Bronze (score of 3 on one or more)
 - Silver (score of 4 on one or more)
 - Gold (score of 5 on one or more)
 - Platinum (score of 6 on one or more)

	 BRONZE	 SILVER	 GOLD	 PLATINUM
Certificates are awarded by achieving a minimum	Level 3 score on all assessments.	Level 4 score on all assessments	Level 5 score on all assessments	Level 6 score on all assessments
Skill levels demonstrate ability for	16% of jobs*	67% of jobs*	93% of jobs*	99% of jobs*
Sample Occupation Correlation	<ul style="list-style-type: none"> • Auto Body Repair Technician • Veterinary Assistant • Janitorial Supervisor • Drywall Installer • Pharmacy Aid 	<ul style="list-style-type: none"> • Administrative Manager • Head Cook • Medical Assistant • Engineering Technician • Machinist 	<ul style="list-style-type: none"> • School Counselor • Pharmacy Technician • Semi-Conductor Processor • Business Executive • Electrician 	<ul style="list-style-type: none"> • Accountant • Technical Writer • Sales Manager • Registered Nurse Manager • Elevator Installer and Repairer

*Approximate percentage based on jobs in the WorkKeys® occupational profile database.

Current Status – Cayuga CC Site

Who are we testing at our primary site?

- Full-time and part-time non-credit career training programs: Health Career Programs – Practical Nursing, Nurse Assistant, Medical Assisting and Dental Assisting; Auto-Tech; Welding
- CiTi BOCES High School P-TECH Programs (Early College H.S.)
- Oswego County Summer Youth Employment Program

Additional programs in process:

Local H.S. programs, CiTi BOCES New Vision Programs, Cayuga CC Oswego County Literacy Programs, Incarcerated Youth Programs and Cayuga CC Workstudy Program (credit)

ACT™ WorkKeys® NCRC® Designation

Setup 5-7 WorkKeys® Satellite Sites throughout Oswego County:

- 1 ACT™ WorkKeys® Primary Center (Cayuga CC – Fulton Campus)
- 4-6 WorkKeys® Satellite Sites
 - Oswego County Opportunities (OCO) – Oswego (Mid-Town Plaza)
 - City of Oswego – Rental Assistance Program (Inspire Center)
 - Oswego County Workforce NY – Fulton & Mexico
 - CiTi BOCES – Mexico
 - Mobile Lab (October 2019)
 - 1-2 more sites planned to be added Fall 2019 (2 HS in process)

Attaining Our Goals

- **Engagement and Commitment of ALL Partners:**
 - Specific partners agreeing to become sites
 - Employer WRC signed agreements to recognize NCRC® designation

- **Replication across all sites:**
 - A streamlined process in place
 - Training documents developed
 - Training provided at Primary Site – Cayuga CC Computer Labs

Site Set-up Checklist

- Determine Site Admin/key contacts
- Send intro email and schedule initial overview meeting
- Complete in-person overview
- Complete paperwork for site license and assign key personnel
- Schedule WorkKeys® training and email training plan and documents
- Site receives URL realms
- Provide all documents or links to documents to site personnel
- Complete WorkKeys® training; “Staff Verification Form”
- Schedule and complete ACT™ WorkKeys® Curriculum training
- Site registers first test group with assistance from Primary Site
- Site administers first assessment

Test Preparation

- **WorkKeys® Curriculum**

- Register examinees and instructors (as needed) in the WorkKeys® Curriculum
- Administer the placement quizzes for the 3 “Core” WorkKeys® Assessments
- Based on placement results, schedule the assessments or set up a self-study and/or Hybrid lesson plan in the WorkKeys® Curriculum

- **Provide instructions to access the WorkKeys® practice assessments**

- **Schedule assessments as examinees are ‘ready’ to take them**

WorkKeys® Assessments

- Assessment(s) may be taken on the same day or on separate days
- Examinee completes assessments:
 - Applied Math
 - Graphic Literacy
 - Workplace Documents
- Initial scores may be provided to examinees within 48 hours

Final Certificates – Celebration!

- **WorkKeys® NCRC® Assessment scores are stored online in a system called RegiSTAR™:**
 - Only the Primary site (Cayuga Community College) can access RegiSTAR™ since sites are linked to Cayuga
 - Final Certificates can be generated weekly in RegiSTAR™ (by request)
 - The Primary site can print and distribute final certificates **AND/OR**
 - Examinees can access their final certificate with their created online WorkKeys® account 24-48 hours after completing their assessments

Celebrations

CiTi BOCES High School P-TECH



Oswego Summer Youth Program



Where Are We Now?

Workforce Category	Goal	10/31/19	12/31/19	6/30/19
Emerging	251	111	200	251
Current	34	30	34	34
Transitioning	227	32	55	227
Category Unidentified		1		
Totals	512	174	285	512

Employer Sign-on/Support: Goal: 53 Currently: 20

OSWEGO COUNTY

United States > New York > Oswego >
[change](#) [change](#)

Oswego County is a participating Work Ready Community that is actively engaged in earning their certified status.

Showing: Jan 1, 2012 to Sep 30, 2019
 Goals updated only for participating counties



Workforce	Goals	Actual NCRC
Emerging	251	111
Current	34	30
Transitioning	227	32
Workforce category not identified		+

	Goals	Actual
Employers Supporting	53	20

NEWS FOR OSWEGO COUNTY

- National credential shows P-TECH students ready for workforce
- New workforce center geared to families in need
- Work Ready Oswego NY Grows as More Participants Earn ACT National Career Readiness Certificate
- Oswego County working towards National Career Readiness Certification designation

[More News](#)

OSWEGO COUNTY
 SERVICE DELIVERY FOR ACT
 WORKKEYS NCRC

CAYUGA COMMUNITY COLLEGE -
 FULTON CAMPUS
 phayes@cayuga-cc.edu
 315-593-9471

PARTICIPATING HIGH
 SCHOOLS

[Show All High Schools](#)

WORK READY OSWEGO NY

OSWEGO COUNTY

ACT WORKKEYS NATIONAL CAREER READINESS CERTIFICATE [NCRC]

WORKFORCE		TOTAL NCRC	BRONZE NCRC	SILVER NCRC	GOLD NCRC	PLATINUM NCRC
Emerging	High School	40	4	17	17	+
	College	71	9	30	23	9
Current	Private	20	+	8	7	+
	Public	10	+	4	+	+
Transitioning	Adult Education	4	0	+	+	+
	Unemployed	28	9	13	5	+
	Recent Veteran	0	0	0	0	0
	Workforce category not identified	+	0	+	0	0
Totals		174	25	75	56	18

The table above is a detailed breakdown of the same ACT WorkKeys NCRC data presented in the upper right box on this page and represents ACT WorkKeys NCRCs earned or improved throughout the community. All ACT WorkKeys NCRC data is updated monthly.

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EMPLOYERS IN OSWEGO COUNTY RECOGNIZE OR RECOMMEND THE ACT WORKKEYS NCRC 

- Novelis Corporation
- Davis-Standard LLC
- PLUMBERS & PIPEFITTERS LOCAL 73
- EJ USA INC
- Pathfinder Bank
- Huhtamaki

If you are an employer and want more information on how to access services, please contact:

Cayuga Community College - Fulton Campus
315-593-9471



IMPROVED ACT NCRC

TO/FROM	BRONZE	SILVER	GOLD	PLATINUM
Not Earned	0	0	0	0
Bronze		0	0	0
Silver			0	0
Gold				0



About ACT

Founded in 1959, ACT is a not-for-profit organization headquartered in Iowa City, Iowa, and dedicated to helping people achieve education and workplace success. ACT provides a broad array of assessment, research, information and program management solutions in the areas of education and workforce development.

Implementation Timeline



Related Links

- **Work Ready Oswego New York:** <https://www.workreadycommunities.org/NY/075>
- **Job Analysis Profile:** http://profiles.keytrain.com/profile_search/
- **Assessment Details and Sample Questions:**
<https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html>
- **Practice Exams:** <https://testregistration.org/rsp/Login.do?event=go&realm=20770563>



For more information on our county-wide initiative, please contact:

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