



What's New with WorkKeys?

Susan Kuzmic, ODCTE

Who We Are

A group of 50 Oklahoma leaders from a variety of private and public sectors – business, education, and economic development.

What We Do

We make public policy recommendations that create a highly skilled workforce.



3 Point Action Plan

1 Make education and training more **responsive** to employer needs

2 Expand Oklahoma's workforce

3 Increase high school graduation rates

Governor's Council for Workforce and Economic Development (GCWED)

Oklahoma Department of Career and Technology Education

Oklahoma Department of Commerce

Oklahoma Department of Human Services

Oklahoma Department of Rehabilitation Services

Oklahoma Employment Security Commission

Oklahoma Office of Disability Concerns

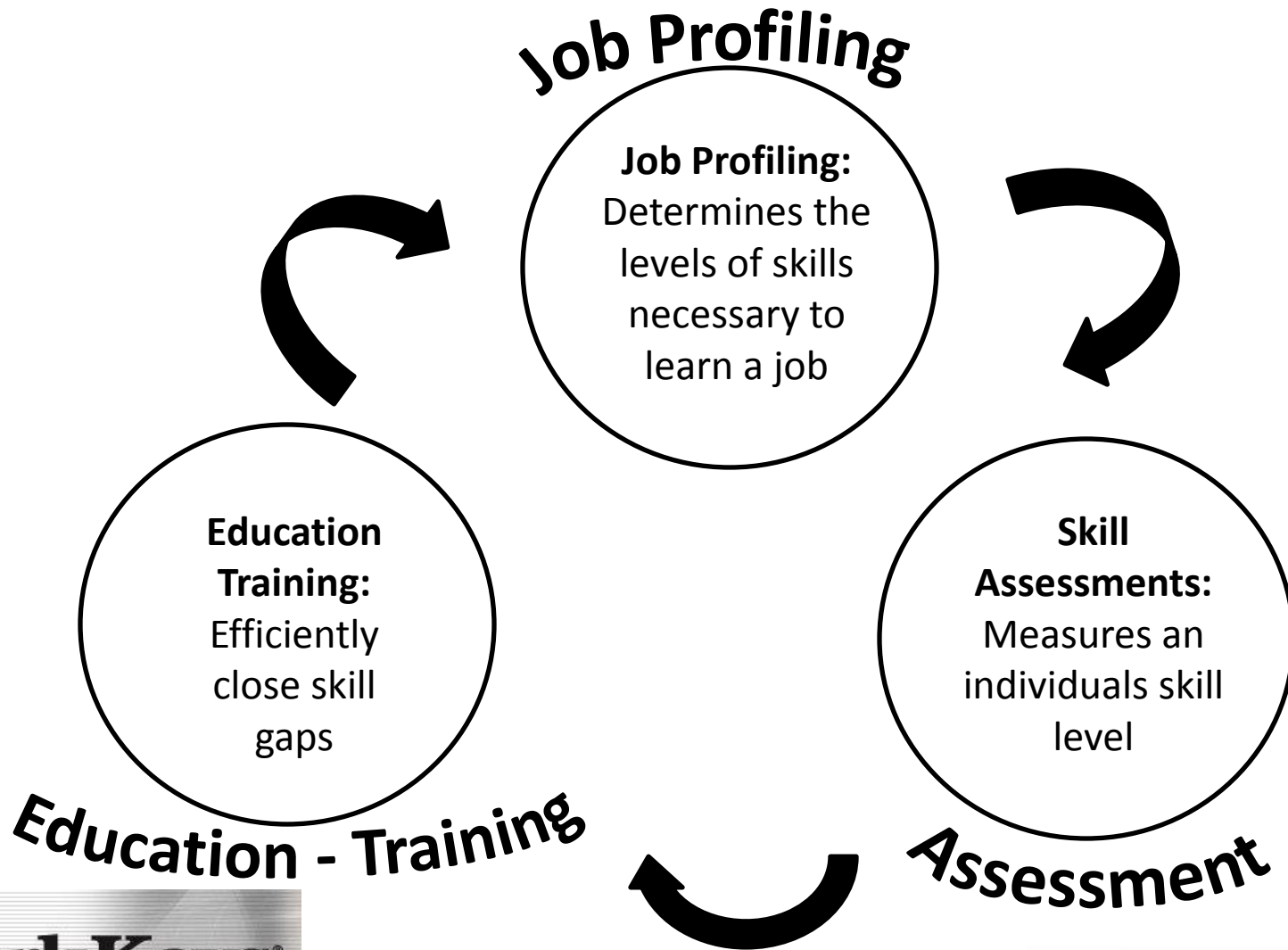
Oklahoma State Department of Education

Oklahoma State Regents for Higher Education

Oklahoma's CRC

- January 2006 - First CRC was issued
- September 2007 - **10,000 CRCs**
- October 2007 - Oklahoma's CRC+
- June 2008 - Certified Work Ready Community
- June 2008 - **20,000 CRCs**
- June 2009 - **30,000 CRCs**
- July 1, 2009 - Department of CareerTech
- January 2010 - Issued Platinum CRCs
- March 2010 - **40,000 CRCs**

The Career Readiness Program





Oklahoma has issued:

44,019 Career Readiness Certificates

363 PLATINUM

9,173 GOLD

23,853 SILVER

10,630 BRONZE

<http://www.okcareertech.org/cac/workkeys>

WorkKeys/Career Readiness for Employers

WorkKeys/Career Readiness for Job Seekers

WorkKeys/Career Readiness for Site Coordinators

WorkKeys Employer Partners

Work Ready Communities

Employer Partner Program

Recognize-employer is aware of what the CRC measures and indicates about the skills of the potential job candidate

Request-employer includes “CRC preferred” in job postings and classified ads

Require-employer has a WorkKeys job profile in place for specific job position

Jeny Rogers, Shipping Team Leader
Pelco Products, Inc., Edmond



“When I think about where I started—assembly—and where I am now at Pelco seven years later, it’s unbelievable. I never dreamed I’d become a team leader in the shipping department.”

Ashley's Story



This single mom has:

- Completed KeyTrain and WorkKeys
- Earned a Career Readiness Certificate
- Advanced to \$20 an hour
- Saved money for future education

She will achieve her future education and career plans!

**Ashley Morton, Dynamic Order Picker with
Ring Scanner
VF Jeanswear, Seminole Distribution Center**



“The greatest benefit from the CRC is a more of streamlined hiring process dovetailed with the low turnover rate and increased productivity. Employee retention reduces training costs. Because of the WorkKeys indicators, we can cherry pick who we want to hire.”

**Chris Lange, Director of Quality Assurance
StoneHouse Marketing Services, Norman**



- Decrease absenteeism 38 percent
- Increase productivity 21 percent
- Reduce turnover 17 percent
- Improve job satisfaction

"My job is to do everything I can to keep people employed, which is a benefit to us and the community. WorkKeys is not a 'silver bullet' that will fix all workforce problems. However, we have found WorkKeys to be an excellent foundational tool in a fully loaded tool belt."

**David Forgety, Human Resources Manager
VF Jeanswear, Seminole Distribution Center**

Moved CRC Program to Dept. of CareerTech

Issued 12,971 CRCs

Completed 42 WorkKeys Job Profiles

Introduced Oklahoma's Employer Partner Program

Created Oklahoma's CRC Blog

<http://www.okcrc.blogspot.com>

Revised CRC web site

Concrete data collection—ROI from employers and value of CRC to job seeker

English II and English III

WorkKeys[®] Reading for Information

and

WorkKeys[®] Business Writing

Algebra I, Geometry and Algebra II

WorkKeys[®] Applied Mathematics

<https://workkeys.okcareertech.org>

- New Feature on WorkKeys Upload—Identify high school students for verification of WorkKeys scores to high school administration
- Reports
- Search for Scores

Paper and Pencil Version—September 2010

- Order Forms
- Answer Documents
- Test Booklets

Supervisor's Manual—All testing staff are required to adhere to the policies in this manual.

WorkKeys Test Proctor Training

<http://www.act.org/workkeys/reference/training>

User ID: Admin

Password: Training

WorkKeys[®]



GOVERNOR'S COUNCIL FOR WORKFORCE
AND ECONOMIC DEVELOPMENT
EDUCATION. ECONOMIC DEVELOPMENT. EMPLOYMENT.

Internet Version Registration

- Target Population Data Field
 - Are you employed by a private industry?
 - Are you employed by a public entity?
 - Are you currently unemployed?
 - Are you a current high school senior?
 - Are you a recent high school graduate?
 - Are you enrolled or have you recently completed a GED?
 - Are you currently enrolled, have attended or graduated from a ~~technical college~~ technology center?
 - Are you currently enrolled, have attended or graduated from college?
- County of Residence
- County of Work

<http://www.nationalcrcadvocates.org/>

<https://www.ncrcadvocates.org/default.aspx>

The National CRC Advocates is an organization designed to help states move their career readiness programs forward. We support and embrace any program that uses a WorkKeys-based career readiness certificate.



Securing Oklahoma's Future

Oklahoma's CRC

- KeyTrain pre-assesses and prepares
- WorkKeys assessments measures
- WorkKeys job profiles identifies the skills for the job

<http://okcareertech.org/cac/workkeys>

<http://www.okcrc.blogspot.com>

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