

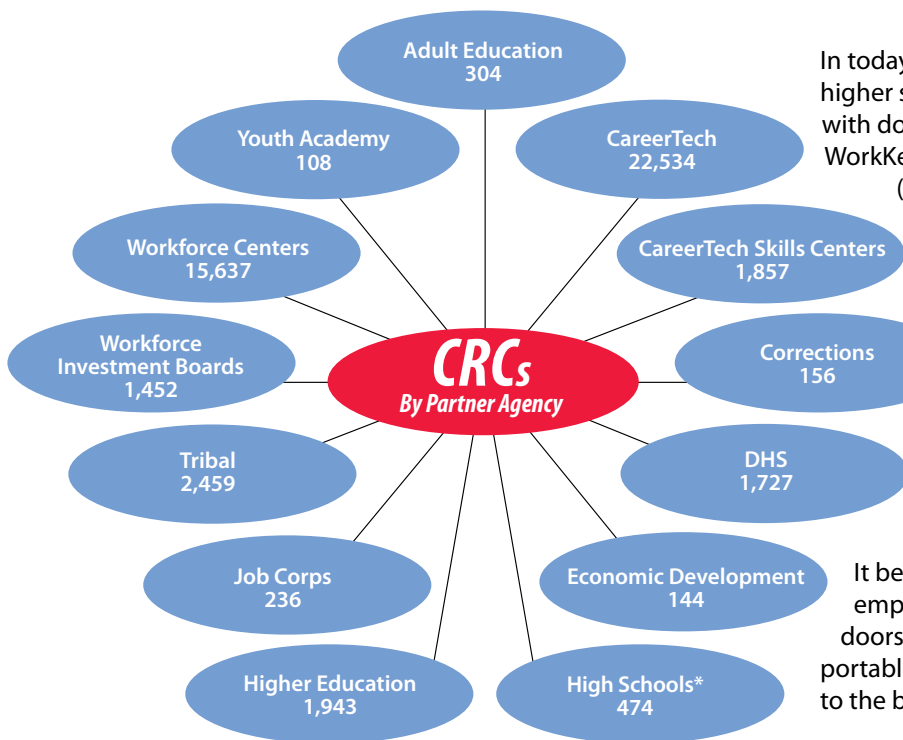
**Certified? ... It Pays!**

# OKLAHOMA'S CAREER READINESS CERTIFICATE



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

**Powered by ACT WorkKeys®, an Initiative of the Governor's Council for Workforce and Economic Development**



January 2006–November 2010

\*Most high school student assessments are taken at CareerTech or workforce centers.

In today's global economy, finding and keeping a job requires higher skill levels than ever before. Employers want workers with documented skills based on "real world" experience.

WorkKeys assessments for the Career Readiness Certificate (CRC) measure core skills employers deem critical for job success. These skills are valuable for any occupation—skilled and professional—and at any level of education. Profiling the tasks in a specific job identifies the skills needed on the job.

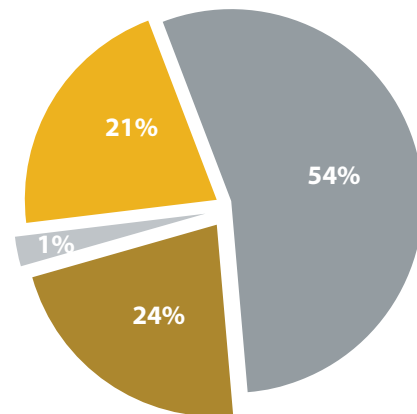
If there are any gaps in the necessary skill level for the job, the WorkKeys assessments identify the training needs. KeyTrain® is the online, interactive training system designed to teach foundational workplace skills based on ACT's WorkKeys assessments. The CRC bridges the gap between an organization and a qualified workforce.

It benefits everyone involved in the hiring process and employee training. The Career Readiness Certificate opens doors to a better job, a better salary. The certificate is a portable credential that matches an individual's qualifications to the best job opportunities.

## CRC LEVELS

CRCs issued: 49,031

- Platinum—377
- Gold—10,245
- Silver—26,679
- Bronze—11,730



January 2006–November 2010

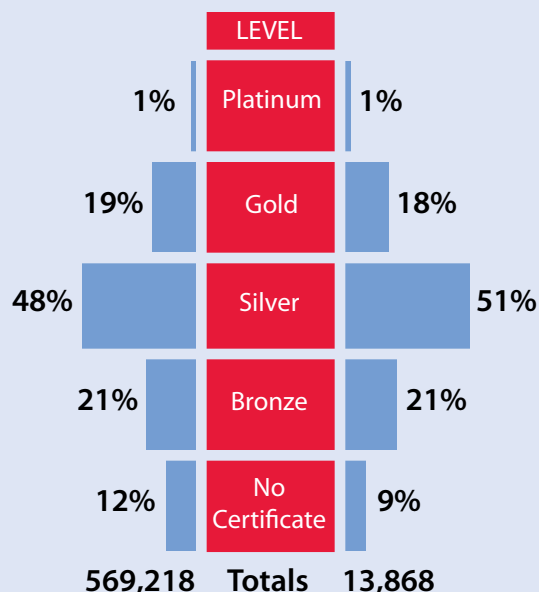
## NCRC/OKCRC

### National Examinees

September 2009–August 2010

### Oklahoma Examinees

September 2009–August 2010



## Employer Benefits

- Decreases training time
- Decreases production errors
- Reduces turnover, overtime and waste while increasing morale
- Takes the guesswork out of your selection decisions
- Improves efficiency of your training practices

## Job Seeker Benefits

- Builds confidence that skills meet the needs of employers
- Determines skill improvement and training needs
- Improves opportunities for career advancement and change
- Increases chances that you will be hired
- Provides skill upgrade training

## WorkKeys® works for both Oklahoma employers and job seekers

Matching the right employee to the right job at the right time creates a healthy workplace and positive economic impact on the state.

- The employee payoff is job satisfaction, increased self-confidence, more job opportunities and better wages within the company.
- The employer payoff is reduced turnover and associated training costs, increased productivity and overall company success—which impacts the state's bottom line.

*I'm a single mom and was surprised the company took me without a high school diploma but required the WorkKeys assessment. I didn't pass the first time, so I used KeyTrain—and did! I like what I do. After two years, I am now earning \$20 an hour and saving about \$50 a week for tuition when I go back to school.*



### Ashley Morton

Dynamic Order Picker with Ring Scanner  
VF Jeanswear Corporation



*The value of WorkKeys becomes evident during the hiring process. Recruiting people with low skills is easy. Recruiting skilled workers is difficult.*

### Bret Kappus, PHR

Director of Resource Quality  
Pelco Products, Inc.



*OG&E wants employees who can transition from one job to another, so we invest in our people and our training programs. WorkKeys assessments help us find the right applicants for open positions.*

### Gilbert Hall

Senior Training Coordinator  
OG&E Sooner Power Plant



*Employees who take the WorkKeys assessments are able to apply and move around in the company when there is an opening. 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.*

### Jeny Rogers

Shipping Team Leader  
Pelco Products, Inc.



*The greatest benefit from the CRC is a more streamlined hiring process dovetailed with the low turnover rate. Increased productivity and employee retention reduce 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

*WorkKeys told me where my strengths were and where I could expand my skill base after graduating from a two-year online program at Bismarck State College in North Dakota. I like to know how things work and how systems interact. That is what an auxiliary operator does. I like my job.*



### Rebecca Hartley

Auxiliary Operator Trainee  
OG&E Sooner Power Plant



*All of our graduating seniors are required to take the WorkKeys assessments to earn a Career Readiness Certificate, a nationally recognized credential. It indicates the capability of our students in reading, math and locating information, and it validates what we (educators) do. A diploma doesn't do either. To be effective, more businesses need to be involved. When business demands it, schools will get on board.*

### Jeff Pritchard

Seminole Public Schools Superintendent



**Oklahoma is a leader in the Career Readiness Certificate national movement. That is why we approached Oklahoma first and were not surprised that Oklahoma was the first state to commit to developing an aggressive plan for taking its program to the next level. Oklahoma's employers are fortunate to have access to a workforce that is certified to possess valuable workplace skills based on nationally recognized, third-party assessments.**

### Bill Guest

Executive Director, National CRC Advocate