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## HR MATH ...

2.0 million x 80% = 1.6 million x ½ = **800K**

800K @ 3 to 1 = 2.1 million

*However ...*

1.6 million x \$3,500 = **\$560 million**



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this is a problem  
**NATIONWIDE**



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**CRISIS!**



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**ACT's**  
contribution to  
the solution



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Helping people achieve  
**EDUCATION & WORKPLACE SUCCESS**



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**WorkKeys®**



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## Job Analysis

sets the bar and gives **concrete information** about the **skills required** in each job.




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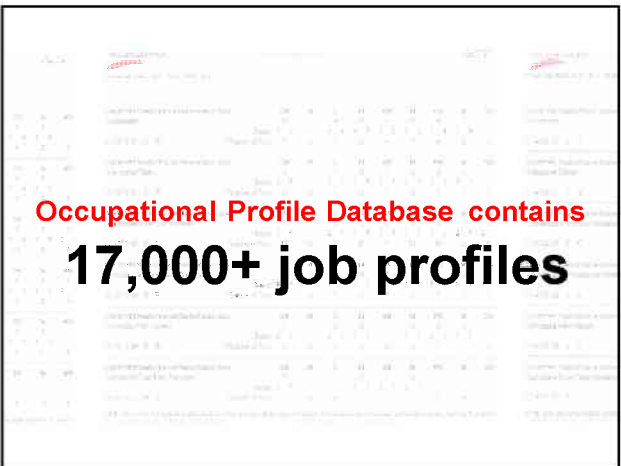
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Occupational Profile Database contains **17,000+ job profiles**




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## The Assessments

**Communication Skills**

- Reading for Information
- Listening/Writing
- Business Writing

**Problem-Solving Skills**

- Applied Mathematics
- Applied Technology
- Locating Information
- Observation

**Interpersonal Skills**

- Teamwork

**Personal Skills**

- Performance
- Talent
- Fit




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**WorkKeys**



### Training

Gap analysis shows how the applicant or employee **performed** relative to the "bar."  
Training is available to **close any gap.**

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**WorkKeys**



### ... and Credentialing

More on that in a bit.

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**CASE STUDY**  
WorkKeys in Action ...

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**WorkKeys in action...**

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**After WorkKeys ...**

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turnover rate DROPPED as much as

# 28%

**NORTHROP GRUMMAN** **WorkKeys**

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training completion rate:

# DOUBLED

**NORTHROP GRUMMAN** **WorkKeys**

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drops in absentee rate ranging from

# 3-21%

**NORTHROP GRUMMAN** **WorkKeys**

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... and the program was  
**SUPPORTED** by  
**ORGANIZED LABOR**

*NORTHROP GRUMMAN*

**WorkKeys**<sup>®</sup>

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Read the full case study at  
[workkeys.com](http://workkeys.com)

*NORTHROP GRUMMAN*

**WorkKeys**<sup>®</sup>

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**SUCCESS** like this led to ...

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The image is split into two parts. The left part shows a black and white photograph of a classroom from the 1950s, with students sitting at desks. The right part shows a close-up of a person's hands using a yellow pencil to fill out an ACT test form.

**"In the 1950s, ACT created a nationally recognized standardized resource for college entrance. Now, we're doing the same thing for AMERICA'S WORKFORCE."**

Richard L. Ferguson  
Past Chairman/CEO, ACT, Inc.

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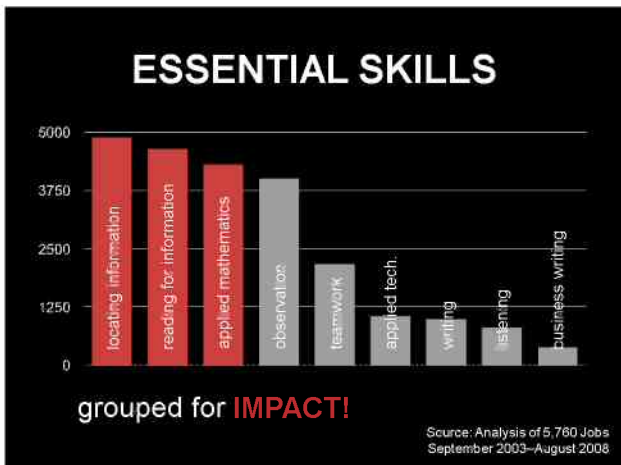
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## CERTIFICATE SKILLS



- Locating Information
- Reading for Information
- Applied Mathematics

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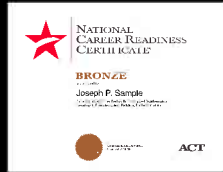
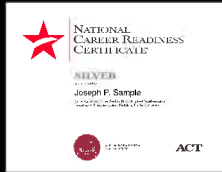
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### AWARDED AT FOUR LEVELS




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## CONNECTION TO SALARY

National Career Readiness Certificate Levels and Annual Mean Salaries (US)

Platinum Occupations	Gold Occupations	Silver Occupations	Bronze Occupations
\$97,762	\$62,987	\$38,022	\$27,340

Source: Bureau of Labor Statistics, ACT Data

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## CONSTRUCTION JOB PROFILES

Platinum Occupations	Gold Occupations	Silver Occupations	Bronze Occupations
<ul style="list-style-type: none"> <li>• Auditor</li> <li>• Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>• Construction Managers</li> <li>• Civil Engineers</li> <li>• Electrical and Electronic Technicians</li> </ul>	<ul style="list-style-type: none"> <li>• Brick and Block Masons</li> <li>• Electrical Power-Line Installers</li> <li>• Roofers</li> <li>• Welders, Cutters, Solderers, and Brazers</li> </ul>	<ul style="list-style-type: none"> <li>• Construction Laborers</li> <li>• Drywall and Ceiling Tile Installers</li> <li>• Helpers-Carpenters</li> <li>• Painters, Construction, and Maintenance</li> </ul>




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The National Career Readiness Certificate is the foundation of

## STACKABLE SKILLS




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“The National Career Readiness Certificate is the **COMMON DENOMINATOR** missing from pathway structures.”

Martin Scaglione  
President/COO  
ACT Workforce Development

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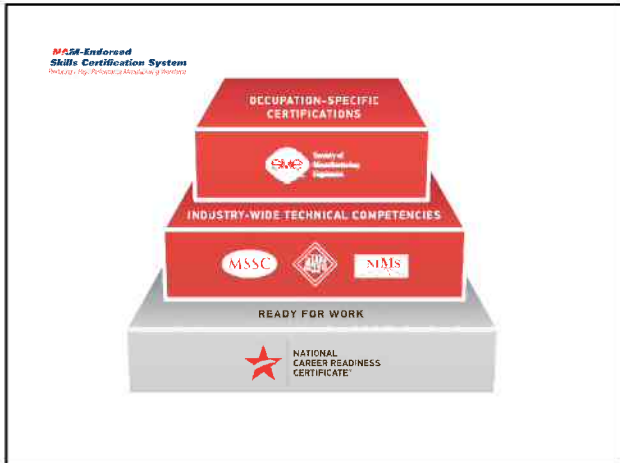
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## BENEFITS



- Easy
- Screening Tool
- Portable
- Verifiable
- No cost to "prefer"

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## industry benefits





NATIONAL CAREER READINESS CERTIFICATE



ACT  
ISSUED BY ACT



[NATIONALCAREERREADINESS.ORG](http://NATIONALCAREERREADINESS.ORG)

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“As the economy rebounds, many construction jobs with excellent salaries will need qualified applicants. These tough economic times call for **CLEAR PATHWAYS** to help new and transitioning workers prepare for jobs in construction.”

Don Whyte  
President  
NCCER

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**CONSTRUCTION INDUSTRY INSTITUTE**  
Craft Training in North America  
1% of Labor Cost Investment

TRAINING RESULT	CAPITAL PROJECT	MAINTENANCE PROJECT
Productivity Improvement	11%	10%
Turnover Cost Decrease	14%	14%
Absenteeism Decrease	15%	15%
Injury Decrease	26%	27%
Rework Decrease	23%	26%

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## PILOT to begin Q1 2011



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THE CERTIFICATE ANCHORS NCCER'S TRAINING PROGRAM WITH **COMMON DENOMINATOR** SKILLS

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### 3) CONTACT US



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TOGETHER WE CAN ...

# STAND UP

FOR A SKILLED WORKFORCE



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