

# Career Readiness Credential for Employers



## What can the CRC do for My Business?

The gap between the skills required for most jobs and the skills of the workforce is having a significant impact on productivity and revenue across all businesses and industries. Employers need reliable ways to measure foundational skills to ensure they are hiring the most qualified, trainable candidates.

Finger Lakes Works offers the WorkKeys® assessment system to assist local businesses with:

- Screening & Selection
- Succession Planning
- Benchmarking Skills

WorkKeys is the leading job skills assessment system in the nation, measuring “real world” foundational skills that are critical to job success. These skills are valuable for any occupation-skilled or professional-and at any level of education.

## What is a Career Readiness Credential (CRC)?

The CRC is a portable credential that verifies to employers that a candidate is ready to learn quickly, solve problems, and come up to speed on new challenges. The CRC is multi-level and uses the three WorkKeys assessments, Applied Mathematics, Reading for Information, and Locating Information, that employers across the country have identified as most critical to success.

This multi-level credential is useful in comparing the needs of a job to the skills and abilities of the applicant. By having the CRC included in job postings, employers can save time and money in their screening and selection process and reduce turnover costs by tapping into the most qualified labor pool in the area.

- **Bronze Level** – Recipient possesses skills for approximately 35% of the jobs profiled by WorkKeys in the three specific skill areas.
- **Silver Level** – Recipient possesses skills for approximately 65% of the jobs profiled by WorkKeys in the three specific areas.
- **Gold Level** – Recipient possesses skills for approximately 90% of the jobs profiled by WorkKeys in the three specific areas.
- **Platinum Level** - Recipient possesses skills for approximately 99% of the jobs profiled by WorkKeys in the three specific areas.

## What is Job Profiling?

WorkKeys Job Profiling is a job analysis system that helps business identify the skills and skill levels employees must have to perform a particular job effectively. It also provides a clear picture of the skill levels needed to qualify for and be successful in particular jobs.

Job profiling is conducted by certified profilers and consists of a task analysis to select the tasks most critical to a job and a skill analysis to identify the WorkKeys skills and skill levels required to enter the job and perform effectively. By matching the job profile information with individual scores on the WorkKeys Assessments, KeyTrain you can make reliable decisions about hiring and training needs.

WorkKeys takes the guesswork out of highstakes decisions like hiring and promoting by helping businesses find out if their applicants and employees have the skills to be a success in your company.

WorkKeys is compliant with EEOC and ADA guidelines.

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