
Iowa's National Career Readiness Certificate

A partnership between
Iowa's Community Colleges &
Iowa Workforce Development

Deciding Who to Hire: How to Make the Right Decision:

Employers know that the costs of hiring, training, and retention significantly affect their bottom line. For an employer who may be contemplating moving his/her business to Iowa or expanding an existing company, the availability and skill level of the workforce is often a deciding factor. By 2020, more than 90% of all jobs will require skill levels beyond those gained in high school. Almost all workers will need training and education at the post-secondary level. In the United States, most training is done on the job, and all indications are that this situation will not change in the coming decades. What employers need therefore, are employees who are trainable, and who can benefit from the many opportunities afforded them for skill enhancement.

The Solution:

In an effort to address these challenges, **Iowa Workforce Development** and **Iowa's Community Colleges** have implemented **Iowa's National Career Readiness Certificate**. The National Career Readiness Certificate (NCRC) is an ACT WorkKeys assessment-based credential that gives employers and job seekers a **uniform** and **objective** measure of key workplace skills. It is being used by **Job Seekers** in Iowa and across the country as an employment credential. By earning a Career Readiness Certificate, individuals can demonstrate that they possess key foundational job skills that are needed for most jobs. This gives the job seeker an advantage when applying for jobs, a complement to a diploma and resume. For employees already on the job, a certificate can demonstrate skills achieved for a promotion or for training that leads to greater productivity and effectiveness.

Employers now have a clear, standardized tool to assess the skill level of potential and current employees to assure job applicants actually have the basic work skills they seek and a way to determine an individual's readiness and trainability for positions within the company

Now more than ever, American businesses need a strong, skilled workforce to overcome today's challenges. When you ask for Iowa's National Career Readiness Certificate you'll find only the most skilled employees.

That means choosing the right person for the job just got easier!