



The ACT WorkKeys assessment system measures job skills that are valuable for any occupation—skilled or professional—at any level and in any industry.



The ACT National Career Readiness Certificate™ is an industry-recognized, portable, evidence-based credential that certifies achievement of foundational skills essential for workplace success.

## KEY FACTS

# ACT WorkKeys in the educational pipeline

## Why use ACT WorkKeys assessments in educational settings?

The benefits of using ACT WorkKeys assessments within a workforce setting to predict job performance are widely recognized. There is a strong connection between employees with higher ACT WorkKeys scores and higher job performance ratings—and the probability of receiving an above-average rating increases significantly with each increase in score levels.

ACT WorkKeys scores are also significant predictors of success in postsecondary education/training programs. They can provide valuable insights at key transition points along the continuum from education through career.

## How can ACT WorkKeys assessments be used with high school students?

They measure the degree to which high school students have developed important foundational skills that are relevant to future workplace success: rigorous high school courses lead to higher ACT WorkKeys scores.

Research shows that high school students who take the ACT-recommended core curriculum (four years of English and three years each of reading, mathematics, and science) achieve higher skill levels in ACT WorkKeys Applied Mathematics and Reading for Information than students who do not take the core curriculum.

Taking courses beyond the core curriculum provides additional benefits. High school students who take higher-level coursework in mathematics are more likely to score higher on Applied Mathematics than students who do not. Similarly, students taking higher-level coursework in mathematics and science, along with certain history courses, are more likely to score Level 5 or higher on Reading for Information than other students.

## How do the assessments help to prepare for postsecondary education and training programs?

They can forecast whether students will be successful in education and training programs that help prepare them for the workforce. Students who have higher scores on ACT WorkKeys assessments tend to achieve higher grades in these programs.

Career and technical education (CTE) students with scores of Level 5 or higher on Applied Mathematics or Reading for Information achieved better outcomes than

students who scored at Level 3. The students with higher scores were twice as likely to achieve a GPA of 3.0 or higher in their programs than students with Level 3 scores.

More than half of CTE students who score at Level 5 or higher on Reading for Information or Applied Mathematics achieve average grades of 3.0 or higher in their programs.

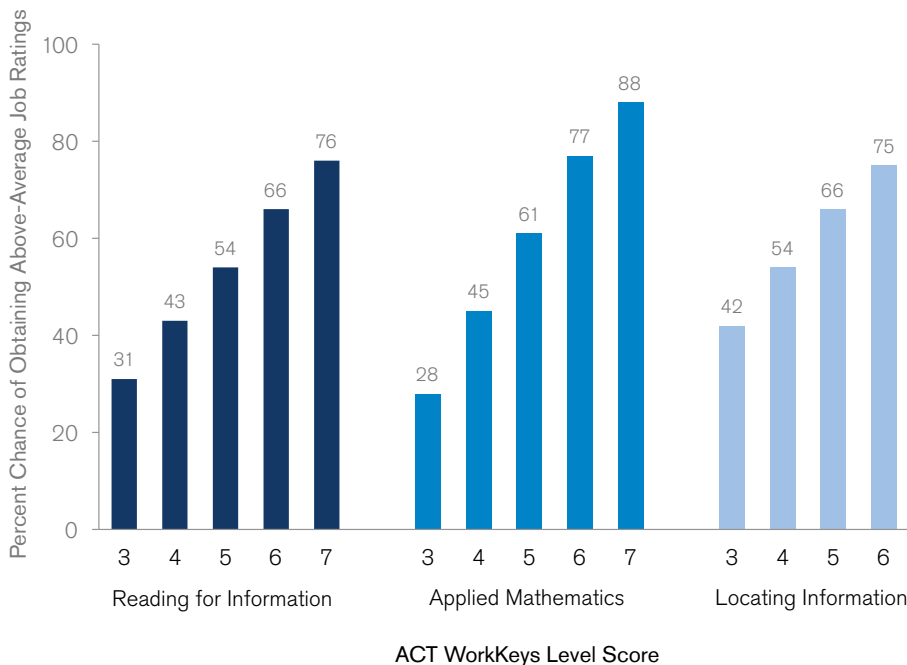
Two- and four-year college students who achieved the highest ACT WorkKeys scores achieved higher first-year college GPAs than students who scored at Level 3 or lower.

### What can ACT WorkKeys assessments be linked to in addition to grades?

These assessments can also be used to predict how likely a college student is to stay in school. Students who have higher ACT WorkKeys scores and are enrolled in college programs are more likely to persist in these programs. Nearly 90% of students achieving Level 5 or higher on Applied Mathematics and Reading for Information continued into their second year of college.

Furthermore, the assessments can predict how effective students are likely to be in the workplace: employees with higher ACT WorkKeys scores tend to obtain higher job performance ratings.

Chances of Obtaining Above-Average Job Performance Ratings by ACT WorkKeys Level Score: Reading for Information, Applied Mathematics, and Locating Information



### KEY TAKEAWAY

ACT WorkKeys assessments provide valuable insights at the secondary and postsecondary transition points, helping to predict future success in postsecondary education—including grades and the likelihood of staying in college—and in the workplace. High school students who take rigorous courses achieve higher ACT WorkKeys scores, and postsecondary students with higher ACT WorkKeys scores achieve higher grades. When students enter the workforce, higher ACT WorkKeys scores generally lead to higher job performance ratings.