

VIRGINIA CAREER READINESS CERTIFICATE 2017 Annual Report

The Career Readiness Certificate/National Career Readiness Certificate (CRC/NCRC), issued by Virginia and based on ACT's WorkKeys® assessments – Applied Mathematics, Locating Information, and Reading for Information – is a portable, evidence-based credential that provides individuals a workplace skills certification that employers can use to make reliable decisions on hiring and training. By putting the right people in the right jobs, businesses can be more productive and profitable.

In Fiscal Year 2017 (July 1, 2016 through June 30, 2017), Virginia awarded approximately 5,446 CRC/NCRCs, about a 23% decrease over the previous year's figures. This number was reported from the Virginia CRC database and includes only CRC/NCRCs issued by the community colleges. The Virginia CRC database includes data for the VA CRC and the National Career Readiness Certificate (NCRC), which is issued by ACT and aligns with the same three assessments and scoring as Virginia's CRC. Over the lifetime of this program, over 111,777 Virginians have received a CRC or NCRC. ACT also works directly with school divisions and other workforce providers, but VCCS does not have data reflecting certificates issued by those providers.

Based on the criteria used to identify in-demand industry credentials adopted by the State Board of Community Colleges, the CRC/NCRC is not included as an industry credential under the Workforce Credentials Grant or the VCCS 2021 strategic plan, which seeks to triple the number of credentials earned by community college students by the year 2021. The community colleges continue to expand and promote the CRC/NCRC where businesses and job seekers find value in the CRC/NCRC to measure essential workplace skills, help people build career pathways, and support employers to find and hire qualified workers.

The Virginia CRC website, hosted by the Virginia Community College System, continues to allow viewers to quickly learn about the CRC and access CRC data in Virginia and provides businesses access to examinees to help identify qualified workers in their region. Community colleges, local WIBS and American Job Centers/One Stop Centers continue to distribute marketing brochures that highlight the value of the CRC to individual job seekers and employers.

CRC Attainment for WIOA Recipients: The Virginia Board of Workforce Development no longer requires a report for CRC attainment among WIOA participants.

ACT's Certified Work Ready Community in Virginia's Southern Region: The Southern Virginia Dan River Region continues to participate in ACT Certified Work Ready Communities (CWRC) through a local and regional economic development approach. The counties and cities in the region are to meet common goals for the number of NCRCs attained, employers engaged, and rates for high school graduation. These goals are based on county-level education, employment rates, and population data. Five counties and two cities in this southern region are participating in the Certified Work Ready Communities initiative. Currently three counties in the region (Halifax, Pittsylvania, and Henry) and one city (Martinsville) are certified. These certified entities now must reach maintenance goals.

The CWRC program works in concert with the NCRC which serves as one form of evidence that a community has a skilled labor force for targeted industries. As participants in ACT's Certified Work Ready Communities initiative, Danville, Patrick Henry, and Southside Virginia Community Colleges are issuing NCRCs. The total number of NCRCs awarded in FY 2017 by DCC, PHCC, and SVCC was 920, 16% of all Career Readiness Certificates, including Virginia's CRCs and National CRCs, were NCRCs.

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