

ACT's Assessments for the 21st Century





Behind everything we do at ACT is a passion for making things better. In fact, that's how ACT started.

In 1959, University of Iowa education professor E.F. Lindquist launched the forerunner to the ACT[®] assessment, now known as the ACT college readiness assessment.

What does ACT do?

Reaching farther everyday



We reach
10 million people
in all 50 US states and
125 countries each year

Each year, our nonprofit organization reaches millions of people in all 50 states and in more than 125 countries worldwide. Our research and assessments yield vital insights about college and career readiness.

Evidence Based - Research Backed



More than 450 Psychometricians do work Full TIME at ACT, with continuous research and evaluation of new and existing Assessments.

They are ACT's most valuable asset.

Research-based Solutions

Elementary School

Middle School

High School

Postsecondary

Career

ACT Aspire®

PreACT™

The ACT

ACT Engage/ ACT Tessera

ACT Educational
Opportunity Services

ACT CollegeReady

ACT Engage College

ACT WorkKeys® / ACT National Career Readiness Certificate™

ACT Career Curriculum

Social & Emotional Learning

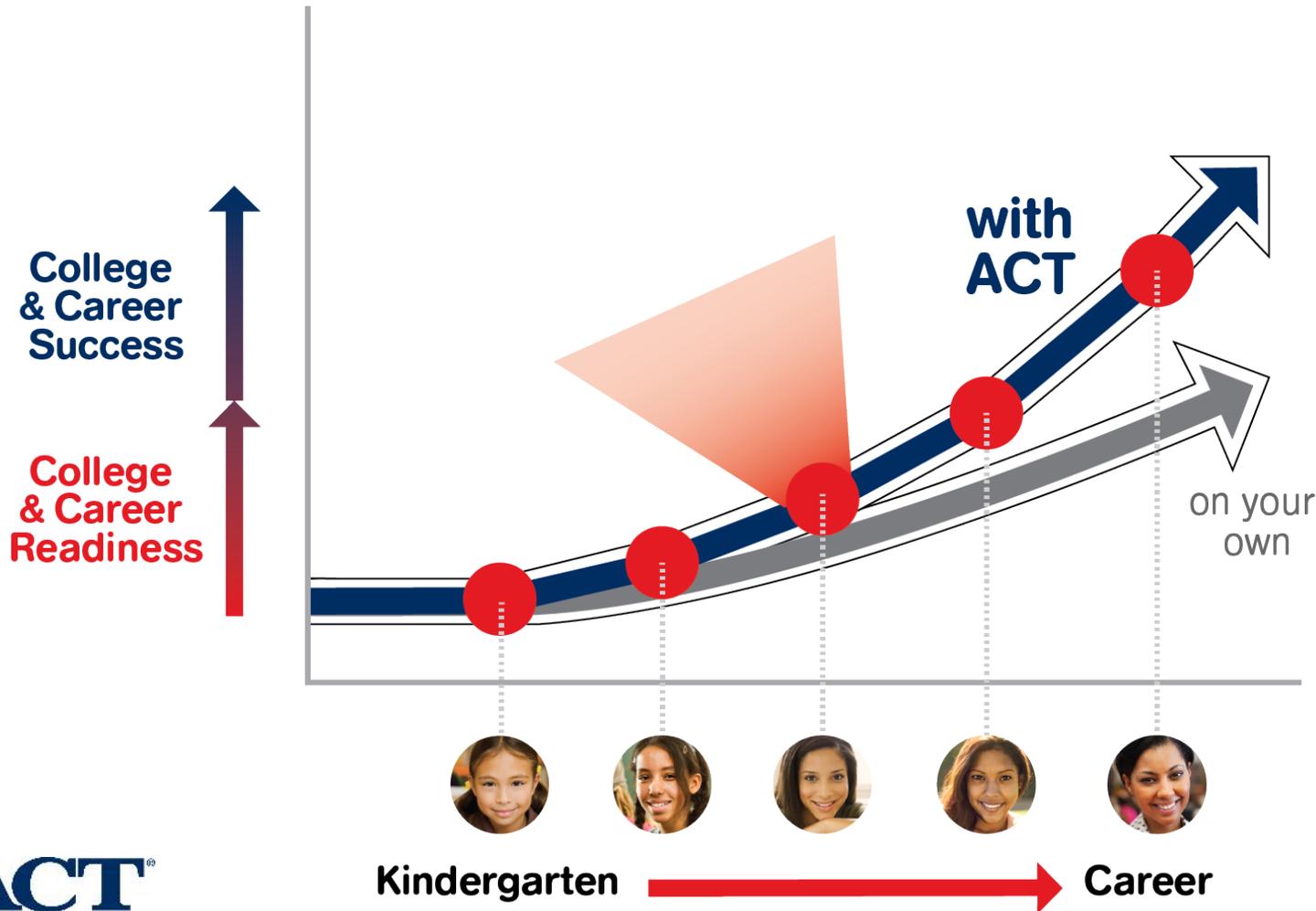
- 65% of today's children will end up doing jobs which have not been invented yet.

(STEPHEN TURNIPSEED, President – North America, LEGO Education)

- The World no longer rewards people for what they know – GOOGLE does that for us!

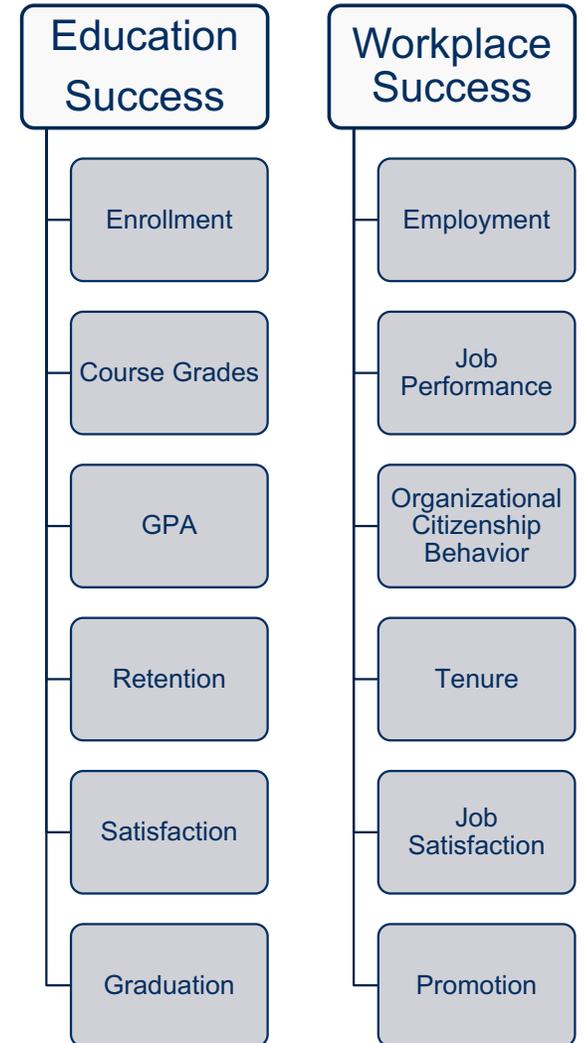
Education must be more about creativity, critical thinking, problem solving and decision making

ACT Research Provides Reliable Insights for Students and Parents



Limitations of Current Conceptions of College and Career Readiness

- Focus exclusively on academic preparation
 - particularly mathematics and reading
- Empirical research indicates that success in school and at work is multidimensional
- Readiness should similarly be focused on a broad and diverse set of personal characteristics



ACT Holistic Framework

Core Academic Skills

- English Language Arts
- Mathematics
- Science

Cross-Cutting Capabilities

- Technology and Information Literacy
- Collaborative Problem Solving
- Studying and Learning
- Thinking and Metacognition

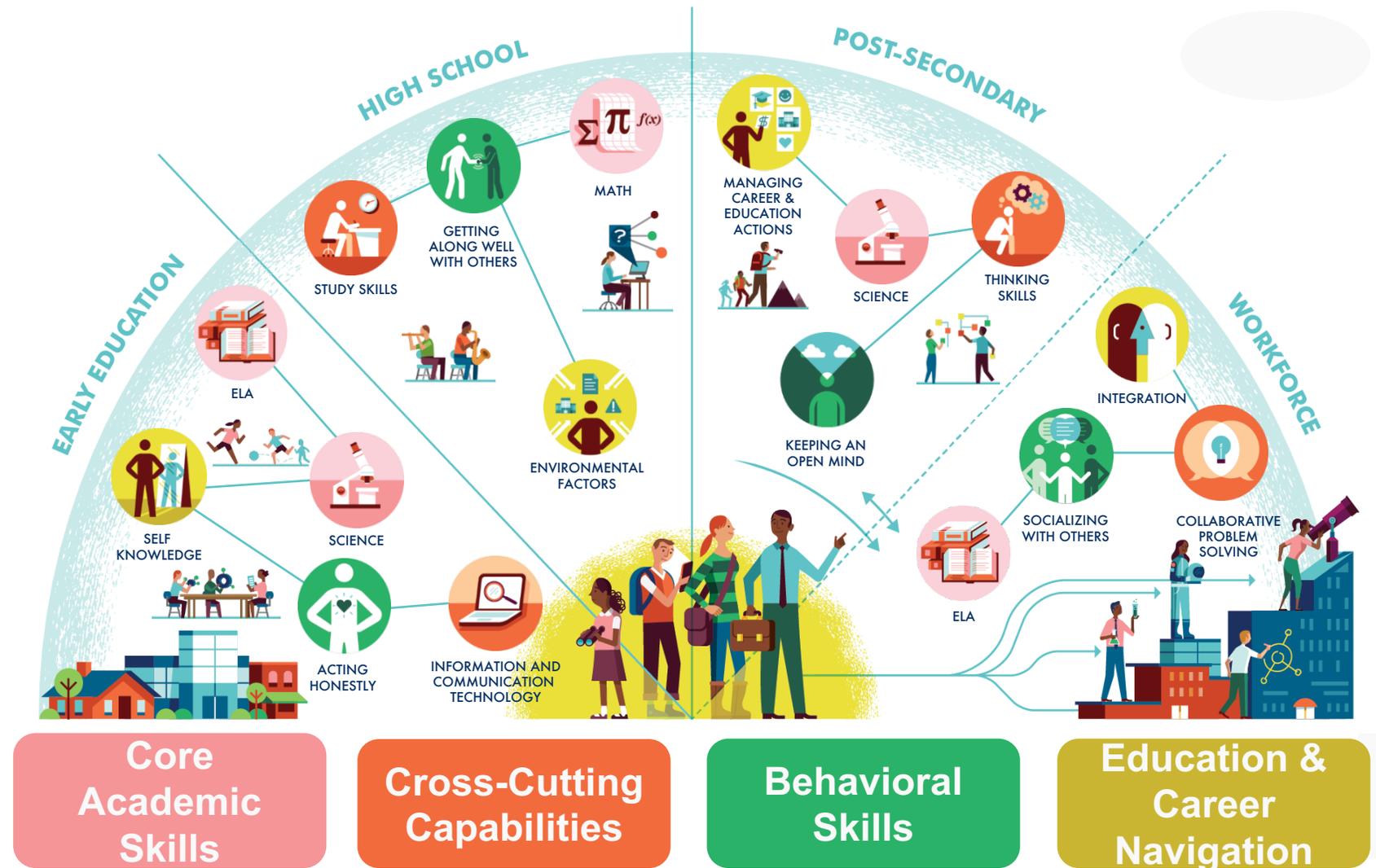
Behavioral Skills

- Acting Honestly
- Maintaining Composure
- Socializing with Others
- Getting Along Well with Others
- Sustaining Effort
- Keeping an Open Mind

Education & Career Navigation

- Self Knowledge
- Environmental Factors
- Integration
- Managing Career and Education Actions

ACT Holistic Framework



**SEL Skills: What are
they?
Can We Improve
Them?**

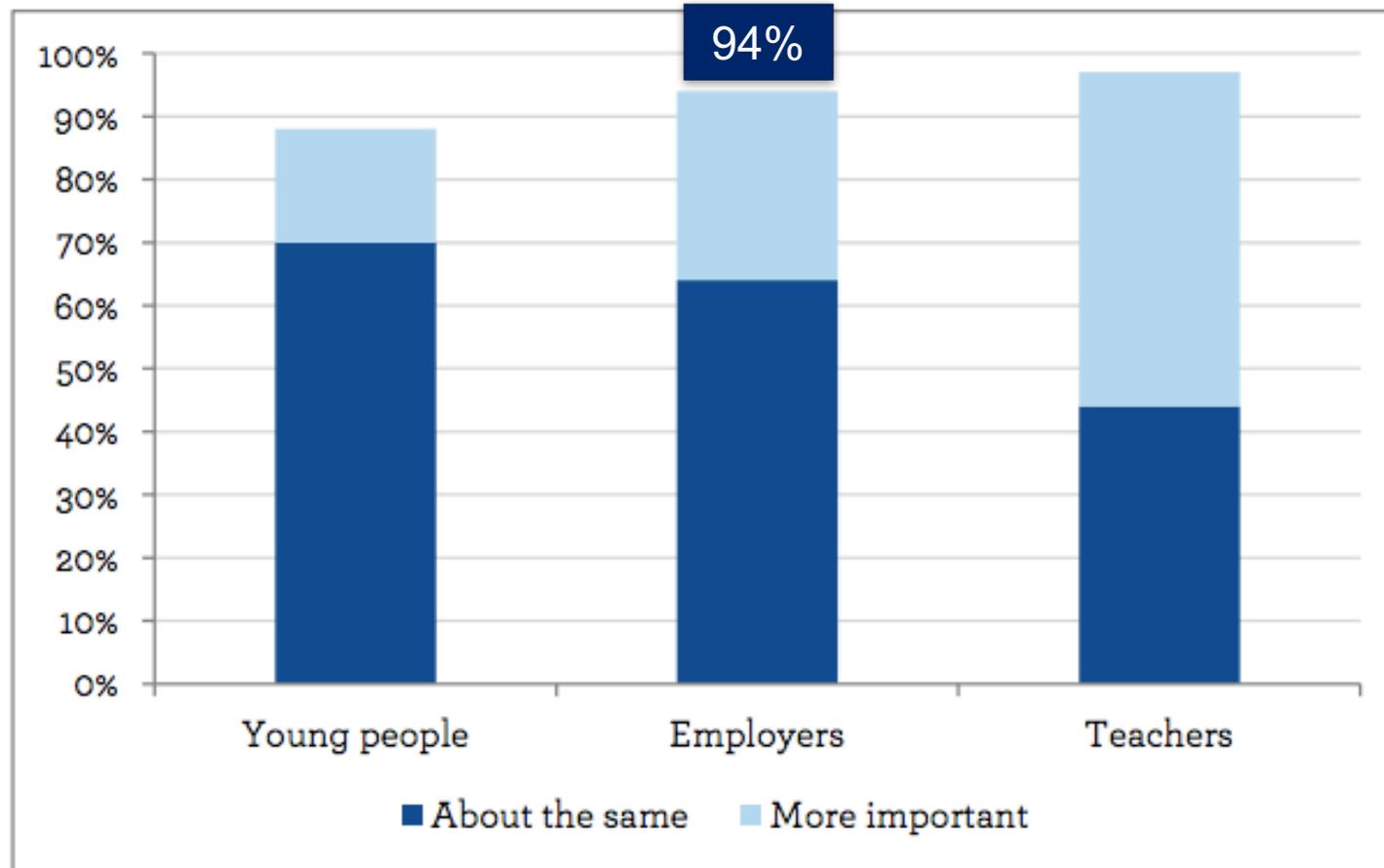
What is SEL?

ACT's Definition – *Interpersonal, self-regulatory, and task-related behaviors important for adaptation to and successful performance in education and workplace settings.*

- Soft skills
- Noncognitive skills
- Personal skills
- 21st Century skills

People certainly think so...

Figure 1. Proportion comparing the importance of life skills to academic results



Sutton Trust. LIFE LESSONS Improving essential life skills for young people Carl Cullinane and Rebecca Montacute – October 2017.

It starts with the
BIG FIVE

Conscientiousness



Agreeableness



Emotional Stability



Extraversion



Openness

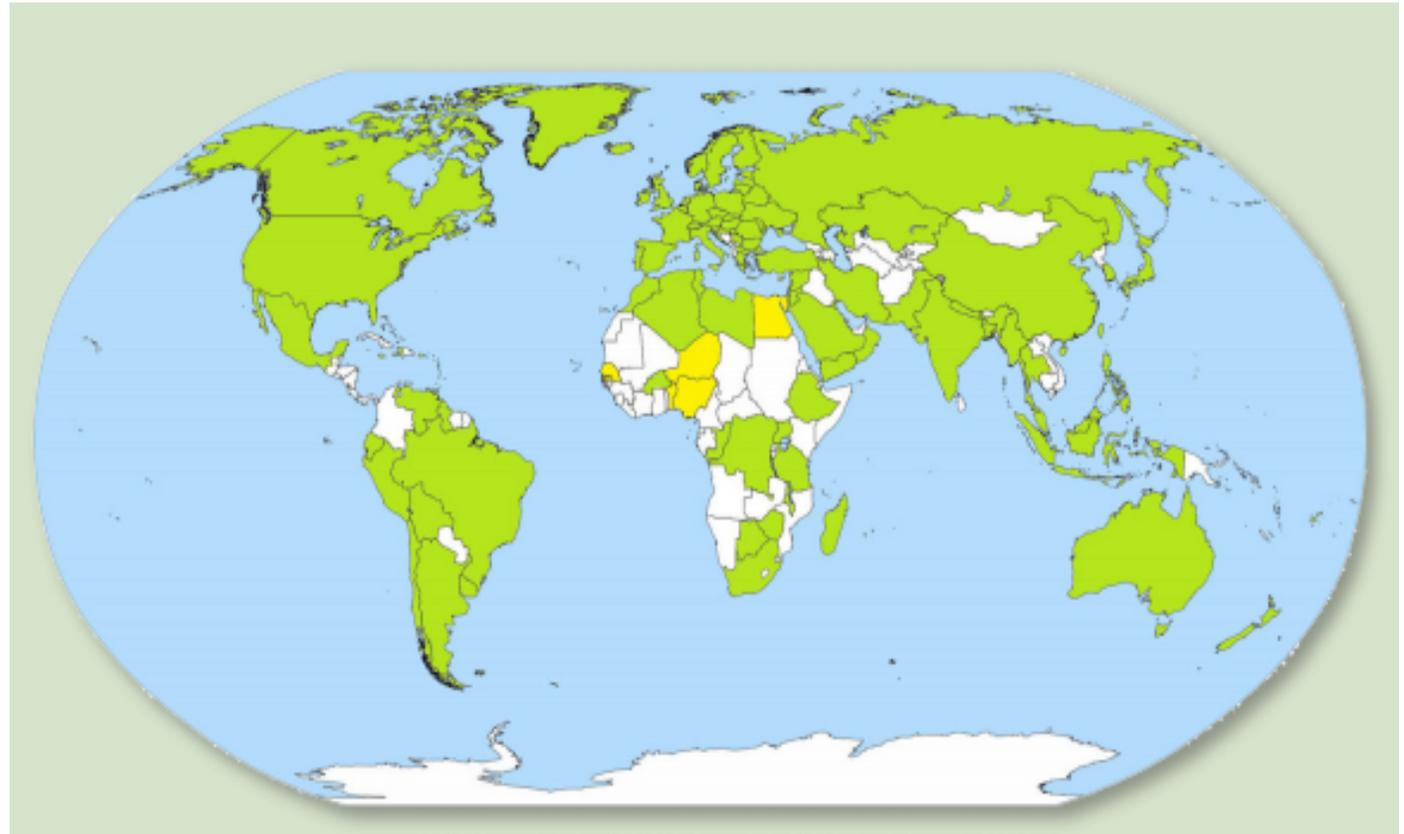
Big Five:

C
A
N
O
E

- **Conscientiousness**
 - Detail focused, industrious
- **Agreeableness**
 - Cooperative, altruistic
- **Neuroticism/Emotional Stability**
 - Stress tolerant, resilient
- **Openness**
 - Intellectual, innovative
- **Extraversion**
 - Talkative, assertive

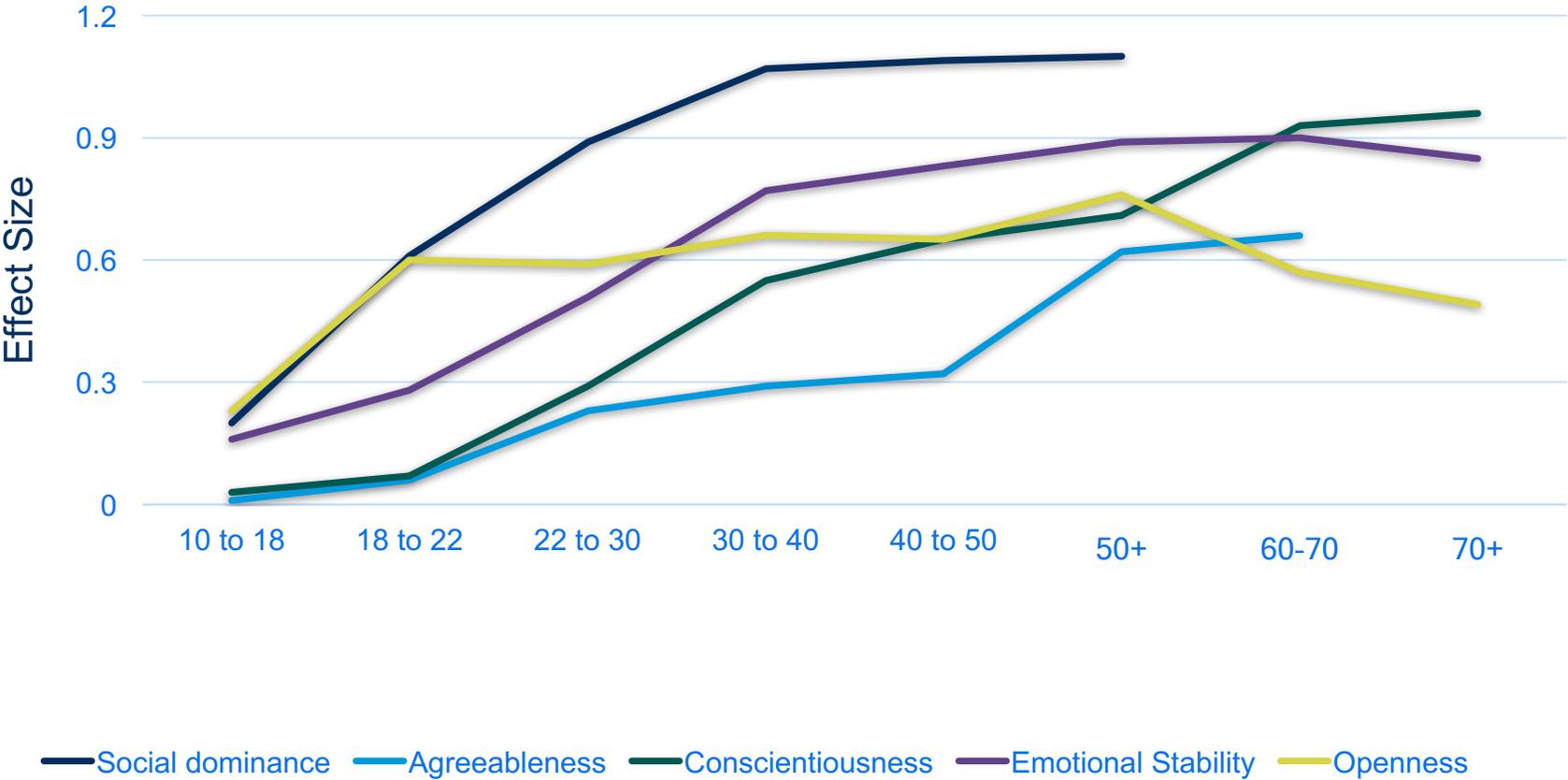
Research Advantages of the **BIG FIVE**

- Green
compelling evidence
- Yellow
suggestive evidence
- White
inconclusive replication
studies



Roberts, Olaru, & Martin, 2015

Personality Changes!



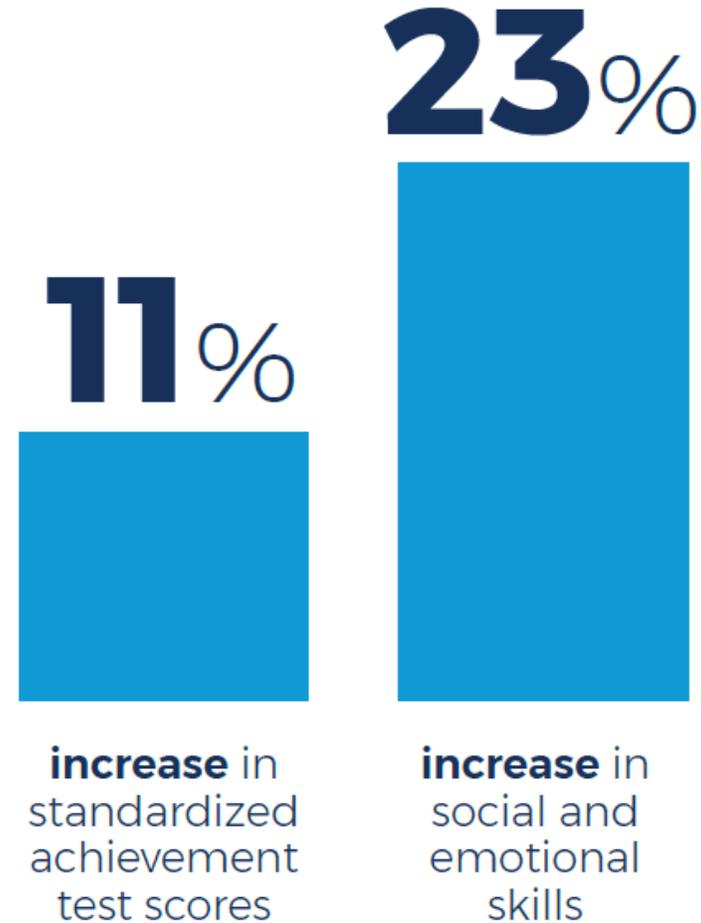
Roberts et al. (2006)

SEL Programs are Effective!

SEL encompasses personal characteristics that are distinct from cognitive factors, or intelligence, and are commonly referred to as noncognitive skills, dispositions, psychosocial skills, personality, personal skills, and character traits.

Our research shows instruction in social and emotional skills results in **improved academic achievement and greater workforce preparedness.**

See for yourself in these statistics:



SEL Programs are Effective (again)!

SEL DELIVERS AN ECONOMIC BENEFIT.⁴

On average, **every \$1 invested** in SEL programs **yields \$11 in long-term benefits**, ranging from reduced juvenile crime, higher lifetime earnings, and better mental and physical health.





ACT Tessaera

THE BIG FIVE and the Tessera Social and Emotional Learning Assessment System

Big Five Factor	Tessera Skill
Conscientiousness	Tenacity/Grit
Conscientiousness	Organization/Responsibility
Agreeableness	Teamwork/Cooperation
Emotional Stability	Composure/Resilience
Openness	Curiosity/Ingenuity
Extraversion	Leadership/Communication Style

ACT[®] Tessera[™] Social and Emotional Learning Assessment System

- ✓ Grades 6-12
- ✓ Six Constructs
- ✓ 3 Methods
- ✓ Online, easy administration
- ✓ Rapid Reports for schools, teachers, students
- ✓ Teacher Playbook with interventions for student growth



Do you have a clear picture of
YOUR STUDENTS'
SOCIAL and EMOTIONAL
LEARNING SKILLS?



ACT[®] Tessera[™] makes it easy by providing an individual report for every student and comprehensive reports for your school as a whole.



Tenacity/Grit



Organization/
Responsibility



Teamwork/
Cooperation



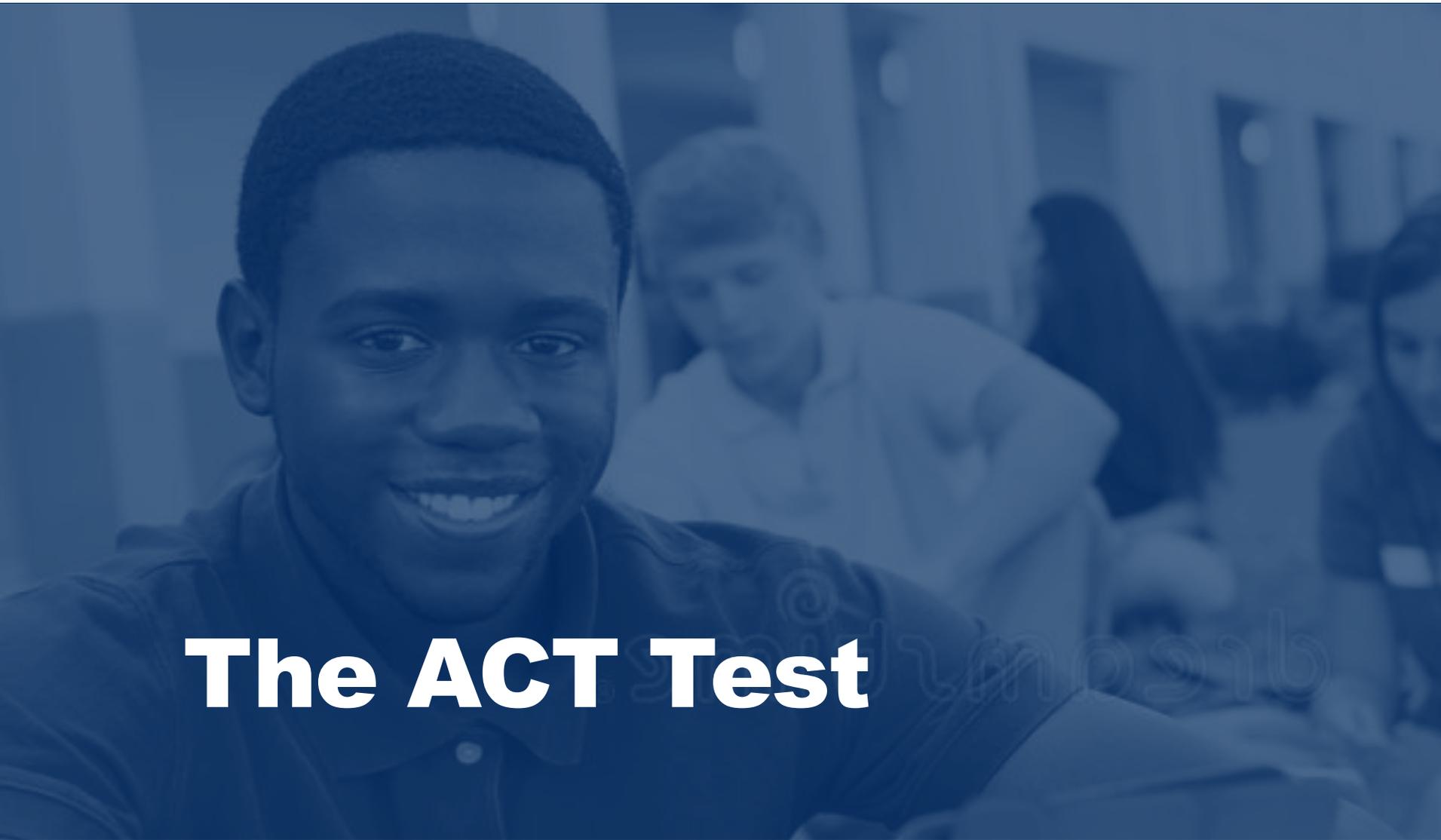
Composure/
Resilience



Curiosity/
Ingenuity



Leadership/
Communication Style



The ACT Test

The ACT

The ACT[®] test is a curriculum- and standards-based educational and career planning tool that assesses students' academic readiness for college.



The ACT Overview

- Curriculum-based college entrance exam
- Measures academic achievement
 - English
 - Mathematics
 - Reading
 - Science
 - Writing (optional)
- Based on number of correct answers
- Leading US College Admissions Test



The ACT is accepted by all US Universities and Colleges

....And over
200
International
Universities
World Wide

Canada
South Korea
UK
Mexico
Spain
Ireland
Australia
Germany
Italy
Japan
Qatar
Scotland
And many more.

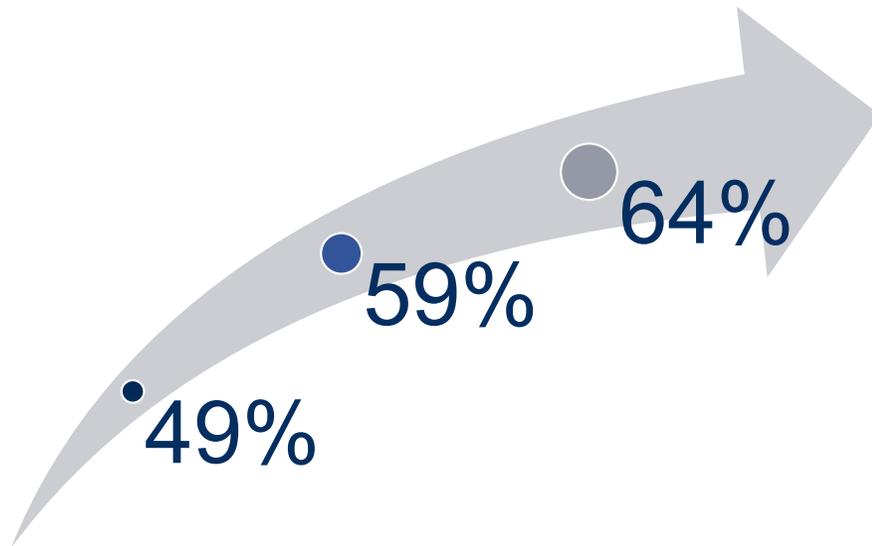


Additional Readiness Indicators

- English Language Arts (ELA) Score
- STEM Score
- Understanding Complex Texts Indicator



U.S. graduating class taking the ACT Test in 2011, 2015, 2016



The Condition of College and Career Readiness 2016



College readiness by the numbers

2 million ACT® test takers—
More than any other college admissions assessment

64%

of the 2016 high school grad class



Benefits..

Benefits Students, Educators and Post-Secondary Institutions

- Students and Parents
 - A test that measures what students learn in high school
 - A college-reportable score for college admission and scholarships
 - Personalized college and career planning resources
- Educators
 - Inform curriculum decisions
 - A tool to counsel students in academics, as well as life after high school
- Post-Secondary Institutions
 - Inform admission decisions
 - Inform course placement decisions
 - Guide advising programs



Workkeys

Global Skills Gaps



OECD Skills Outlook 2015 YOUTH, SKILLS AND EMPLOYABILITY



ManpowerGroup Global Employer Survey 2015-2017



Job Skills Assessment

ACT WorkKeys Career Readiness Assessment

- ACT WorkKeys is a job skills assessment system
- Helps employers select, hire, train, develop, and retain a high-performance workforce
- Assists individuals in better understanding their foundational skill levels and may assist them in finding employment
- The assessments measure foundational skills that are broadly relevant for career success in a wide variety of jobs

8

Foundational skills

Foundational skills assessments consists of:

-  Workplace Observation
-  Applied Technology
-  Teamwork
-  Business Writing
-  Listening for Understanding
-  Applied Mathematics*
-  Reading for Information*
-  Locating Information*



3

Personal skills

Personal skills assessments consists of:

-  Talent
-  Performance
-  Fit

These assessments measure an applicant's problem solving, communication, work habits and workplace discipline skill levels.

*Together these three make up the Career Readiness Certificate (CRC). The CRC has levels ranging from Bronze to Platinum.

What does the WorkKeys system measure?



- ❖ Critical-thinking
- ❖ Problem solving
- ❖ Analytical
- ❖ Reasoning
- ❖ Communications
- ❖ Interpersonal

Crosscutting & Non-Cognitive Workplace Skills

Value of Credentials

ACT[®] Career Readiness
Certificate™



A **Platinum** ACT Career Readiness Certificate™
is awarded to

Jane P. Sample



WorkForce Development



WORKKEYS

1992

New **ACT WorkKeys**[®] assessments provide a much-needed tool for measuring work readiness

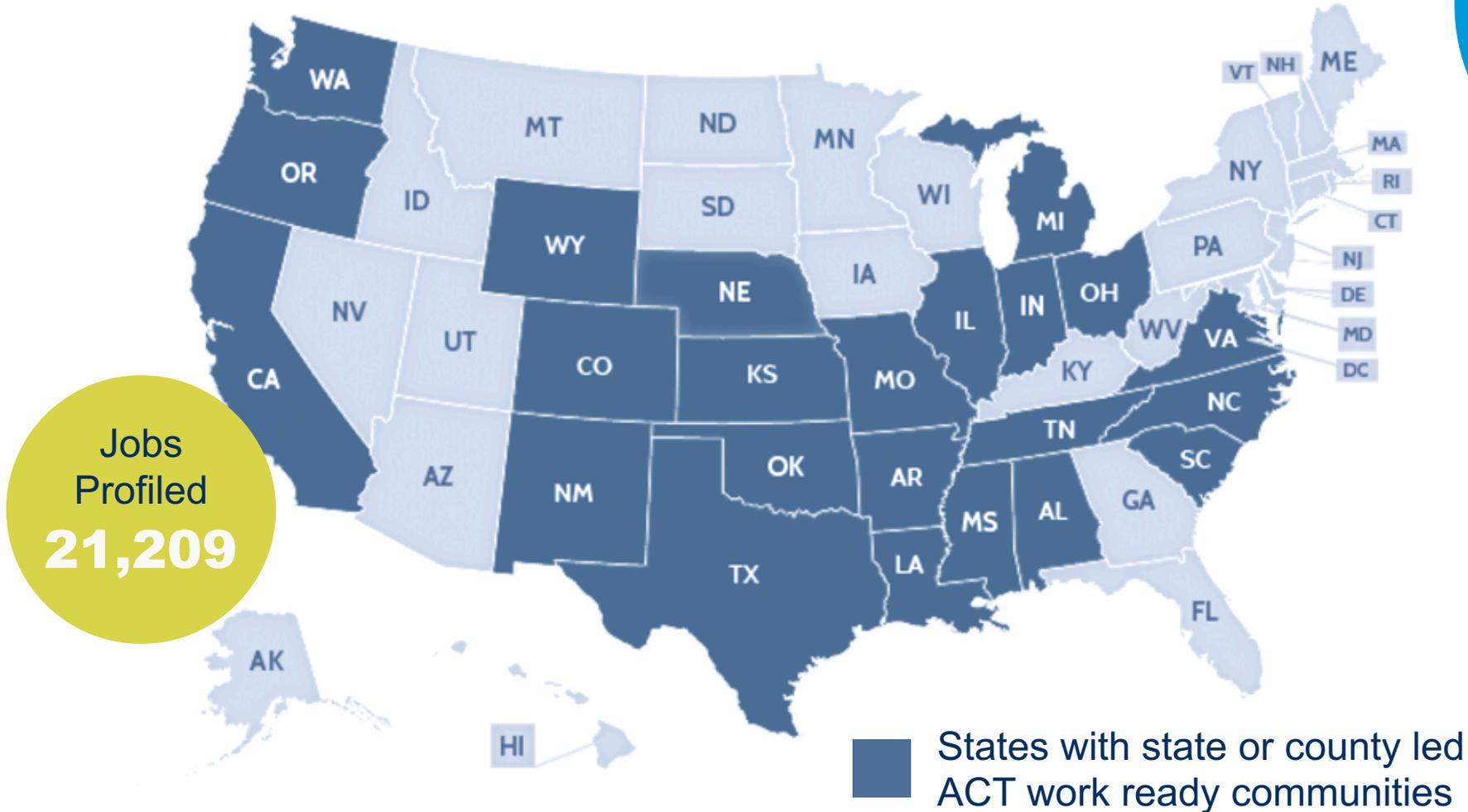


NATIONAL
CAREER READINESS
CERTIFICATE

2006

ACT creates the **ACT National Career Readiness Certificate**[™], a credentialing tool to confirm foundational job skills.

WorkKeys Ready Community - USA



ACT
National career
readiness
certificates total:
4,059,420

What is an ACT® Work Ready Community?

ACT Work Ready Communities (WRC) empowers states, regions and counties with *data, process and tools* that drive economic growth. Participants are leveraging the **National Career Readiness Certificate (NCRC™)** to measure and close the skills gap — and building common frameworks that link, align and match their workforce development efforts.

Job Profiling for content validation



Tasks of the jobs



- Identify WorkKeys skills and levels needed for a job
- Uses the same metric to document skills needed for a job and the skills demonstrated by examinees who take the assessments

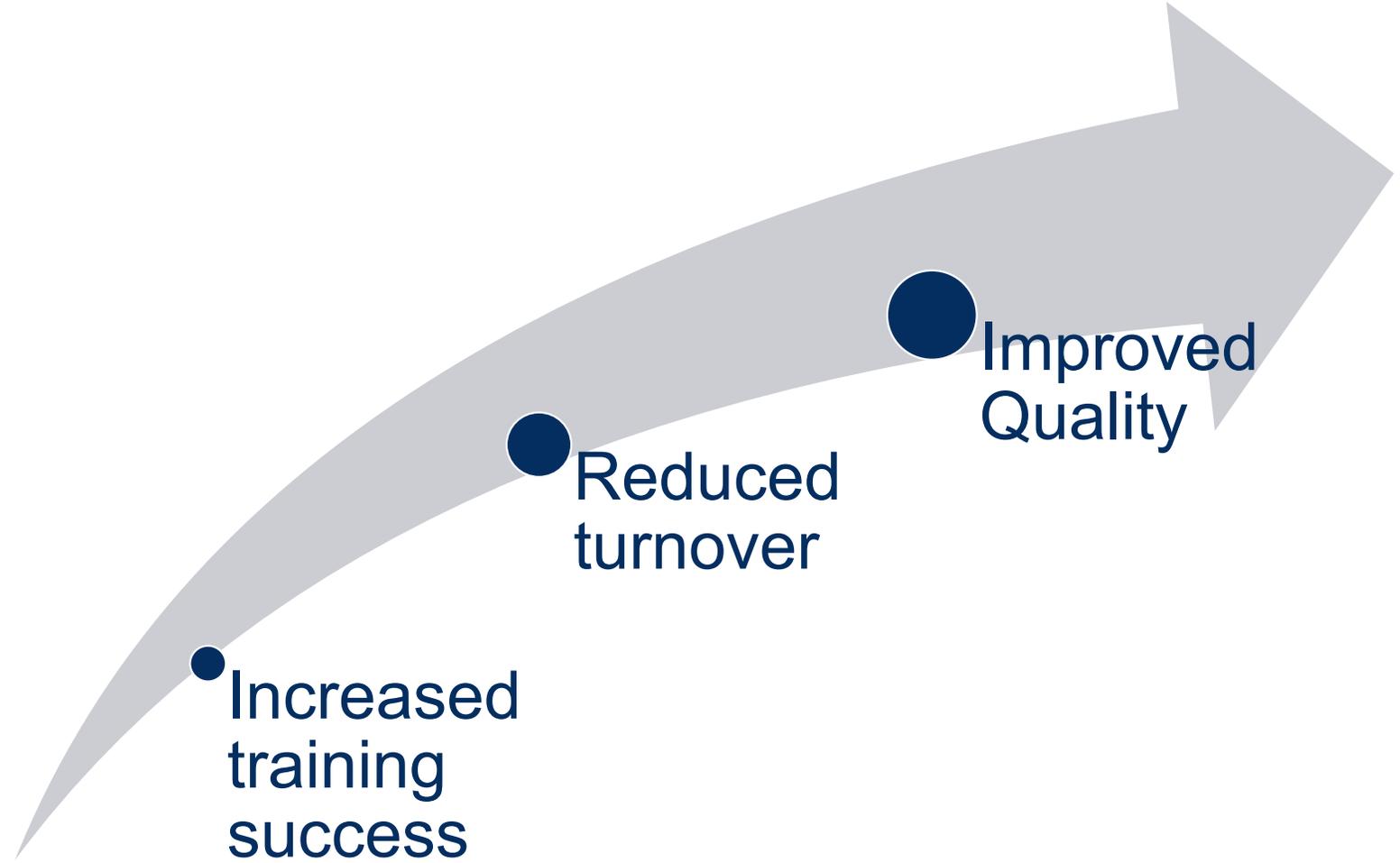
Higher Skills = Higher Pay

Education Group	SOC Code	Occupation	Reading for information	Applied Mathematics	Locating Information	Median Annual Wage
			n (Range 3-7)	cs (Range -7)	n (Range 3-6)	
			Median Entry Skill Level			
High-Education Occupations	11-1011	Chief Executives	5	5	5	\$165,080
	11-3031	Financial Managers	5	5	5	\$103,910
	11-3051	Industrial Production Managers	4	4	4	\$87,160
	17-2071	Electrical Engineers	6	6	5	\$84,540
	11-9033	Education Administrators, Postsecondary	5	5	4	\$83,710
Middle-Education Occupations	49-9033	Electrical & Electronics Repairers, Powerhouse & Relay	4	4	4	\$65,230
	17-3029	Engineering Technicians, Except Drafters, All Other	4	4	4	\$58,020
	17-3023	Electrical & Electronics Engineering Technicians	5	5	4	\$56,040
	49-3011	Aircraft Mechanics and service Technicians	5	5	5	\$53,420
	51-1011	First-Line Supervisors of Production & operating Workers	4	4	4	\$53,090
Low-Education Occupations	11-3071	Transportation, Storage & Distribution Managers	5	5	5	\$80,210
	49-1011	First-Line Supervisors of Construction Trade Workers	5	4	5	\$59,150
	47-1011	First-Line Supervisors of Construction Trades Workers	5	4	5	\$58,680
	49-9051	Electrical Power-Line Installers & Repairers	4	4	4	\$58,030
	51-4111	Tool & Die Makers	4	5	5	\$46,930



Across education groups, Level 4 is the lowest level of foundational skills needed for the highest-paying jobs

Career Readiness Credential Value to Industry: Case Studies



Career Ready Credential Endorsed by More than 18,000 Employers

Bank of America



Manpower

Walmart



HONDA

The Power of Dreams

amazon



Showcasing Value to the employers

[READ MORE CASE STUDIES >](#)

Berner Foods stops turnover from eating up profits

A leading private label supplier of food and beverage products, Berner reduced employee turnover by putting the right people in the right job, the first time.



Scan to watch Berner success story video!



TASTY RESULTS:

-  **95%** Reduction in workers' compensation expense over two years
-  **92%** Reduction in number of terminations from 13 to one over two years
-  **80%** Reduction in nonconforming product expense over two years
-  **Best Safety Run** without lost-time injury in the company's 70-year history

ACT SOLUTIONS USED:

-  **WK** WorkKeys*
-  **KT** KeyTrain*
-  **NC** NCRC*
-  **JP** Job Profiling
-  **WR** Work Ready Community

The Right People in the Right Roles

BERNER'S BUSINESS CHALLENGE

Food and beverage processing is a rapidly changing field. Computerized equipment and automation is essential to ensure product safety and competitiveness.

As a result, the skills needed to operate technical equipment have evolved, and the effects of ineffective hiring were painfully clear:

“ We wanted to spot those ‘diamonds in the rough.’ We were surprised at how many of our people had the skills to succeed in higher positions at higher pay, and we



CNC MANUFACTURING



APPLIED MATHEMATICS 5* • READING FOR INFORMATION 5* • LOCATING INFORMATION 4*

**These workplace-readiness skills are commonly used in 80% of all occupations. The National Career Readiness Certificate ranks these skills in a range of levels: Applied Mathematics (3-7), Locating Information (3-6), and Reading for Information (3-7).*

CONNECTING EMPLOYERS, TEACHERS, AND STUDENTS

MACHINE OPERATOR (II & III)

Applied Mathematics 3 • Reading for Information 4 • Locating Information 4

MAINTENANCE LEADER

Applied Mathematics 4 • Reading for Information 4 • Locating Information 4

MANUFACTURING MACHINE TECHNICIAN

Applied Mathematics 4 • Reading for Information 4 • Locating Information 4

REGIONAL EMPLOYERS



We are CONNECTING EMPLOYERS, TEACHERS, AND STUDENTS through a growing network of private and public partners.

BIOTECHNOLOGY



APPLIED MATHEMATICS 4* • READING FOR INFORMATION 6* • LOCATING INFORMATION 4*

**These workplace-readiness skills are commonly used in 80% of all occupations. The National Career Readiness Certificate ranks these skills in a range of levels: Applied Mathematics (3-7), Locating Information (3-6), and Reading for Information (3-7).*

CONNECTING EMPLOYERS, TEACHERS, AND STUDENTS

AGRICULTURAL ENGINEERS

Applied Mathematics 7 • Reading for Information 6 • Locating Information 5

CHEMISTS

Applied Mathematics 6 • Reading for Information 6 • Locating Information 5

EPIDEMIOLOGISTS

Applied Mathematics 5 • Reading for Information 5 • Locating Information 5

REGIONAL EMPLOYERS



We are CONNECTING EMPLOYERS, TEACHERS, AND STUDENTS through a growing network of private and public partners.

Dual Certification USA/México Individual Skill Certification.

ACT[®] Career Readiness Certificate[™]



ACT certifies that:

RODRIGO MORENO RODRIGUEZ

Has earned the ACT Career Readiness Certificate[™] at the *Silver* level.

Registered Certificate: WS67994631

Issue Date: August 31/2015



ACT ICRC in HONDURAS

ACT®

“This certificate is not only another diploma for my resume, it also represents new opportunities for my future.”
— Juan Ramón Salgado
Certified Youth



LEARNING SERIES



A Model for Transforming
HONDURAN
Workforce



- Certifying 46

ACT WorkKeys in Dow THAILAND

Multinational Corporation



COURTESY: DOW CHEMICAL

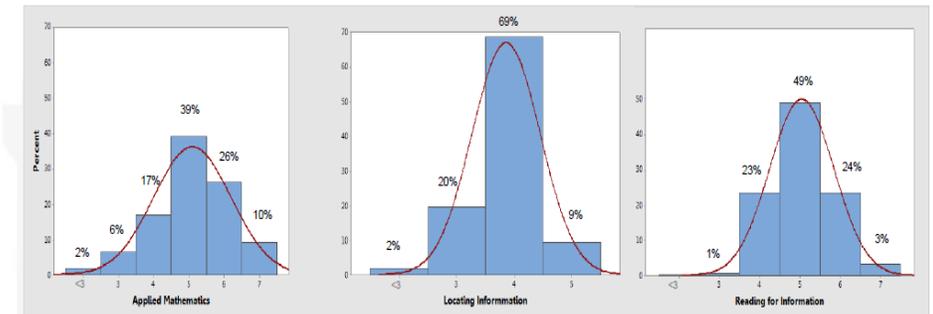
Employee Training Promotion, Screening



Basic Skills Test Results--Overall



Basic skills level scored for MTP Operation (N=502)



Descriptive Statistics for Basic Skills Test (N=502)

Test	Mean	Median
Thai Applied Mathematics	5.16	5
Thai Locating Information	3.90	4
Thai Reading for Information	5.05	5



- Approximate 76% of tested employees meet or exceed site expectation
- With the use of median, the overall test results match with site expectation

The Philippine Edge

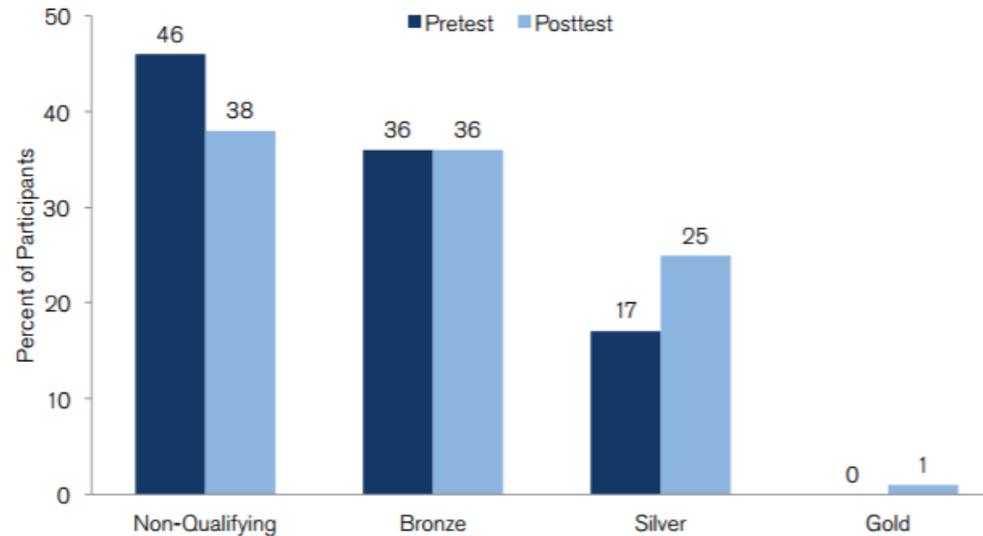


- **Competent Filipino Workers**
- **Fast Learning Curve**
- **Business - Friendly Policies**
- **Strategic Location**
- **Very Hospitable and Comfortable Lifestyle**



This figure shows the distribution of student participants who might qualify for the ACT NCRC with results for both the pretest and posttest assessments. The majority (62%) of student participants qualified for an ACT NCRC based on their posttest ACT WorkKeys scores. ■

Figure 4. ACT NCRC qualifying levels—overall



ACT
WorkKeys in
PHILIPPINES
(partner with
SFI)

Questions & Discussion

