



*Branch ISD*

*Branch Area Careers Center*  
366 Morse St. Coldwater, MI 49036

# Post Testing Enables Seniors to Upgrade Their NCRC Scores

Mike Hoffner, Branch ISD

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*October 20, 2010*





*Branch ISD*

**Branch Area Careers Center**  
366 Morse St. Coldwater, MI 49036

# Branch Area Careers Center





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# Branch Area Careers Center

- A small Rural Center in Coldwater, Michigan
- Serves 650 students from Quincy, Bronson, and Coldwater with a few out of county students attending from Reading, Colon, Burr Oak.
- We have 16 different CTE programs





# Job Profiles

- Job Profiles can be performed at businesses so that skills needed for specific jobs can be analyzed.
- Job Profiling identifies the skills and WorkKeys skills levels an individual must have to perform the job successfully
- Job Profile Information and established levels can determine WorkKeys test score levels required
- Provides an EEOC-compliant process that can be used to support hiring, promotion, and training decisions





# Occupational Profiles

Title/DOT Number/ Holland Type/Job Family				AM	AT	L	LI	OB	RI	TW	W
<b>Nurse Assistant</b>				<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>
Range				3 6	3 5	2 5	3 5	3 6	3 6	3 6	3 5
<b>355.674-014</b>	<b>S T</b>	<b>Number of Jobs</b>		22	11	16	19	15	25	20	14
<b>Nurse, General Duty</b>				<b>6</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>4</b>
Range				5 7	3 6	3 5	3 5	5 6	5 7	4 6	3 5
<b>075.364-010</b>	<b>S T</b>	<b>Number of Jobs</b>		7	4	6	4	3	6	7	6
<b>Nurse, Licensed Practical</b>				<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>4</b>
Range				5 6	4 5	3 5	4 5	4 5	3 7	5 6	3 5
<b>079.374-014</b>	<b>S T</b>	<b>Number of Jobs</b>		4	3	4	3	2	4	2	4
<b>Nurse, Staff, Community Health</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>4</b>
Range						5 5	5 5	5 5	5 5	6 6	4 4
<b>075.124-014</b>	<b>S T</b>	<b>Number of Jobs</b>		0	0	1	1	1	1	1	1
<b>Nursery School Attendant</b>				<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>
Range				3 6	3 4	1 5	3 5	4 5	3 7	4 6	4 5
<b>359.677-018</b>	<b>S U</b>	<b>Number of Jobs</b>		6	4	6	4	3	7	6	5





# Benefits to Employers

- Hire and retain better trained and skilled employees
- Reduce turnover rates and related costs
- Helps to target training needs and reduce training costs
- Provides accurate information for developing job descriptions
- Have a common language, credential, and standard to use in hiring and training





# Benefits to Job Seekers

- Certificate holders will have recognized and validated proof of their ability to apply knowledge to work and future educational endeavors.
- The MI NCRC confirms an individual's competence in a specific set of workplace skills.
- Assessments will identify skills gaps and provide the opportunity to develop and deliver remediation in preparation for work or additional education and training.





## Benefits to Job Seekers

- The MI NCRC will compliment other traditional credentials, such as high school diploma, community college degree, or college degree. While educational credentials mark the fulfillment of an individual's classroom learning experiences, **the certificate confirms the person's competence in a specific set of workplace skills.**





## BACC Career Readiness Certification Results

Program
Auto/Diesel Technologies
Building Trades
Business Adm. & Technology
CAD Engineering & Architecture
Collision Repair
Criminal Justice
Culinary Arts & Hospitality Management
Early Education
Electrical Technologies
Health Science
Information Technology
Marketing, Management & Entrepreneurship
Environmental & Agricultural Science
Precision Machining
Welding
Total

Michigan Merit Exam			
Gold	Silver	Bronze	None
2	3	1	1
1	4	2	8
0	8	4	5
5	8	6	4
3	3	2	9
4	13	2	2
2	12	3	3
0	8	3	6
1	5	3	1
6	14	3	1
6	7	1	0
1	4	2	0
5	16	9	9
0	5	0	2
0	3	2	9
36	113	43	60

Senior Re-test			
Gold	Silver	Bronze	None
3	3	1	0
1	7	2	5
1	8	5	3
5	13	3	2
3	4	6	4
5	14	1	1
2	14	3	1
0	11	5	1
1	7	1	1
6	16	1	1
8	6	0	0
1	5	1	0
6	22	8	3
0	6	0	1
1	3	4	6
43	139	41	29

## BACC Career Readiness Certification Results 2008-2010

Program	Pre-Test Oct-08					Michigan Merit Exam Mar-09				Senior Re-test Feb-10			
	Gold	Silver	Bronze	None	N/A	Gold	Silver	Bronze	None	Gold	Silver	Bronze	None
Auto/Diesel Technologies	1	1		3	2	2	3	1	1	3	3	1	0
Building Trades				12	3	1	4	2	8	1	7	2	5
Business Adm. & Technology			1	10	6	0	8	4	5	1	8	5	3
CAD Engineering & Architecture	1	1		11	10	5	8	6	4	5	13	3	2
Collision Repair		1	1	8	7	3	3	2	9	3	4	6	4
Criminal Justice	1	7		8	5	4	13	2	2	5	14	1	1
Culinary Arts & Hospitality Management			1	15	4	2	12	3	3	2	14	3	1
Early Education				10	7	0	8	3	6	0	11	5	1
Electrical Technologies		1		9		1	5	3	1	1	7	1	1
Health Science	1	2	4	12	5	6	14	3	1	6	16	1	1
Information Technology		3		7	4	6	7	1	0	8	6	0	0
Marketing, Management & Entrepreneurship				4	3	1	4	2	0	1	5	1	0
Environmental & Agricultural Science	1	4	2	23	9	5	16	9	9	6	22	8	3
Precision Machining				6	1	0	5	0	2	0	6	0	1
Welding				7	7	0	3	2	9	1	3	4	6
<b>Total</b>	<b>5</b>	<b>20</b>	<b>9</b>	<b>145</b>	<b>73</b>	<b>36</b>	<b>113</b>	<b>43</b>	<b>60</b>	<b>43</b>	<b>139</b>	<b>41</b>	<b>29</b>



# St. Clair TEC

*Technical Education Center*



Celebrating 35 years  
of career and technical  
education





# St. Clair TEC

- Opened in 1976
- 23% of all Juniors and Seniors attend TEC
- 40% of all students have taken a Career and Technical Education (CTE) course during High School
- 7 Local School Districts
- 800 Students



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# St. Clair TEC Programs

Auto Technology

Collision Repair

Construction

Cosmetology

Culinary

Digital Media

Engineering Graphics

Energy Technology

Employer Based

Health

Information Tech

Mechatronics

Metal Machining

Welding



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# TEC Mission

*Our mission is to provide all students with the technical, academic, and employability skills necessary to succeed in a global market.*



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# TEC Mission

*Our mission is to provide all students with the **technical**, academic, and employability skills necessary to succeed in a global market.*



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# TEC Mission

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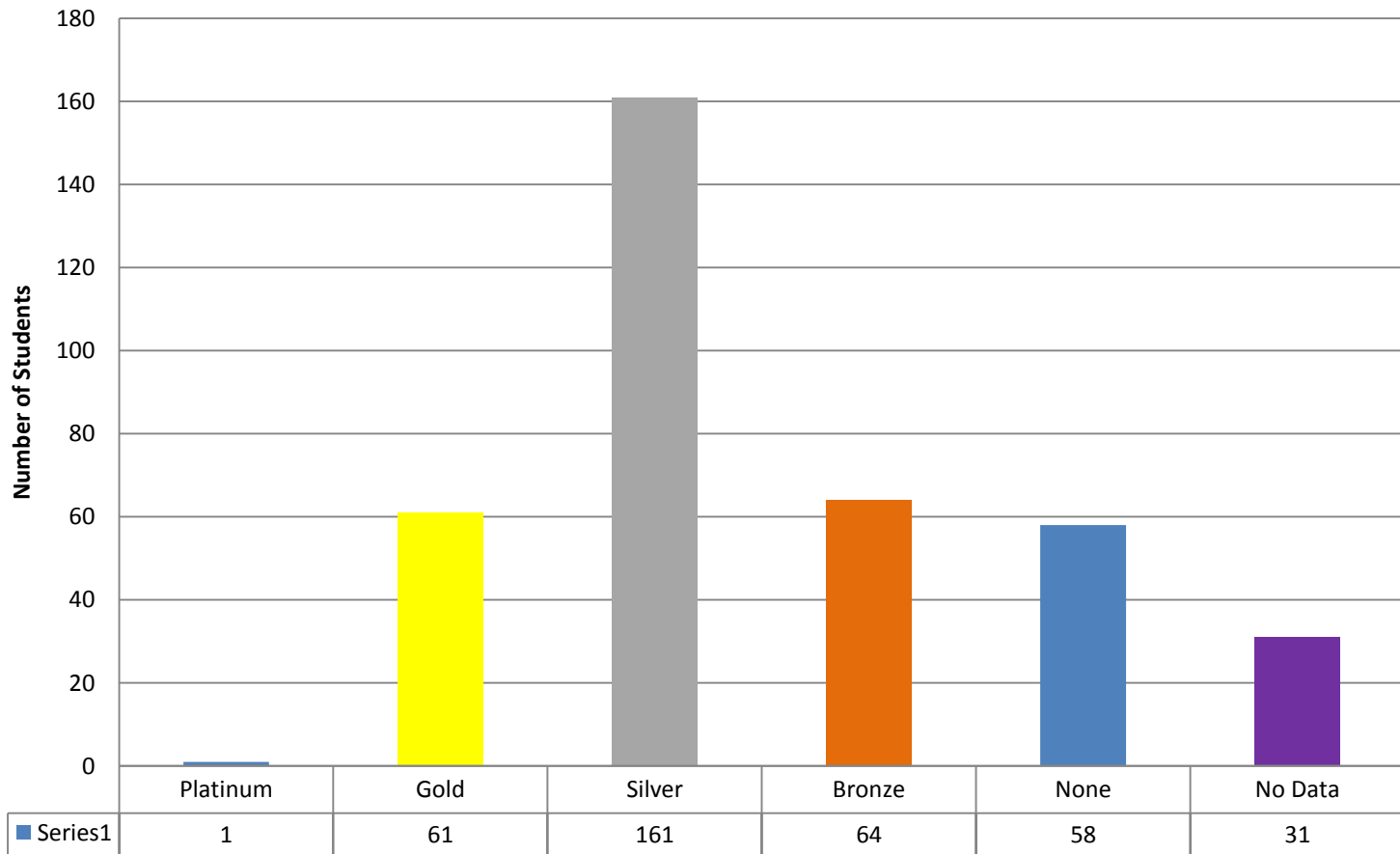


**College Ready and Work Ready!**

# Career Readiness Certificates Awarded to 2010 Seniors

Program	Michigan Merit Exam				Number of Re-Takes		Senior Re-Test		
	None	Bronze	Silver	Gold	None		Bronze	Silver	Gold
DMT	1	4	14	3	8	1	2	15	4
Health	8	17	40	8	15	8	16	38	11
Auto Tech	9	4	18	5	16	8	2	16	10
Public Safety	4	10	8	4	10	2	9	11	4
Drafting	2	3	7	4	3	1	3	8	4
Energy	3	4	6	0	6	2	3	6	2
BMA	4	4	6	3	8	3	7	4	3
COS	3	4	6	3	0	3	4	6	3
STW-Philip	4	9	30	10	3	4	9	27	13
STW-Richards	1	2	3	1	0	1	2	3	1
Construction	5	8	15	2	12	3	7	13	7
IT-Saunders	0	1	3	1	0	0	1	3	1
Culinary	5	6	7	0	4	3	7	8	0
Mechatronics	4	2	1	1	0	4	2	1	1
Collision	5	2	9	3	3	3	3	10	3
Metal Mach.	5	3	4	0	2	3	5	4	0
Welding	5	3	7	2	5	3	4	7	3
Totals	68	86	184	50	95	52	86	180	70
%Change					62% of retakes improved	-24%	0%	-2%	+40%

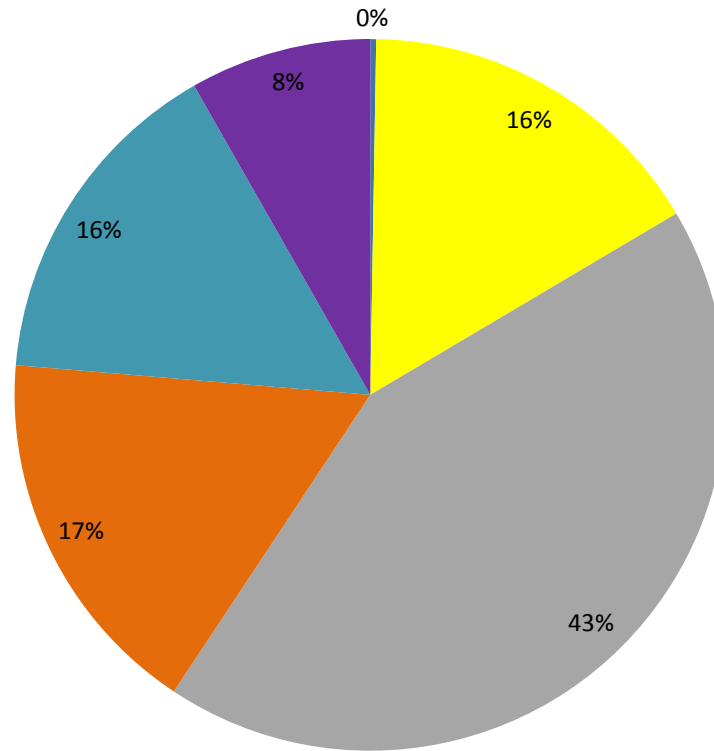
## 2011 TEC Seniors Career Readiness Certificates Earned Sept, 2010



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# 2011 TEC Seniors Career Readiness Certificates Earned Sept, 2010



- Platinum
- Gold
- Silver
- Bronze
- None
- No Data

376 Students



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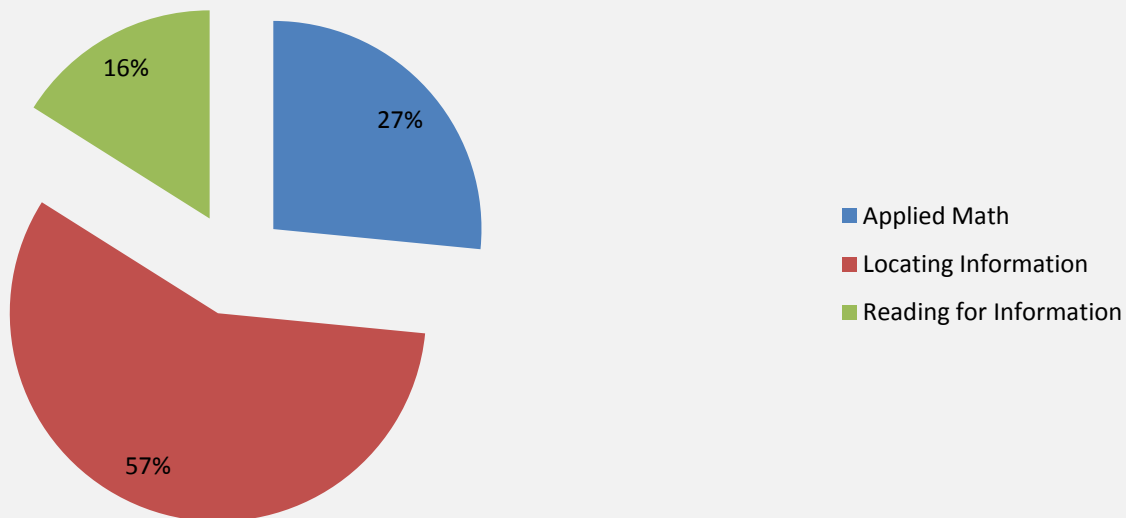


## 2010-2011 St. Clair TEC Seniors Potential Improvement with One WorkKeys Test (Maximum Possible Improvement)

From	Level	To Bronze	To Silver	To Gold	To Platinum
	None	23	17		
	Bronze		41	5	
	Silver			67	10
	Gold				20

Note: 183 students could possibly improve with one WorkKey retake, assuming maximum possible improvement.

### WorkKey Test to Retake Seniors, 2011



# KeyTrain and WorkKeys at St. Clair TEC

*2010–11*

In order to ensure that students have the academic skills necessary to perform the job for which they are training, TEC will implement the following steps:



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# For Juniors:

1. Pretest in KeyTrain in Applied Math, Locating Information and Reading for Information
2. Assign KeyTrain content that takes into consideration:
  - ✓ Skill levels necessary for success in their field as determined by O\*NET
  - ✓ Skill levels necessary for earning the highest level CRC as practical
  - ✓ Goals of the student
  - ✓ Program requirements
3. Juniors will take the three WorkKeys assessments as part of the MME.



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**WorkKeys®**



**NATIONAL  
CAREER READINESS  
CERTIFICATE®**

AVERAGE WORKKEYS® SCORE NEEDED*	APPLIED MATH	READING FOR INFORMATION	LOCATING INFORMATION	TEC Program	Michigan Average (Median) Income**
Graphic Designers	5	5	4	Digital Media Technology	\$43,200
Chefs and Head Cooks	4	4	4	Culinary Arts	\$40,100
Registered Nurses	5	5	4	Health Careers	\$63,800
Nursing Aides, Orderlies and Attendants	3	4	4	Health Careers	\$24,000
Computer Support Specialists	5	5	4	Information Technology	\$44,300
Network Systems and Data Communications Analysts	6	5	5	Information Technology	\$73,300
Mechanical Drafters	5	5	4	Engineering Graphics & Animation	\$47,800
Construction Carpenters	4	4	4	Construction Trades	\$39,500
Machinists	4	4	4	Metal Machining Technology	\$37,700
Electrical and Electronics Repairers, Commercial and Industrial Equipment	4	5	5	Energy Technologies & Services	\$50,700
Electrical Engineers	5	5	5	Energy Technologies & Services	\$83,100
Robotics Technician	5	5	5	Robotics & Manufacturing	\$48,000
Welders, Production	4	4	4	Welding Technology	\$34,800
Automotive Body and Related Repairers	4	4	4	Collision Repair	\$38,000
Automotive Master Mechanics	4	4	4	Automotive Technology	\$35,400
Educational, Vocational and School Counselors	4	5	4	Teacher Exploration	\$52,600
Hairdressers, Hairstylists and Cosmetologists	4	4	5	Cosmetology	\$23,300

\*Source: ACT, Inc., WorkKeys Occupational Profiles Database \*\*Source: Bureau of Labor Statistics 2009 wage data [www.bls.gov/oes/](http://www.bls.gov/oes/)



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**For more information on these  
and other careers, go to:  
[www.sctec.org](http://www.sctec.org)**

WorkKeys and National Career Readiness Certificate are registered trademarks of ACT, Inc.

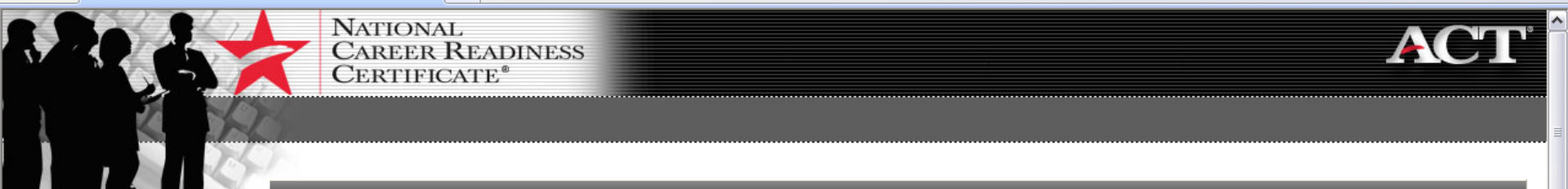
# For Seniors:

1. Students who meet or exceed the goals established their Junior year will not be required to complete any additional KeyTrain content.
2. Students who wish to and are able to earn a higher level certificate by improving their scores in one of the three areas may be assigned KeyTrain content in that area.
3. Students who did not meet goals established in their Junior year and first year Seniors will be assigned KeyTrain content that takes into consideration:
  - ✓ Skill levels necessary for success in their field as determined by O\*NET
  - ✓ Skill levels necessary for earning the highest level CRC as practical
  - ✓ Goals of the student
  - ✓ Program requirements
4. Seniors who spend at least 4 hours in KeyTrain and improve at least one skill level will be given the opportunity to retake that WorkKeys exam in the spring of their Senior year. Additional exams may be purchased by the student.



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MyWorkKeys Home

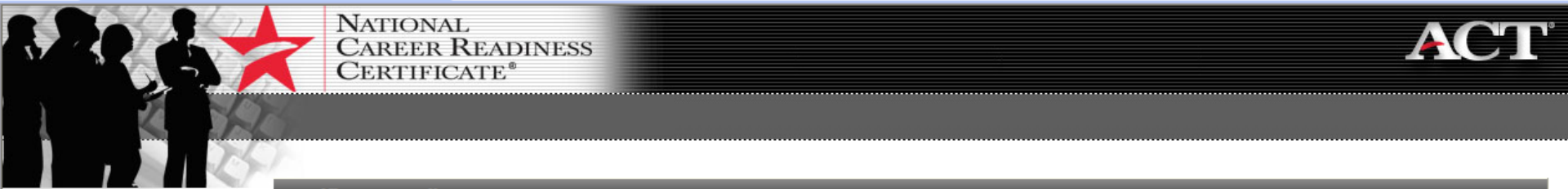
### Create an Account

**Certificate Holders Please Note:** If you received an email or report with your User ID and Password, an account has already been created for you. To view your Certificate details you must use this information to log into your account. If you have any questions, please contact your [test site](#) directly.

Follow the [Create New Account](#) Quick Start Guide for detailed instructions.

\* = required

Contact Information	
* First Name:	<input type="text"/>
Middle Name:	<input type="text"/>
* Last Name:	<input type="text"/>
* Email Address:	<input type="text"/>
* Date of Birth:	<input type="text" value="MM/dd/yyyy"/>
* Address of residence, line 1:	<input type="text"/>
Address of residence, line 2:	<input type="text"/>
* City of residence:	<input type="text"/>



## Certificate Details

MyWorkKeys Home

Career Readiness Certificates validate an individual's skills in Reading for Information, Applied Mathematics, and Locating Information. To find out more about the skills required at each level of these tests please select Additional information at the bottom of this page.

### Certificate Information

★ Gold	Certificate ID:	PSB6964XHC70
	Certificate Level Description:	National Gold Certification
		This portable credential--powered by WorkKeys--verifies that an individual has essential core employability skills in Reading for Information, Applied Mathematics, and Locating Information. Employers can use the certificates, along with other education and background information to make employment and training decisions.
	Expiration Date:	03/30/2014

### Certificate Holder Information

First Name:	
Last Name:	
Middle Name:	

Print

[Back to top](#) | [Additional Information](#)

## Conferences

Plan to attend the  
**2010 Michigan NCRC Conference**

**October 21 and 22, 2010**

**Lexington Lansing Hotel**

**Lansing, Michigan**

More information and registration at:

[www.MichiganNCRCconference.com](http://www.MichiganNCRCconference.com)

\* \* \* \* \*

### Conference Documents:

Name

2009 Michigan NCRC Conference Booklet

2009 Michigan NCRC Conference Schedule

ACT National Career Readiness Certificate (NCRC) Flyer

Announcement-2010-Michigan-NCRC-Conference

Building\_Statewide\_Alignment\_Guest

Career\_Pathways\_Guest\_Harmon\_Prevatt

Closing Remarks Text Bill Guest

Employers\_Handbook\_NCRC\_May\_2010

Keynote Andy Levin DeLEG 11.17.09

Keynote Dr. Keith Bird Corporation for A Skilled Workforce

<https://www.ncrcadvocates.org>

Westin Hotel  
Michigan Avenue  
Chicago, Illinois

Link to: [ACT Conference Website.](#)

### Links: Conferences

- National The ACT National WorkKeys Conference
- MI 2006 Presentations - 2006 Michigan Conference
- MI 2007 Presentations - 2007 Michigan Conference
- MI 2008 Presentations - 2008 Michigan Conference
- MI 2009 Presentations - 2009 Michigan Conference