

Future Work Skills Ready Africa: Leveraging an International Foundational Skills Credential for Africa Youth Skills Development

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in the Digital Age*

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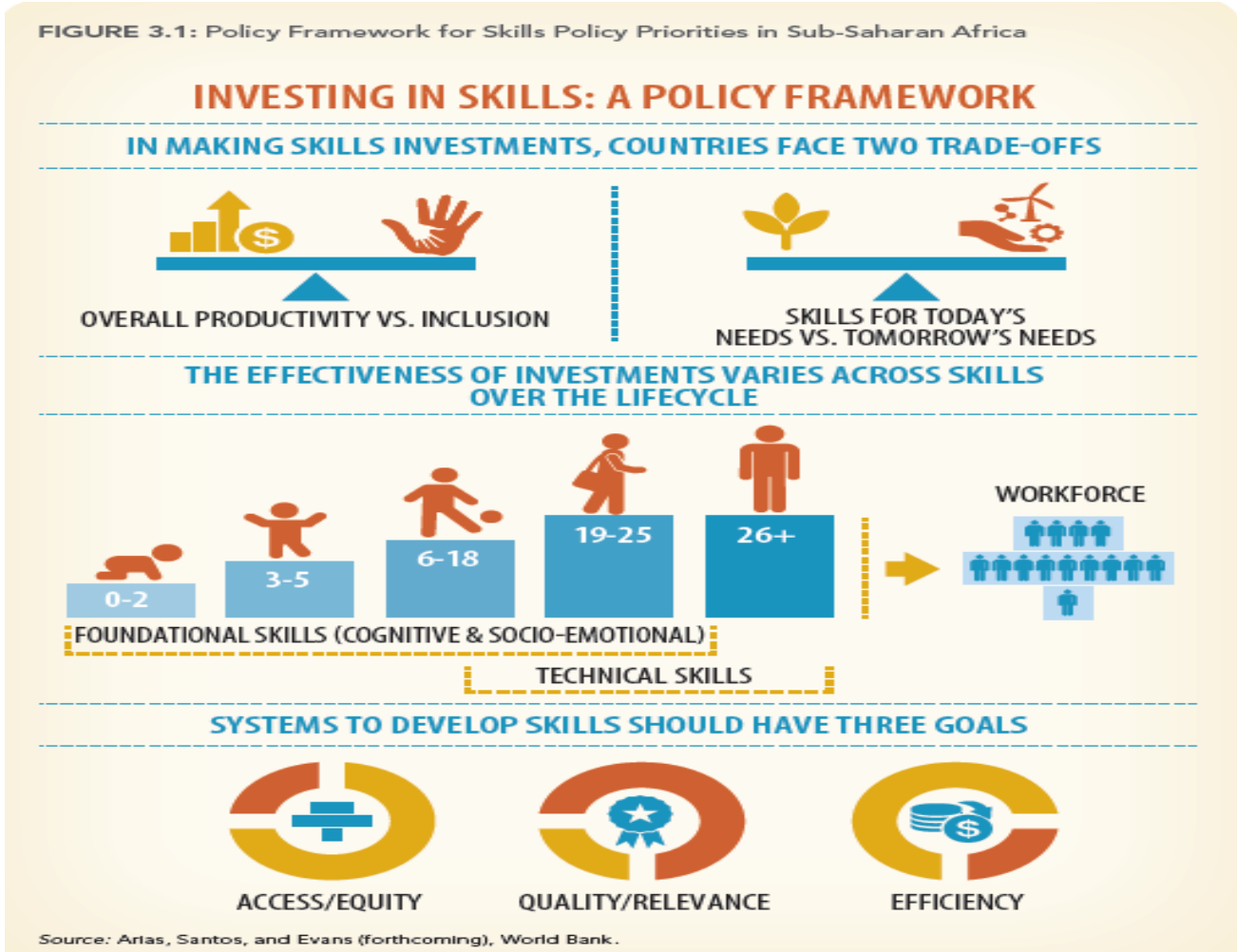
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**Principal Research Scientist,
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Specialist in international work skills
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Adapting and developing agility through a comprehensive national digital skills for enhanced employability, productivity and innovation capacity

- **Leveraging an International Foundational Skills Credential for Africa Youth Skills Development Summary**
- **Life skills and citizenship education, reimagining the learning agenda to ensure successful transition from learning to the world of work**

Africa Skills Development Policy Focus: Building a Career Pathway for every young African



Africa Human Capital Development: Empower Youth and Women through Skills Development and Employment

The three dimensions of skills

Cognitive

Involving the use of logical, intuitive and creative thinking

Problem solving ability (as opposed to having knowledge to solve a specific problem)

Verbal ability, numeracy, problem solving, memory (working and long-term) and mental speed

Socio-emotional

"Soft" skills, social skills, life-skills, personality traits

Openness to experience, conscientiousness, extraversion, agreeability, emotional stability

Self-regulation, perseverance, decision making, interpersonal skills

Technical

Involving manual dexterity and / or the use of methods, materials, tools and instruments

Technical skills developed through vocational schooling or acquired on the job

Skills related to a specific occupation (e.g. engineer, economist, IT specialist, etc)

Skills Gap

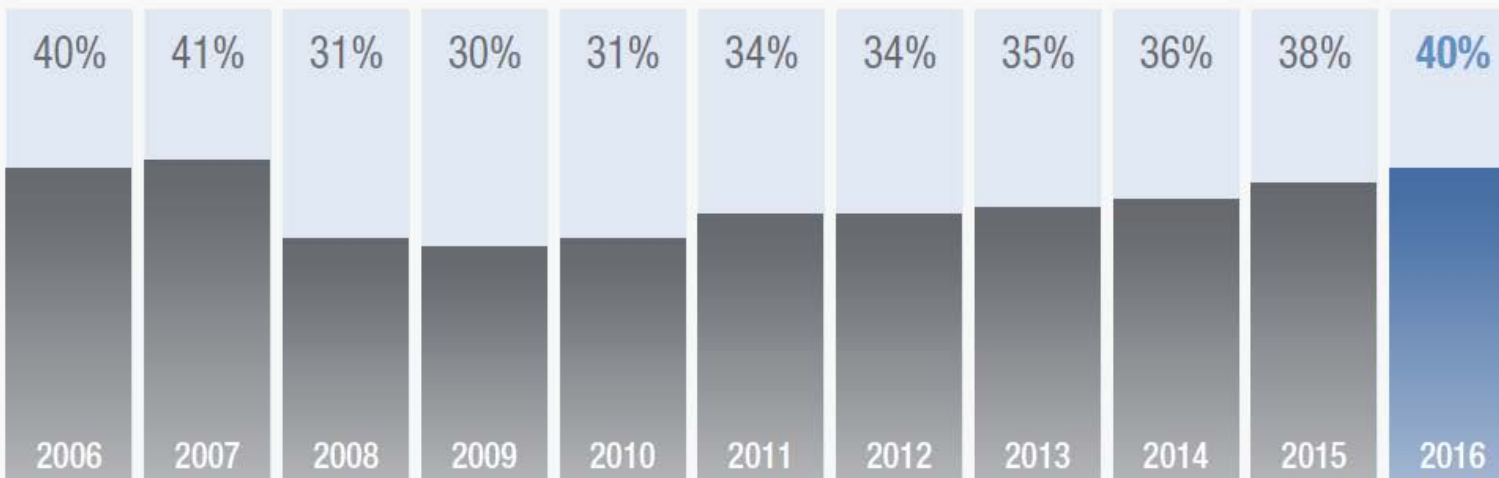


Skills Gap and Talent Shortage



2016/2017 TALENT SHORTAGE SURVEY

Globally, employers report the **HIGHEST TALENT SHORTAGE** since 2007



- 40% of employers globally are having difficulty filling positions
- A two percent increase since 2015

Workforce Development



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



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

Value of Assessment

- Assessment plays an essential role in VET system.
- ACT has created a work skills assessment system widely adopted in the U.S. vocational and technical training colleges
- A credible certification system builds common language, transparency, efficiency and trust in the economy, education, and government agencies.



System Components & Programs

Skill Analysis

Define Your Workforce / Training Programs

ACT Job Profiling

Assessments

Assess Your Workforce / Students

ACT WorkKeys

Training & Curriculum

Develop Your Workforce / Students

ACT Career Curriculum

Certification

Certify Your Workforce / Students

ACT National Career Readiness Certificate

Work Ready Communities

Quantify Your Workforce / Training Programs

ACT Work Ready Communities

What does the WorkKeys system measure?

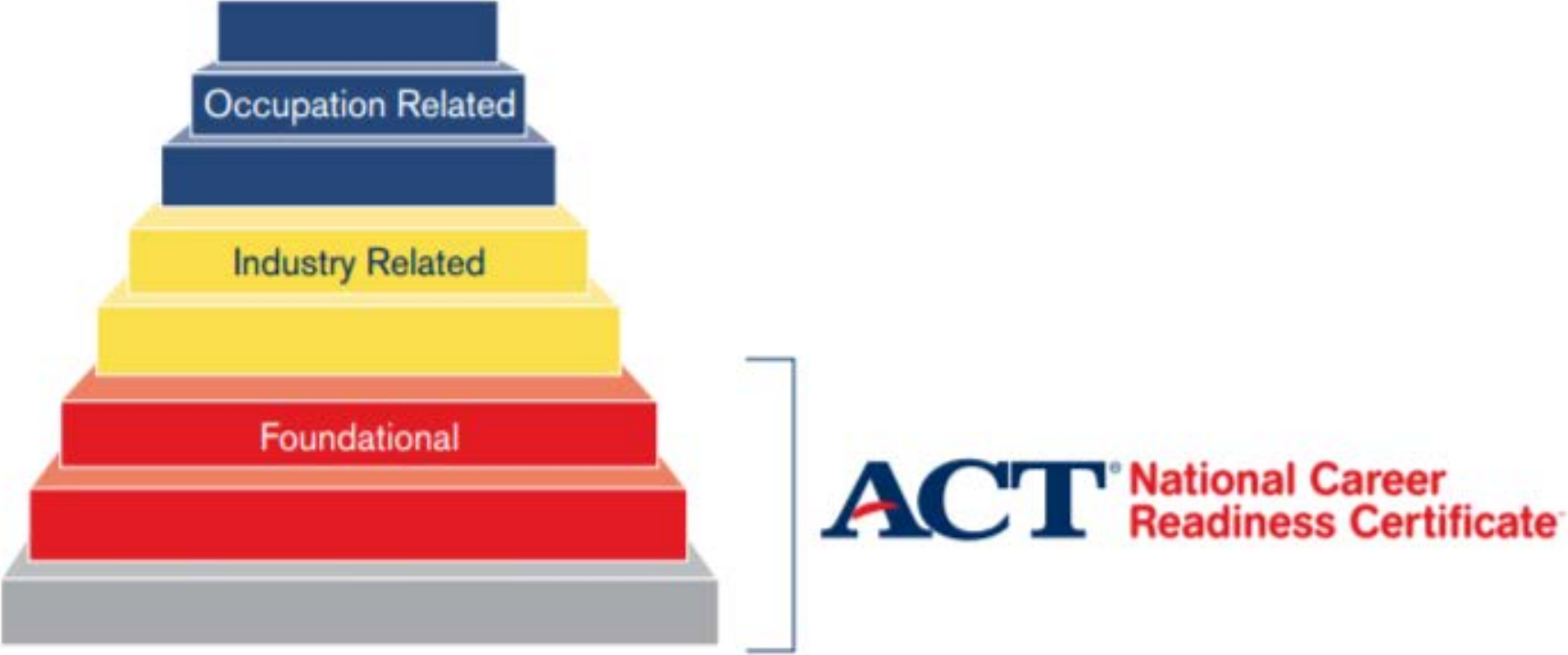


- ❖ Critical-thinking
- ❖ Problem solving
- ❖ Analytical
- ❖ Reasoning
- ❖ Communications
- ❖ Interpersonal

Crosscutting & Non-Cognitive Workplace Skills

ACT WorkKeys Measures Industry Competency

US Department of Labor—Industry Competency Model











Source: US Department of Labor

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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.

Career Ready Credential Endorsed by More than 19,000 Employers

Bank of America



Manpower

Walmart



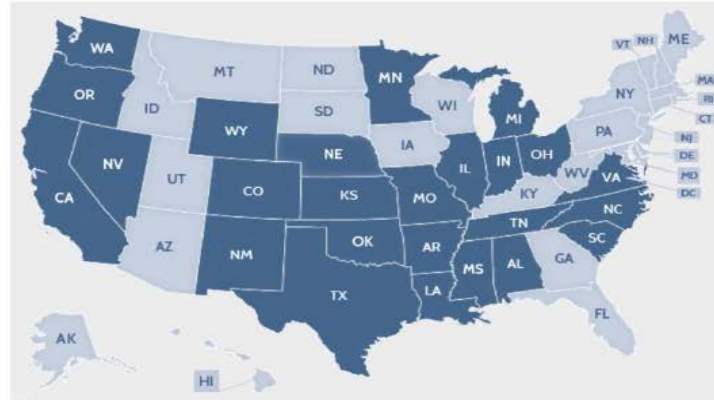
HONDA
The Power of Dreams

amazon



ACT Work Ready Communities

Fast Facts



- 4.1 million ACT® WorkKeys® National Career Readiness Certificates®
- Over 21,000 job profiles completed
- 379 participating counties in 26 states
- 200 certified counties
- Over 19,000 employers supporting ACT® Work Ready Communities

ACT ICRC in HONDURAS



“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



ACT WorkKeys in Dow THAILAND

Multinational Corporation



COURTESY: DOW CHEMICAL

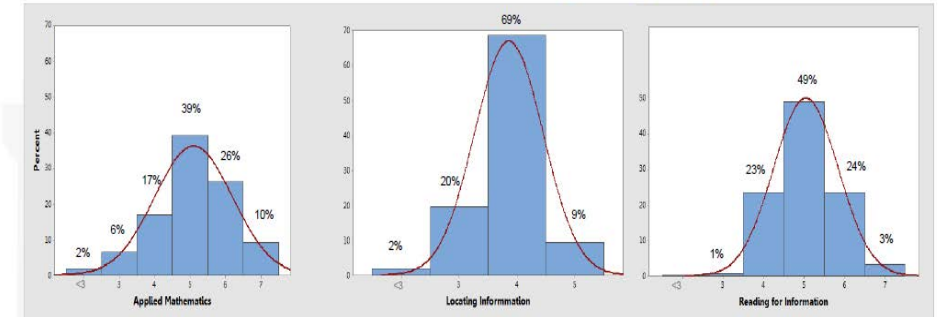
Employee Training Promotion, Screening



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

Dual Certification USA/México valid in both countries.
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



Value of Credentials

ACT[®] Career Readiness
Certificate™



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

Jane P. Sample



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



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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



Thank You!

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