

Virginia's Career Readiness Certificate



**Linking Career Seekers
to Career Pathways**

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CRC: What is it?

- Assessment-based credential that gives employers and career seekers a uniform measure of **key workplace skills**
- A component of former Governor Mark Warner's **Education for a Lifetime** initiative and endorsed by Governor Kaine
- Portable skills credential that is easily understood and valued by employer, educators and recipients

CRC: What is it?

WorkKeys = CRC

- The Certificate is based on the established WorkKeys comprehensive skills assessment tool
- WorkKeys is a widely accepted common language for skills definition among employers, educators/trainers, and potential/incumbent employees.
- To earn, individuals undergo testing in reading for information, applied math and locating information

CRC Today

- **Total individuals taking three required assessments: 19,372 (Aug. 18, 2008)**

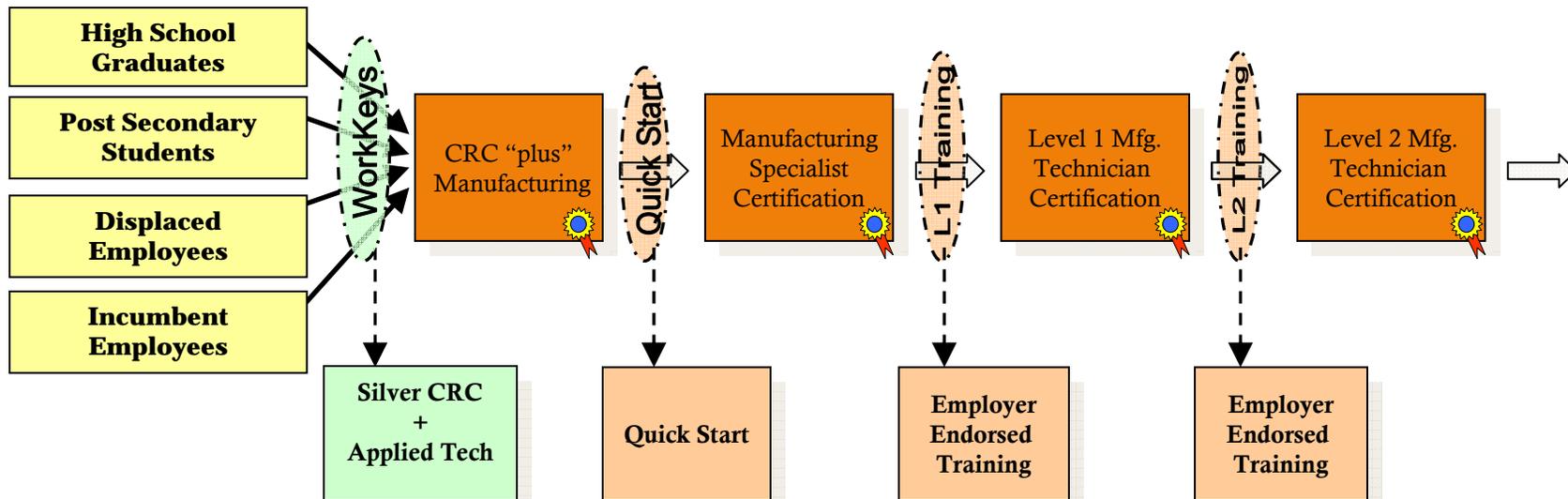
	Certificate Data	
Bronze	26.5%	5,134
Silver	46.8%	9,069
Gold	15.0%	2,906
Total Certificates		17,109

CRC Today

Virginia CRC Plus Initiatives

- CRC + Certified Manufacturing Specialist
CRC any level and Applied Technology(3)
- CRC+ Inova Healthcare Clinical Technician
Silver CRC healthcare context

CRC Today



CRC “plus” Manufacturing certifies basic skills competency for entry level in fundamental manufacturing and to enter employer developed “in-house” training.

CRC Today

INOVA CRC+ proposed Solution

- WorkKeys Job Analysis
- Redefine the job description
- Screen Employees with CRC (Career Readiness Certificate)
- Apprenticeship



CRC Moving Forward

Legislative action 2.2-2674.01 approved by 2008 General assembly and signed by Governor

- Program offered through multiple agencies
- Instruction and remediation easily accessible
- Statewide online data system incorporating services for employers and individuals
- Virginia Workforce Council (VWC) to develop policies and guidelines to administer program
- VWC to research implementation of a Work Ready Community Certification Program

CRC Moving Forward

Virginia Workforce Council approves CRC as 18th metric for local workforce boards

- 5% CRC attainment
- \$22,250 from Skills Committee to WIB's
- Staff to lobby U.S. Department of Labor to recognize CRC as a credential
- Workforce Subcabinet approves \$250,000 of WIA discretionary funds to support CRC efforts

CRC Moving Forward

- VCCS contracts with Community College Workforce Alliance to administer program
 - ❖ Marketing effort
 - ❖ Database and website enhancement
 - ❖ Gap skill training delivery

CRC Moving Forward

VWC, VCCS, CCWA, Manufacturing
Development Commission and others....

Community and Business Support



Learn More About Virginia's CRC

- Visit www.crc.virginia.gov

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