

# Work Readiness CREDENTIAL

## Work Readiness Credential: A Research-Based Solution

In 1994, the Equipped for the Future (EFF) applied learning standards were created to support the National Institute for Literacy's initiative to improve adult basic education and English Language Learner programs. Today, those standards are nationally validated and have been put into action with the development of the Work Readiness Credential (WRC), and the mission is still the same: to enhance our community by providing adult learners with the preparatory tools needed to attain entry-level work.

The standards upon which the WRC is based encompass basic knowledge and competencies that all adult learners are recommended to possess prior to seeking entry-level work. These standards are reflected in the EFF Worker Role Map, which was developed by a team of business, industry, and education

professionals to hallmark areas of responsibility and tasks commonly associated with entry-level work for the purpose of better preparing emergent workers.



The WRC dates back to 2002 when the standards for work readiness were first established under the direction of a host of partner states, research and development organizations, and Junior Achievement Worldwide. A variety of skills-based frameworks were examined in the creation of the standards, including the Equipped for the Future skills and the Secretary's Commission on Achieving Necessary Skills (SCANS) tasks. Initially, the teams succeeded in classifying 144 entry-level tasks and 16 skills relevant to various industries. After surveying and field-testing over 400 industry supervisors, the list was narrowed and results authenticated. The by-product of this research was a highly refined list of essential skills and tasks needed for ascertaining entry-level jobs.

This list has evolved into the Work Readiness Profile, created by the National Work Readiness Council (NWRC). It is a national benchmark for work readiness and the basis of the WRC which the NWRC developed. The WRC provides workers with a sense of confidence in their search for basic employment, and the reputation it carries provides employers the same security, ensuring candidates have the skills needed for on-the-job success.

Learn more about the EFF Standards at  
[www.eff.cls.utk.edu](http://www.eff.cls.utk.edu)

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