

Work Readiness CREDENTIAL

WRC: Valid and Reliable

The National Work Readiness Council (NWRC), developer of the Work Readiness Credential (WRC), is a nonprofit organization whose two-fold mission is to provide adult learners with the knowledge and skills deemed necessary for acquisition of entry-level employment, and to expand employer access to a more efficient and competent labor pool.

The WRC was primarily established for use as a nationally recognized benchmark for core skill possession by entry-level job seekers. Five U.S. states, Washington D.C., and Junior Achievement Worldwide



teamed up with a host of both national and state-level organizations, agencies, and businesses to refine and institute the accreditation. With helpful feedback from labor force experts—from both the employer and employee spectrum ends—developers were able to streamline a checklist of target skills viewed as vital by labor experts for entry-level job candidates.

Authentication of the Work Readiness Credential required collaboration by research and development groups, including SRI International, BMC Associates, University of Tennessee's Center for Literacy Studies, HumRRO, WestED, and the Center for Applied Linguistics. By drawing on the AERA/APA/NCME Standards for Educational and Psychological Testing and the Uniform Employee Selection Guidelines—endorsed by the EEOC, the Civil Service Commission, and the U.S. Labor

and Justice departments—this team of experts was able to validate the credential as an accurate indicator of worker competency and establish it as a national benchmark for job readiness.



The standards and field research were critical to the development of the Credential by helping to:

- Define skills, knowledge, tasks, and behaviors integral to most types of entry-level work across a variety of industries
- Create a rubric for assessing competency level, thus ensuring entry-level job readiness in line with business standards
- Substantiate test results and the measurement strategies used to achieve them
- Provide ongoing analysis of research findings

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