

## Oregon's National Career Readiness Certificate (NCRC)

### Employer Talking Points

**Purpose** - Use during conversations with employers about the value of the NCRC.

**Audience** - Employers

#### The National Career Readiness Certificate (NCRC)

- The National Career Readiness Certificate (NCRC) is a nationally recognized certificate that provides objective documentation of an employee's foundational skills.
- The NCRC helps Oregon employers develop and retain skilled workers. It helps Oregonians stand out to employers.

#### Why employers are using the NCRC

- In today's hiring market, employers want to be able to find applicants that have a good fit for a job opening.
  - Job applicants who earn an NCRC have shown they will "go the extra mile" to compete for a job.
  - You will know that applicants holding an NCRC have a documented level of foundational skills, and are ready to be trained in the specific requirements of a job.
- The NCRC can be incorporated into your existing hiring practices as one factor in many to determine an applicant's fit for a position.
- The NCRC can reduce your hiring and training costs, and employee turnover.

#### Why job applicants are using the NCRC

- The NCRC gives job applicants a tangible way to document their skills and stand out to employers.
- It is taking longer for people to find jobs. Earning an NCRC can be a critical confidence booster in this tough job market.
- Earning a certificate can help a job applicant stand out to employers who prefer the NCRC in their hiring practices, both in Oregon and throughout the nation.

#### NCRC availability

- Oregon's NCRC is available statewide.
- Services may vary by region based on local needs and demand of employers and job applicants.
  - Local Workforce Investment Boards have convened community colleges, economic development organizations, the Oregon Employment Department and other local partners to set up goals and strategies for each Region's implementation of the NCRC.
  - Oregon's NCRC has been in place at 13 pilot sites since June, 2009.
- Oregon is joining over 30 states that are utilizing the NCRC to varying degrees.
  - The NCRC effort in Oregon is guided by a partnership of public and private leaders. The partnership, along with local providers, is shaping Oregon's NCRC to best suit our state's vision for workforce development.
  - Oregon is making a public investment in the NCRC, and there are currently no additional costs for you to prefer the NCRC as one of your hiring factors.



National Career  
Readiness Certificate

## Oregon's National Career Readiness Certificate (NCRC) Job Seeker Talking Points

**Purpose** - Use during conversations with job seekers about the value of the NCRC.

**Audience** - Job Seekers

### What is the NCRC?

- The NCRC is a certificate that demonstrates your workplace readiness in three foundational skill areas.
  - Many people who have never been to college, but who use these skills at work and in their daily life, are able to earn a high-level NCRC.
- There are three assessments that make up the certificate:
  - Applied Mathematics (solving workplace problems using math operations)
  - Reading for Information (demonstrating how you read and understand workplace documents)
  - Locating Information (finding information on charts, graphs, etc.)

### Why is the NCRC important?

- It will make you more competitive for employment.
- Earning an NCRC can boost your confidence in this tough job market.
- It is a great way to show an employer that you will go the extra mile to compete for a job.
- Earning a certificate helps you stand out to employers that prefer the NCRC, both in Oregon and across the country.
- The NCRC matters. Just as with any other important accomplishment, include a certificate on a résumé and in applications.
  - The NCRC measures what you can do.

### How do I earn an NCRC?

- Contact your local WorkSource Oregon center and let them know you are interested in the NCRC. Find your nearest location at [www.OregonNCRC.org](http://www.OregonNCRC.org).
- Take a pre-assessment to learn whether you are ready to take the NCRC assessments, or if you need to brush up on your skills. If you need additional study, or if you would like to improve your results, tutorials (courseware) are available.
  - You can raise your certificate level in a relatively short time, using these easily accessed services.
- Take the proctored assessments. Each assessment is timed at 55 minutes, so plan for a three and a half- to four-hour window.
- When you earn your certificate, make sure you update your résumé with your NCRC and include it on applications.

