



## Georgia Work Ready Overview

### What is Georgia Work Ready?

To successfully compete in a global economy, companies must have access to long-term, quantified labor pools. Georgia Work Ready was designed to build the nation's best workforce and ensure companies have the talent they need to stay ahead of the competition. It is based on a skills assessment, certification and skills gap training for job seekers and a job profiling system for businesses. Building on a strong foundation, Georgia Work Ready includes a pathway for communities to certify a skilled workforce and demonstrate their commitment to improving their high school graduation rate. By identifying both the needs of business and the available skills of Georgia's workforce, the state can more effectively generate the right talent for the right jobs.

### Work Ready Certificate

The Georgia Work Ready Certificate, available to all Georgians at no cost, is powered by the ACT WorkKeys® National Career Readiness Certificate. It assesses a job seekers' foundation skill level in applied math, reading for information and locating information, skills required in 85 percent of today's jobs. Upon successfully completing all three assessments, Georgians are mailed a Work Ready Certificate validating their work readiness level as bronze, silver, gold or platinum. Job seekers often list their Work Ready results on their resumes and job applications to showcase their understanding of skilled needed in today's workforce. They also have access to more than 400 national occupation profiles aligned to Work Ready Certificates to use as guidelines in assessing their work readiness. As of August 2009, more than 72,000 Georgians earned Work Ready Certificates. A recent survey of certificate holders showed that 93 percent would recommend Work Ready to a friend and 60 percent of those employed since earning their certificate said it helped them land their job.

### Job Profiling

Work Ready job profiling is designed to help Georgia employers build the right workforce for their needs. Companies work with an authorized job profiler to identify the required job tasks and skill levels needed. The EEOC-compliant job profile is done at no cost to companies that meet minimum hiring criteria that accommodate large, medium and small businesses. By comparing job skill levels determined through the profiling process to the outcomes of an individual's Work Ready Certificate, employers can make better hiring decisions. While the state recommends Georgia businesses obtain a job profile, they have access to more than 400 national occupation profiles aligned to Work Ready Certificates that provide guidelines in the hiring process. More than 90 percent of companies using Georgia Work Ready would recommend it to another business because it helps them find quality employees and saves them money.

### Skills Gap Training

Georgians may improve their Work Ready scores through free online skills gap training. They may either remediate themselves or receive instructor-guided support through an adult education center at their nearest technical college. For a small fee, the technical college continuing education department provides instructor-led gap training courses.

### Services Delivery

The Technical Colleges System of Georgia is the service delivery provider of Georgia Work Ready.

**For more information: [www.gaworkready.org](http://www.gaworkready.org)**