Employment Outcomes for ACT® NCRC® Earners

RESULTS:
Wage Gains by NCRC Level (Compared to U.S. Median Wages)¹

- Increase with Gold/Platinum NCRC: 102%
- Increase with Silver NCRC: 63%
- Increase with Bronze NCRC: 33%

WORKFORCE SOLUTIONS USED:

- WorkKeys®
- NCRC®

Addressing a Need for ACT NCRC National Outcome Data

- Policymakers, education and workforce stakeholders, and individuals want to have accurate, national-level information on NCRC earners’ economic outcomes, such as earnings and employment.
- Equifax, one of the nation’s largest consumer credit reporting agencies, makes such information available through their Work Number program.²
- The study sought to estimate economic outcomes for a representative sample of 50,000 WorkKeys NCRC-tested individuals using employer-sourced Equifax data.
- With these data, ACT and Equifax researchers can estimate the relationship between NCRC levels and earnings—a common query posed by policymakers and employers.

TAKEAWAY
There is a positive relationship between higher NCRC and WorkKeys skill levels, and short- and long-term wages.
Outcomes for NCRC Earners

• There is a trend between the top levels of performance on the ACT NCRC and income throughout an individual’s career.4

• Adults who earned a Silver or Gold/Platinum NCRC increased their income within two years.

Overview of NCRC 2010 Examinee Data

• The representative sample of examinees was primarily located in Southern (43%) and Midwest (49%) states.

• Examinees had the following levels of education:
  - 54% had less than a high school diploma/GED
  - 33% had a high school diploma/GED
  - 14% had some postsecondary education or higher

Other Findings

• Adult NCRC recipients with just a HS diploma/GED can expect short- and long-term increased earnings above those with a similar level of education and geography who do not have the NCRC credential.

• On average, individuals who score higher on the WorkKeys assessments and earn higher levels on the NCRC can expect short- and long-term increases in wages.

• Adults scoring level 5 or higher on Applied Mathematics increased their income within a year of earning an NCRC.