

## ACT WorkKeys®/NCRC® Efficacy Study

Take this opportunity to learn more about how ACT WorkKeys scores relate to grades, program completion, productivity, job performance ratings, and more. ACT is conducting efficacy research to examine relationships between the ACT WorkKeys 2.0 assessments and relevant performance outcomes. Partners will receive a **free** institution-specific report as well as study results aggregated across participating institutions.

There are two main populations served by ACT WorkKeys: adults in the workforce and students in high school, college, or career training programs. It is important that validity evidence is collected for both populations to ensure that the WorkKeys assessments meet the needs of both populations. While the specific details of the analyses will depend on the available outcome data, in general, we will be studying relationships between assessment scores and the outcomes. With sufficient sample sizes, some analyses will be broken down by demographic groups such as gender, race/ethnicity, or by job types.

### Background

ACT is committed to ensuring its assessment claims are supported by evidence. Over the years, ACT has collaborated with employers and educational institutions to gather data on the entire WorkKeys system and evaluate its effectiveness. In June 2017, updated ACT WorkKeys assessments were launched. Consequently, data is needed to update prior studies and conduct new evaluations of effectiveness.

### Benefits of Participating

Participating institutions will receive **free** analyses of relevant outcomes. For adults in the workforce, this could include:

- Time-to-employment, retention, wages
- Training time and success
- Supervisor ratings
- Productivity and customer satisfaction
- Absence, safety incidents, errors

For high school, college, or career training program students, this could include:

- Courses taken, course grades, high school GPA
- Program enrollment and completion
- Attendance
- Disciplinary incidents
- AP/IB/Honors and Career and Technical Education (CTE) courses taken and grades

### Data Collection

A vital requirement of the study is the ability to successfully match the outcomes data of participants with their WorkKeys assessment scores. Outcomes data file must contain personally identifying information (PII) such as first name, last name, date of birth, address, and email address. A description of each outcome is also needed, indicating the name of the outcome variable and a description of valid values and their meaning. Institutions are encouraged to use the standard data file layout ACT has developed to expedite data handling. Details about the layout are available upon requests.

### Confidentiality and Data Security

ACT will use student data specifically to provide research services to participating institutions and to conduct studies for or on behalf of the institutions to develop or validate predictive tests, consistent with the Family Education Rights Privacy Act (FERPA) and other FERPA requirements, as applicable. Personal identifiers will be used strictly for matching to ACT data sources.

For research purposes, data will be pooled and reported in aggregate across states and institutions. Institution-specific reports will be sent only to the primary contact for the participating institution. In publications of research, states and institutions will not be identified without prior consent.

A secure file transfer protocol and site will be used to transfer data between institutions and ACT. All content stored on the site or in transit to/from the site will be password protected and encrypted for data security.

Two reports on our website ([www.act.org/research](http://www.act.org/research)) describe prior studies on this topic—*A Summary of ACT WorkKeys Validation Research* and *The ACT National Career Readiness Certificate and ACT WorkKeys: Making a Difference in Outcomes for Workers and Employers*.

### ACT Contact and Next Steps

To learn more and/or participate, please contact [Jeffrey.Conway@act.org](mailto:Jeffrey.Conway@act.org). Once you confirm your commitment to participate in this free research service, your institution and ACT will enter into the ACT Use of Data and Research Services Agreement.



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