

DESCRIPTION OF CAREER MEASURES

1. Armed Services Vocational Aptitude Battery (ASVAB)

The Armed Services Vocational Aptitude Battery (ASVAB) is the most widely administered aptitude test in the United States. About 900,000 students in approximately 14,000 schools take the ASVAB annually. The ASVAB is called an aptitude battery because its results are used to predict the ability to learn skills – specifically skills required for different work. No military items are included and the test is based on research to help predict success in a wide range of different jobs. The ASVAB consists of ten tests: General Science, Arithmetic Reasoning, Word Knowledge, Paragraph Comprehension, Numerical Operations, Coding Speed, Auto and Shop Information, Mathematics Knowledge, Mechanical Comprehension, and Electronics Information. The test has 334 items administered in a 2 ½ hour session. The results help focus student interest and aptitude for careers – both military and civilian. Scores on each test are provided as well as scores clustered around Verbal Skills, Math Skills, and Science/Technical Skills. The AFQT is an overall score the military uses for entrance requirements.

Source: Technical Manual for the ASVAB 18/19 and the ASVAB Counselor Manual

2. WorkKeys

WorkKeys, developed by ACT, is an assessment system that measures “real world” skills. There are 12 WorkKeys assessments that can be completed in less than an hour for each assessment. The assessments can be administered at schools, businesses, or other locations. WorkKeys assessments measure abilities in four key areas: Communication, Problem Solving, Interpersonal Skills and Personal Skills.

Based on their performance in Applied Mathematics, Reading for Information, and Locating Information, individuals may obtain ACT’s National Career Readiness Certificate (NCRC). Depending on their performance, recipients are awarded certificates of Platinum, Gold, Silver, or Bronze.

Over the past decade, ACT has completed WorkKeys job profiles for thousands of jobs across employment fields. For each position, job profiling identifies the skills and the corresponding WorkKeys skill levels individuals must have to be successful. By comparing job profile information with individuals’ scores on the WorkKeys tests, organizations can make reliable decisions about hiring, training, and program development.

Source: *WorkKeys, An Overview*

3. Kentucky Occupational Skill Standards Assessment (KOSSA)

The Kentucky Occupational Skill Standards Assessment (KOSSA) is the assessment given to senior preparatory students in 26 Career and Technical Education career pathways to measure the technical skill attainment for Federal Perkins accountability. The KOSSA skill standards are categorized into three major skill sets: employability, academic and technical skills. Business and industry partners have indicated the importance of having individuals with 21st century skills prepared to enter the workforce. The test items are linked to specific industry identified standards. The assessment is administered annually and over 16,000 students in 284 schools took the KOSSA in 2011. The test consists of 100 multiple choice questions and a written performance /scenario in a two-hour session. The scores are reported to schools. Students that have passing scores in both the multiple choice and scenario receive a certificate of recognition in the designated career pathway. This certificate has the endorsement of business and industry partners and the Governor of the Commonwealth. While the assessment was originally developed to measure technical skill attainment for Perkins accountability, it has grown into a tool for program improvement and an opportunity for articulated credit at the postsecondary level.

Source: Following the 1996 National Education Summit, the Workforce Development Cabinet, Kentucky Department of Education, and the Economic Development Cabinet were given the charge by the Governor to assemble business and industry representatives to develop standards in high-demand occupational areas. See 705 KAR 4:231, Section 11.

4. Industry Certification

Today's labor market places great value on industry recognized certificates, certification and licensures. Business and industry considers external credentialing a reliable predictor of success for entry level employment. Industry certificates, certifications or licensure are developed by and used for a specific industry. Various industries have designated standards for the certificates, certifications and licensures. The individual certificates may allow students to enter directly into the workforce or they may continue in a career pathway to develop skill sets for additional certifications within the industry. Currently, Kentucky recognizes industry certificates, certification and licensures as a part of the measurement of technical skill attainment for senior preparatory students for Federal Perkins accountability.

Source: 705 KAR 4:231, Section 11; **Industry-Recognized Certificate Programs and Job Corps: Working Toward a Skilled and Qualified Workforce** Published by MTC Institute.
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