EMPLOYMENT READINESS SCALE™

Making the Business Case: Sponsors

The Employment Readiness Scale™ (ERS) offers a unique combination of benefits to clients, agencies, and sponsors of career and employment services. It is a standardized online assessment and program evaluation tool, validated for repeat administration. Users include employment assistance programs for a wide range of clientele, services for persons with disabilities, immigrant services, community colleges, adult education programs, Aboriginal organizations, and youth custody programs.

For *agencies*, it helps optimize the allocation of resources and provides a direct link between the performance of the agency and the progress of a client towards self-sufficiency and, ultimately, employment. For *sponsors* (e.g., funders, head offices), roll-up reports across linked agency licenses provide the following additional benefits:

- Assurance that all agency staff, or agencies funded under the same program, are working within a common, internationally-validated employment readiness framework.
- The ability to compare agencies, individually and in coded groups, in order to identify trends for resource allocation and best practices in addressing client needs.
- The ability to have all clients coded (at the agency level) into categories of importance to the sponsor for analytical purposes.
- A validated framework for designing interventions to maximize client success.
- Objective verification of the effectiveness of agency interventions.

ERS aggregate reports also assist sponsors in forward planning for program and service requirements. For example, data from the first 34,000 clients show that 61% were Not Ready at the point of intake (i.e., needed more than job search assistance), 80% had challenges that could prevent success at work, and 51% needed supervised work experience in order to succeed.

For the cost of $1.50 to $6.67 per administration (depending on purchase volume), agencies are able to have clients take the ERS up to six times and are also able to get just-in-time aggregate reports on client needs, client outcomes, and program effectiveness (data that would usually cost thousands of dollars in consulting fees to generate).

For more information:

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www.EmploymentReadiness.info

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