

EMPLOYMENT READINESS SCALE™

Helping At-Risk Youth

Why Measure the Employment Readiness of At-Risk Youth?

At-risk youth – and the educators, parents, and community partners who are dedicated to assisting them – have many challenges in the transition to employment. “Employment readiness” includes not only key employability skills but also the ability to recognize challenges faced and to manage these challenges appropriately. Using a valid and reliable measure of employment readiness enables youth, and those who assist them, to gain a quick, comprehensive picture of the individual’s strengths and areas to target for growth.

The Benefits of Using the ERS with At-Risk Youth:

The following are examples of the kinds of benefits at-risk youth report from taking the ERS:

- Increased understanding of the world of work and what it takes to succeed, from answering the questions
- A roadmap of what they need to do to succeed, from the Feedback Report
- A sense of ownership of the results because the scores are based on their input
- Motivation to identify and follow through on action steps
- Enhanced confidence and self-esteem as they see their progress through repeat administrations

When Working with At-Risk Youth, the ERS Helps Staff:

- See patterns of need across at-risk youth in your programs
- Track individual improvement
- Measure the improvement of groups of youth
- Assess the effectiveness of interventions
- Provide funders with accountability reports

For examples of how the ERS can be used in different settings with youth, see the following article, downloadable at www.EmploymentReadiness.info:

“Helping Youth Achieve Employment Readiness: Measuring Our Success,” by Valerie G. Ward and Dorothy I. Riddle (published in *The BC Counsellor: Journal of British Columbia School Counsellors Association*, Vol. 24, No. 1, 2002).

For more information:

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