

## THE EMPLOYMENT READINESS SCALE™ in the Employment Program of BC

Are you a provider of services at one or more WorkBC sites? Having a valid, reliable, and consistent way of measuring clients' employment readiness, offered by the ERS, can help you:

- Determine the appropriate Tier of service quickly and reliably
- Validate needs assessments done by staff
- Plan and document action steps for building client employment readiness
- Verify the programs and services needed by clients
- Demonstrate the effectiveness of your work with to partners and funders
- Provide new case managers with support and direction in selecting client tiers, developing action plans, and identifying the programs and services required

The development of the ERS was funded by Human Resources Development Canada and the Province of British Columbia. Extensive field testing has demonstrated that the ERS is:

- A valid and reliable measure of initial employment readiness
- Able to measure client progress (through repeat administration)
- Able to predict 12-week employment outcomes accurately 4 out of 5 times

The ERS license comes with ongoing staff training and support in how to develop actions plans and select the appropriate interventions to help clients succeed in their work life.

Twelve years of ERS data from across BC indicate that actual client needs may be greater than EPBC funding formulas hypothesized, and suggest that current patterns may reflect the following client composition:

- 16% in Tier 1, or immediately employable
- 22% in Tier 2, or needing short-term help
- 62% in Tiers 3 & 4, or needing longer-term help

Use of the ERS can be billed as an assessment or through other avenues under the WorkBC Program. We would be pleased to assist you in learning more.

**For more information:**

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