

ERSI Newsletter

September 2019



A NOTE FROM THE NEW PRESIDENT AT ERSI

The unemployment rate in Canada, USA, and most of the industrialized world is the lowest it has been in decades. It is, as they say, a job seekers' market. So why exactly does one need a job assistance tool in finding work?

It is a truism that the world is changing. Skills we learnt today, may not be appropriate in tomorrow's world unless they can be applied to the new economy run on digital technology, artificial intelligence, and robotics. Much has been written on this subject. What doesn't change in a changing world are skills that are needed no matter what the environment and they are not necessarily learnt in school or college.

It is also a truism that job seekers will change careers many times over the span of their working lives. When I first started my career in satellite engineering, I expected to be there forever. But things changed. My career morphed into several jobs each one more challenging and rewarding than the previous one. Each one requiring different specialized skills. However, what anchored my career were skills I learnt not in school but what we call 'soft skills' of social interaction, communication, empathy, cultural sensitivity, and an open mind. Can soft skills be taught? The short answer according a study from MIT Sloan found that soft skills training – even in a factory setting – can improve work productivity in an organization.

So, when the opportunity came along to lead a Company that specializes in assessing and improving soft skills, I jumped at it. The ERS assesses soft skills and employability factors for a fraction of what professional coaches charged us at my previous companies. In this, it makes a valuable tool accessible to everyone who wonders why they cannot find or hold a job.

Over the next few newsletters, we'll tell you how we are making ERS a better tool as well as share with you how different Agencies are using the ERS in innovative ways.

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BENEFITS OF RETAKING THE ERS

Cathy Ginsberg, People Focus; Leah Pappas, CEAV Career Counselling Australia;
Mukhtar Rahemtulla ERS Scale Inc.

There have been several scientific studies on the benefits of clients retaking an assessment. Though the studies refer to ‘test’ or ‘exam’ (our preference is to use the term ‘assessment tool’) the evidence from these studies points to a significant improvement as a consequence of retakes. For a client, after factoring out improvement as a result of familiarity with the tool and from a less stressful vantage point than the initial take, the evidence shows an actual improvement in employability factors and soft skills as a result of interventions.

For example in their paper, Hausknecht et al conclude: “Because individuals in our sample received feedback concerning their performance on the test, those candidates taking multiple tests by posting second and third Sackett et al. in their improvement is delivered between the time interval may vary depending on the type of intervention, there is clearly a benefit to measuring changes from the initial take to subsequent retakes.



who were persistent in exams also may have developed the requisite perform well on showed that on the first and second higher scores on the tests, respectively”. paper also suggest that likely due to feedback assessments. While

When clients take the ERS for the first time they get an appreciation of what it takes for work/ life success. They can go away and read the definitions for each of the employability factors and soft skills, digest what this means for

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New Features:

For a nominal one-time set-up fee, agencies can have their logos displayed prominently on the ERS site.

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LOGO
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them personally and hopefully they engage in some meaningful interventions based on their ERS results.

When the ERS was developed, it was validated for retakes. Clients can retake the scale as soon as 5 days after the initial assessment, or at a later date, depending on the circumstances.



When they do a retake after an intervention, they are often more honest with themselves about how ready they are for work. The retakes can lead to more honest and deeper conversations, and over time you have also been able to build rapport with the clients and they can hopefully see you are trying to help them and nudge them along their career journey. They can see improvements through their feedback report and where they are being more realistic about their work readiness, it keeps them interested and motivated to improve and move towards becoming work ready.

When clients have been struggling to succeed in the labour market, seeing improvements, however small, can be a great motivator. They recognize that they are making progress, and this encourages them to carry on with the work that they are doing with their employment counsellor (or other career professional)

For the agency, there are also benefits when a majority of clients re-take the assessment. The reports that can be generated through ERS can give concrete evidence of the impact of services and programs and can be used to do comparative evaluations of the effectiveness of specific interventions.¹

Join us at these Upcoming Conferences

OMSSA

*2019 Employment
Forum*

October 1-2

*Holiday Inn
International
Airport Hotel,
Mississauga,
ON*

CANNEXUS

2020

*National Career
Development
Conference*

January 27-29

*Shaw Centre,
Ottawa,
ON*

¹ John P. Hausknecht, Charlie O. Trevor, James L. Farr (2002). Retaking Ability Tests in a Selection Setting: Implications for Practice Effects, Training Performance, and Turnover.

¹ Sackett, P. R., Burris, L. R., & Ryan, A. M. (1989). Coaching and practice effects in personnel selection.

NEW FEATURES

Add your Logo to your site to further customize. Want to see how it would look with your logo -Let us show you how it looks.

ADD YOUR CUSTOM LOGO TO YOUR SITE

ERSI is pleased to announce a new feature that has been added to the login site. Agencies are now able to add a logo on their site that will be displayed when staff login to the site.

In addition, when your client's login for an assessment, they too will see the logo for the Agency.

By adding your custom logo, the client is more comfortable with taking the assessment.


For a nominal one-time set-up fee, agencies can have their logos displayed prominently on the ERS site.

It personalizes the experience for the career counsellor as well as the client.

For more information or to see a sample of your logo placement please contact your ERSI Service Affiliate or send us a note at ersinfo@employmentreadiness.com



Employment Readiness Scale™ ERSI Agency Name



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Client Assistance Functions

Client Transfer

You have used all client access codes purchased under your license. If you would like to purchase more client access codes, please contact ERSInfo@EmploymentReadiness.org
License Expires: 02/18/2020

[logout](#)



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