

EMPLOYMENT READINESS SCALE™

Definitions and Factors

Employment readiness is defined as being able, with little or no outside help, to find, acquire, and keep an appropriate job as well as to be able to manage transitions to new jobs as needed. Being “employment ready” involves achieving three goals:

Goal #1 - Self-sufficiency on four Employability Factors:

- Career decision-making, or knowing what they want
- Skills enhancement, or having the skills for that work
- Job search, or having the skills to find work
- Ongoing career management, or managing transitions

Goal #2 - Coping with challenges and performing effectively in work life using five Soft Skills:

- Self-efficacy, or a sense of being able to perform well
- Outcome expectancy, or expecting to succeed
- Social supports, or the client’s network for getting help
- Work history, or the client’s previous work success
- Job maintenance, or having the skills to keep a job

Goal #3 - Understanding the particular challenges one faces:

- Personal challenges, which clients can address
- Environmental challenges, which clients need help with
- Systemic challenges, which clients must manage

Research shows that just being self-sufficient on the four Employability Factors is not enough. Most clients face a number of challenges that act as stressors and can be incapacitating if not managed well. Clients facing significant challenges without assistance in handling them are likely to fail at work even if they are successful in getting a job. The five Soft Skills that help clients manage challenges and perform effectively are becoming increasingly important. So all three parts of the Employment Readiness Model™ are equally important.

Reliability and Validity

The Employment Readiness Scale™ was developed based on extensive international research into the factors affecting employment readiness. The ERS has been field tested with a total of 758 clients who were on social assistance or employment insurance. Statistical analyses have demonstrated that the factors are valid, that the items can reliably measure client changes over time, and that 12-week employment outcomes can be predicted accurately four out of five times.

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