

EMPLOYMENT READINESS SCALE™

Use in Strategic Planning & Evaluation

The Employment Readiness Scale™ (ERS) is best known for its value as a standardised measure of employment readiness; however, it can also play an important role in the strategic planning and evaluation of your employment programs and services. The following are some examples:

Review and Strengthen Your Service Delivery Model

We walk licensees, free of charge, through a series of questions to examine how key elements of your service delivery process support (or could support) client success.

Clarify Your Clients' Priority Issues

The internationally validated Employment Readiness Model, measured by the ERS, zeroes in on the most critical factors for your clients to address if they are to succeed in their work life.

"Stream" Clients to the Level of Assistance They Need

The scoring of the ERS differentiates three levels of employment readiness: Not Ready, Minimally Ready, and Fully Ready. Our *Client Flow Diagram* can help you determine how best to proceed with each of these groups.

Plan Ahead for Needed Interventions

Our *Local Interventions to Address Employment Readiness Needs Work Sheet* suggests quick ways to assist clients on each ERS factor and helps you make appropriate referrals. Many agencies using the ERS have successfully structured their interventions so that they respond directly and more efficiently to different areas of client need.

Allocate Organisational Resources Efficiently

The roll-up data from the ERS provides *real-time* information on the number of clients requiring certain types of interventions. You can quickly and easily highlight the need patterns of specific client populations or communities to determine optimal resource allocation.

Improve Intervention Efficiency and Effectiveness

Our real-time reports help you determine which interventions work best for particular client groups, identify best practices in intervention delivery, and predict which sequence of interventions will lead most quickly and effectively to employment outcomes.

**For more information, please contact CEAV Career Counselling Australia
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