

EMPLOYMENT READINESS SCALE™

Employment Services Providers

Are you a provider of employment services?

Having a valid, reliable, and consistent way of measuring clients' employment readiness, offered by the ERS, can help you:

- Determine client's level of work readiness 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 clients 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 Government 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.

Australian data indicates that actual client needs may be greater than funding formulas hypothesized, and suggests that current patterns may reflect the following client composition:

- 12% Fully Work Ready, or immediately employable
- 15% Minimally Work Ready, or needing short-term help
- 73% Not Work Ready, or needing longer-term help

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