

EMPLOYMENT READINESS SCALE™

Making the Business Case: Sponsors

The Employment Readiness Scale™ (ERS) offers a unique combination of benefits to clients, agencies, and sponsors of career and employment services. It is a standardised online assessment and program evaluation tool, validated for repeat administration. Users include employment assistance programs for a wide range of clientele, services for persons with disabilities, immigrant services, community colleges, adult education programs, Aboriginal and Torres Strait Islander (ATSI) communities, and youth custody programs.

For *agencies*, it helps optimise the allocation of resources and provides a direct link between the performance of the agency and the progress of a client towards self-sufficiency and, ultimately, employment. For *sponsors* (e.g., funders, head offices), roll-up reports across linked agency licences provide the following additional benefits:

- Assurance that all agency staff, or agencies funded under the same program, are working within a common, internationally validated employment readiness framework.
- The ability to compare agencies, individually and in coded groups, in order to identify trends for resource allocation and best practices in addressing client needs.
- The ability to have all clients coded (at the agency level) into categories of importance to the sponsor for analytical purposes.
- A validated framework for designing interventions to maximise client success.
- Objective verification of the effectiveness of agency interventions.

ERS aggregate reports also assist sponsors in forward planning for program and service requirements. For example, ERS data from clients show that 76% are Not Ready at the point of intake (i.e., needed more than job search assistance), 88% had challenges that could prevent success at work, and 67% needed supervised work experience in order to succeed.

For the cost of \$13.55 to \$60.75 per client (depending on purchase volume), agencies are able to have clients take the ERS six times and are also able to get just-in-time aggregate reports on client needs and client outcomes (data that would usually cost thousands of dollars in consulting fees to generate).

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