



Career Readiness
Courseware &
Credentials

Kentucky Essential Skills Certificate

Closing the soft skills gap for today's economy

A Kentucky Essential Skills Certificate is a viable solution aligned to employer demands.

The consequences of unemployment and underemployment can be long lasting and include reduced wages, decreased productivity, and shortened career opportunities. Nearly 20.9 million young adults are out of school and out of work as of July 2017.

We must look to develop a skilled workforce that has both the hard and soft skills necessary to succeed in today's global economy.

The Kentucky Essential Skills Certificate is a proctored assessment composed of questions measuring entry-level work tasks and behaviors including cooperate with others, resolve conflict and negotiate, solve problems and make decisions, observe critically, and take responsibility for learning.

The questions in this subject area present situations that the learner might encounter at work and possible actions that could be used to deal with the situation. The assessment items require the learner to choose two answers for each question: the "best" and "worst" answers for handling each situation.

essential
softskills
certificate 



The Importance of An Essential Soft Skills Credential

Employers benefit from having employees earn a Kentucky Essential Skills Certificate in important ways such as reducing turnover, improving productivity, and maximizing on-the-job training. With the Kentucky Essential Skills Certificate, employees are more likely to work in teams to achieve mutual goals and objectives, demonstrate willingness to work, show initiative, and display responsible behaviors at work including avoiding absenteeism and demonstrating promptness.

In a recent study, "Hiring, Retention and Training – Employers Perspectives on Trade and Soft Skills," conducted by Dr. Richard Nagle of the University of South Carolina, the research shared the need to provide job seekers with intentional instruction and a credential to instill confidence in employers. More than 325 business leaders in 46 focus groups were surveyed to quantify the skills most important in hiring, training, and retaining their workforce. The study revealed that of the 12 primary or critical skills, 10 of the top level skills were categorized as soft skills.

1. **Work ethic**
2. **Attitude/enthusiasm**
3. **On-time/attendance/dependability**
4. **Interpersonal skills**
5. Basic English skills/writing/language/reading
6. Math skills/applied measurement
7. **Communication**
8. **Teamwork**
9. **Customer service/business etiquette**
10. **Initiative/implementing or presenting ideas**
11. **Problem-solving/critical thinking**
12. **Adaptability/flexibility**

Did you know...

WIN Learning also provides online, self-paced courseware to help learners and job seekers prepare for the Kentucky Essential Soft Certificate. The Kentucky Essential Skills Course aligns to the KESC assessment making it a great resource for preparation or remediation. Contact WIN Learning today and ask about bundling the Kentucky Essential Skills Certificate and the Essential Skills Course to give your learners the right tools for the job.

Let's WIN Together.

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The Kentucky Essential Skills Certificate is a valid and reliable assessment of employability skills and important work habits.



Research-Based Skills Assessment

The Kentucky Essential Skills assessment was developed based on the national Equipped for the Future (EFF) applied learning standards and the U.S. Department of Labor's work on SCANS and O*NET. Managers, workers, and supervisors from across industries identified the skills from the EFF Standards as critical for entry-level workers to succeed in today's workplace and global economy. The skills assessed in the KESC assessment include: active listening, read with understanding, use mathematics to solve problems, solve problems and make decisions, cooperate with others, resolve conflict and negotiate, observe critically, and take responsibility for learning.

About WIN Learning

Since 1996, WIN's integrated approach to career readiness has given more than 10 million learners worldwide the tools, confidence, and skills necessary to excel. Our e-learning solutions include academic and employability skills courseware, assessments, and credentials as an important foundation for creating a more effective and efficient system to prepare learners and job seekers for career and life success.

