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# 2,951 Reasons for Chesterfield County's RENEWED Focus on Workplace Readiness Skills

— A presentation for the CTECS Community  
of Practice & 50th Anniversary —

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# Your Presenters!

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# Why Workplace Readiness Skills (WRS) in Virginia?

- In the Commonwealth, WRS are the first 22 REQUIRED competencies (learning objectives) of every middle and high school CTE course.
- These competencies have been embedded in each CTE course to meet the needs of Virginia's employers.  
(think soft skills)

# What are the Workplace Readiness Skills (WRS)?

The 22 WRS are organized around three core areas:

1. **personal qualities and abilities**, like creativity, work ethic, and problem solving;
1. **interpersonal skills**, like conflict resolution, teamwork, and respect for diversity; and
1. **professional competencies**, like information security, professionalism, and career and life management.

# The Workplace Readiness Skills for the Commonwealth Assessment

- Students demonstrate their knowledge of these competencies — and their preparedness for employment — through the Workplace Readiness Skills for the Commonwealth Assessment.
- The assessment was created in coordination with the Virginia Department of Education Office of Career, Technical, and Adult Education.
- Students who pass the assessment earn the CTECS WRS Assessment Digital Badge.

# Why the Assessment in Chesterfield County Public Schools?

- School Division 65,000 (2023)
  - 11 high schools and 1 technical center (2 locations)
  - 29,000 CTE students (grades 6-12)
- 2018 data - **1,718** WRS tests given (*multiple student attempts*)

# Why the Assessment in Chesterfield County Public Schools?

- Divisionwide shift through open discussions with our stakeholders.
- A collective decision was made to embrace and promote WRS in all of our [CTE Programs of Study \(POS\) in Chesterfield County](#) as we see the value in teaching/assessing such qualities and skills.

# Why the Assessment in Chesterfield County Public Schools?

- Our [POS](#) aligns the WRS test with the first level course in all of our technical center programs. This is in addition to other certifications of value.
- Our [POS](#) also aligns the WRS test with the second level course in all of our high school CTE course pathways.



# CCPS CTE Program of Studies

Education & Training			
* = Entry Point <i>Red</i> = New CCPS Course, <i>^</i> =Career Credential	Teaching/Training Pathway		
Programs of Study	Early Childhood	Teachers for Tomorrow	
<b>Local Employment Outlook</b> * Growth by 2028 * Mean Wage & Salary * Regional Opening	<b>Preschool Teacher (252011)</b> 5% \$31,930 114	<b>Secondary School Teacher (353031)</b> 2% \$58,724 227	
<b>HS Level 1</b>	*Introduction to Early Childhood Education C8233 O -.5 (M) C8234 O - 1	*Introduction to Teachers for Tomorrow C9060 O -.5 (M) C9061 O - 1	
<b>HS Level 2</b>	*Early Childhood Education I C8285 O - 2 (M)  ^Workplace Readiness	*Teachers for Tomorrow I - Elementary C9062 O, H - 1 (M)  ^Workplace Readiness	*Teachers for Tomorrow I - Secondary C9062 C, H - 1 (M)  ^Workplace Readiness
<b>HS Level 3</b>	Early Childhood Education II C8286 O - 2 (M)  ^Child Development Associate	Teachers for Tomorrow II - Elementary C9072 O, H - 1 (M)  ^ParaPro	Teachers for Tomorrow II - Secondary C9072 C, H - 1 (M)  ^ParaPro

## Assessment Outcomes

- In SY22-23, **4,062 (tripled since 2018)** Chesterfield County students sat for the WRS test.
- 2,951 students passed for a 72.64% pass rate.

## Group Questions

- Is the WRS test a “credential of value” in your state?
- What is the level of workforce engagement with WRS in your state?
- Are these skills embedded in your coursework like VA?
- Are you using the CTECS WRS Curriculum?

# Resources in Virginia

- Tour of Virginia's [CTE Resource Center WRS](#)

