

**Resolution III:
Work Readiness Credential System Design
Guiding Principles**

In order to address the multiple purposes and multiple audiences of the EFF Work Readiness Credential is intended to serve, the delivery system design must:

1. Ensure access to opportunities to prepare for and take the assessment for the diverse population of jobseekers and potential jobseekers who may seek to pass the WRC assessment and earn the credential.

All aspects of the credential delivery system will be designed to ensure accessibility to members of the populations(s) who will be targeted, including all demographic groups and persons with disabilities.

2. Ensure that the credential has credibility with and value to employers by maintaining high standards and a commitment to continuous improvement.

- a. Delivery of the assessment will be reliable and secure
- b. The credential process will be fair and legally defensible so that employers can rely on it without fear of legal consequences; and
- c. The standard and the assessment on which the credential is based are updated periodically to ensure that they remain current.

3. Support national portability by assuring consistency of administration across the country.

The policies and procedures established for governance and administration must ensure the consistency of process from state to state that, in turn, will ensure credibility and accountability across the country, enabling the credential to garner public recognition and national support.

4. Be voluntary.

Use of the credential shall be voluntary for all parties, including employers, job seekers, and education and training vendors.

5. Be financially viable.

All aspects of the credential delivery system must be designed to maximize reasonableness of implementation costs for states and individual assessment sites.

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Approved: DC, FLA, NJ, NY, RI, WA