



Essential Soft Skills (ESS)

Closing the Soft Skills Gap for Today's Workforce.

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 **Essential Soft Skills** assessment focuses on essential soft skills, such as problem solving, goal setting, decision-making, and self-direction, because these skills play a vital role in workplace success.

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. Essential Soft Skills questions require the learner to select the best and worst option for that particular situation.

Skills Assessed

- Cooperate with Others
- Resolve Conflict and Negotiate
- Solve Problems and Make Decisions
- Observe Critically
- Take Responsibility for Learning

Essential Soft Skills Assessment Question:

The Company where you work has these two signs hanging in a work area.



You stumble upon two co-workers discussing the foolishness of these signs. They ask your opinion. How should you handle this situation?

| | Best | Worst |
|---|--------------------------|--------------------------|
| Discuss the advantages of prohibiting movement in the area. | <input type="checkbox"/> | <input type="checkbox"/> |
| Excuse yourself and ask your supervisor what you should say. | <input type="checkbox"/> | <input type="checkbox"/> |
| Kindly make your supervisor aware of what is going on. | <input type="checkbox"/> | <input type="checkbox"/> |
| Tell your co-workers about the safety of pedestrians in the area. | <input type="checkbox"/> | <input type="checkbox"/> |

Let's WIN Together. Contact Us!

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Research Based Skills Assessment

The Essential Soft Skills assessment was developed based on the national Equipped for the Future (EFF) applied learning standards, 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. These skills are: listen actively, 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.



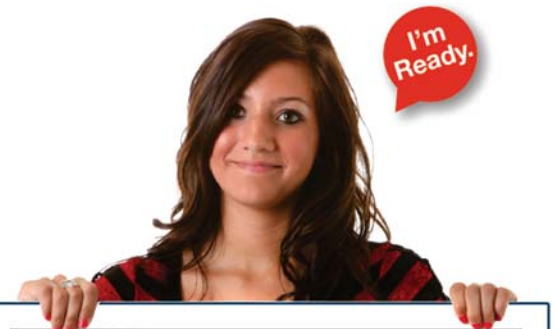
Who can benefit from the Essential Soft Skills Assessment?

Employers benefit from having employees earn the Essential Soft Skills Credential in important ways, such as in reducing turnover, improving productivity, and maximizing on-the-job training. With the Essential Soft Skills Credential, 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.

Did you know...

WIN Learning also provides a blended solution to prepare learners/jobseekers for the assessment to earn the Essential Soft Skills Credential.

The WIN Soft Skills courseware aligns to the Essential Soft Skills assessment, making it a great resource for preparation or remediation. Contact WIN Learning for more information.



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