

## **GENERAL INFORMATION CONCERNING THE ACT WORKKEYS ASSESSMENT AS THE APOSTC BASIC ABILITY TEST**

In 2014, the Alabama Peace Officers' Standards and Training Commission (APOSTC) adopted the Basic Ability Test (BAT) for Law Enforcement Officer and Correctional Officer academy applicants. The BAT is required in addition to a high school diploma or GED. The decision to include the BAT as an educational requirement came as a result of the many issues experienced over the last several years concerning the increasing number of different types of high school diplomas being issued, including home schools and private schools, not just in Alabama but across the country. Rather than applicants, employing agencies, and APOSTC attempting to determine school accreditation, type of diploma, ACT scores, etc., as previously required, the BAT establishes a minimum educational baseline regardless of these other factors.

After several years of research into best practices in other states, it was determined that the ACT WorkKeys assessment was the most effective method to establish a minimum educational baseline that would demonstrate an applicant's ability to successfully complete the law enforcement and correctional training academies. The ACT WorkKeys assessment test is currently used in Alabama for workforce development and is administered to all public high school seniors. As a practical matter, the assessment is available to applicants through any of the 24 Community Colleges across Alabama, which are conveniently located to all law enforcement agencies in the state. ACT WorkKeys is available across the country, and the test results are maintained by ACT for a period of five (5) years and are valid for that period of time. The test results are also maintained by the Community College for five (5) years. Should an individual fail a part(s) of the assessment, then only that part(s) which was failed is required to be re-taken.

The required segments and the pass score for each segment of the ACT WorkKeys test was determined pursuant to a job task analysis profile conducted by the Alabama Community College System (Dr. Denny Smith, Calhoun CC) for a Law Enforcement Officer and for a State Correctional Officer, thereby validating the assessment for each discipline.

The BAT is required of all applicants, *except* those applicants who have been previously APOSTC certified and who are required to complete the Refresher training for reinstatement of their Certification, or, those applicants possessing an earned Associate's Degree or higher Degree from a College or University accredited by the Southern Association of Colleges and Schools (SACS), or its regional equivalent.

I hope you find this information helpful. If you have any further questions, please feel free to contact us at 334-242-4045 or email [apostc@apostc.alabama.gov](mailto:apostc@apostc.alabama.gov)