

Connection to Careers #2

Trevor Stokes
President & CEO



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

Making The World of Work Understandable



SOFT SKILLS ARE NO LONGER AN ENHANCEMENT TO
YOUR CANDIDACY BECAUSE THEY ARE NOW KEY TO YOUR
CANDIDACY AND THE FUTURE OF WORK.

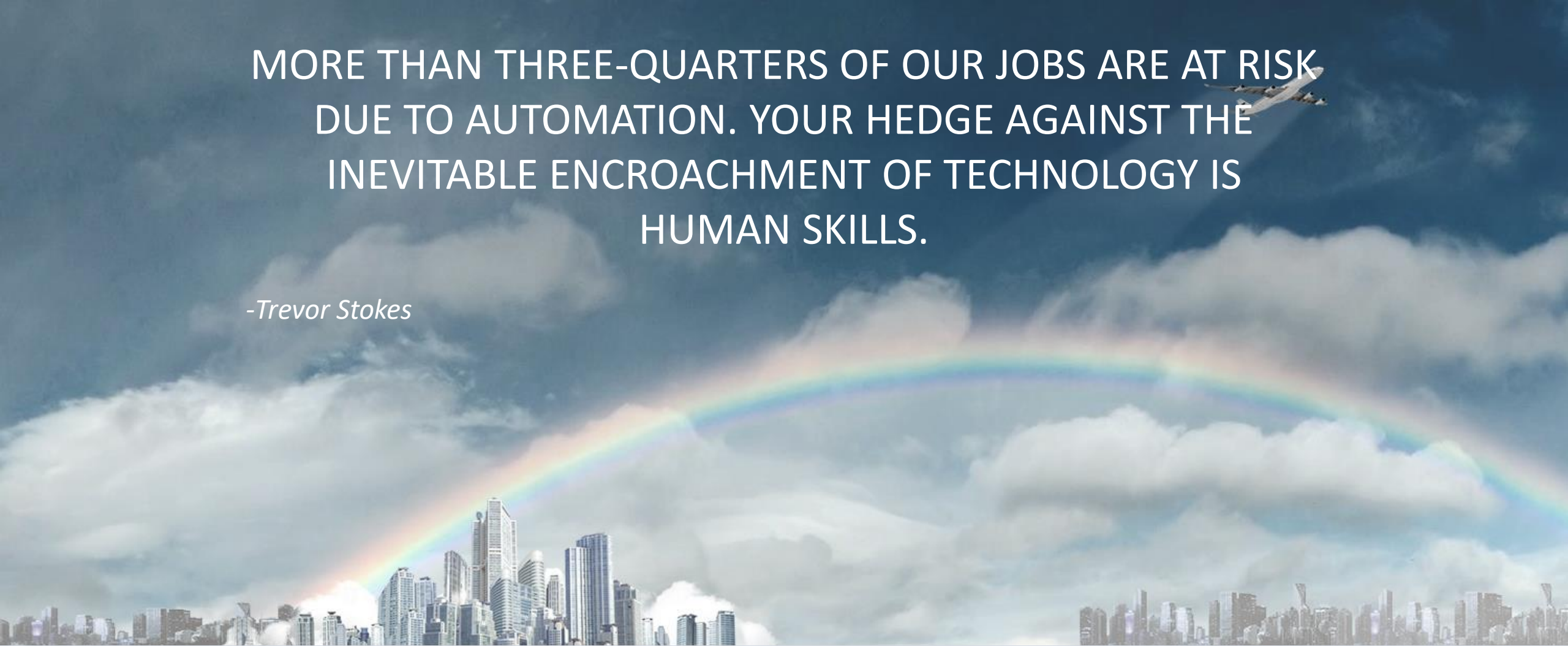
-Tatyana Fertelmeyster



Connection to Careers
Employability Skills

MORE THAN THREE-QUARTERS OF OUR JOBS ARE AT RISK
DUE TO AUTOMATION. YOUR HEDGE AGAINST THE
INEVITABLE ENCROACHMENT OF TECHNOLOGY IS
HUMAN SKILLS.

-Trevor Stokes



Connection to Careers
Employability Skills



EMPLOYABILITY SKILLS VS JOB SEARCH SKILLS

**Connection to Careers
Employability Skills**

Session One: November 10

The Importance of Employability Skills

Session Two: November 17

Identifying and Communicating Priority Skills

Session Three: November 24

Integrating Employability Skills into Instructional Models

Agenda

- 01** Introduction and Expectations
- 02** Recap of the Labor Market Analysis
- 03** Knowledge, Skills and Abilities
- 04** Three Tools for Skills Profiling
- 05** Call to Action



Agenda

01 Introduction and Expectations



Labor Market Intelligence for Students

"I have never seen my kids more excited about their education than they are right now. They are lined up at my desk to make counseling appointments."

-Karen



Labor Market Intelligence for Students

"I have never seen my kids more excited about their education than they are right now. They are lined up at my desk to make counseling appointments."

-Karen, Adobe Mountain High School
Arizona Department of Juvenile Corrections



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Agenda

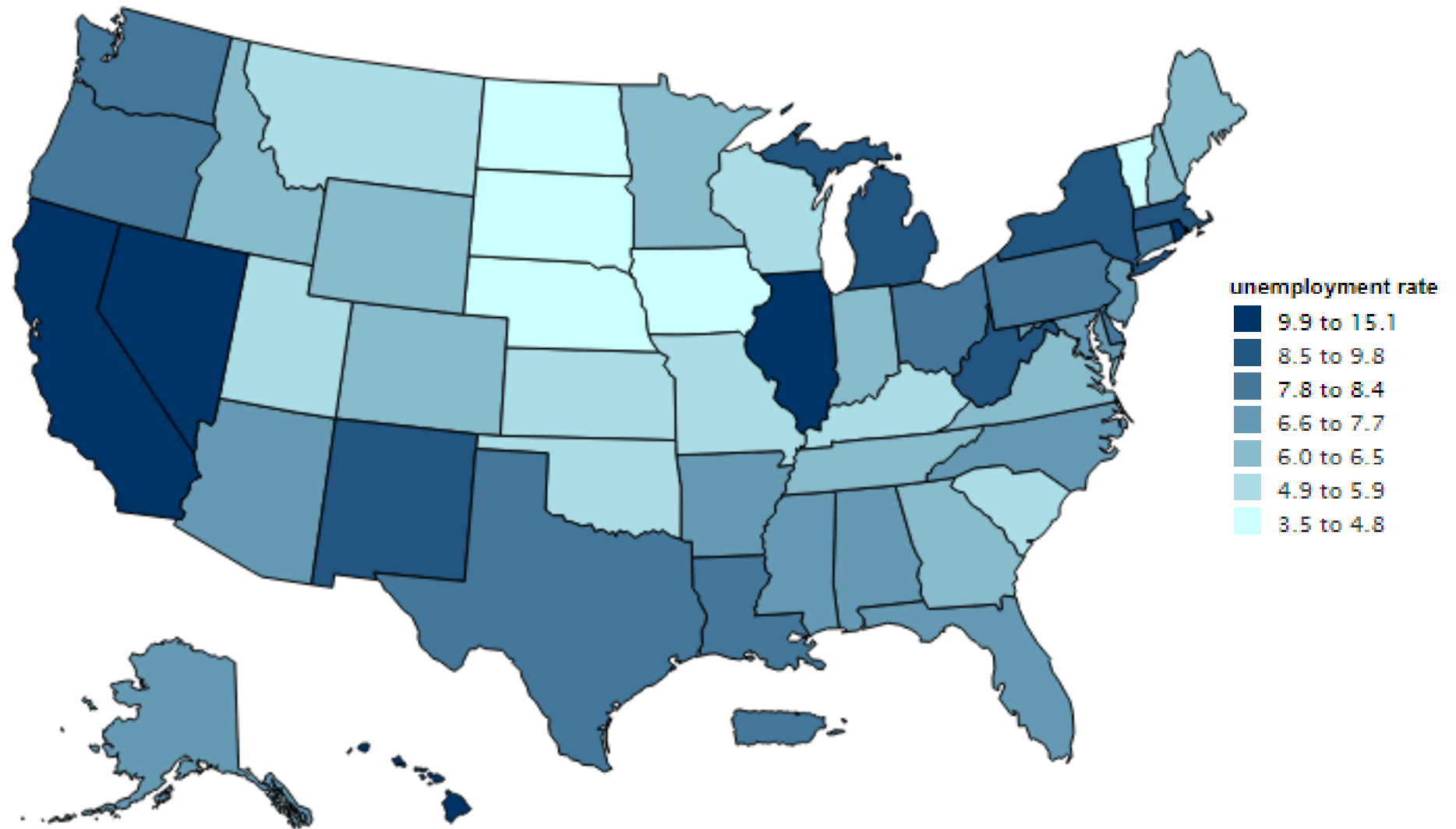
02 Recap of the Labor Market Analysis



IMPACT OF THE PANDEMIC

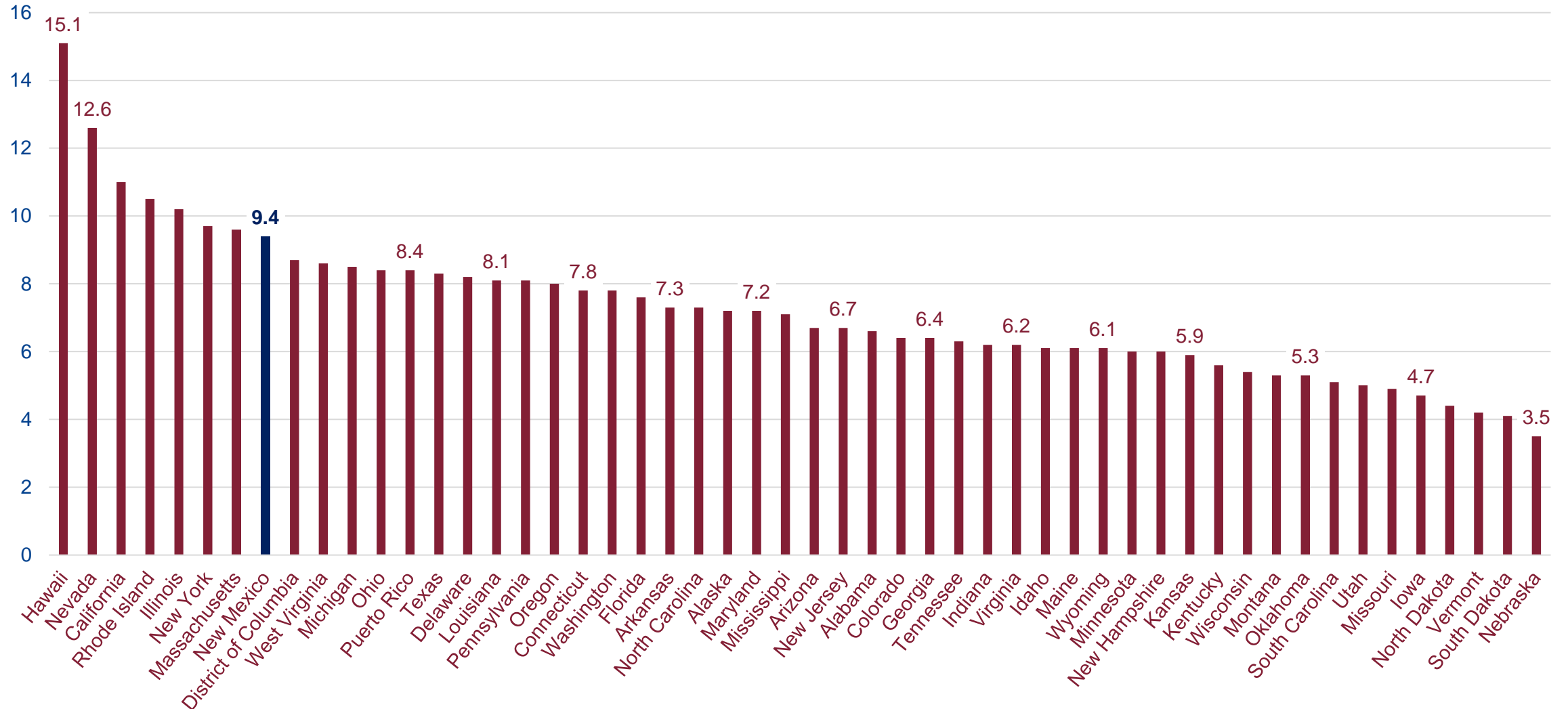


Labor Market Intelligence for Educators



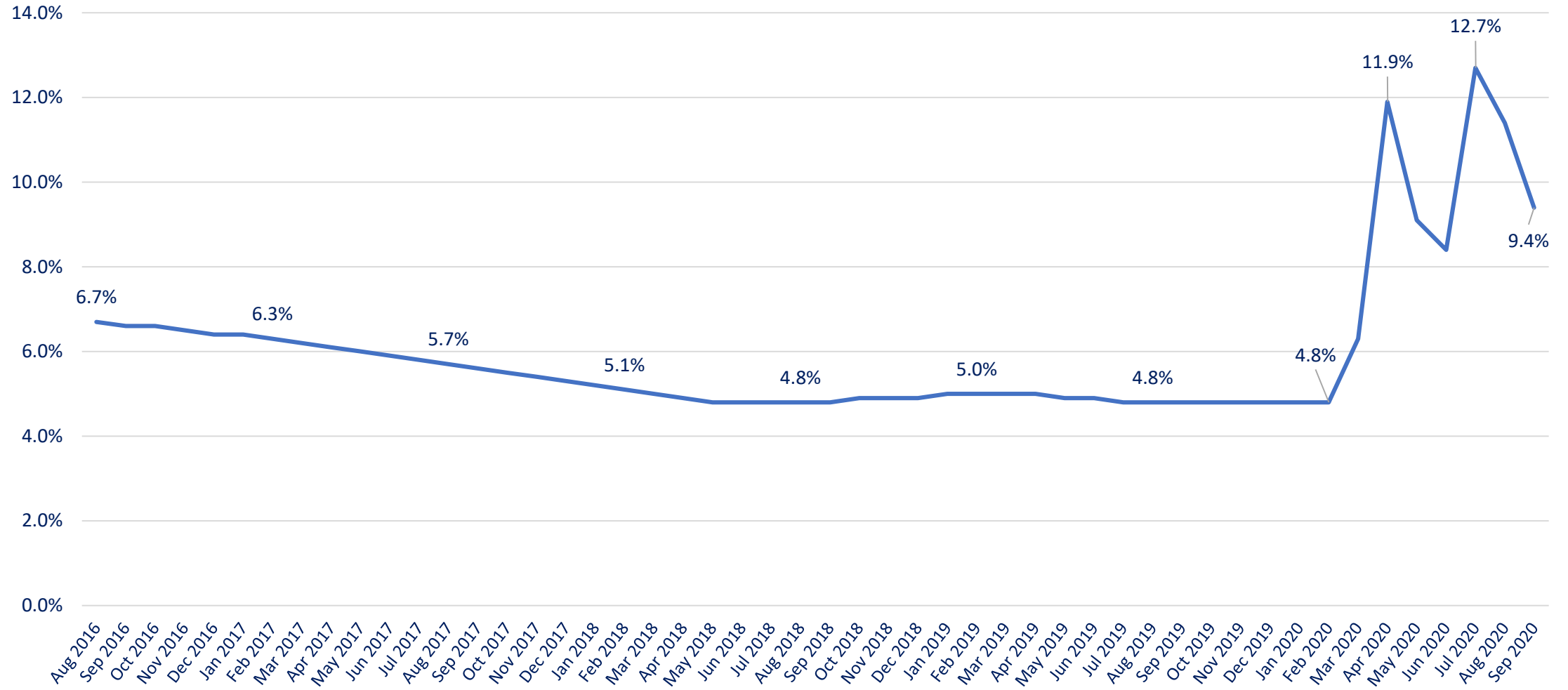
Labor Market Intelligence for Educators

Unemployment Rates by State, September 2020



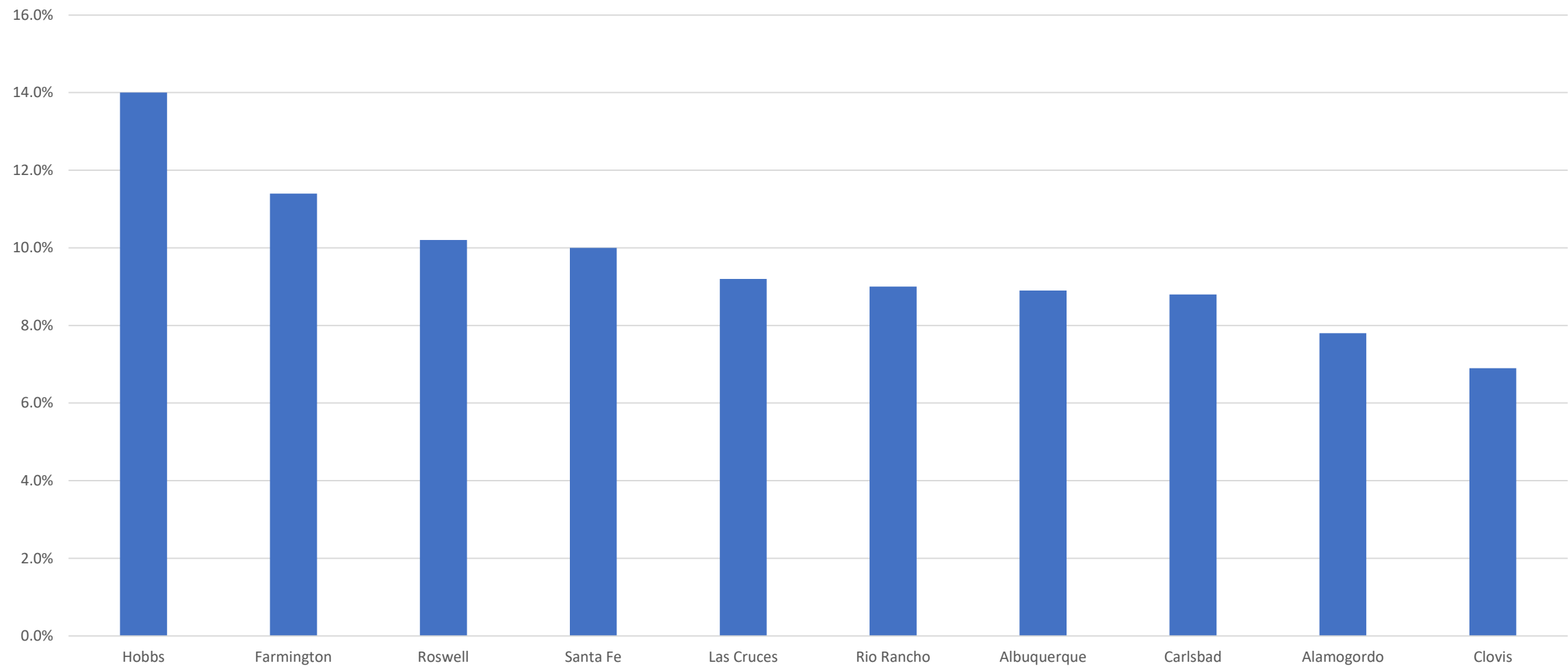
Labor Market Intelligence for Educators

Unemployment Rate, New Mexico, 2016-2020



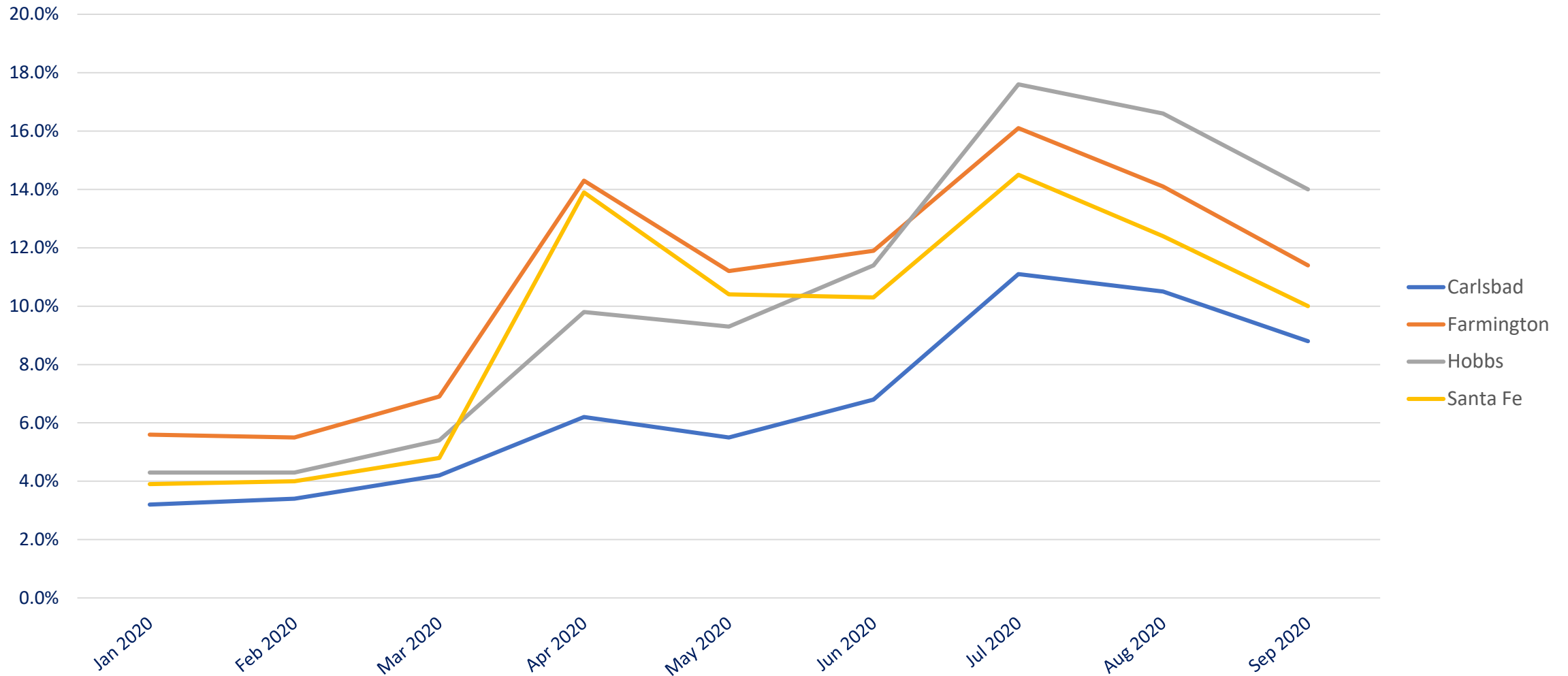
Labor Market Intelligence for Educators

Unemployment Rates, New Mexico Cities and Towns



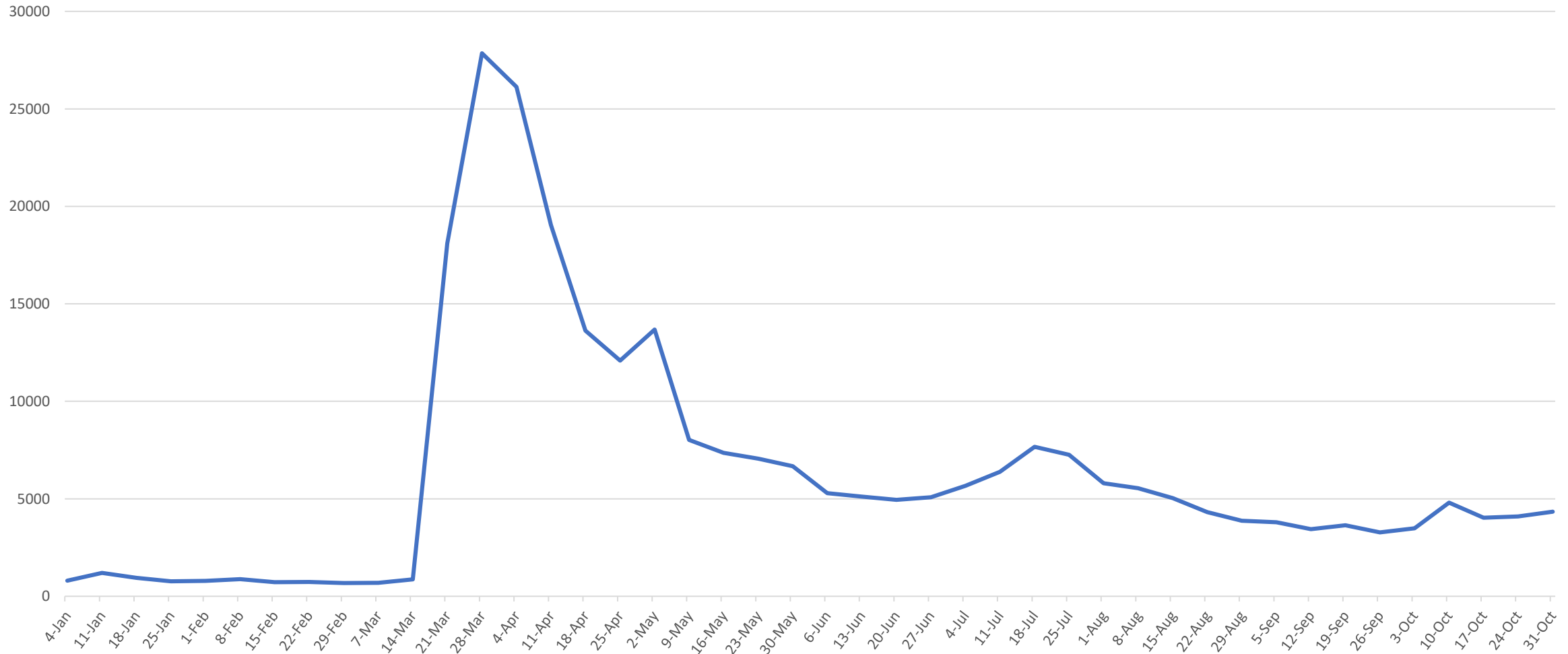
Labor Market Intelligence for Educators

Unemployment Rate Trends, New Mexico Cities and Towns



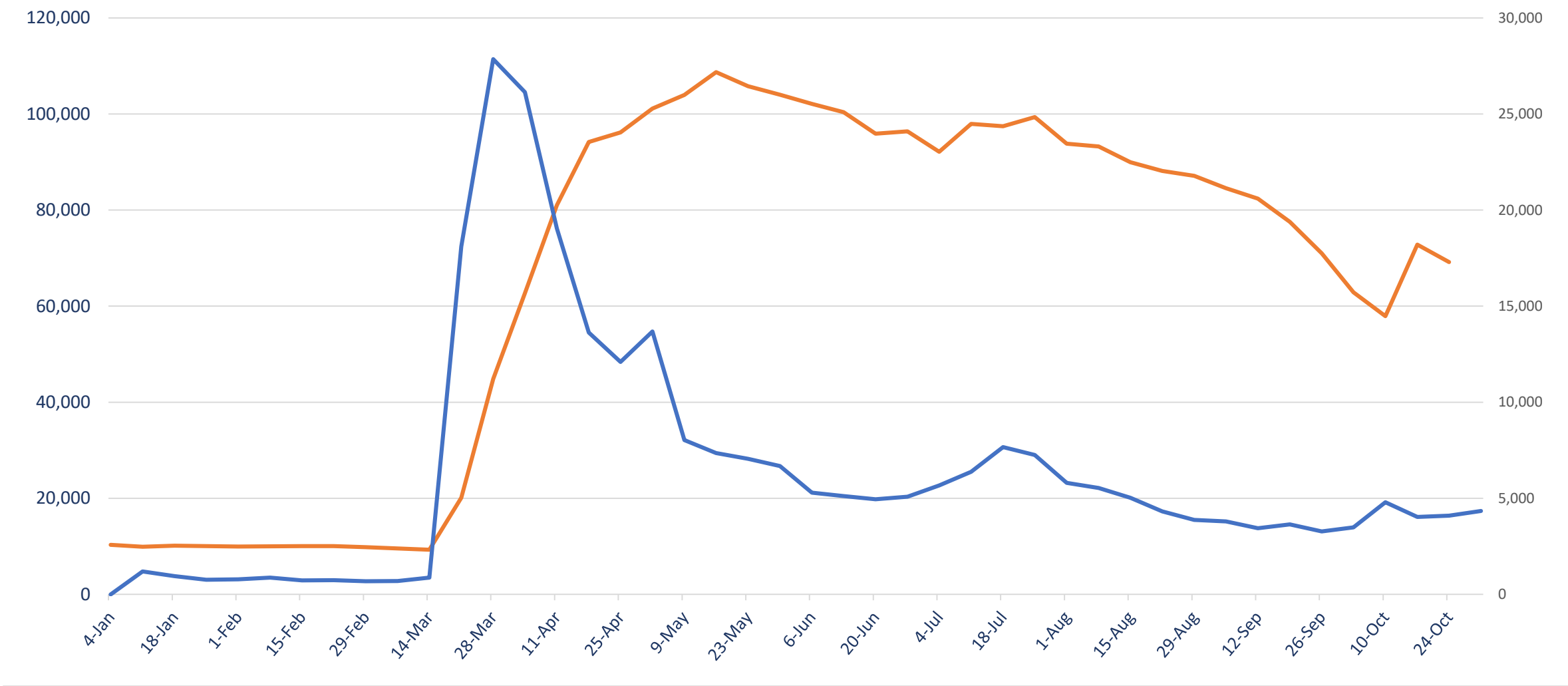
Labor Market Intelligence for Educators

Initial Unemployment Claims, New Mexico, 2020



Labor Market Intelligence for Educators

Unemployment Claims, Initial and Continued, New Mexico, 2020



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- 04** Three Tools for Skills Profiling
- 05** Call to Action



Agenda



03 Knowledge, Skills and Abilities

Three Methods for Basic Skills Profiling

- The Employment and Training Administration Occupation Profiles
 - Job Postings Analysis
 - Industry Sector Partnerships
-

Three Methods for Basic Skills Profiling

- The Employment and Training Administration Occupation Profiles

The United States Department of Labor-Employment and Training Administration



Knowledge, Skills and Abilities

- Knowledge
 - Skills
 - Abilities
-

Knowledge, Skills and Abilities

- Interests
 - Work Styles
 - Work Values
-

Knowledge, Skills and Abilities

- Work Activities
 - Work Context
-

Knowledge, Skills and Abilities

Knowledge: 33 elements

- Biology
 - Building and Construction
 - Chemistry
 - Communications and Media
 - Computers and Electronics
 - English Language
 - History and Archeology
 - Production and Processing
-

Knowledge, Skills and Abilities

Abilities: 4 categories/52 elements

- Cognitive
 - Sensory
 - Psychomotor
 - Physical
-

Knowledge, Skills and Abilities

Abilities: 4 categories/52 elements

- Cognitive
 - Deductive reasoning
 - Memorization
 - Number facility
 - Fluency of ideas
 - Written comprehension
-

Knowledge, Skills and Abilities

Abilities: 4 categories/52 elements

- Psychomotor
 - Arm-Hand steadiness
 - Finger dexterity
 - Rate control

Knowledge, Skills and Abilities

Abilities: 4 categories/52 elements

- Physical
 - Dynamic strength
 - Stamina
 - Extent Flexibility
-

Knowledge, Skills and Abilities

Abilities: 4 categories/52 elements

- Sensory
 - Auditory attention
 - Far vision
 - Depth perception
-

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Basic
 - Complex Problem Solving
 - Resource Management
 - Social
 - Systems
 - Technical
-

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Basic - 10
 - Active Listening
 - Critical Thinking
 - Mathematics
 - Reading Comprehension
 - Speaking
-

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Social - 6
 - Coordination
 - Instructing
 - Negotiation
 - Persuasion
 - Service Orientation
 - Social Perceptiveness
-

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Complex Problem Solving - 1

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Technical- 11
 - Equipment Maintenance
 - Equipment Selection
 - Programming
 - Repairing
 - Troubleshooting
-

Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

- Systems - 3
 - Judgment and Decision Making
 - Systems Analysis
 - Systems Evaluation
-

Knowledge, Skills and Abilities

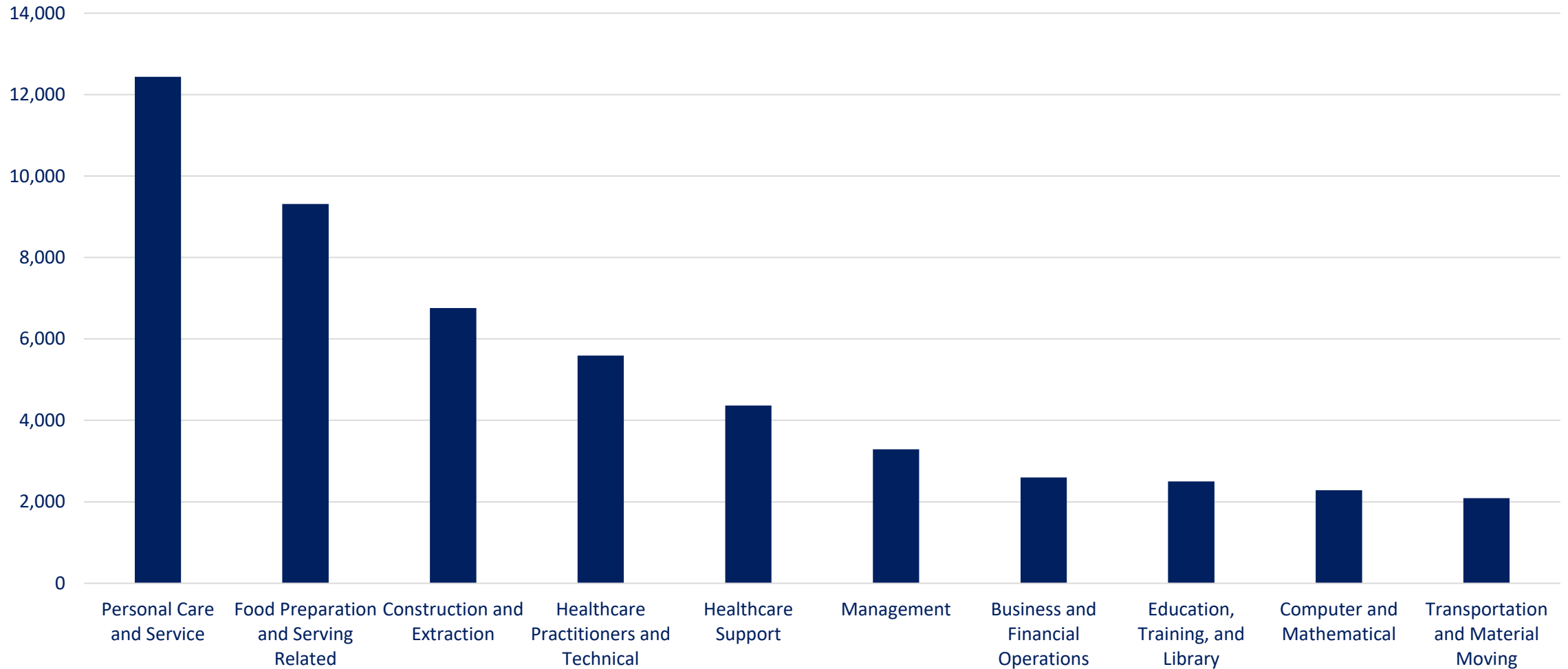
Skills: 6 categories/52 elements

- Resource Management - 4
 - Management of Financial Resources
 - Management of Material Resources
 - Management of Personnel Resources
 - Time Management
-

Matching Skills to High-Demand Fields

Knowledge, Skills and Abilities

Job Families by Projected Change, New Mexico, 2018-2028



Knowledge, Skills and Abilities

Construction Supervisors

7,284 Jobs

8,069 Projected Jobs

785 New Jobs

11% Growth

876 Annual Openings

\$58,730 Median Annual Wages

- 60% require a high school diploma
- 20% require an associate's degree
- 20% don't specify an educational requirement



Construction Supervisors

Skills

- **Coordination** – adjusting actions in relation to others
- **Active Listening** – Giving full attention to what other people are saying and taking the time to understand the points being made
- **Speaking** – Talking to others to convey information effectively
- **Critical Thinking** – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions or approaches to problems



Knowledge, Skills and Abilities

Construction Supervisors

Skill	Importance	Level
Coordination	72	55
Active Listening	69	55
Speaking	69	54
Critical Thinking	66	52



Knowledge, Skills and Abilities

Construction Supervisors

Work Activities	Importance	Level
Communicating with Supervisors, Peers or Subordinates	82	68
Making Decisions and Solving Problems	79	70
Inspecting Equipment, Structures or Material	78	59
Getting Information	77	52



Knowledge, Skills and Abilities

Electricians

4,566 Jobs

5,085 Projected Jobs

519 New Jobs

11% Growth

876 Annual Openings

\$49,040 Median Annual Wages

- 48% require a high school diploma
- 28% require a vocational school certificate
- 5% require an associate's degree
- 19% don't specify an educational requirement

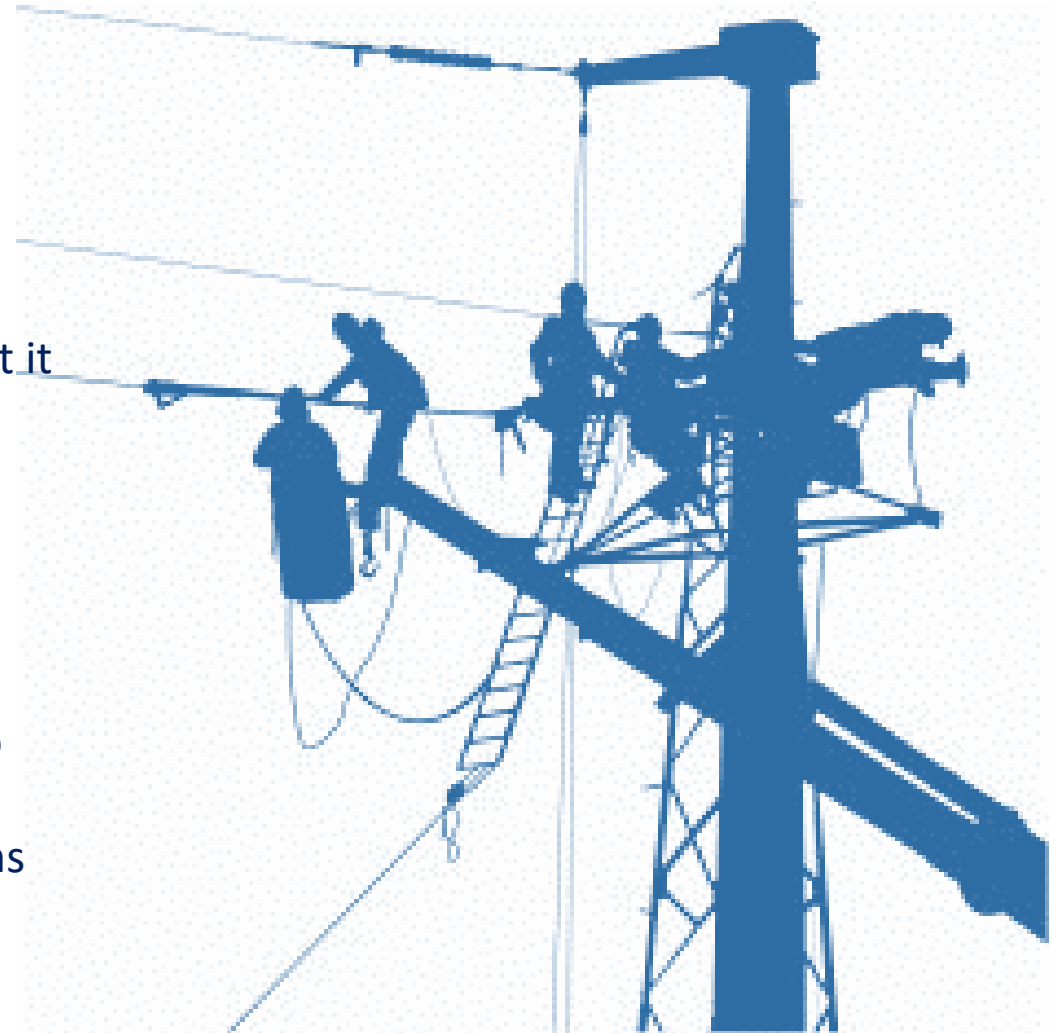


Knowledge, Skills and Abilities

Electricians

Skills

- **Troubleshooting** – determining causes of operating errors and deciding what to do about it
- **Repairing** – Repairing machines or systems
- **Active Listening** – Giving full attention to what other people are saying and taking the time to understand the points being made
- **Critical Thinking** – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions or approaches to problems



Knowledge, Skills and Abilities

Electricians

Skill	Importance	Level
Troubleshooting	66	57
Repairing	63	52
Active Listening	60	46
Critical Thinking	60	52



Knowledge, Skills and Abilities

Electricians

Work Activities	Importance	Level
Getting Information	78	45
Identifying Objects, Actions and Events	78	60
Making Decisions and Solving Problems	75	56
Inspecting Equipment, Structures and Material	74	58



Three Methods for Basic Skills Profiling

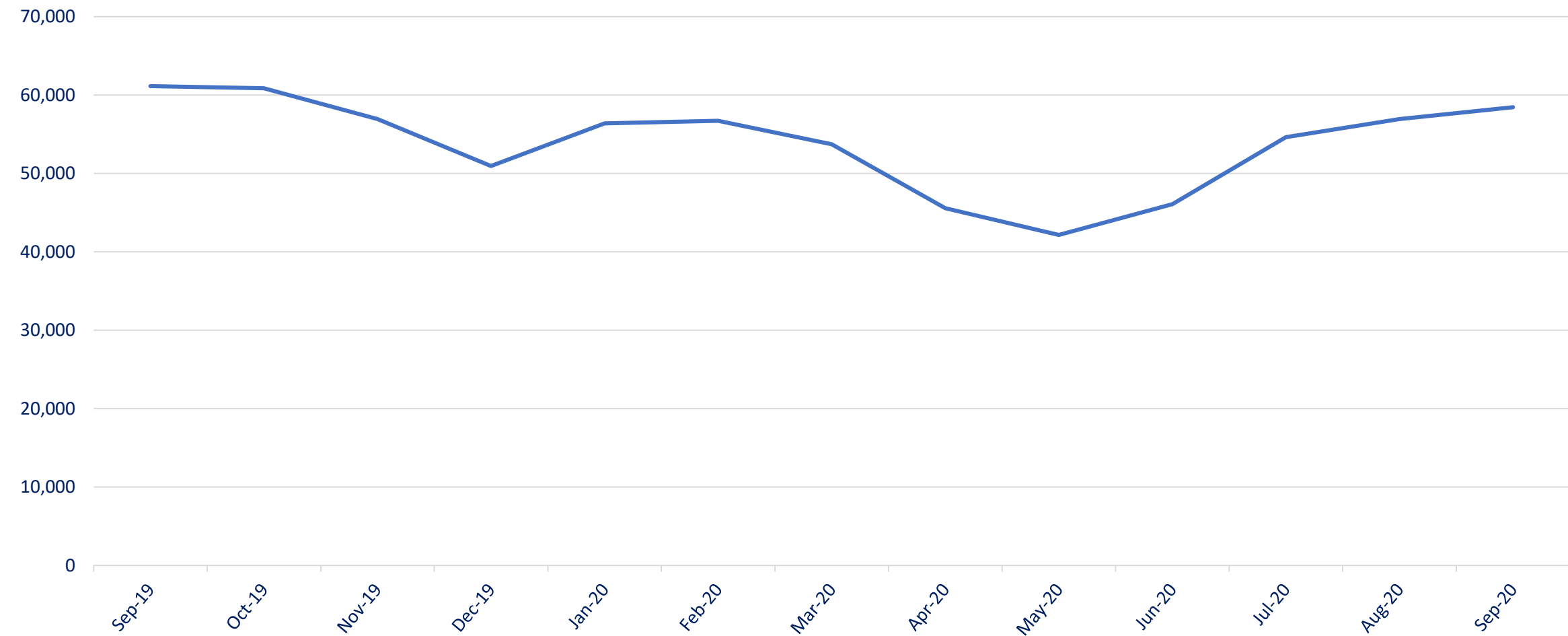
- The Employment and Training Administration Occupation Profiles
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Three Methods for Basic Skills Profiling

- Job Postings Analysis
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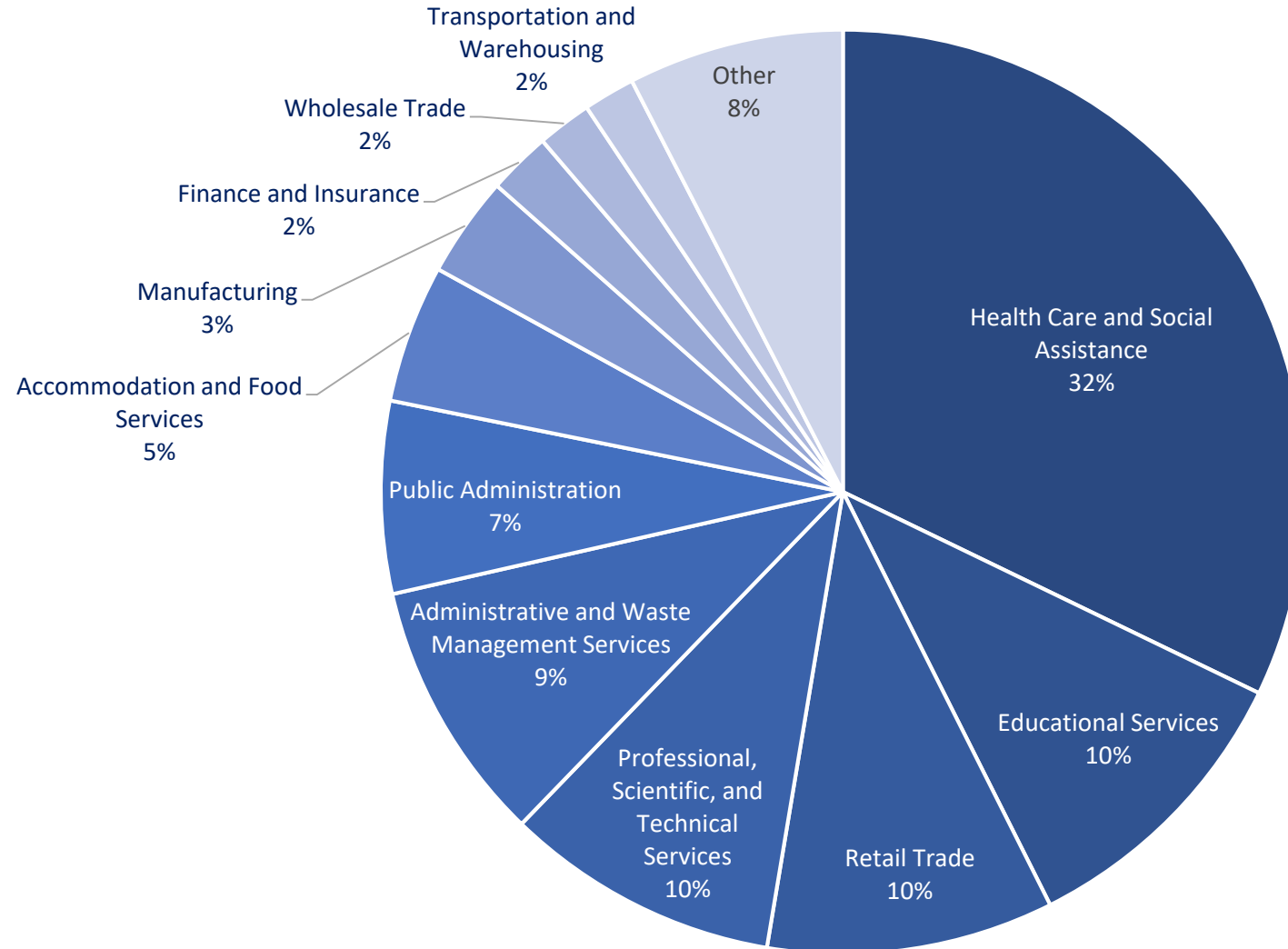
Knowledge, Skills and Abilities

Job Postings, New Mexico, 12 Months



Knowledge, Skills and Abilities

Job Postings by Industry, New Mexico, September 2020



Knowledge, Skills and Abilities

Registered Nurses

Job Titles	Postings, 2020
Registered Nurses	18,377
Travel Registered Nurses	8,629
Labor and Delivery Registered Nurses	9,574
Medical Surgical Registered Nurses	7,732
Telemetry Travel Registered Nurses	3,557
ICU Registered Nurses	7,648
Operating Room Registered Nurses	4,914
PACU Registered Nurses	5,480
Emergency Room Registered Nurses	7,029
Medical Surgical Travel Registered Nurses	5,389

Knowledge, Skills and Abilities

Software Developers

Job Titles	Postings, 2020
Software Engineers	2,881
Systems Engineers	1,374
Senior Software Engineers	939
.NET Full Stack Developers	335
Software Developers	868
Full Stack Java Developers	308
Java Developers	854
DevOps Engineers	381
Senior Software Development Managers	517
Full Stack Developers	381

Knowledge, Skills and Abilities

Registered Nurses

Most Requested Technical Skills	
Nursing	CPR
Basic Life Support	Telemetry
Advanced Cardiovascular Life Support (ACLS)	Post-Anesthesia Care
Intensive Care	Surgery
Pediatric Advanced Life Support	Pediatrics
Emergency Departments	Critical Care
Medical Surgical Nursing	Nursing Process
Operating Room	Case Management

Knowledge, Skills and Abilities

Software Developers

Most Requested Technical Skills	
Software Engineering	C++ (Programming Language)
Java	C# (Programming Language)
Software Development	Debugging
Computer Science	.NET Framework
JavaScript	Linux
Python	Systems Engineering
Agile Methodology	C (Programming Language)
SQL	Full Stack Software Engineering

Knowledge, Skills and Abilities

Registered Nurses

Most Requested Employability Skills	
Communications	Coordinating
Planning	Problem Solving
Critical Thinking	Professionalism
Management	Accountability
Compassion	Detail Orientation
Leadership	Advocacy
Customer Service	Scheduling
Teaching	Teamwork

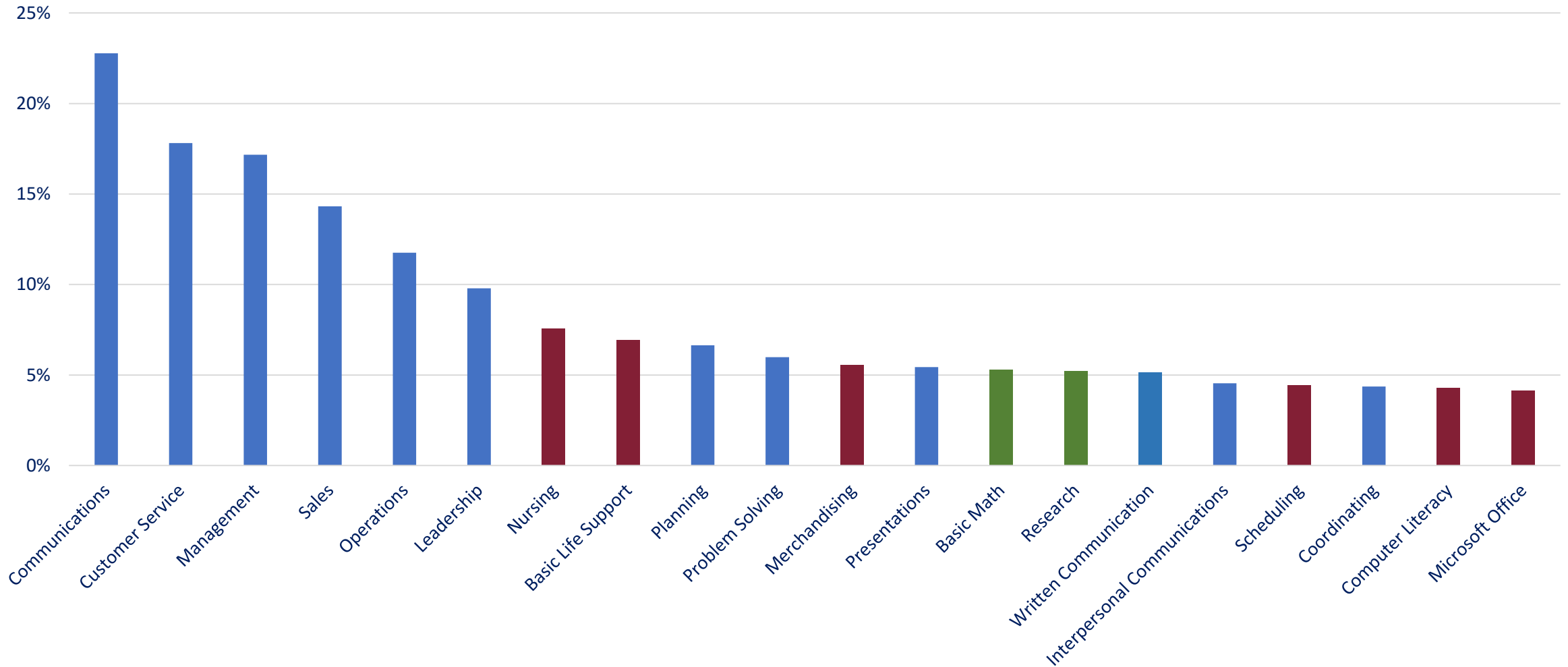
Knowledge, Skills and Abilities

Software Developers

Most Requested Employability Skills	
Communications	Operations
Management	Research
Problem Solving	Basic Math
Integration	Planning
Innovation	Written Communication
Infrastructure	Interpersonal Communications
Leadership	Application Development
Troubleshooting (Problem Solving)	Presentations

Knowledge, Skills and Abilities

Most Requested Skills, New Mexico, 2020



Three Methods for Basic Skills Profiling

- The Employment and Training Administration Occupation Profiles
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-

Three Methods for Basic Skills Profiling

- Industry Sector Partnerships
-

THE NORTHEASTERN ARIZONA WORKFORCE QUALITY INITIATIVE

Knowledge, Skills and Abilities



The Northeastern Arizona Workforce Quality Initiative

Community-Level Labor Market Analysis and Workforce Strategies

Question-Show Low, Arizona:

What personal and interpersonal skills are most important in Registered Nurses?

Verbal Communication Skills

- Patient advocacy
- Persuasion
- Connecting with a patient to build trust

Knowledge, Skills and Abilities



The Northeastern Arizona Workforce Quality Initiative

Community-Level Labor Market Analysis and Workforce Strategies

Question-Winslow, Arizona:

What personal and interpersonal skills are most important to the Public Works Department?

Attitude and Professionalism

- Pass a drug screen
- Show up every day
- Willingness to learn

Knowledge, Skills and Abilities

Aerospace and Defense Sector Summits

Dozens of private-sector A&D professionals representing more than 5,700 employees offered perspectives on A&D careers

Question: What are the most significant issues creating the skills gap in the aerospace and defense industry in Arizona?

#1 Lack of basic learning and critical thinking skills

#2 Job security issues

#3 Perception of the industry (layoff cycles, earning potential, gritty work) keeps quality talent away

#8 Inadequate levels of math and science skills

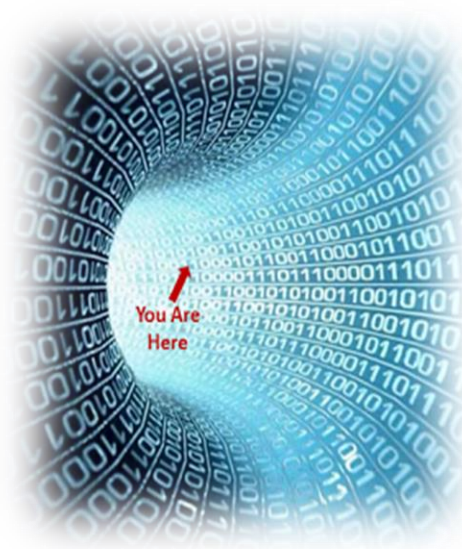


Knowledge, Skills and Abilities

Information Technology Sector Summits

More than 200 IT employers representing more than 3,000 years of combined private sector experience offered perspectives on IT careers

Question: As you look at 'young professionals' coming into Arizona's IT workforce from colleges/universities and vocational schools, what are they LACKING? Where do they seem to be most under-skilled or under-prepared for the IT workforce?

- 
1. Real world application of skills
 2. Professional acumen
 3. Motivation
 4. Business experience/judgment
 5. Aversion to risk
 6. Strong communication skills, particularly verbal
 7. Collaboration
 8. Customer service

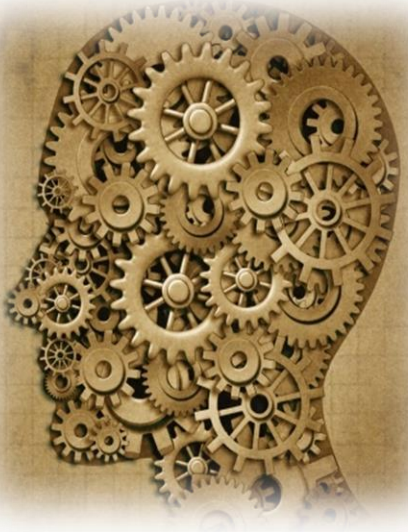
Knowledge, Skills and Abilities

Industry Skills Summit

More than 30 advanced manufacturing employers representing more than 18,000 workers and 400 years of combined private sector experience offered perspectives on manufacturing careers

Question: Think about an entry level position in your organization. When someone in this position does not work out, what is typically the reason?

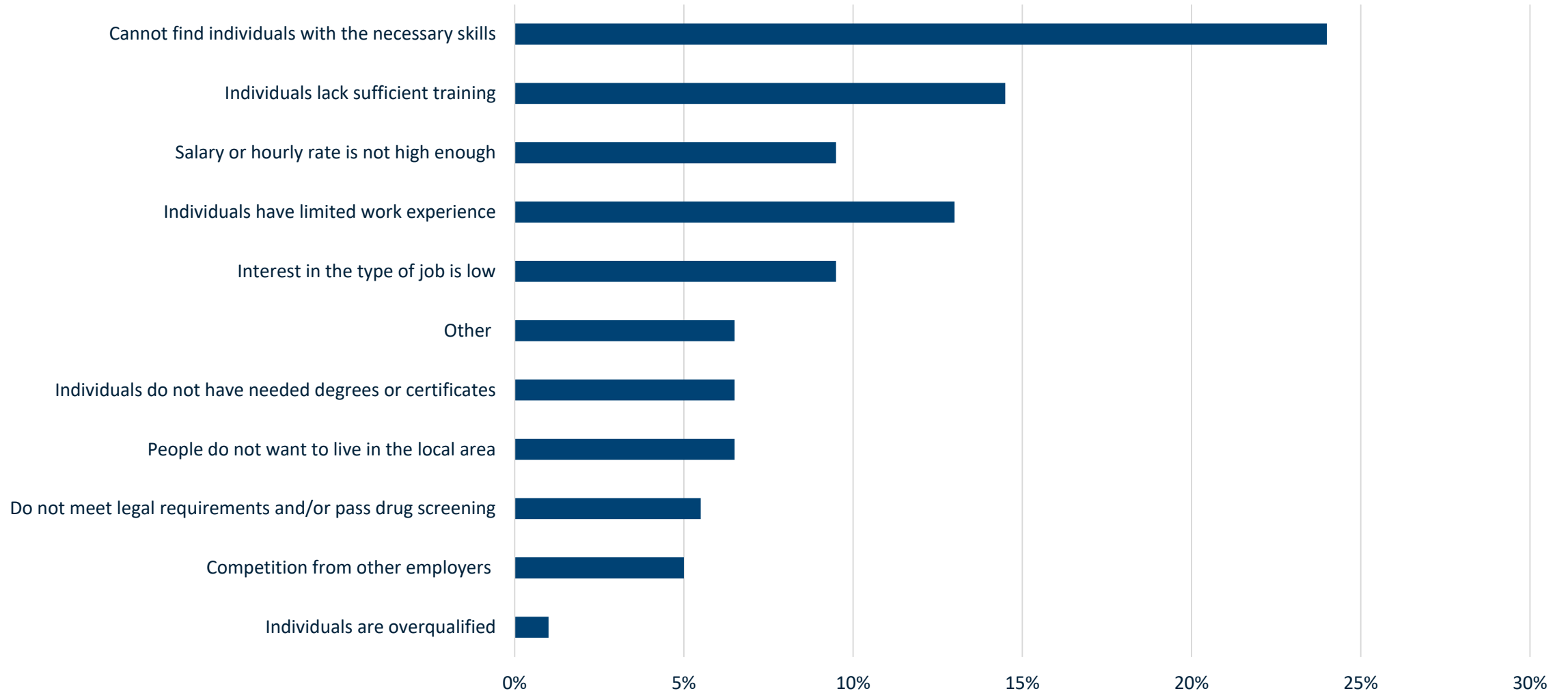
1. **BY A LARGE MARGIN: Attendance**
2. **Work ethic/effort**
3. **Negative attitude**
4. **RARELY MENTIONED: work quality**



THE NEW MEXICO COMPREHENSIVE LOCAL NEEDS ASSESSMENT

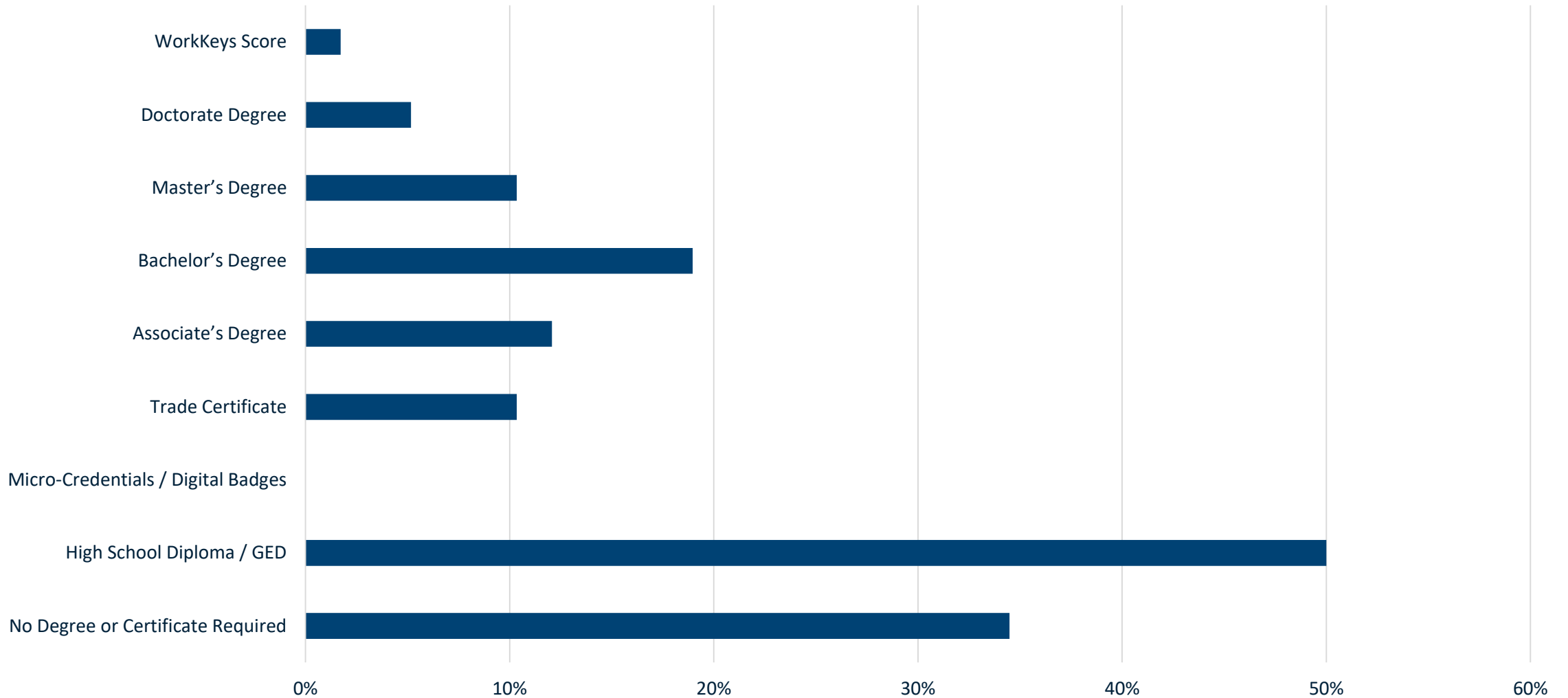
Knowledge, Skills and Abilities

When your business/company struggles to fill open positions, what are the primary reasons?



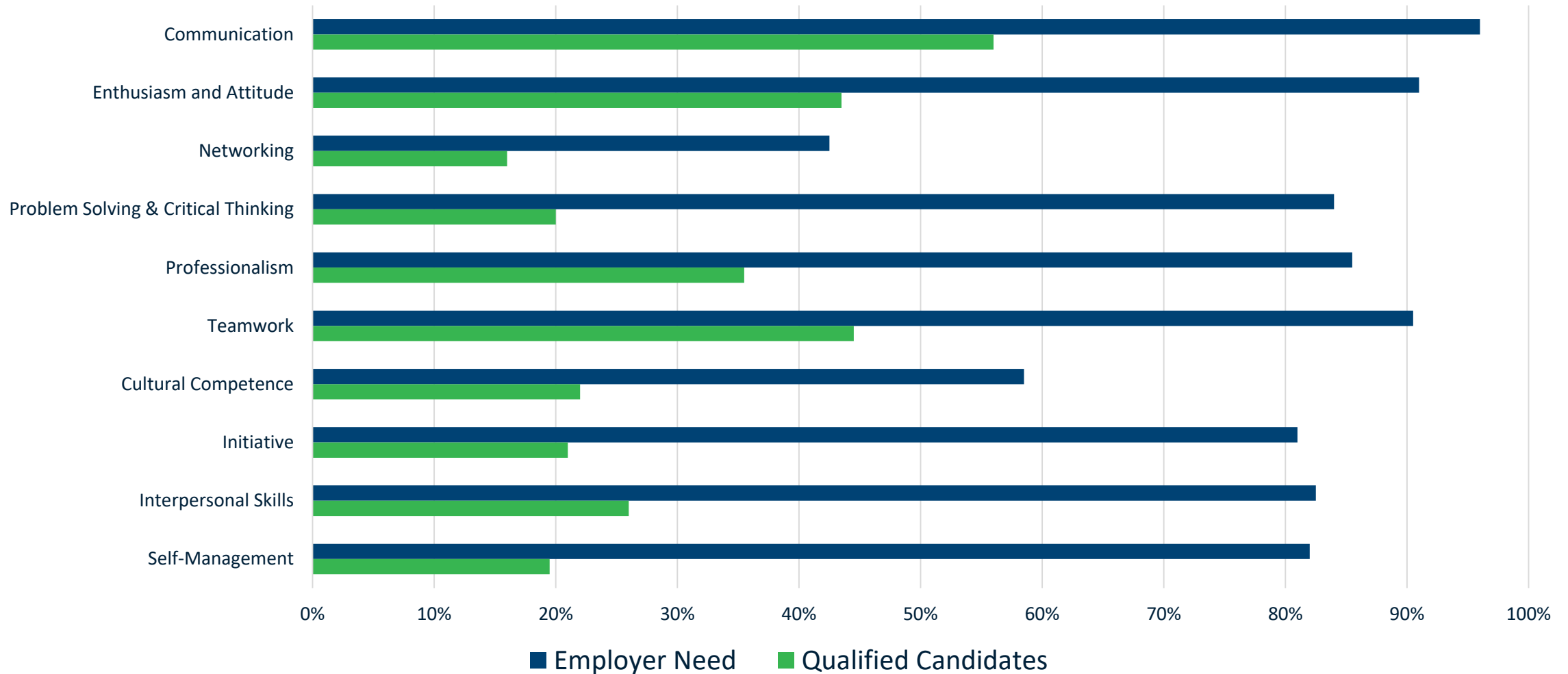
Knowledge, Skills and Abilities

What is the minimum educational requirement for most of your jobs?



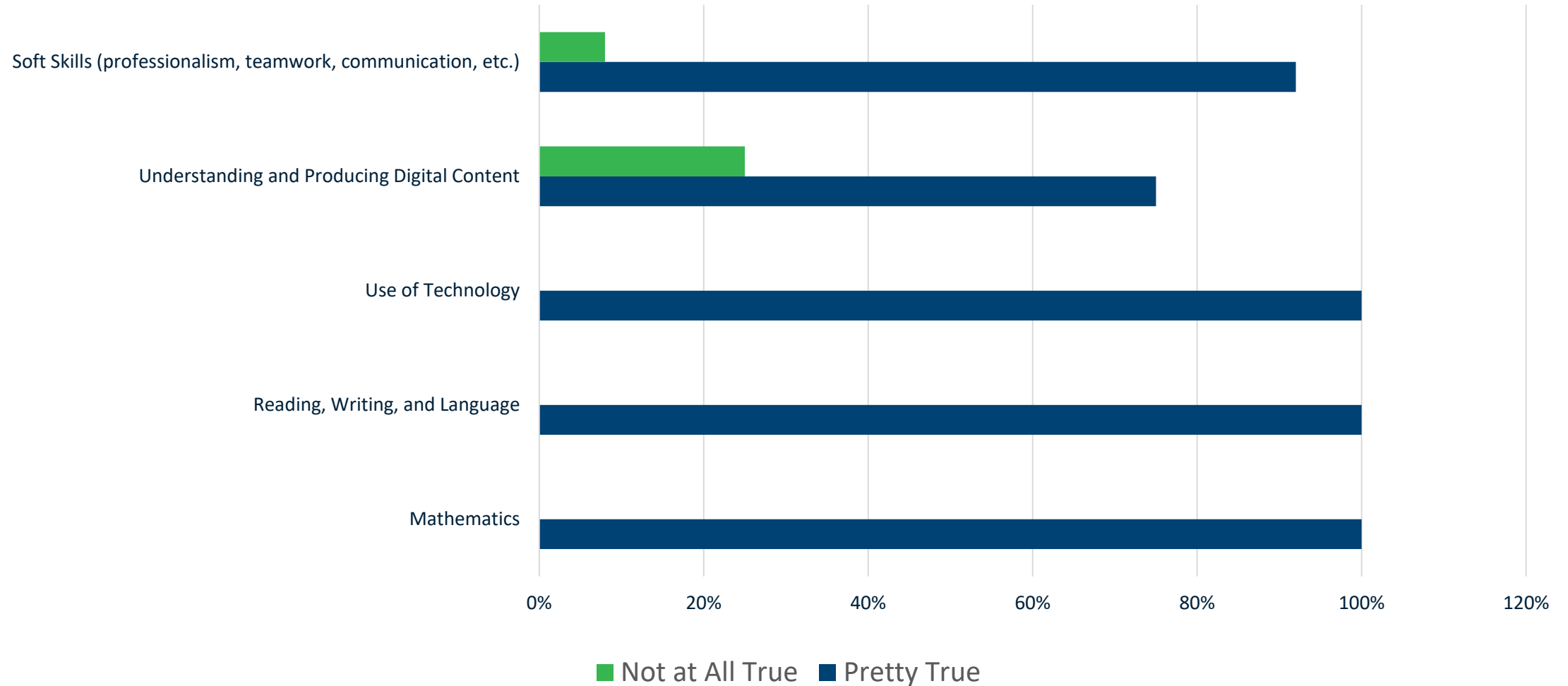
Knowledge, Skills and Abilities

Do most jobs in your company require a basic mastery of the following EMPLOYABILITY OR "SOFT" skills to perform job-related tasks and how qualified with those skills do candidates seem to be?



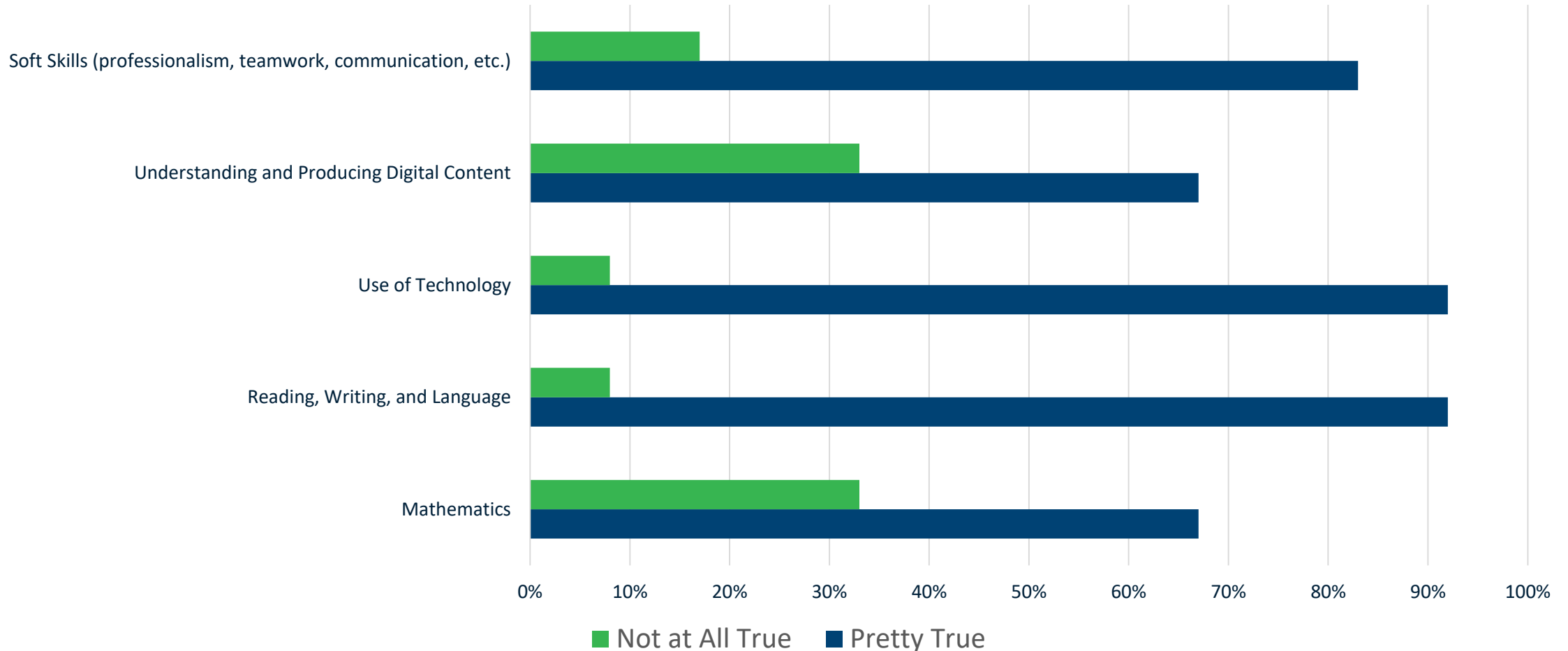
Knowledge, Skills and Abilities

When hiring new employees, those with a **bachelor's degree** typically demonstrate a basic mastery of...



Knowledge, Skills and Abilities

When hiring new employees, those with a **trade certificate or associate's degree** typically demonstrate a basic mastery of...



Knowledge, Skills and Abilities

Statewide Summary

Optimal Characteristics of the Local Workforce

- Problem Solving
- Critical Thinking
- Self-Direction
- Strong Work Ethic
- Inquisitive and Innovative
- Communication Skills
- Teachable
- Committed to Lifelong Learning
- Professional Presence
- Confidence
- Ability to Pass a Background Check

Conclusions and Recommendations

- Classroom evaluations of labor market demands
- Integration of non-cognitive competencies
- Skills maps for critical pathways
- Industry sector partnerships



A man in a dark suit, white shirt, and orange and black striped tie is holding a large, thick binder filled with business cards. The binder is silver and has many cards visible, some with names like 'XYZ' and 'ABC'. He is holding the binder with his left hand, and his right hand is visible, holding a white card with contact information.

Trevor Stokes

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