Connection to Careers #3

Trevor Stokes *President & CEO*



In a high-IQ job pool, soft skills like discipline, drive and empathy mark those who emerge as outstanding.

-Daniel Goleman

Soft skills are now equally important to hard skills in business, because holding impressive soft skills means you are a step above the other prospective employees who are your competition..

-M. M. Robles

No matter what job you have in life, your success will be determined 5% by your academic credentials, 15% by your professional experiences and 80% by your communication skills..

-Unknown



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





IN'IN'IN'IN'

01 Introduction and Expectations

02 Recap of the Labor Market Analysis and the Overview of Occupational Profiling

03 Keys to Integration of Employability Skills into Academic Instruction

04 Three Best Practices

05 Call to Action





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In the Chat Box...

Your name... Your institution...



In the Chat Box...

What do you know now about the world of work that you wish you had known when you were finishing high school?



In the Chat Box...

In what ways have the expectations of jobseekers changed most dramatically since you entered the workforce?



In the Chat Box...

In what ways have the expectations of employers changed most dramatically since you entered the workforce?



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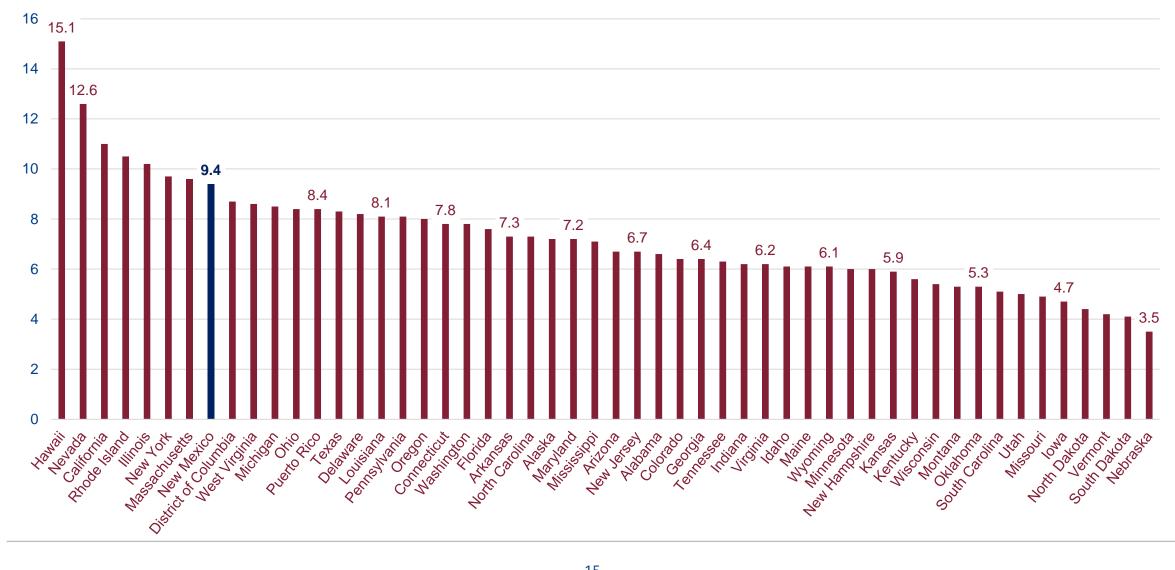
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Unemployment Rates by State, September 2020



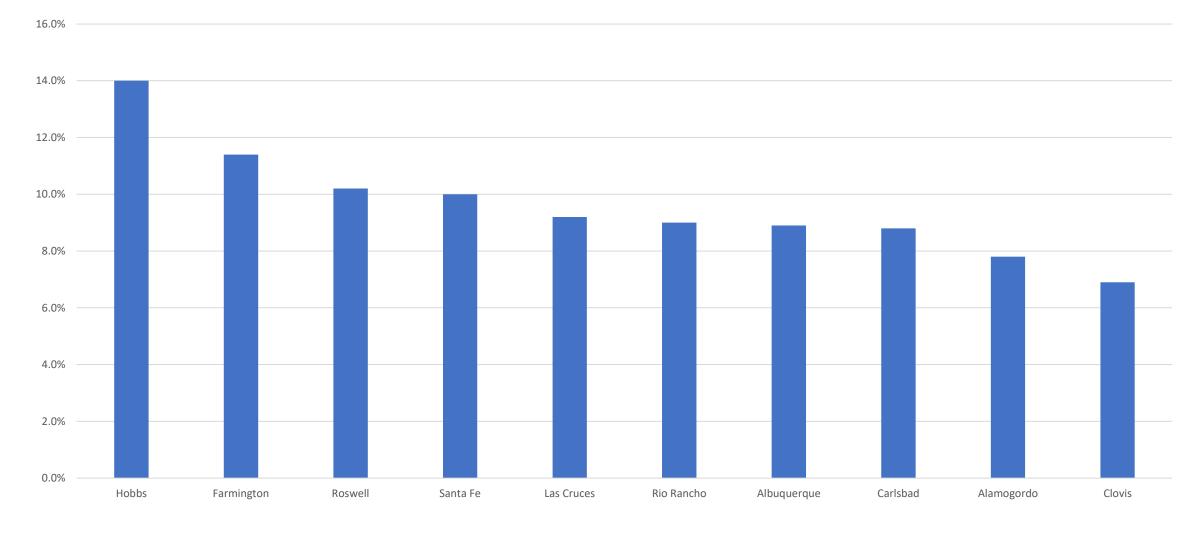


Unemployment Rate, New Mexico, 2016-2020



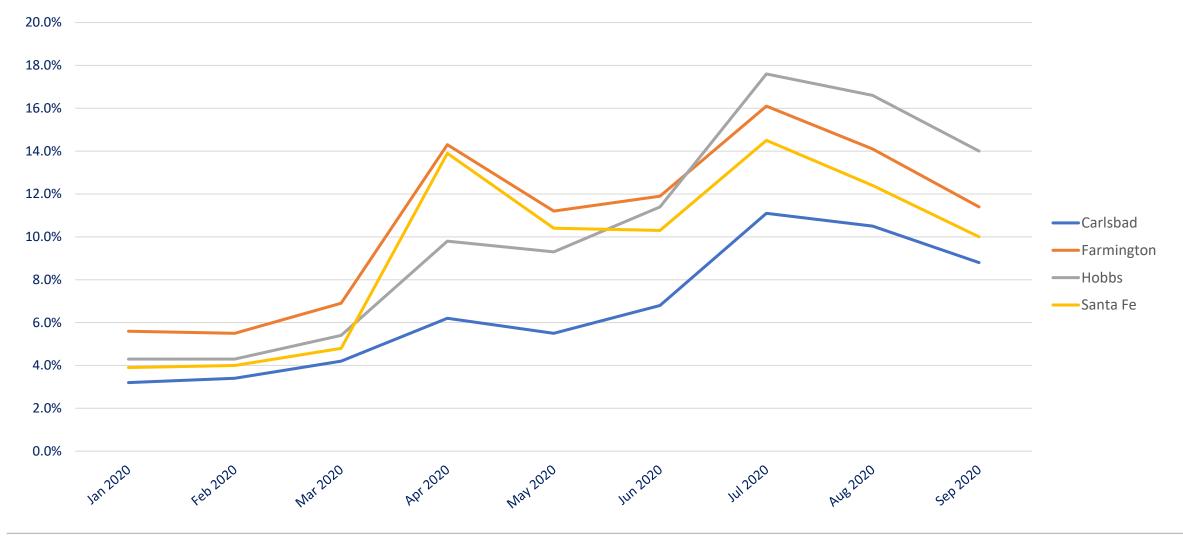


Unemployment Rates, New Mexico Cities and Towns



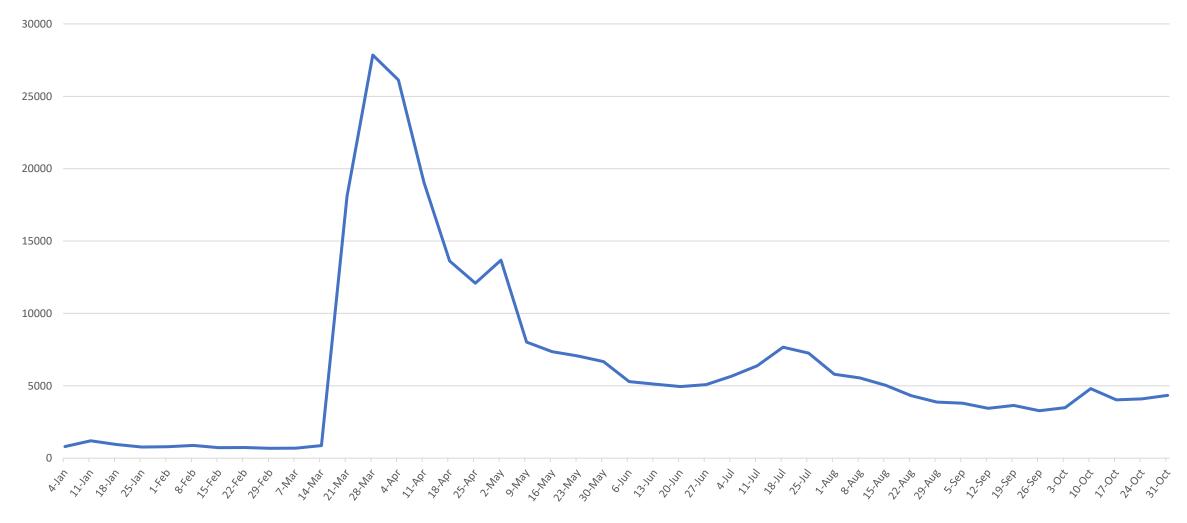


Unemployment Rate Trends, New Mexico Cities and Towns



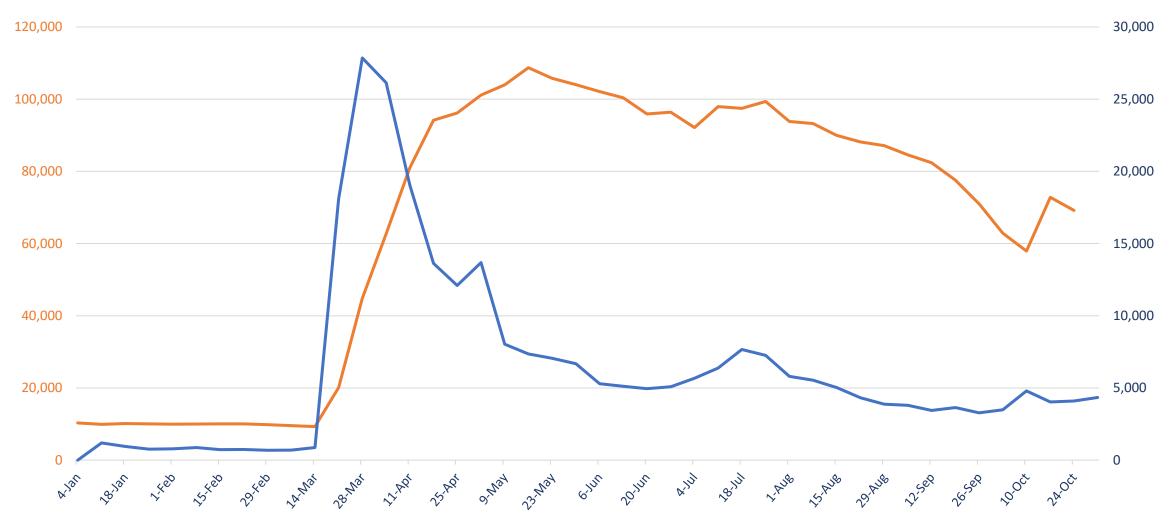


Initial Unemployment Claims, New Mexico, 2020





Unemployment Claims, Initial and Continued, New Mexico, 2020





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
- Abilities



- Interests
- Work Styles
- Work Values



- Work Activities
- Work Context



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



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



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



Knowledge, Skills and Abilities

Skills: 6 categories/52 elements

• Complex Problem Solving - 1



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



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



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

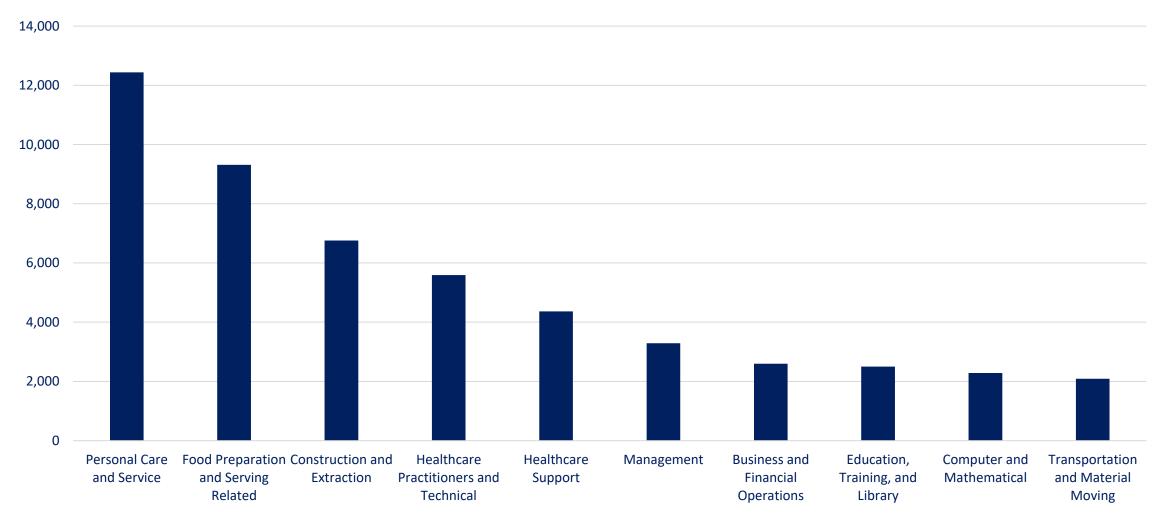


Matching Skills to High-Demand Fields



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





Construction Supervisors

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





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





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





Electricians

Skills

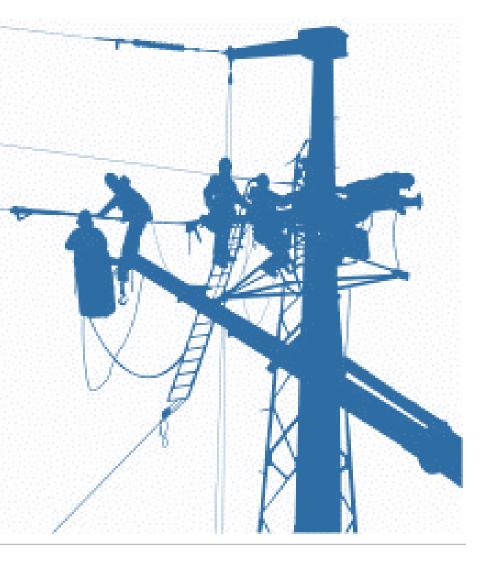
- Troubleshooting determining causes of operating errors and deciding what to do about it
- **Repairing** Repairing machines or systems
- Active Listening Giving full attention to what other people are saying and taking the time to understand the points being made
- Critical Thinking Using logic and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





Electricians

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





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, Material	74	58	





Three Methods for Basic Skills Profiling

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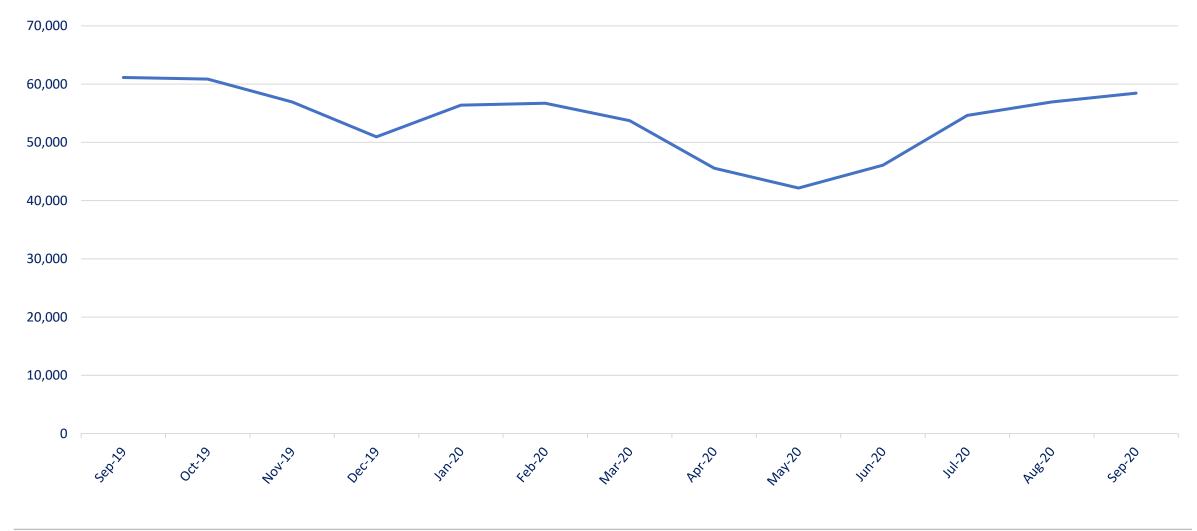


Three Methods for Basic Skills Profiling

• Job Postings Analysis

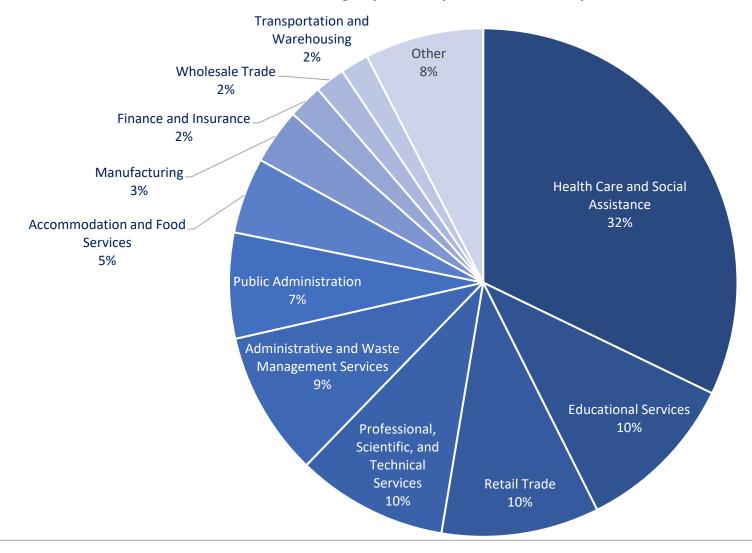


Job Postings, New Mexico, 12 Months





Job Postings by Industry, New Mexico, September 2020





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



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



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

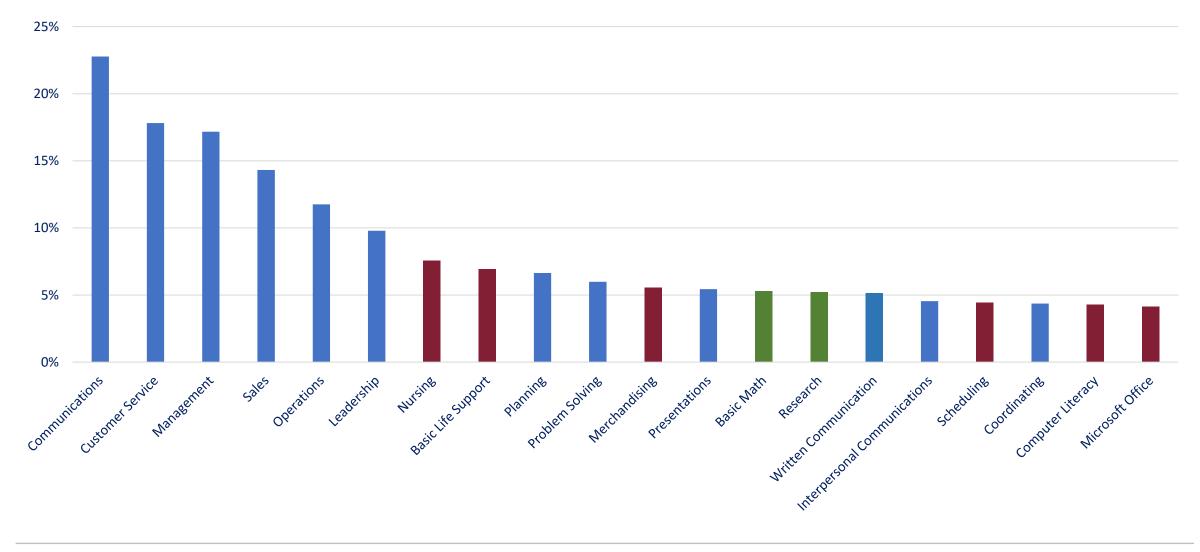


Software Developers

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	



Most Requested Skills, New Mexico, 2020





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Three Methods for Basic Skills Profiling

• Industry Sector Partnerships



THE NORTHEASTERN ARIZONA WORKFORCE QUALITY INITIATIVE





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





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





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





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

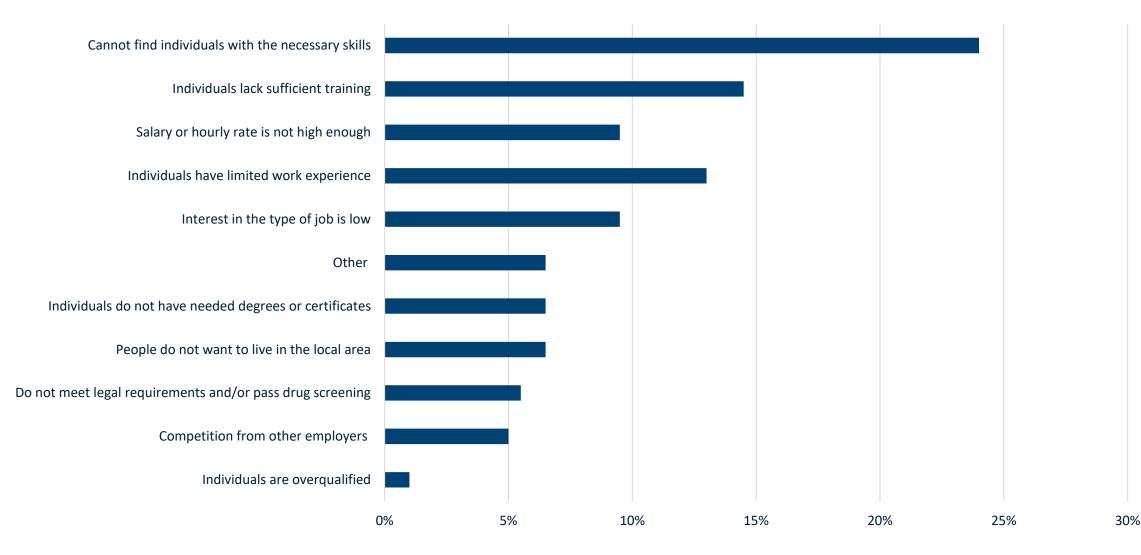
- 2. Work ethic/effort
- 3. Negative attitude
- 4. RARELY MENTIONED: work quality



THE NEW MEXICO COMPREHENSIVE LOCAL NEEDS ASSESSMENT

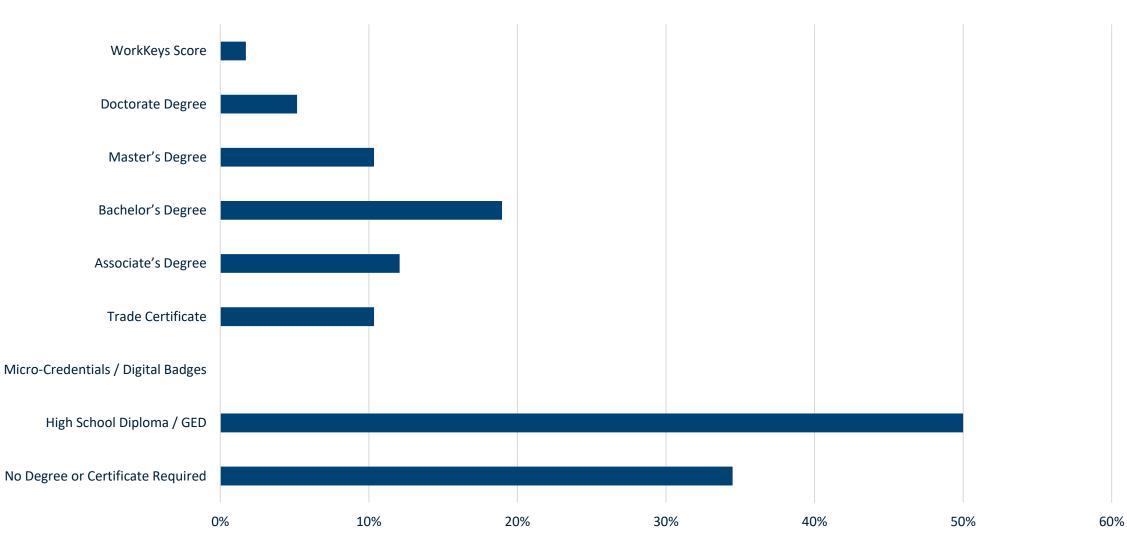


When your business/company struggles to fill open positions, what are the primary reasons?



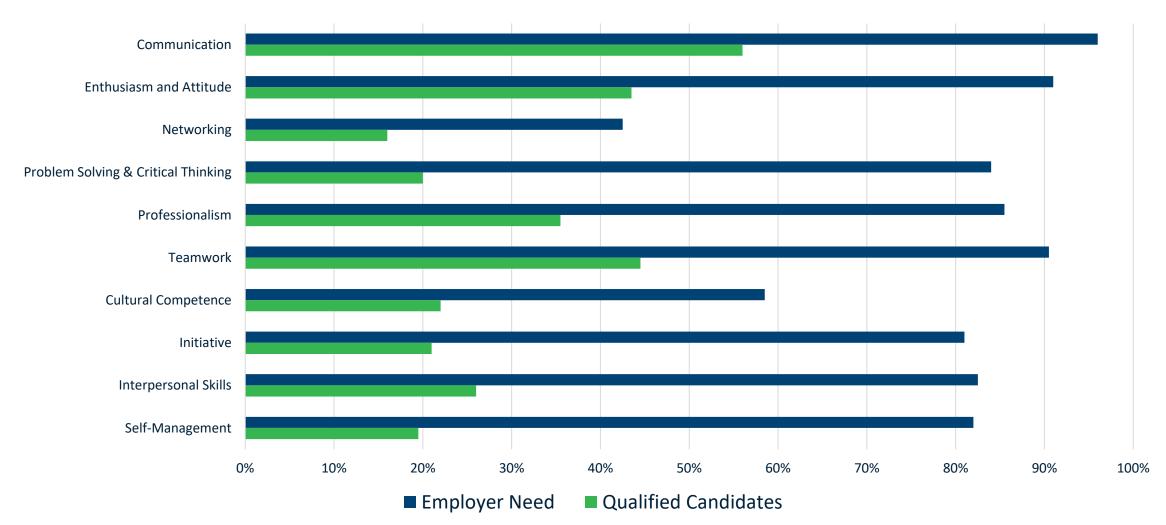


What is the minimum educational requirement for most of your jobs?





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?





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



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03 Keys to Integration of Employability Skills into Academic Instruction





In the Chat Box...

What do you think is the most valuable thing your students learn in your class?



In the Chat Box...

Why is that the most valuable thing your students learn in your class?



Daily Work Activities

DOLETA Occupational Profiles



Employability Skills in the Classroom

Daily Work Activities

Build your with O*NET OnLine

Welcome to your tool for career exploration and job analysis!

O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workford development and HR professionals, student researchers, and more!



Career Literacy

Understanding the World of Work



Career Relevance

Connecting the World of Work



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04 Three Best Practices

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The NS4ED Pathways 2 Mathematics Curriculum

Algebra within the context of individual professional aspiration



The NS4ED Pathways 2 Mathematics Curriculum





The NS4ED Pathways 2 Mathematics Curriculum

Did you know?

Financial Managers need to understand functions.

They earn a median salary of \$129,890



The NS4ED Pathways 2 Mathematics Curriculum





The NS4ED Pathways 2 Mathematics Curriculum

LESSON 1.1

Unit Analysis



CAREER SPOTLIGHT: Dental Laboratory Technician

Occupation Description

Dental laboratory technicians construct, fit, or repair crowns, bridges, dentures, and other dental appliances.

In small laboratories and offices, technicians may handle every phase of production. In larger ones, technicians may be responsible for only one phase of production, such as polishing, measuring, and testing.

Education

Dental laboratory technicians typically need a high school diploma or equivalent. There are some postsecondary programs in dental laboratory technology at community colleges or technical or vocational schools. High school students should take courses in science, human anatomy, math, computer programming, and art.

Potential Employers

The largest employers of dental laboratory technicians are as follows:

Medical equipment and supplies manufacturing	76%	Is this a good c
Healthcare and social assistance	17%	Dental laborator
Self-employed	4%	 Read work ord instructions to
Government	2%	product specif materials requ
Watch a video about dental laboratory technicians:		Apply parting

Career Cluster Manufacturing

Career Pathway Production

Career Outlook

- Salary Projections: Low-End Salary, \$25,660 Median Salary, \$41,340 High-End Salary, \$65,820
- Jobs in 2018: 36,500
 Job Projections for 2028: 40,500 (increase of 11%)

Algebra Concepts

Use units to understand problems.
Use units to guide solutions to multi-step problems.

this a good career for me?

is this a good surcer for me.
Dental laboratory technicians:
Read work orders or other
instructions to determine
product specifications or
materials requirements.
Apply parting agents or other
solutions to molds.



Community Share

A platform for connecting the business community with the classroom



Community Share

Imagine your community as a human library



Community Share



Gain access to a library of human books.

How might your students be transformed if they could tap into the wealth of experience and wisdom living in their community? What kinds of real-world connections and learning would they discover? How might this shift their perception of their own potential and future?

CommunityShare connects you with members of your community who have the knowledge, skills, and experience to help your students thrive and reach their full potential.

Have questions?





The Southern Arizona Manufacturing Partnership

An industry-led effort to build the talent pipeline of the future



The Southern Arizona Manufacturing Partnership



Conclusions and Recommendations

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





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