Topics

1. Workplace Readiness History

2. Workplace Readiness in the 21st Century

3. Virginia’s Workplace Readiness Skills
Researching Readiness
What Work Requires of Schools, 1991

• Focus on a broad range of skills.
• Teach skills in an integrated fashion that reflects the workplace.
CHANGING JOB SKILLS IN VIRGINIA

THE EMPLOYER’S VIEW

1985

DEMOGRAPHICS & WORKFORCE GROUP, UVA
Changing Job Skills in Virginia, 1985

Predicted an increasing demand for:

- Basic academic skills
- Interpersonal skills
- Computer skills
- Reasoning and generalizing skills
Virginia’s Changing Workplace, 1996

Identified new trends:

• Growing dissatisfaction with work ethic
• Increasing workplace computerization
• Rising expectations for:
  – Problem solving and decision making
  – Customer service
  – Worker flexibility
  – Lifelong learning
  – Industry credentials
Readiness Joins Virginia’s Curriculum, 1997

13 Key Skills, including:

• Work ethic
• Initiative
• Teamwork
• Reasoning
Skills in the 21st Century
Percent Ranking Skills “Very Important” for College Graduates

Readiness Skills
- Communication
- Work Ethic
- Teamwork
- Writing
- Critical Thinking
- Ethics
- Computers
- Creativity
- Lifelong Learning
- Diversity Awareness

Academic Skills
- Writing English
- Speaking English
- Reading
- Mathematics
- Science
- Foreign languages
- Gov't/Econ.
- History
- Arts/Humanities
Employers Look to K-12 for Skills

Who Should Be Responsible for Skills?

- K-12
- 4-Year College
- Students
- 2-Year College
- Government
- Other

Source: Are They Really Ready for Work, 2006
Teen Employment is Falling

Percent of Teens with Summer Jobs

Source: Current Population Survey
Teen Employment Will Remain Low

Causes:

• An increase in other activities, especially school

• Structural changes in the labor market
A Cooperative Research Effort

• Virginia Office of Career and Technical Education Services
• Virginia’s CTE Resource Center
• Career and Technical Education Consortium of States (CTECS)
• Demographics & Workforce Group, University of Virginia
The Revision Process

1. Review national research
2. Review state and national initiatives
3. Construct a draft skill list
4. Seek input from Virginia employers
Virginia Employers Speak

More than 300 Employers:

- Rated 21 different skills;
- Submitted comments;
- Offered recommendations.

Responses confirm national surveys.
## Skills Rated “Essential”

<table>
<thead>
<tr>
<th></th>
<th>Skill</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Positive Work Ethic</td>
<td>96%</td>
</tr>
<tr>
<td>2</td>
<td>Speaking &amp; Listening</td>
<td>96%</td>
</tr>
<tr>
<td>3</td>
<td>Professional Ethics</td>
<td>95%</td>
</tr>
<tr>
<td>4</td>
<td>Teamwork</td>
<td>89%</td>
</tr>
<tr>
<td>5</td>
<td>Reading &amp; Writing</td>
<td>89%</td>
</tr>
<tr>
<td>6</td>
<td>Diversity Awareness</td>
<td>82%</td>
</tr>
<tr>
<td>7</td>
<td>Reasoning/Problem Solving</td>
<td>76%</td>
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<tr>
<td>8</td>
<td>Technology Applications</td>
<td>68%</td>
</tr>
<tr>
<td>9</td>
<td>Health, Wellness, &amp; Safety</td>
<td>67%</td>
</tr>
<tr>
<td>10</td>
<td>Understanding the Big Picture</td>
<td>64%</td>
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</table>
Finalizing Virginia’s Skills List

A final skill list was created in the light of:

• Employer comments;

• Current Career and Technical Education curriculum.
Virginia’s Skills Include

Personal Qualities & People Skills

Professional Knowledge & Skills

Technology Knowledge & Skills
Personal Qualities & People Skills

1. Positive Work Ethic
2. Integrity
3. Teamwork
4. Self-Representation
5. Diversity Awareness
6. Conflict Resolution
7. Creativity and Resourcefulness
Professional Knowledge & Skills

8. Speaking and Listening
9. Reading and Writing
10. Critical Thinking and Problem Solving
11. Health and Safety
12. Organizations, Systems, and Climates
13. Lifelong Learning
14. Job Acquisition and Advancement
15. Time, Task, Resource Management
16. Mathematics
17. Customer Service
Technology Knowledge & Skills

18. Job-Specific Technologies
19. Information Technology
20. Internet Use and Security
21. Telecommunications
Virginia Workplace Readiness Skills Are:

• Targeted to the needs of the modern workplace;

• Based on 25 years of local and national research and experience;

• Attuned to the CTE curriculum.
Employers Have A Role to Play
Achsah Carrier

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References


