21ST CENTURY EMPLOYABILITY SKILLS

New World of Work

In Collaboration With

CALIFORNIA CORPORATE COLLEGE
Foundation for California Community Colleges
WELCOME

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PARTNERSHIPS

New World of Work:

Funded by the California Community College Chancellor’s Office through the Doing What Matters Initiative. Collaborates with employers, workforce development boards, educators, and research organizations across the country to build 21st Century Employability Skills

Organizational Partners Include:

• CA Community Colleges Chancellor’s Office
• Foundation for CA Community Colleges
• California Corporate College
• National Association for Community College Entrepreneurship
• Mozilla Foundation
• MDRC National Research Group
• CalHR
• CreatorUp!
CONNECTING EDUCATORS, EMPLOYERS, & STUDENTS: RANKER INTERVIEW

https://www.youtube.com/watch?v=RlT34HjbxQA&list=PLWCjcrQpQifbzC_l89OSWW9Ecp8gKd6VC&index=13
New World of Work Timeline

- **2012-13**: Research & Skills Panels
- **2013-14**: Created Curriculum & Pilot at Feather River
- **2015**: Pilot at 10 CCC, NACCE, Foundation CCC, and CalHR Partnerships
- **2016**: Expanded Pilot to 13 CCC, Digital Badging, Mozilla, MDRC & Ca Corp College Partnerships
TIMELINE OF THE NEW WORLD OF WORK

2012

• Started in 2012 at Feather River College through CTE/EWD program

• Career development research and futurist projections on emerging “knowledge” or “human” economy: work skills that can’t be automated, growing focus on freelance/contract work

2013

• Skills panels were conducted to align research with input from employers, recruiters, educators and students

• Created the “Top 10” list of essential 21st Century Employability Skills
“TOP 10” 21st Century Skills

1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
11. Entrepreneurial Mindset
12. Empathy
13. Resilience
14. Self-Awareness
19. Social/Diversity Awareness
21ST CENTURY SKILLS: FAST TRACK TO THE FUTURE

• Go by many names:

*Applied skills, cross-disciplinary skills, college/career readiness skills, transferable skills, employability skills, non-cognitive skills, and soft skills.*

• What they are:

*Knowledge, work habits, and character traits necessary to succeed in this rapidly changing world.*

• The good news:

*Just like any other subject, 21st Century Skills can be taught, practiced, and incorporated into everyone’s life.*
TIMELINE OF THE NEW WORLD OF WORK

2014

- Funding from Adult Education, CTE, and EWD grants, used to create 2 modules per skill, for a total of 20 lessons

- Each module contains a lesson plan for instructors, presentation, a “what not to do” video teaser or longer video assessment, and handouts

2015

- Lessons first tested with over 200 students at Feather River College in conjunction with workplace learning

- The NWoW website was created to host all modules with free download access

  www.newworldofwork.org

- IDRC grant allowed expansion to a pilot of 10 partner community colleges, then added 3 additional colleges
TIMELINE OF THE NEW WORLD OF WORK

2016

• NWoW partnered with the Foundation for California Community Colleges to create ten 21st Century Skills badges for postsecondary students

• Badges are hosted through the Foundation’s LaunchPath site www.launchpath.com

2016-2017

• The 13 pilot colleges are piloting the badges with students during Fall 2016

• Badges will then be openly available to instructors who have gone through NWoW trainings as a resource for their college students
WHAT ARE DIGITAL BADGES?

- Online visual representation of learning
- Used in education and workforce as marker of achievement, skill, knowledge, and work-readiness
- Mozilla Open Badge Eco-System allows public recognition of badges
- Learners can display badges across multiple sites such as FB, Twitter, LinkedIn
- Visual way for employer to understand skillset of potential applicants at a glance
- The 21st Century Skills badges will have the option for embedded employer verification, which provides the bridge from academic skills to workplace competencies
ANATOMY OF A DIGITAL BADGE

- Badge name
- Description
- Criteria
- Issuer
- Evidence
- Date issued

Open Badge Anatomy

Badge image
21ST CENTURY SKILLS DIGITAL BADGES

- Social Diversity Awareness
- Adaptability
- Analysis/Solution Mindset
- Self-Awareness
- Digital Fluency
- Resilience
- Entrepreneurial Mindset
- Empathy
- Communication
- Collaboration
- Certified Instructor
- Learner
## TIMELINE OF THE NEW WORLD OF WORK

### 2016
- NWoW partnered with California Corporate College to provide 21st Century Skills trainings outside of the pilot colleges in the IDRC grant
- Trainings are available for instructors, college/career advisors, workforce development staff, and direct delivery to current workers

### 2016-2017
- Trainings provide an overview of all 20 lessons, facilitation strategies, data collection templates, and access to digital badge assessments through LaunchPath
- 2 day training provides non-credit certificate of completion
OVERVIEW:
CALIFORNIA CORPORATE COLLEGE

MISSION & CREATION

The California Corporate College (CA CC) is a cooperative venture of California’s Community Colleges. Created in 2009 as a response to the Community College System’s Strategic Plan Item C1 (B), CA CC’s mission is to provide a single point-of-contact for business, governmental agencies, and associations to access training and workforce development services throughout California.

WHAT WE DO

By leveraging the extensive resources and workplace-specific curriculum of the statewide community college system, we deliver strategic training and workforce development solutions that improve employee performance, meet business’ strategic goals, and develop California’s workforce talent.
Richard Heath and Associates (RHA), a California-based program design and management company, was awarded a contract by California’s state-run insurance exchange, Covered California, to provide program design, oversight and training services in support of the rollout of the Affordable Care Act (ACA). As a part of RHA’s strategic plan for certified enrollment educators and certified enrollment counselors, they subcontracted with the California Corporate College.
OVERVIEW: CALIFORNIA CORPORATE COLLEGE

COLLABORATION WITH COMMUNITY COLLEGES

Additionally, Richard Heath and Associates trained 25 community college instructors to train staff from organizations including:

- Community-based Organizations
- Healthcare Organizations

Healthcare providers such as hospitals, medical groups and urgent care centers are sponsoring employees to become certified enrollment counselors.

CLIENT SATISFACTION

“The infrastructure, logistical support and training services provided by the California Corporate College have been instrumental in helping train the grass-roots networks that reach and educate consumers statewide about eligibility requirements and other important issues related to the Affordable Care Act. It was extremely helpful that we could contract with one entity to gain access to the extensive network of California Community Colleges, which have a physical presence in the high population centers where we needed to hold training classes.”

By the end of the project, 2,500 certified enrollment counselors had been trained.
WHY & HOW?

WHY TEACH 21ST CENTURY SKILLS?

• Do you think instruction in these skills is important? Why?

HOW TO INTEGRATE 21ST CENTURY SKILLS?

• Are you currently using any form of 21st Century Skills content?
WHY & HOW?

WHY TEACH 21\textsuperscript{ST} CENTURY SKILLS?

• Help prepare your students for the work world they will be entering
• Align transferrable skills education with workplace learning experiences
• Address objectives from Strong Workforce Recommendations & Student Success

STRONG WORKFORCE AND STUDENT SUCCESS

• Broaden and enhance career exploration, planning, and work based learning (21\textsuperscript{st} C Skills curriculum)
• Support resources to enhance college readiness (21\textsuperscript{st} C Skills curriculum)
• Provide professional development opportunities for CTE faculty (21\textsuperscript{st} C Skills trainings)
• Promote collaboration through a Community of Practice (regional and across regions)
• Develop and implement common assessments (digital badges)
HOW TO INTEGRATE 21\textsuperscript{ST} CENTURY SKILLS?

• NWoW’s lessons have been designed for integration into existing coursework (or new courses) across disciplines, and as stand alone workshops.
Current Curriculum Pilot in California
COURSES IMPLEMENTING 21ST CENTURY SKILLS CURRICULUM

Folsom Lake College
- Work Experience (WEX)

Feather River College
- Business

Hartnell
- Electrical and Electronic Systems

Lassen
- Human Services
- Career/Employment Strategies
- WEX

Columbia College
- Workshops
- Ag, Enviro. Tech, & Transportation Dept. students

Pasadena
- Integrated with college/career counseling offerings

SCBC at Miramar College
- Biotechnology

Santa Barbara City College
- Entrepreneurship

Santa Rosa Junior College
- Soft Skills for Business

Shasta College
- Civic and Community Engagement
- Sociology
- Workshops in conjunction with career services dept.

West Hills Coalinga
- Health Sciences/Nursing

Skyline College
- Part of training offerings through the Business & E-ship Center

American River College
- IT/Tech Courses
QUESTIONS?
21ST CENTURY SKILLS SERIES

SELF-AWARENESS DEMO LESSON:
PERSONALITY TYPES

CALIFORNIA COMMUNITY COLLEGES
Doing What MATTERS™ FOR JOBS AND THE ECONOMY

New World of Work
PERSONALITY ASSESSMENTS
(MYERS-BRIGGS & KEIRSEY) LETTER CODES

E or I
Extrovert or Introvert

S or N
S is more focused on observable world, facts
N is more focused on intuition and feelings

T or F
T makes decisions based on facts, logic
F makes decisions based on values, person-centered

J or P
J likes things scheduled and decided
P likes to keep things open, possibilities
INTROVERSION VS. EXTROVERSION

Myth: Introverts are always shy and extroverts always have to be the center of attention

Introverts can be social, but need quiet and time for reflection in order to recharge

Extroverts can be alone, but need interactions with others and time to express their ideas in order to recharge

What do you feel you are?
HOW ARE YOU ENERGIZED?

E “Being energized through contact with other people or through engaging in activities”

The Outer World
External environment
Prefer to ‘talk through’
Learn best by doing
Develop ideas through discussion
Enjoy working in teams
Action
Do-Think-Do

I “Being energized through ideas, quiet times or solitude”

The Inner World
Inner world
‘Reflecting’
Keep thoughts in
Learn best by mental “practice”
Like quiet for concentration
 Prefer working alone or in small groups
Think-Do-Think
HOW DO YOU TAKE IN INFORMATION?

**S**

“Paying attention to what you perceive through the five senses: seeing, hearing, touching, smelling, and tasting”

Present orientation - Enjoy the NOW
- Real/Actual
- Facts/Details
- Practical
- Specifics
- Trust Experience
- Not stimulated by ambiguity
- Step-by-step

**N**

“Paying attention to what might be described as the sixth sense—the unseen world of meanings, inferences, hunches, insights, and connections”

Future possibilities
- What could be
- Theoretical
- Inspirations
- Learning new skills
- Patterns/Associations between the facts
- Value imaginative insights
- Stimulated by ambiguity
HOW DO YOU MAKE DECISIONS?

T

“Making decisions based on impartial criteria—cause-effect reasoning, constant principles or truths, and logic”

Logical system

Head
Objective
Justice
Emphasize involvement with tasks
Firm minded - ready to offer criticism
Decide impersonally
Don’t mind conflict

F

“Making decisions based on values-based, person-centered criteria, seeking harmony”

Values system

Heart
Subjective
Focus on harmony
Deal with people more as individuals
Empathy
Compassionate
Don’t like conflict
HOW DO YOU APPROACH LIFE?

J

“Want to live an ordered life, with goals and structure, making decisions so you can move on”

Get Things Decided

Closure
Control
Scheduled/Organised
Enjoy decision making
Dislike last minute time pressure
Seek structure
Lists to prompt action
Work best when they can plan their work

P

“Want to live a spontaneous life with flexibility, staying open to new information and possibilities”

Gather Information

Keep options open
Spontaneous/Adaptable
Tentative
Let life happen
Energised by last minute pressure
List remind them of possible things to do
Like flexibility in work, feel restricted by too much structure
GUARDIAN: ESTJ, ISTJ, ESFJ, ISFJ

• Prefer to maintain social order to ensure everyone is taken care of
• Comfortable with routine, will work hard and often do the tasks that no one else wants to do
• Appreciate cooperation, common goals, and sharing resources
• Use sensible language to communicate
• Feel the ethics and morals behind an action are more important than the outcome
• Great organizers

Working with Guardians:
1. They should be given clear plans/complete information before a project begins
2. They need routines without many unexpected changes
ARTISAN: ESFP, ISFP, ESTP, ISTP

• Prefer the tangible and practical, hands on skills
• Adaptable, even able to adapt own personality to suit different environments
• Appreciate what is new and different, will seek it out.
• Bring a sense of fun and adventure to what they do
• Gifted with the ability to gather and utilize resources - can make a lot out of a little
• Use concrete language to communicate
• Great planning skills

Working with Artisans:
1. They should be made aware of all available resources before a project starts
2. They need communication to be straightforward and practical
IDEALIST: ENFJ, INFJ, ENFP, INFP

- Prefer working with others to bring out the best in one another
- Believe in human potential, the power of ideas, and intuition
- Appreciate innovation and diverse ways of looking at the world so will often be “lifelong learners”
- Gifted at communication and will often use this as a means to connect with others; empathetic
- Believe the way people feel in a group can be more important than the outcomes of the group

Working with Idealists:
1. They should be given time to think/discuss before determining the goals of a project
2. They need environments where they feel valued
RATIONAL: ENTJ, INTJ, ENTP, INTP

- Prefer the use of logic to figure out complex systems
- Problem solvers, curious, often scientifically minded
- Appreciate what is utilitarian, contemporary, and technologically advanced
- Gifted at figuring out better ways of doing things-use ingenuity to move forward
- Use abstract ideas to communicate-what can be perceived
- Dislike what seems trivial or redundant
- Even tempered; trust logic

Working with Rationals:
1. They should be given projects requiring reasoning skills rather than anything overly simplistic/repetitive
2. They need environments that are calm and not overly emotional
Thank you!

Stay connected with New World of Work

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Facebook- New World of Work at Feather River College
LinkedIn- WOW: The New World of Work
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