

# What does it all mean - do skills provide better access to the job market than degrees now?

Jarlath O'Carroll - Jobspeaker

George Westerman - MIT J-WEL Workforce Learning

Salvatrice Cummo - Pasadena City College

Richard J. Varn - RJV Consulting & Learn Launch



#### 12:00 Introductions

Moderator: Richard J. Varn, CEO @ RJV Consulting & Venture Partner at LearnLaunch
Jarlath O'Carroll, CEO @ Jobspeaker
Salvatrice Cummo, Executive Director, Economic and Workforce Development @ Pasadena City College
George Westerman, Principal Research Scientist @ MIT J-WEL Workforce Learning

12:05 Poll Attendees

12:10 Skills Overview: Richard J. Varn

12:15 Skills Panel

Moderator: Richard J. Varn

Panelists: Jarlath O'Carroll, Salvatrice Cummo, George Westerman

12:45 Questions

12:55 Wrap-Up



**Moderator: Richard J. Varn** 

**CEO @ RJV Consulting & Venture Partner at Learn Launch** 

#### Salvatrice Cummo

**Executive Director, Economic and Workforce Development @ Pasadena City College** 

### **George Westerman**

Principal Research Scientist @ MIT J-WEL Workforce Learning

Jarlath O'Carroll

CEO @ Jobspeaker



# **Questions for Attendees**

- 1. Who are you
- 2. Educators
- 3. Employers



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# Sharpening the Focus on Skills

- Knowledge, Skills, Abilities, Performance, and Experience (KSAPEs)
  have always mattered
- We just often used larger measures of them like degrees, credit hours, certificates, resumes, and licenses
- Now we have the tools, standards, and need to focus more on what comprises those larger measures - shortened to discussing "skills"
- We can use this deconstruction and attendant feedback loop to improve learning and decision making in guidance, admissions, hiring, development, and advancement



# **Shortening Shelf Life**

- The need to continually acquire new skills, upskill, and reskill is present and accelerating
- Life-long learning has evolved from aspiration to necessity
- Al and automation already were pushing the adoption curve
- The pandemic and economic crises are accelerants for change in labor markets
- Skills are the shorthand for a being person being current and ready to do what is needed today



# Democratization of Teaching, Learning, and Work

- Innate and acquired skills can be valued regardless of how they are obtained if they can be validated and presented in useful and adoptable ways
- Partial degrees, life/job experience, and independent learning can be articulated as a set of skills which are valued, and rewarded
- A more open market for valued skills means more providers with more innovation in methods—for good and ill—and increases pressure on existing providers to adapt
- Clarifying what is valued allows for a more efficient value chain, greater accountability, and more success in career processes



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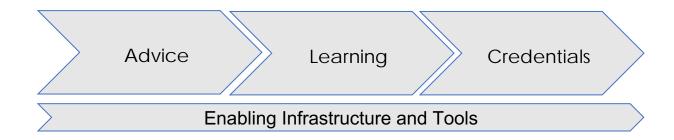
12:55 Wrap-Up



# Workforce Learning @ MIT J-WEL

Mission: Work with schools, companies, governments, nonprofits to transform the nature of workforce learning around the world

Vision: The right skills, to the right people, in the right way, at scale



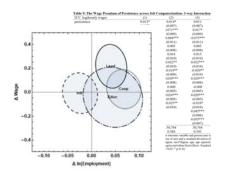
For more information, see http://jwel.mit.edu/workforce-learning or contact me at georgew@mit.edu



# Workforce Learning @ MIT J-WEL: Recent Activities













# J-WEL: Human Skills Matrix





#### J-WEL: Human Skills Matrix

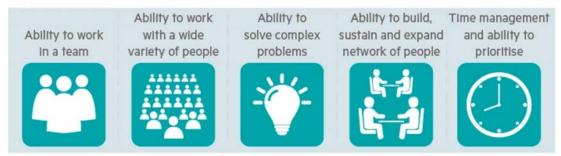
# What top employers want from MBA graduates

Financial Times 2018

Source: 2018 FT MBA Skills Gap survey

#### Most important skills

Top five



Employers and graduates agree on four out of the five most important skills, but companies value the ability to network more and graduates find the ability to influence others more important

#### Most difficult skills to recruit

Top five

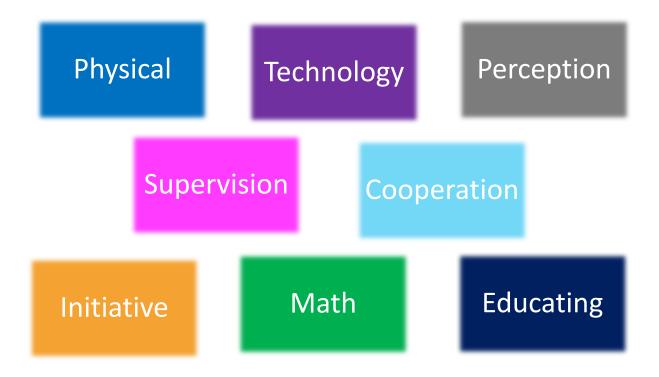


Two of the skills most difficult to recruit — drive & resilience and ability to solve complex problems — are also among the skills MBA graduates claim to be most proficient in



# 0

# Eight Broad Skills in the US Economy



Source: Benzell, Brynjolfsson, MacCrory, Westerman(2019) working paper,

building upon MacCrory, Westerman, and Brynjolfsson. "Identifying the Skills in Skill-biased Technical Change," Proceedings of the International Conference on Information Systems, Dec. 2015



#### J-WEL: Human Skills Matrix

# Relative Wage by Occupational Skill Requirement

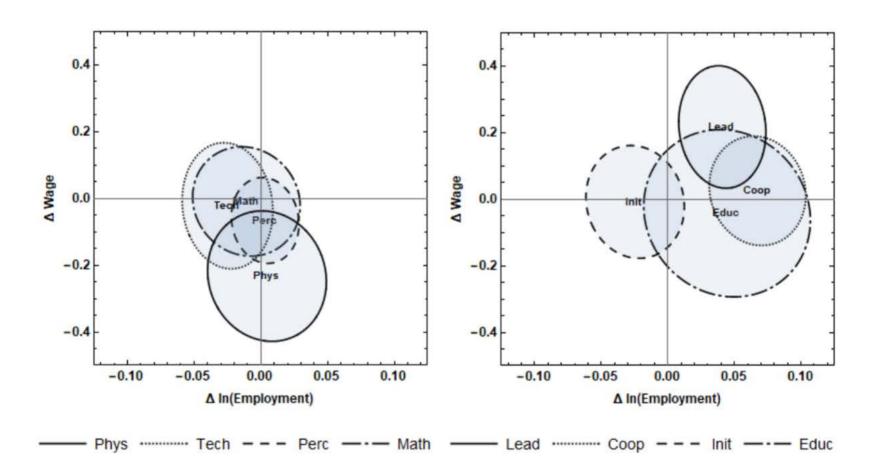


Relative wage for a standard deviation of each occupational skill requirement, averaged 2006-2016 using real 2006 dollars Source: Benzell, Brynjolfsson, MacCrory, Westerman (2019) working paper, building upon MacCrory, Westerman, and Brynjolfsson. "Identifying the Skills in Skill-biased Technical Change," Proceedings of the International Conference on Information Systems, Dec. 2015



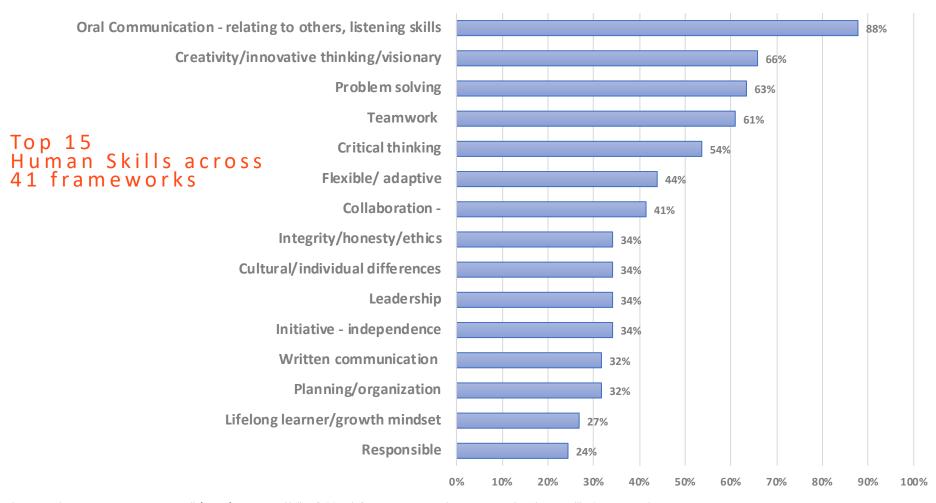


#### 2006-2016 Employment Growth Was In People-Oriented Jobs





#### J-WEL: Human Skills Matrix

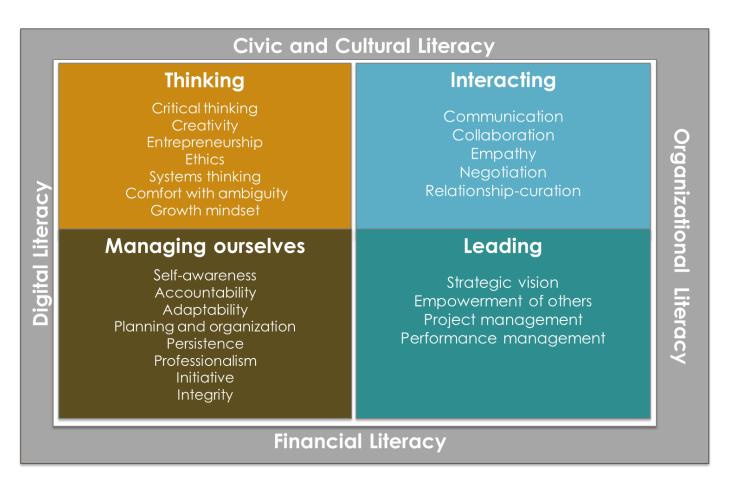


Source: Stump, Westerman, Hall (2020) Human Skills: Critical Components of Future Work. The Evolllution, March 2, 2020 https://evolllution.com/revenue-streams/workforce\_development/human-skills-critical-components-of-future-work/



#### J-WEL: Human Skills Matrix

MIT J-WEL Human Skills Matrix



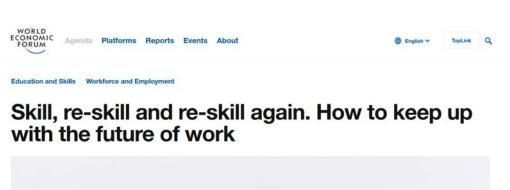
Source: https://jwel.mit.edu/human-skills-matrix





# Approaches to Upskilling:

Rethinking L&D and the CLO Role





31 Jul 2017

The jobs market is well into the 21st century. So why isn't our education system?



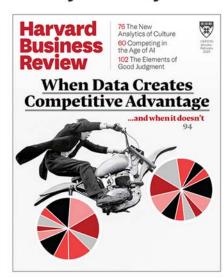
#### **DEVELOPING EMPLOYEES**

# **The Transformer CLO**

by Abbie Lundberg and George Westerman

From the January-February 2020 Issue

#### January-February 2020 Issue





# CLOs Have a Choice to Make

Trainer

Budget line item
Back-office order taker
Slow to change
Create and deliver content
Skills for now

Transformer

Investment
Partner in driving outcomes
Continuously adapting
Curate, co-create, foster
Capabilities for now and later

Source: A. Lundberg and G. Westerman, "The Transformer CLO." Harvard Business Review, Jan-Feb 2020



# Transformer CLOs Drive Change Three Areas

# GOALS

From developing skills to developing mindsets and capabilities that help workers perform well now and adapt smoothly in the future.

#### **METHODS**

Learning is more personalized, atomized digitized and optimized.

Learner-centered.

Available when and where it's needed.

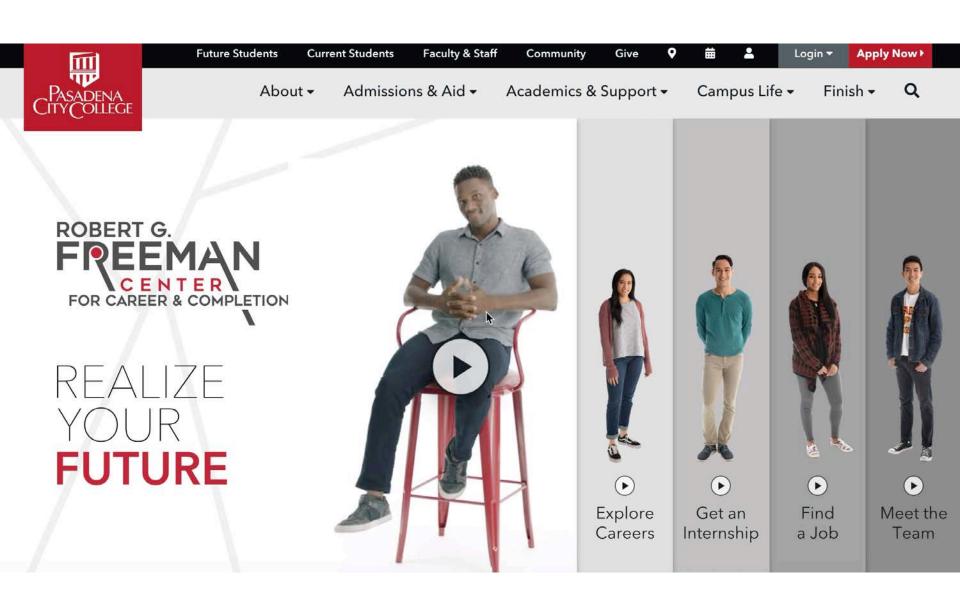
#### **DEPARTMENTS**

Learning units are becoming leaner, more agile, and more strategic.

- Source: A. Lundberg and G. Westerman, "The Transformer CLO."
   Harvard Business Review, Jan-Feb 2020
- Source: A. Lundberg and G. Westerman, "The Transformer CLO." Harvard Business Review, Jan-Feb 2020



# Freeman Center: Pasadena City College





Bridging the skills gap between Education and Employment





# **Education Alignment, Retention, Completion & Employment**



Alumni Engagement

Improved outcomes for all

Al Matching Curriculum to Skill to Jobs

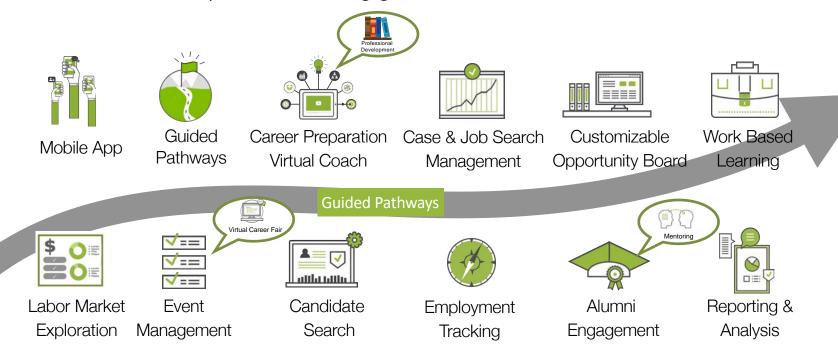
Retention & Learning of skills

Career Pathing based on interests



# Skills based platform connecting related career services

#### Tools to enable increased empowerment and engagement



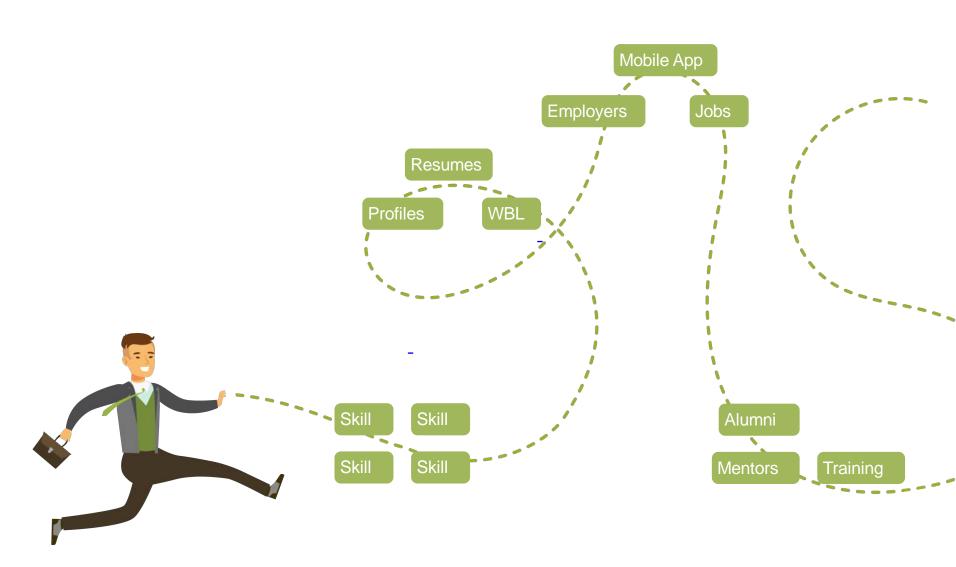
Data Layer: Connecting across all interactions

Using a common skills/competency based framework

To achieve better outcomes for all - Students, Institution, Employers!



# Jobspeaker: supporting jobseekers to gain the skills to succeed



Helping students amass the skills they need to succeed in getting that next opportunity and expand their career ... regardless of age, race, creed, color, or socio-economic background



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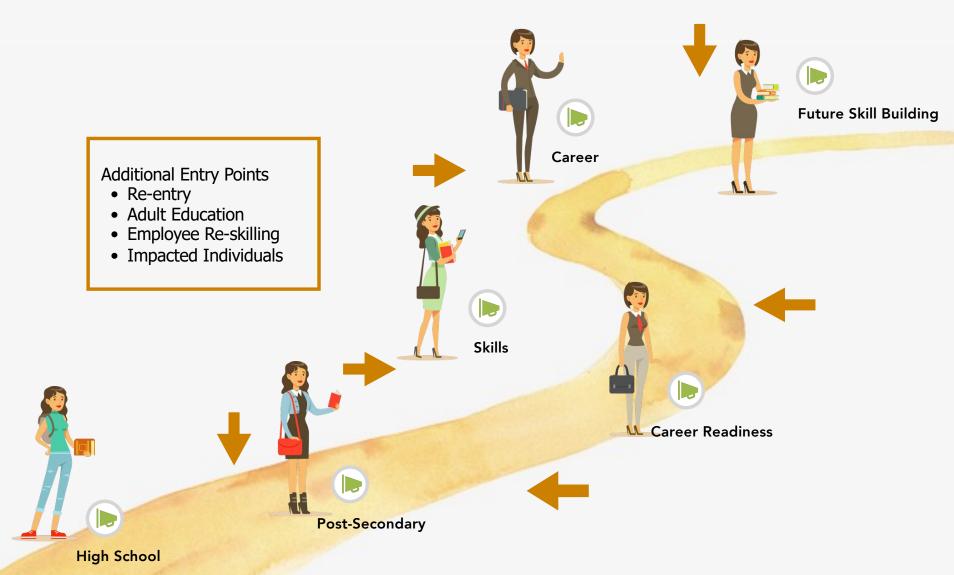
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#### **Education Continuum - lifetime skills attainment**

Enabling lifelong education, career development, and adaptation Attaching new competencies/skills throughout their career

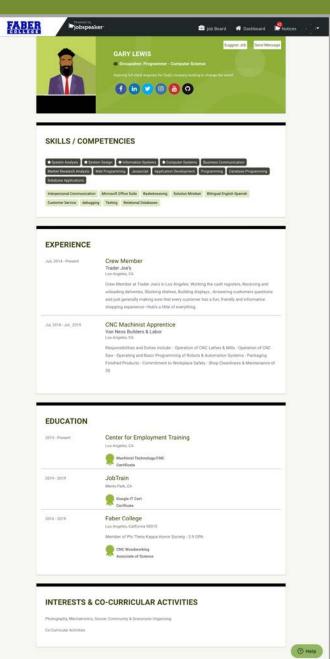




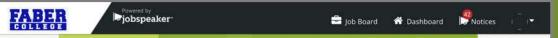
# Skills Transcript<sup>TM</sup> - Adaptive Learner Record



Student profile: shared with Employers













Human Skills can be separated out & highlighted for employers

Skills Transcript<sup>™</sup>

built automatically based on students

major and

completions





Other Credentials or Badges

Additional skills and badges can be integrated through learning partners e.g. LinkedIn Learning



Finished Products - Commitment to Workplace Safety - Shop Cleanliness & Maintenance of

#### **EDUCATION**

**EXPERIENCE** 

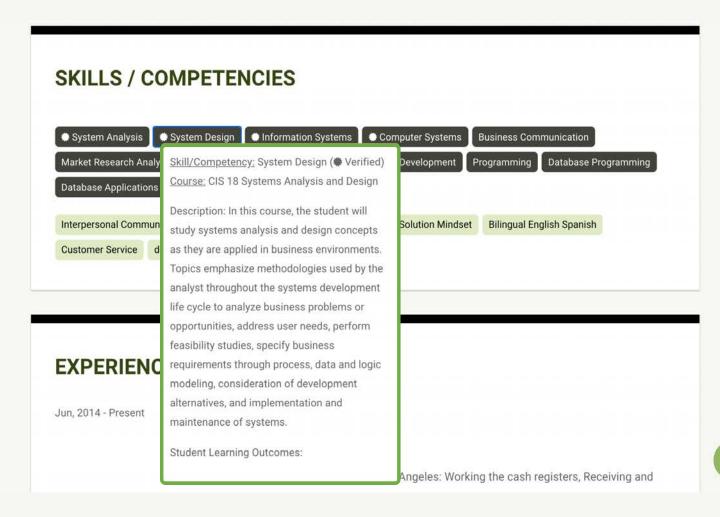
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# **Competency - Skills profile**

- -Skill/
  Competency
  detail shared
  with employer
- -Other information:
  - Faculty Rating
  - Recommen dations
  - -Badges
  - ...







# Sample Resume (created automatically via profile)

#### Resume:

- Created from profile
- Multiple profiles & resumes
- Other templates available
- Upload of existing resume

#### **Gary Lewis**

faber+24@jobspeaker.com

(212) 888-8888 Los Angeles, CA

Aspiring full stack engineer for SaaS company looking to change the world.

#### KNOWLEDGE, SKILLS & COMPETENCIES

- Interpersonal Communication
- Microsoft Office Suite
- Basketweaving
- Solution Mindset
- Javascript
- Bilingual English Spanish
- Customer Service
- debugging

- Testing
- Relational Databases
- Information SystemsWeb Programming
- Database Applications
- Market Research Analysis
- Application Development

- · Database Programming
- System Analysis
- · System Design
- Computer Systems
- Business Communication
- Programming

#### PROFESSIONAL EXPERIENCE

Trader Joe's - Los Angeles, CA

6/2014 - Present

#### Crew Member

Crew Member at Trader Joe's in Los Angeles:

Working the cash registers, Receiving and unloading deliveries, Stocking shelves, Building displays, Answering customers questions and just generally making sure that every customer has a fun, friendly and informative shopping experience—that's a little of everything.

Van Ness Builders & Labor - Los Angeles, CA

7/2018 - 7/2019

#### **CNC Machinist Apprentice**

Responsibilities and Duties include:

- Operation of CNC Lathes & Mills
- Operation of CNC Saw
- Operating and Basic Programming of Robots & Automation Systems
- Packaging Finished Products
- Commitment to Workplace Safety
- Shop Cleanliness & Maintenance of 5S

#### **EDUCATION**

Center for Employment Training – Los Angeles, CA Certificate in Machinist Technology/CNC

2015 - Present

JobTrain – Menlo Park, CA

2019 - 2019

2016 - 2019

Cerificate in Google IT Cert

Faber College - Los Angeles, California 90015

Associate of Science in CNC Woodworking

- 3.9 GPA

Member of Phi Theta Kappa Honor Society



# Using Skills to ensure an equitable market for all



# THANK YOU

Jarlath O'Carroll: jarlath@jobspeaker.com

George Westerman: georgew@mit.edu

Salvatrice Cummo: scummo@pasadena.edu

Richard J. Varn: rjmvarn@msn.com

#### WHERE TO FIND US

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Working on an article about Jobspeaker?

pr@jobspeaker.com



#### CONNECT: THE VIRTUAL EXPERIENCE

TECH SOLUTIONS

# THANK YOU for attending this session!

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