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

Q&A Throughout (via chat)
Introductions

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**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
Agenda

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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
• The need to continually acquire new skills, upskill, and reskill is present and accelerating
• Life-long learning has evolved from aspiration to necessity
• AI 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
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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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
Human Skills Still Matter
What top employers want from MBA graduates

Financial Times
2018

Source: 2018 FT MBA Skills Gap survey
Eight Broad Skills in the US Economy

- Physical
- Technology
- Perception
- Supervision
- Cooperation
- Initiative
- Math
- Educating

Relative wage for a standard deviation of each occupational skill requirement, averaged 2006-2016 using real 2006 dollars
2006-2016 Employment Growth Was In People-Oriented Jobs

Top 15 Human Skills across 41 frameworks

J-WEL: Human Skills Matrix

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

Rethinking L&D and the CLO Role
DEVELOPING EMPLOYEES

The Transformer CLO

by Abbie Lundberg and George Westerman

From the 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

Transformer CLOs Drive Change Three Areas

<table>
<thead>
<tr>
<th>GOALS</th>
<th>METHODS</th>
<th>DEPARTMENTS</th>
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<tr>
<td>From developing skills to developing mindsets and capabilities that help workers perform well now and adapt smoothly in the future.</td>
<td>Learning is more personalized, atomized digitized and optimized. Learner-centered. Available when and where it’s needed.</td>
<td>Learning units are becoming leaner, more agile, and more strategic.</td>
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Bridging the skills gap between Education and Employment
Education Alignment, Retention, Completion & Employment

- Alumni Engagement
- Improved outcomes for all
- AI 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

- Mobile App
- Guided Pathways
- Career Preparation
- Virtual Coach
- Case & Job Search Management
- Customizable Opportunity Board
- Work Based Learning
- Labor Market Exploration
- Event Management
- Candidate Search
- Employment Tracking
- Alumni Engagement
- Reporting & Analysis

Data Layer: Connecting across all interactions

Using a common skills/competency based framework

To achieve better outcomes for all - Students, Institution, Employers!
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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Education Continuum - lifetime skills attainment

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

Additional Entry Points
- Re-entry
- Adult Education
- Employee Re-skilling
- Impacted Individuals

Future Skill Building
Career Readiness
Career
Skills
Post-Secondary
High School

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Skills Transcript™ - Adaptive Learner Record

Student profile: shared with Employers
Skills Transcript™ built automatically based on students major and completions

Human Skills can be separated out & highlighted for employers

Other Credentials or Badges

Additional skills and badges can be integrated through learning partners e.g. LinkedIn Learning
Competency - Skills profile

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

SKILLS / COMPETENCIES

- System Analysis
- System Design
- Information Systems
- Computer Systems
- Business Communication
- Market Research Analysis
- Database Applications
- Interpersonal Communication
- Customer Service

Skill/Competency: System Design (Verified)
Course: CIS 18 Systems Analysis and Design
Description: In this course, the student will study systems analysis and design concepts as they are applied in business environments. Topics emphasize methodologies used by the analyst throughout the systems development life cycle to analyze business problems or opportunities, address user needs, perform feasibility studies, specify business requirements through process, data and logic modeling, consideration of development alternatives, and implementation and maintenance of systems.

Student Learning Outcomes:
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
- Testing
- Microsoft Office Suite
- Relational Databases
- Basketweaving
- Information Systems
- Solution Mindset
- Web Programming
- Javascript
- Database Applications
- Bilingual English Spanish
- Market Research Analysis
- Customer Service
- Application Development
db0ugging
- Computer Systems
- Business Communication
- Programming
- System Analysis

PROFESSIONAL EXPERIENCE
Trader Joe’s – Los Angeles, CA
Crew Member
6/2014 – Present
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
CNC Machinist Apprentice
7/2018 – 7/2019
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
Certificate in Google IT Cert 2019 – 2019

Faber College – Los Angeles, California 90015
Associate of Science in CNC Woodworking 2016 – 2019
Member of Phi Theta Kappa Honor Society
- 3.9 GPA
Using Skills to ensure an equitable market for all

Jobseeker

Educational Institution

Better Outcomes for All

Employer
WHERE TO FIND US

Email
info@jobspeaker.com

Telephone
+ 1 (855) JOB-SPKR

Working on an article about Jobspeaker?
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THANK YOU

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George Westerman: georgew@mit.edu
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Richard J. Varn: rjmvarn@msn.com
CONNECT: THE VIRTUAL EXPERIENCE
TECH SOLUTIONS

THANK YOU for attending this session!

VISIT NACEWEB.ORG FOR MORE RELATED CONTENT.