The Future of Work

2024 COMMUNITY OF PRACTICE

THE WESTIN POINSETT

SEPTEMBER 4-6, 2024

GREENVILLE, SC

Welcome

- Introductions—name, title, home, conference goals
- Agenda Summary and Packet Content
- Why Greenville?
- Theme: The Future of Work
- COP Purpose and Context
- CTECS Historical Background
- CTECS Major Initiatives

Why Greenville?

▶ City within our consortium member state: SC

▶ City of resurgence

▶ Changed from purely agriculture and textiles to a thriving economy of diverse industry with lots of manufacturing and high-tech jobs.

Theme: The Future of Work

- The future of work requires that education adapts to change and strives to improve worker preparation.
- While technology is changing and jobs are changing, everyone needs to complement technical proficiency with durable skills or workplace readiness skills.
  - Especially adaptability, continuous learning, teamwork and conflict resolution.
- These skills, once taken for granted, now must be a part of an adequate technical skills program.
- They are teachable and measurable.

The Future of Work

▶ **Intergenerational Workforce**: The American workplace now includes up to five generations working together. Around 62% of workers aged 18-25 prefer working with peers their own age[1].

▶ **Remote and Hybrid Work:** Many workers desire control over their work environment. Satisfaction is higher among those who can choose between in-person, remote, or hybrid work arrangements[1].

The Future of Work

▶ **AI and Technology**: The adoption of AI and other technologies is reshaping job roles and expectations. This trend is expected to continue, influencing how work is performed and managed[2].

▶ **Labor Force Growth**: The labor force is projected to grow by 5.5% from 2020 to 2030, with significant increases among older workers (75+), whose participation is expected to rise by 96.5%

Change and Adaptability

- So, we are here to talk about change, which can be scary.

- Change can also be disruptive, yet disruption is essential to creativity and problem solving.

- Those who adapt quickly to change will be the winners in the emerging economy. We should expect our education to adapt just as quickly.

- At this conference, it is important to stay open in this safe place for encountering ideas of adaptability so we can collectively find solutions to successfully manage change.

- This is your conference. Share and network for the collective good.
- COP is your platform to share your vision, mission, and passion.
- Identify your challenges and how you are overcoming them.
- Envision what lies ahead.
- Remember, we are here to help you grow.
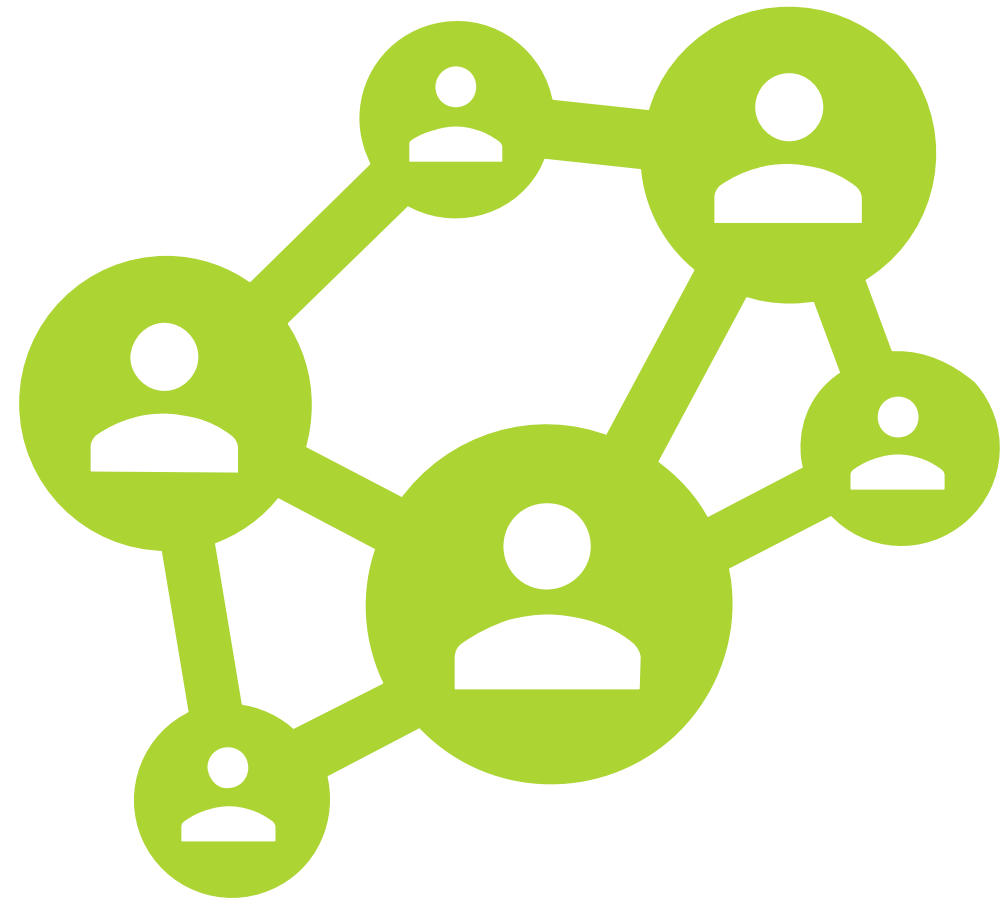
CTECS Humbly Requests

01

Try to leave the distractions of your daily responsibilities and think differently for the sake of education and change.

02

Our membership needs to grow to sustain you. Spread the word.

03

Remember, the consortium is based on sharing what you do well and how we can overcome challenges together. Share.

COP Purpose and Context

- ▶ COP is an opportunity to honor your commitment and support to CTECS.

- ▶ Personalize your hard work through retreat, bonding, and human experience.

- ▶ We customize to your needs and goals.

- ▶ CTECS has always been nimble and open to what you need and how it benefits your culture.

CTECS: Who We Are, What We Do, How We Do It

▶ The Career and Technical Education Consortium of States (CTECS) is nationally recognized for its expertise in developing standards and assessment systems based on a valid occupational analysis process.

▶ The consortium model allows CTECS to connect the best resources and practices from participating partners and members by identifying dynamic relationships and benefits for all.

History of

Since 1973, to provide industry-based resources and services for the improvement of career technical education and workforce development instruction, assessment, certification, and delivery.

Consortium of states dedicated to CTE program improvement.

South Carolina, Kentucky, Idaho, Nevada, New Mexico, Virginia, Maine, FADA, Idaho Apprenticeships, Portland (OR) Public Schools

CTECS Members (44 states) & Partners

Government

- US Department of Labor
- US Department of Education (OVAE)
- United States Army Recruiting Command (USAREC)
- U.S. Federal Bureau of Prisons

Industry and Associations

- Economic Advancement Research Institute (EARI)
- National Automotive Technicians Education Foundation (NATEF)
- Laborers' International Union of North America (LIUNA)
- CISCO
- Florida Automobile Dealers Association (FADA)
- Future Business Leaders of America (FBLA)
- National Institute for Metalworking Skills (NIMS)
- National Association of Family and Consumer Sciences (NASAFACS)
- National Academy Foundation (NAF)
- Southern Regional Education Board of Education (SREB)

Postsecondary

- Technical College System of Georgia (TCSG)
- Great Basin College
- American Technical Education Association (ATEA)
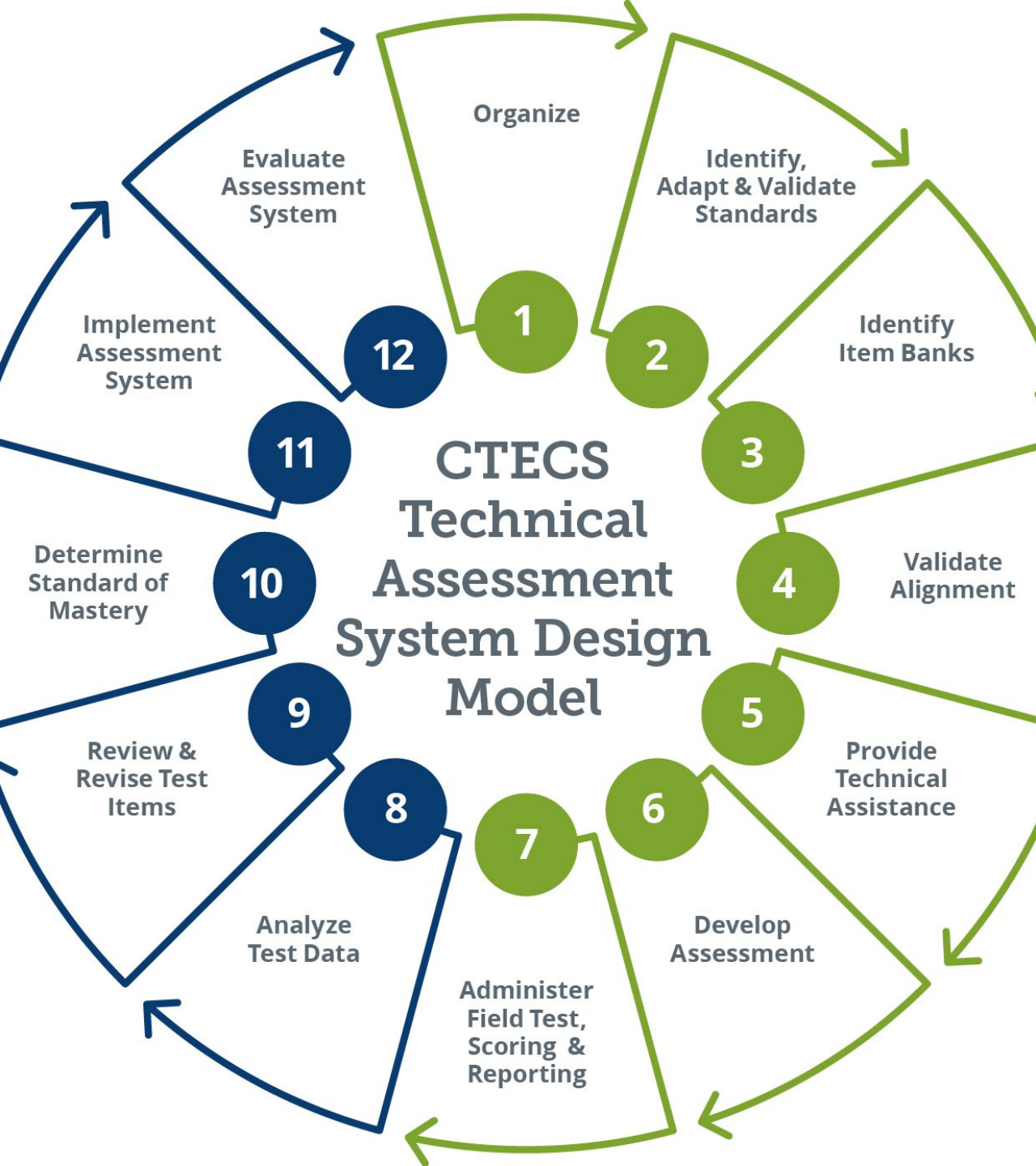
Development Model

Build course standards or competency lists

Analyze existing standards and competency lists

Create custom-built, program-specific tests

Establish pass/fail scores offer credentials for successful student completion

Collect all related data in formats easily adaptable to your needs.

CTECS Technical Assessment System Design Model

1. Organize
2. Identify, Adapt & Validate Standards
3. Identify Item Banks
4. Validate Alignment
5. Provide Technical Assistance
6. Develop Assessment
7. Administer Field Test, Scoring & Reporting
8. Analyze Test Data
9. Review & Revise Test Items
10. Determine Standard of Mastery
11. Implement Assessment System
12. Evaluate Assessment System

Why Assess Technical and Workplace Readiness Skills?

Program Improvement: Data Driven

▶ Ensures that the skills are being taught

▶ Provides real-world learning through scenarios

▶ Increases positive student outlook beyond high school

▶ Unites schools and communities

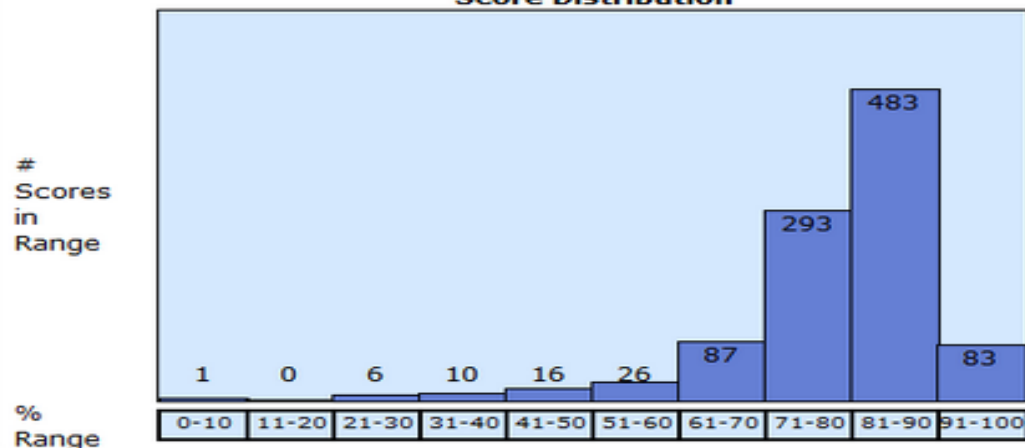| Posttest 21st Century Workplace Readiness Skills for the Commonwealth Standards	% Correct	Show level: 3 (Standard) ⌄
Area : 21st Century Workplace Readiness Skills for the Commonwealth		73.31%
Duty 1: Personal Qualities and Abilities		73.58%
Standard 1: 1. CREATIVITY AND INNOVATION: Employs originality, inventiveness, and resourcefulness in the workplace		72.09%
Standard 2: 2. CRITICAL THINKING AND PROBLEM SOLVING: Uses sound reasoning to analyze problems, evaluate potential solutions, and implement effective courses of action		77.11%
Standard 3: 3. INITIATIVE AND SELF-DIRECTION: Independently looks for ways to improve the workplace and accomplish tasks		70.02%
Standard 4: 4. INTEGRITY: Complies with laws, procedures, and workplace policies; demonstrates honesty, fairness, and respect		73.14%
Standard 5: 5. WORK ETHIC: Consistently works to the best of one's ability and is diligent, dependable, and accountable for one's actions		76.04%
Duty 2: Interpersonal Skills		76.67%
Standard 6: 6. CONFLICT RESOLUTION: Negotiates diplomatic solutions to interpersonal and workplace issues		75.49%
Standard 7: 7. LISTENING AND SPEAKING: Listens attentively and asks questions to clarify meaning; articulates ideas clearly in a manner appropriate for the setting and audience		79.23%
Standard 8: 8. RESPECT FOR DIVERSITY: Values individual differences and works collaboratively with people of diverse backgrounds, viewpoints, and experiences		78.23%
Standard 9: 9. CUSTOMER SERVICE ORIENTATION: Anticipates and addresses the needs of customers and coworkers, providing thoughtful, courteous, and knowledgeable service		77.46%
Standard 10: 10. TEAMWORK: Shares responsibility for collaborative work and respects the thoughts, opinions, and contributions of other team members		73.90%
Duty 3: Professional Competencies		71.88%
Standard 11: 11. BIG-PICTURE THINKING: Understands one's role in fulfilling the mission of the workplace and considers the social, economic, and environmental impacts of one's actions		70.70%
Standard 12: 12. CAREER AND LIFE MANAGEMENT: Plans, implements, and manages personal and professional development goals related to education, career, finances, and health		72.71%
Standard 13: 13. CONTINUOUS LEARNING AND ADAPTABILITY: Accepts constructive feedback well and is open to new ideas and ways of doing things; continuously develops professional skills and knowledge to adjust to changing job requirements		72.61%
Standard 14: 14. EFFICIENCY AND PRODUCTIVITY: Plans, prioritizes, and adapts work goals to manage time and resources effectively		74.90%
Standard 15: 15. INFORMATION LITERACY: Locates information efficiently, evaluates the credibility and relevance of sources and facts, and uses information effectively to accomplish work-related tasks		72.55%
Standard 16: 16. INFORMATION SECURITY: Understands basic Internet and email safety and follows workplace protocols to maintain the security of information, computers, networks, and facilities		74.88%
Standard 17: 17. INFORMATION TECHNOLOGY: Maintains a working knowledge of devices, resources, hardware, software, systems, services, applications, and IT conventions		67.25%

Start Over

Printable

E-mail

Excel Output
PDF Version

Assessment Statistics

Technological Fluency Institute

Filters: All participants included

Assessment:	Workplace Readiness Skills
Description:	
Number participants:	1005
Items on assessment:	100
Testing range:	05/07/2013 - 06/05/2014
Time limit:	01:00:00
Minimum score possible:	0
Maximum score possible:	100
Mean score:	79.43
Median score:	82
Mode score:	The following score(s) occurred 66 time(s): 84
Standard deviation:	11.13
Reliability coefficient (KR21):	0.8769
Score Range:	86
Interquartile range:	10

	Min	Max	Mean
Score	10	96	79.43
Time	00:05:23	01:00:00	00:38:58
Items Answered	49	100	99.69

Score Distribution

Scores in Range

0-10	11-20	21-30	31-40	41-50	51-60	61-70	71-80	81-90	91-100
1	0	6	10	16	26	87	293	483	83

% Range

E-SESS

CTECS, In Progress-Sustainable Breakthroughs

- ➢ Growing Talent Pipeline: Middle School, High School, and Postsecondary

- ➢ Partnering with WBL Programs, Industry, Revalidation, Idaho Apprenticeships, Industry Ready DeKalb Pre-Apprenticeship, Chips Act

- ➢ WRS Industry Review Summit

- ➢ WRS Plan: Pre-Test, Data, Curriculum, Post-Test, Badge (the perfect Technical Skills Complement)

- ➢ New Digital Ecosystem and Badging with Credly

Workplace Readiness Skills: An Essential Tech Skills Complement

"The workplace readiness skills, or durable employability skills such as critical thinking, ethics, and respect for diversity, are most important to our nation because they are economically indispensable."

-Chike Ahgu

Senior Advisor, Project on Workforce at Harvard University | former Chief Innovation Officer at U.S. Department of Labor

The WRS: Three Domains
Personal | People | Professional

Personal Qualities and Abilities

▶ Creativity and Innovation

▶ Critical Thinking and Problem Solving

▶ Initiative and Self-Direction

▶ Integrity

▶ Work Ethic

The WRS: Three Domains
Personal | *People* | Professional

Interpersonal Skills

▶ Conflict Resolution

▶ Listening and Speaking

▶ Respect for Diversity

▶ Customer Service Orientation

▶ Teamwork

The WRS: Three Domains
Personal | People | *Professional*

Professional Competencies

▶ Big-Picture Thinking

▶ Career and Life Management

▶ Continuous Learning and Adaptability

▶ Efficiency and Productivity

▶ Information Literacy

➤ Information Security

➤ Information Technology

➤ Job-Specific Tools and Technologies

➤ Mathematics

➤ Professionalism

➤ Reading and Writing

➤ Workplace Safety

Recommended Plan

1. Pre-Test early.
2. Apply the curriculum within every tech skills program.
3. Post-Test.
4. Earn the digital badge.

Easy to implement and meaningful

▶ Online courses for blended learning, with options

▶ Level 1: Career Interest Development (Grades 8-9)

▶ **Level 2: WRS (Grades 10-12)**

▶ Short, guided activities, vocabulary, and more

1 Career Interest Development
Level One
Teacher Version

2 Workplace Readiness Skills
level two

Partnership with Credly

- Badge is offered through the successful test.
- Digital transcript
- Students showcase their experiences, credentials, and skills, organize their future goals and plans, and share with meaningful career opportunities and talent seekers.

Credly

Use WRS Results for WBL Decisions

▶ Not all WBL experiences are equal, and outcomes are difficult to measure.

▶ Use WRS with WBL, and suddenly you have data that measures the effectiveness of the experiences.

▶ Plus, students who pass the test now have a digital badge ecosystem in which they can begin to build and share a portfolio of experiences.

▶ The WRS allows students and job candidates to stand out.