New World of Work
www.newworldofwork.org

21st Century Employability Skills

Headquartered at:
Shasta College
WELCOME

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Four Essential Skills For Workplace Success In The 21st Century Digital Economy

Successful marketers and business leaders must be prepared for today’s rapidly changing environment.

FORBES.COM
The CEO of LinkedIn shares the No. 1 job skill American employees are lacking

Ruth Umoh | @ruthumohnews | 1:15 PM ET Thu, 26 April 2018

Jeffrey 'Jeff' Weiner, chief executive officer of LinkedIn Corp., speaks during an event at the company's headquarters in San Francisco, California, U.S., on Thursday, Sept. 22, 2016.
NWoW: What it Is (and Isn’t)

- Neither a company nor a for-profit

- It is a program developed under the **Doing What MATTERS for Jobs and the Economy** framework of the California Community Colleges System

- Partially grant funded, with trainings run at cost to be self-sustaining

- Started development from 2012-2013 at Feather River College in rural Northern California

- Was run as a successful pilot with 10 partner CA Community Colleges from 2014-2016

- Was officially endorsed by the CA Community Colleges Chancellor’s Office at the end of 2016, with the goal of going to scale across the state & as a resource for partner states

- NWoW program now has over 65 official partners including CA CCs, numerous Adult Ed, K-12, and workforce development groups, including partners in OR & NY

- Is headquartered at Shasta College, a campus dedicated to collaboration and open sharing of resources
NWoW: Collaborating with Experts

**Development Partners Include**
- CA Community Colleges Chancellor’s Office (CCCCCO) - postsecondary ed content
- OC Pathways & Connected Lane County - secondary ed content
- Mozilla Foundation - student learning outcomes
- Foundation for CA Community Colleges - CareerXP/LaunchPath postsecondary ed badging platform
- Badgr - secondary ed badging platform
- CreatorUp! - curriculum videos
- MDRC Research - curriculum delivery & assessment reviewers

**Organization Partners Include**
- National Association for Community College Entrepreneurship (NACCE)
- CalHR, GovOps, Gov Engaging Youth Programs
- Linked Learning Alliance, Young Invincibles, CA Dept of Education, CA Partnership Academy
- Get Focused Stay Focused, AVID
- WorkSystems (OR), Engage Forward (NY)
- LinkedIn Learning/ Lynda.com
COPYRIGHT: What this Means for You

- All of NWoW’s curriculum, video, assessment, and digital badging content retains the **(CC BY-NC-SA) Creative Commons Copyright**

- This allows instructors/users of the content the ability to apply the 80-20 rule in direct delivery to learners

- 80% of the content remains consistent and 20% can be altered based on the needs of the learner **AS LONG AS THE NWoW BRANDING IS MAINTAINED THROUGHOUT AND THE CONTENT IS USED NON-COMMERCIALLY**

- Why? To maintain the ethic of open sharing of resources without economic barriers (FREE!!) and to ensure the proper use of public grant funds

- This means you can blend the use of NWoW resources along with other resources your school/organization may already have in place

- **NWoW is not a top-down program, it is peer to peer with a “coalition of the willing”**
21st Century Skills: Fast Track to the Future

- **Go by many names:**
  Essential skills, applied skills, employability skills, competencies, college/career ready skills, transferable skills, and soft skills.

- **What they are:**
  Knowledge, developed habits, and character traits necessary to succeed in this rapidly changing world.

This is not only true within work settings, but also for success in academic settings, and for life-long interpersonal skill building.

- **The good news:**
  Just like any other subject, 21st Century Skills can be taught and practiced, ideally in tandem with work based learning, and incorporated into everyone’s life.
NWoW “Top 10” 21st Century Skills

1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
6. Empathy
7. Entrepreneurial Mindset
8. Resilience
9. Self-Awareness
10. Social/Diversity Awareness
NWoW Postsecondary Ed / Adult Ed Curriculum Modules
20 Lessons: 2 per skill with a total of 4 learning outcomes- Instructor Lesson Plan, PPT Presentation, Video Content, and Student Activities
NWoW Postsecondary Ed / Adult Ed Lessons

- Easy to follow lesson plans
- Learning outcomes aligned with national college/career ready competencies
- Activities & videos
- Crosswalk with LinkedIn Learning for next steps

Adaptability in the 21st Century Workforce

- Desired Outcomes—Students will be given an overview of attributes (traits) of adaptability. This lesson will primarily focus on the first two:
- Notices when things change, like new technology or new responsibilities, and sees it as an opportunity rather than being negative about it.
- Open to new experiences by trying out different work environments, roles, and tasks.
- Considers a variety of viewpoints and suggestions to get the job done.
- Can handle normal amounts of stress, use feedback in a positive way, and learn from things that go wrong.

Next Steps: Practice!

LinkedIn and New World of Work have partnered to provide suggested next steps after each of the 21st Century Skills lessons.

Visit www.linkedin.com/learning

These videos will help you continue to explore Adaptability. You can use some combinations of simulations to put on your LinkedIn profile along with any of your digital badges and skills verification.

New World of Work
NWoW Secondary Ed/ Opportunity Youth Curriculum Modules (Releasing Spring 2019)

10 Lessons: 1 per skill with a total of 4 learning outcomes- Instructor Lesson Plan, PPT Presentation, Video Content, and Student Activities

WATCH THE VIDEO
NWoW Secondary Ed/ Opportunity Youth Curriculum Modules

**LESSON PLAN: TRAIT 3**
Will considers others’ viewpoints and suggestions to get the job done.

**Total Lesson Time: 30-45 minutes**

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<thead>
<tr>
<th>Time</th>
<th>Activity (with PPT Slides)</th>
<th>Description/Notes</th>
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<tbody>
<tr>
<td>5 mins</td>
<td>Video [slide 16]</td>
<td>Watch N WoW Adaptable Trait 3 Video</td>
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<tr>
<td>20 mins</td>
<td>Think, Pair, Share [slide 17] or Perspective Video [slide 18]</td>
<td>1) Inevitably, we will have problems that come up that we can’t solve by ourselves. Think of a problem you have that you can share with a classmate. For example, maybe you find it difficult to wake up on time, or you don’t get along with one of your teachers. Then, find a partner. One at a time, share your problem with your partner and listen to how they would solve it if they were in your position. Maybe they’ll have an idea you haven’t thought of yet.</td>
</tr>
<tr>
<td>5 mins</td>
<td>Share out [slide 18]</td>
<td>Regroup as a class and have students share about what solutions their partners came up with and whether or not they were surprised.</td>
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**The Primary Traits of Adaptability:**

- **Trait 1:** Notices when things change and sees it as an opportunity.
- **Trait 2:** Open to new experiences including work environments, roles, and tasks.
- **Trait 3:** Will consider others’ viewpoints and suggestions to get the job done.
- **Trait 4:** Handles normal amounts of stress. Uses feedback in a positive way. Is able to learn from things that go wrong.

**Adaptability Part 4: Dealing with Stress**
- Lesson plans with activities and assessments to support student learning outcomes
- Aligns with ACTE Career Ready Practices, AVID CASEL Competencies, and Linked Learning Silver and Gold Certification
- “Spotlight on Service” for community engagement

**Spotlight on Service: Ongoing Project**
Adaptability: “How To” Demo Class

This project gives you an opportunity to be both a teacher and a learner. Choose a skill that you would like to teach the class in a 20 minute mini-lesson. You will have about 2 weeks to create a lesson plan that includes an explanation/overview, demonstration, and has hands-on activity for the skill you have chosen.
Audience: 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?
**NWoW: WHY & HOW?**

**Why Teach 21st Century Skills?**
- Prepare students/learners for the work world they will be entering
- Promote equity across learner populations
- Align transferable skills education with workplace learning experiences
- Address objectives from Strong Workforce Recommendations, Student Success, and Career Ready Practice Standards

**Strong Workforce, Student Success, Career Ready**
- Broaden and enhance career exploration, planning, and work based learning (21st Century Skills Curriculum)
- Support resources to enhance college readiness and retention (21st Century Skills Curriculum)
- Provide professional development opportunities for instructors/staff (21st Century Skills Trainings)
- Develop and implement common assessments including digital badges (21st Century Skills Trainings)

**New World of Work**
NWoW 21st Century Skills Trainings

Instructor Training:
Two full days that are fast paced and interactive!

Trainings provide networking opportunities and time to discuss how to use the open source lesson modules for direct delivery to learners

Full participation earns a non-credit Certificate of Completion for Instruction

Afterward, participants become part of the NWoW Community of Practice (CoP), which includes quarterly conference calls/webinars and guidance on data, badges

Find out more: www.newworldofwork.org/presentationstrainings

Training Learning Objectives:

- Obtain training in curriculum and facilitation techniques to teach 21st Century Employability Skills
- Practice teach-backs of lessons
- Review data collection & assessments, including digital badges
- Earn the certificate at the end of Day 2 and join the CoP!
21st CENTURY SKILLS DIGITAL BADGES
A Bridge Between Academics and Workforce

- Used in education and workforce as a micro credential that supplements traditional academic measurements such as degree and GPA
- Method for learners to demonstrate knowledge and skills acquired in the classroom as well work-based learning experiences that take place outside the classroom
- Visual way for recruiters & employers to understand candidates’ less academic but critical skills needed in education and the workforce
- Mozilla Open Badge Eco-System allows public recognition of badges so learners can display badges openly across sites such as LinkedIn, FB, Twitter, and in e-Portfolios
- The NWoW postsecondary 21st Century Skills badges have the option for employer verification, which provides the bridge from academic skills to workplace competencies
# ANATOMY OF A DIGITAL BADGE

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<tr>
<th>BADGE NAME</th>
<th>DESCRIPTION</th>
<th>CRITERIA</th>
<th>ISSUER</th>
<th>EVIDENCE</th>
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Digital Badge Introduction

21st Century Skills Badges

 WATCH THE VIDEO
NWoW 21st Century Skills Learner Badges

- These badge assessments are based on the NWoW secondary ed video series paired with multiple choice questions.
- Can be used with high school students, adult learners, or the general public to provide an introduction to the 21st Century Skills and the process for earning badges.
- Assessment pages launch directly from the NWoW website by clicking on the Learner Badge icons and are listed on OER Commons.
NWoW 21st Century Skills Academic Badges

Badge assessments available to instructors for use with learners!
Instructors gain FREE access through CareerXP/LaunchPath after attending a 21st Century Skills Training.
NWoW 21st Century Skills Employer Verified Badges
Available through CareerXP/LaunchPath after a learner earns the Academic Badge
Instructors are encouraged to work with industry partners to place learners taking the 21st Century Skills series with employers willing to host them in work-based learning.

This strategy can help learners earn the academic version of a skills badge and then "level up" to an employer endorsed version of the badge, showing they are putting their skills into action in a real work setting!
Displaying Badges on LinkedIn

Doreen Robinson
Student pursuing Business Administration interested in gaining experience in the field

Recent Activity (1)

Doreen Robinson
Student pursuing Business Administration interested in gaining experience in the... 17s

21st Century Skills Badges
backpack.openbadges.org • I earned my 21st Century Skills Badges through coursework at Folsom Lake College. Check out all the badges I earned in my Mozilla...

Like • Comment • Share

New World of Work
Instructor Testimonials for 21st Century Skills
Next Steps

• If you are interested in using the FREE, downloadable lessons and videos from New World of Work, visit the website at: www.newworldofwork.org

• (Note: “College” modules are available now, “High School” modules will launch in Spring 2019)

• If you would also like to attend a training and have full access to data collection templates & the Academic and Employer Verified Badges for your learners, inquire on the Trainings/Presentations page of the NWoW website

• If you have a group between 20-40 and are interested in hosting a training, reach out through the Trainings/Presentation page to set up a time to talk with the NWoW Trainings/Presentations Director

• An Adult Education-specific Community of Practice for 21st Century Skills is currently forming, inquire at admin@newworldofwork.org if you’d like to join
QUESTIONS?
THANK YOU!

Stay connected with New World of Work

Website - www.newworldofwork.org
YouTube - http://tinyurl.com/nwowyoutubechannel
Facebook - facebook.com/NWoW.DWM/ or @NWoW.DWM
Linkedin - New World of Work
Twitter - @NWoW_DWM
admin@newworldofwork.org

Stay connected with Shasta College

Website – www.shastacollege.edu/EWD
Linkedin Group- Shasta College Students, Faculty, Alumni