



Are Our College Graduates Career/Workforce Ready?





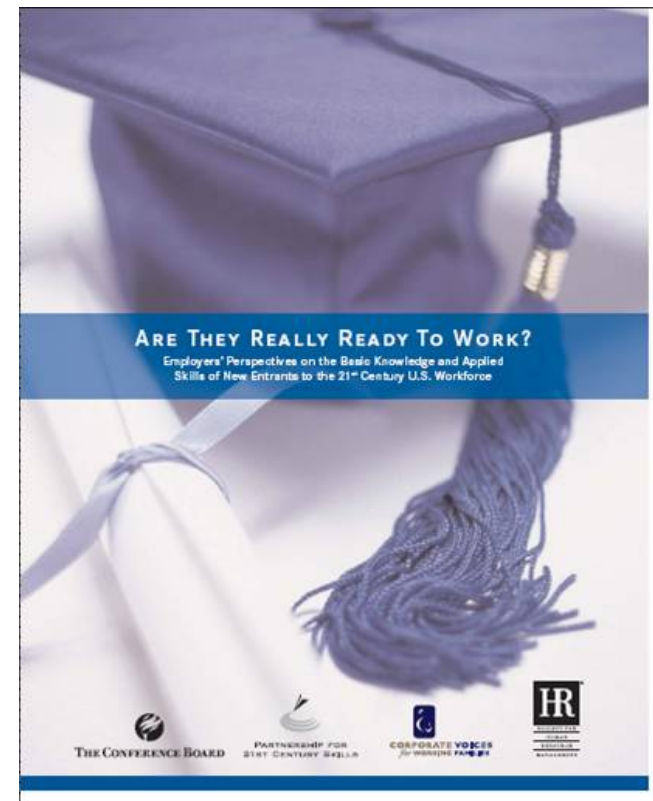
Presenter

- **Susan Gubing**, Industry/Education Consultant
Career Smarts,
- **Barbara Cohen Farber**, Executive Director
 - Lloyd Staffing
- **Mark S. Fogel**, Vice President HR and Administration
 - Leviton Mfg. Co.

Society For Human Resource Management

Workforce Ready National Initiative

LI Workforce Ready Committee K-12 Initiative Young Adult/College Grads





ARE THEY REALLY READY TO WORK?

Employers' Perspectives on the Basic Knowledge and Applied Skills of New Entrants to the 21st Century U.S. Workforce



THE CONFERENCE BOARD



PARTNERSHIP FOR
21ST CENTURY SKILLS



CORPORATE VOICES
for WORKING FAMILIES



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



THE CONFERENCE BOARD



CORPORATE VOICES
for WORKING FAMILIES



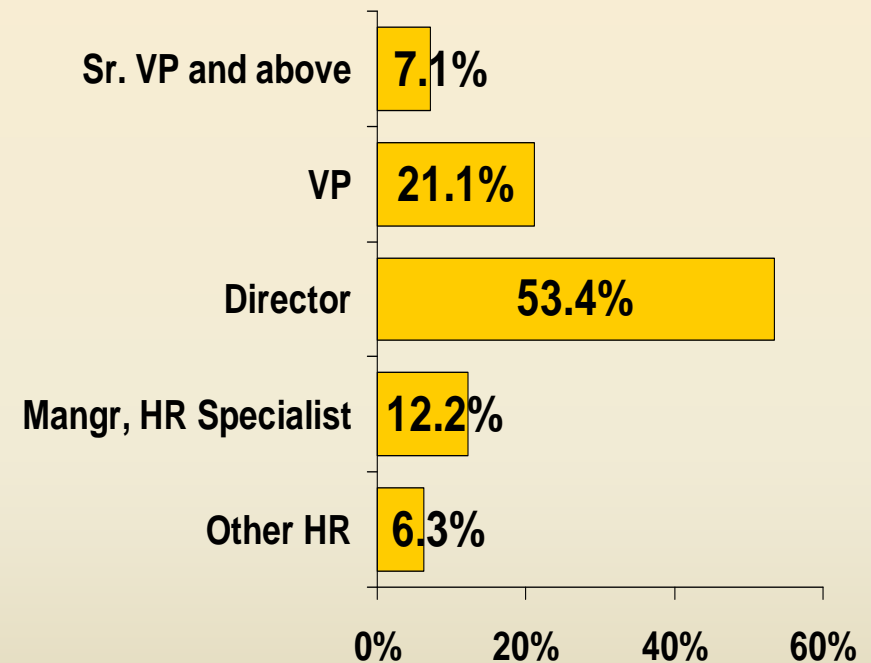
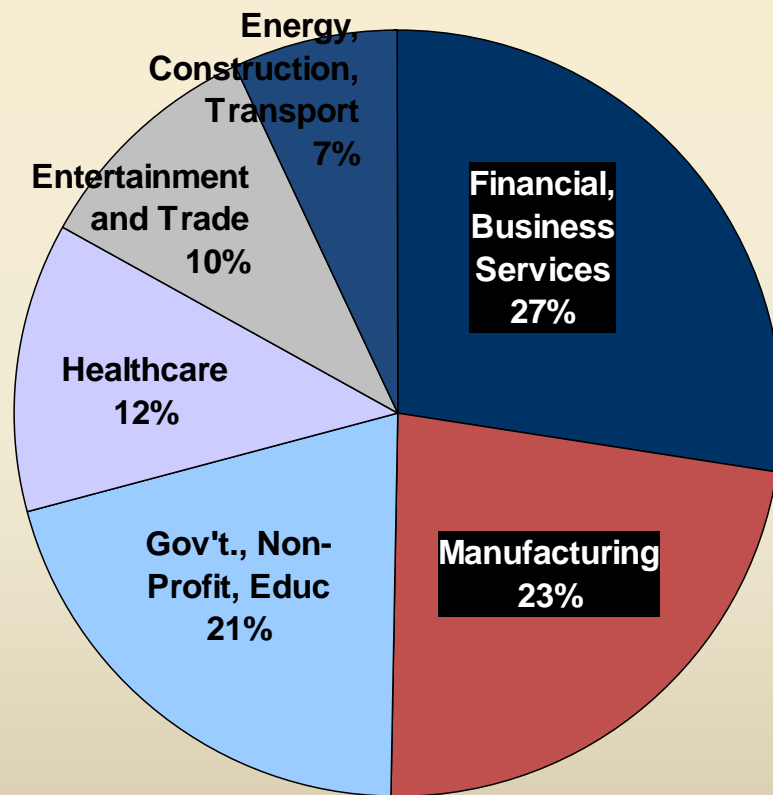
PARTNERSHIP FOR
21ST CENTURY SKILLS



SOCIETY FOR
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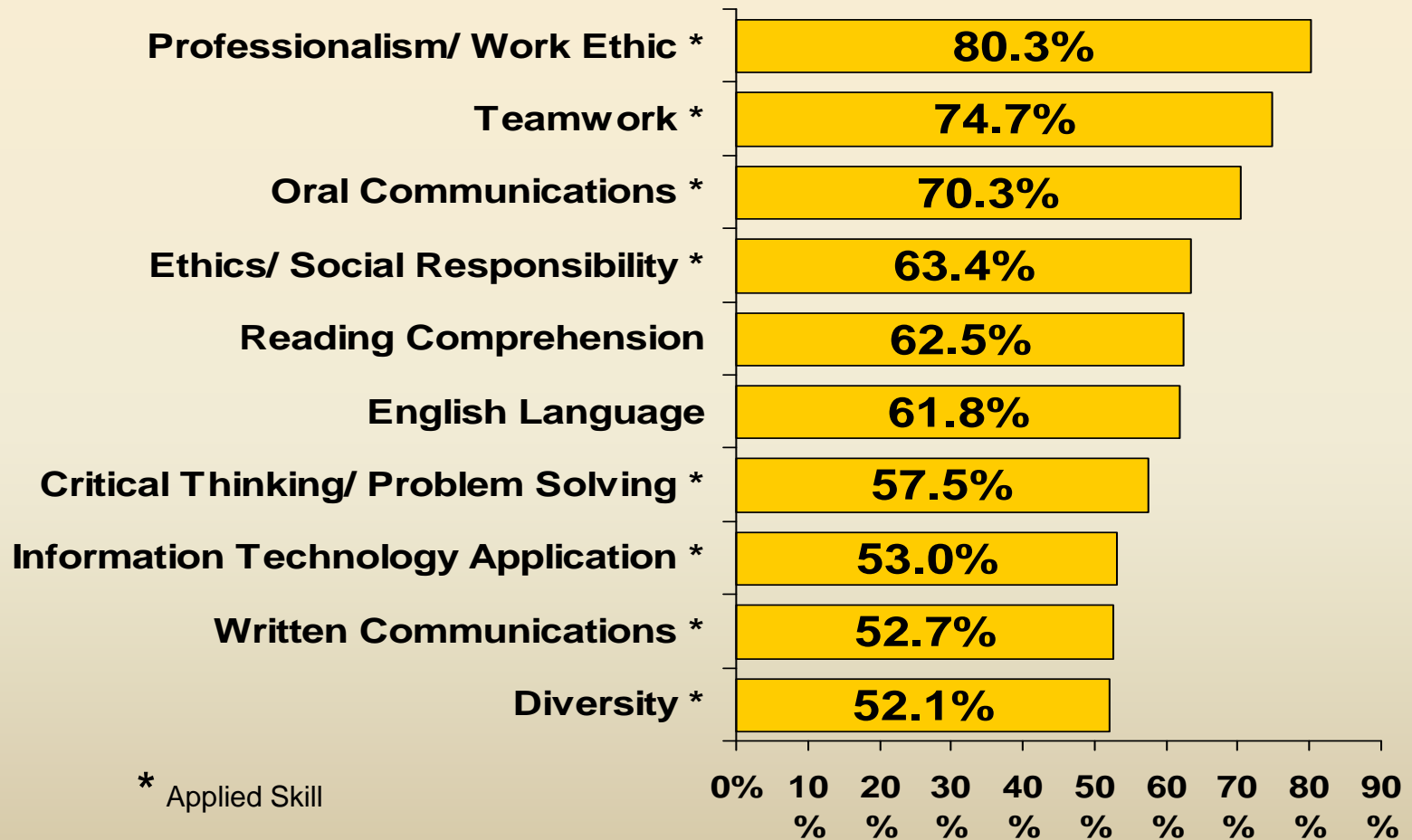
About the 431 Respondents that represented over 2 million employees.

Respondents by Industry and Title



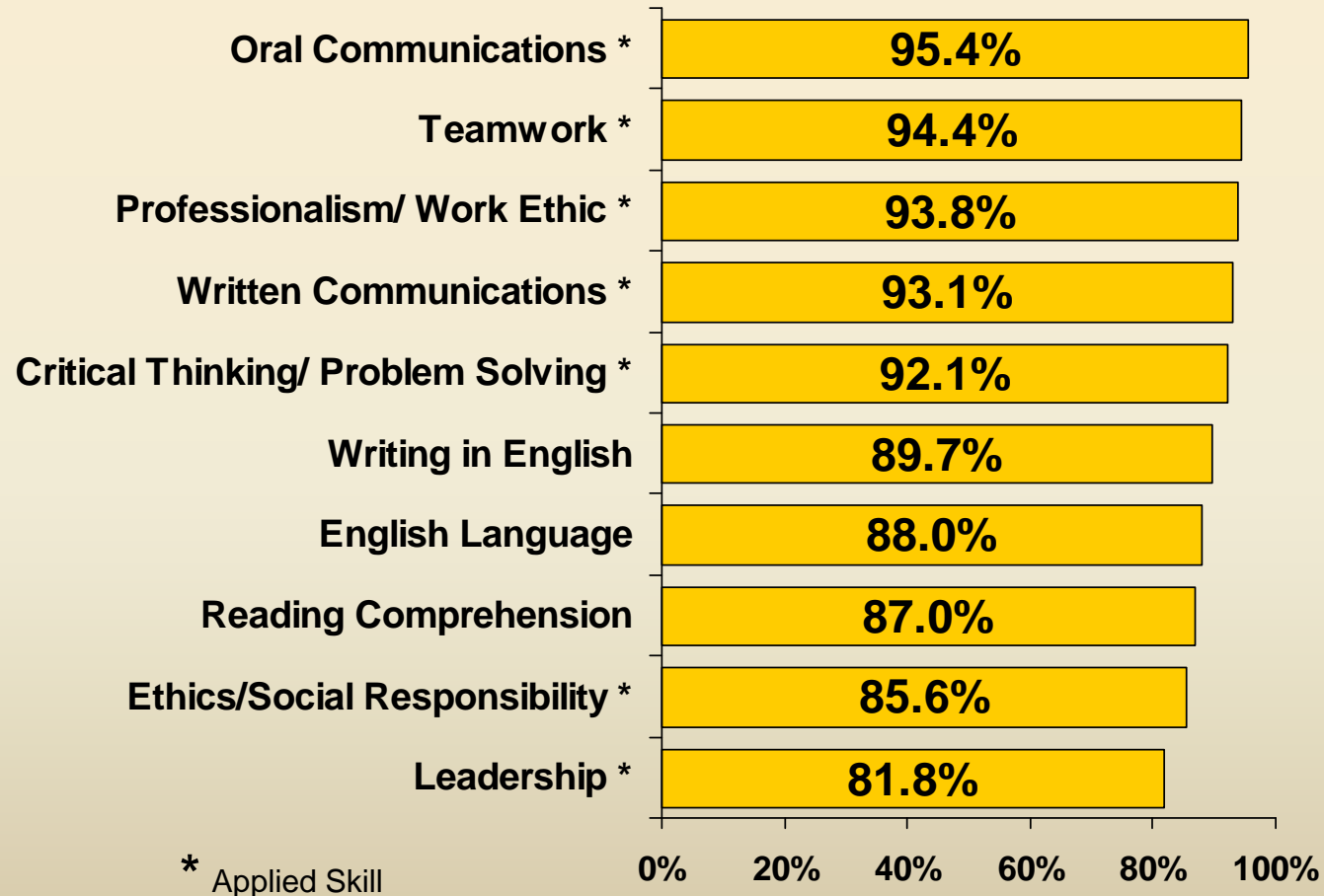
Applied Skills Top the “Very Important” List for New Entrants with High School Diplomas

“Very Important” Skills for New Entrants with High School Diploma



... and for College-Educated Entrants Too

"Very Important" Skills for New Entrants
with Four-Year College Diploma





On these very important skills,
where are new workforce
entrants
succeeding
and
where are the gaps?

No Skill on Excellence List for Entrants with HS-Diploma

(On No Skill Did \geq 20% of Employers Report Excellent Preparation)

Workforce Readiness Report Card of New Entrants- High School Diploma			
Deficiency	%	Excellence	%
<i>Written Communications</i>	80.9%	No skills are on the Excellence List for new entrants with a high school diploma.	
<i>Professionalism/Work Ethic</i>	70.3%		
<i>Critical Thinking/Problem Solving</i>	69.6%		
<i>Oral Communications</i>	52.7%		
<i>Ethics/Social Responsibility</i>	44.1%		
<i>Reading Comprehension</i>	38.4%		
<i>Teamwork/Collaboration</i>	34.6%		
<i>Diversity</i>	27.9%		
<i>Information Technology Application</i>	21.5%		
<i>English Language</i>	21.0%		

Info Technology on Excellence List for 2-yr College Entrants

(≥ 20% of Employers Report Excellent Preparation)

Workforce Readiness Report Card of New Entrants- Two-year College/Technical School Diploma

Deficiency	%	Excellence	%
<i>Written Communications</i>	47.3%	<i>Information Technology Application</i>	25.7%
<i>Writing in English</i>	46.4%		
<i>Professionalism/Work Ethic</i>	31.3%		
<i>Lifelong Learning/Self Direction</i>	27.9%		
<i>Creativity/Innovation</i>	27.6%		
<i>Critical Thinking/Problem Solving</i>	22.8%		
<i>Oral Communications</i>	21.3%		
<i>Ethics/Social Responsibility</i>	21.0%		

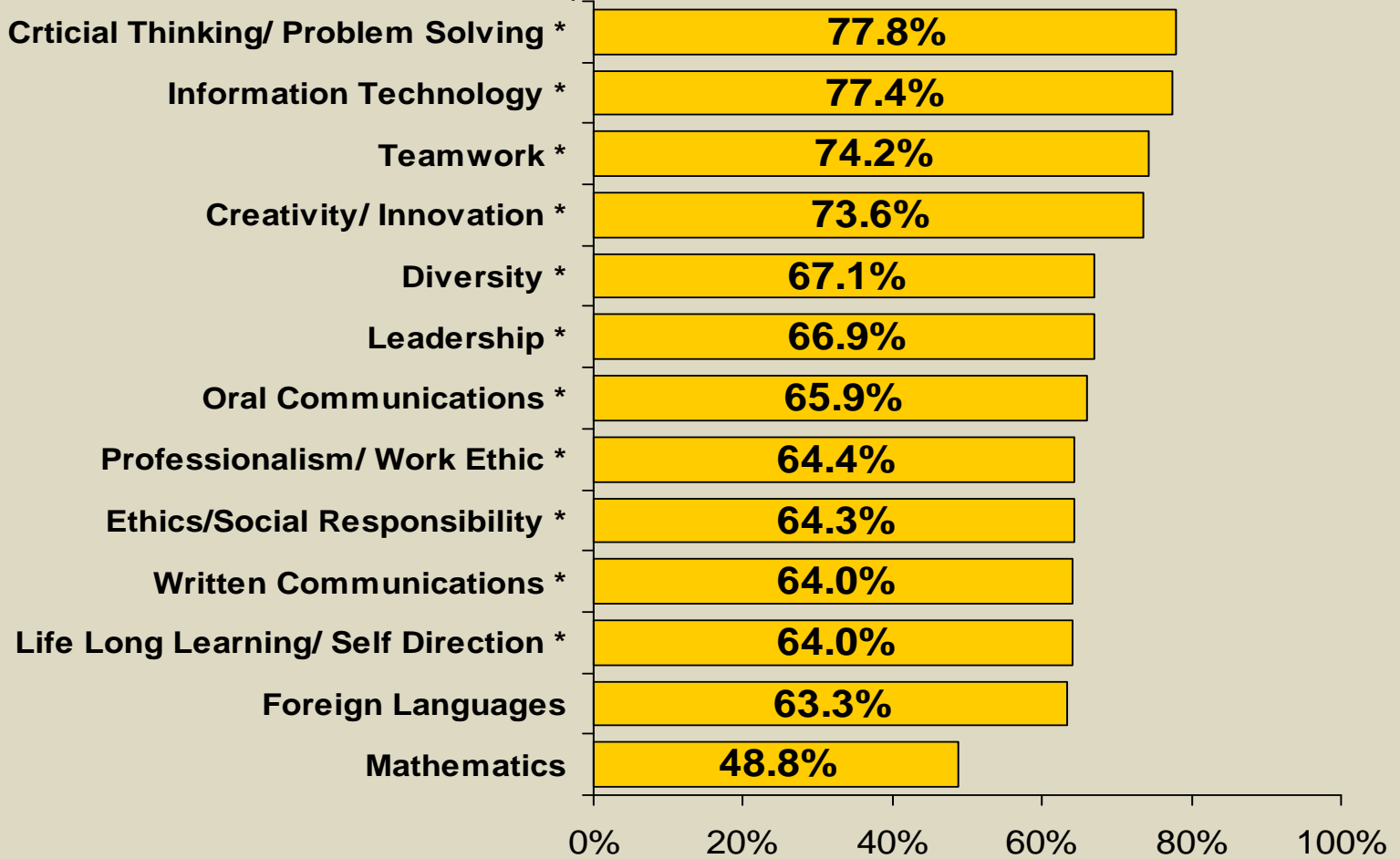
Excellence List Longer for 4-yr College Educated Entrants

(≥ 20% of Employers Report Excellent Preparation)

Workforce Readiness Report Card of New Entrants- Four-year College Diploma			
Deficiency	%	Excellence	%
<i>Written Communications</i>	27.8%	<i>Information Technology Application</i>	46.3%
<i>Writing in English</i>	26.2%	<i>Diversity</i>	28.3%
<i>Leadership</i>	23.8%	<i>Critical Thinking/Problem Solving</i>	27.6%
		<i>English Language</i>	26.2%
		<i>Lifelong Learning/Self Direction</i>	25.9%
		<i>Reading Comprehension</i>	25.9%
		<i>Oral Communications</i>	24.8%
		<i>Teamwork/Collaboration</i>	24.6%
		<i>Creativity/Innovation</i>	21.5%

Importance of Applied Skills Only Increasing

Over Next Five Years Importance Will Increase:

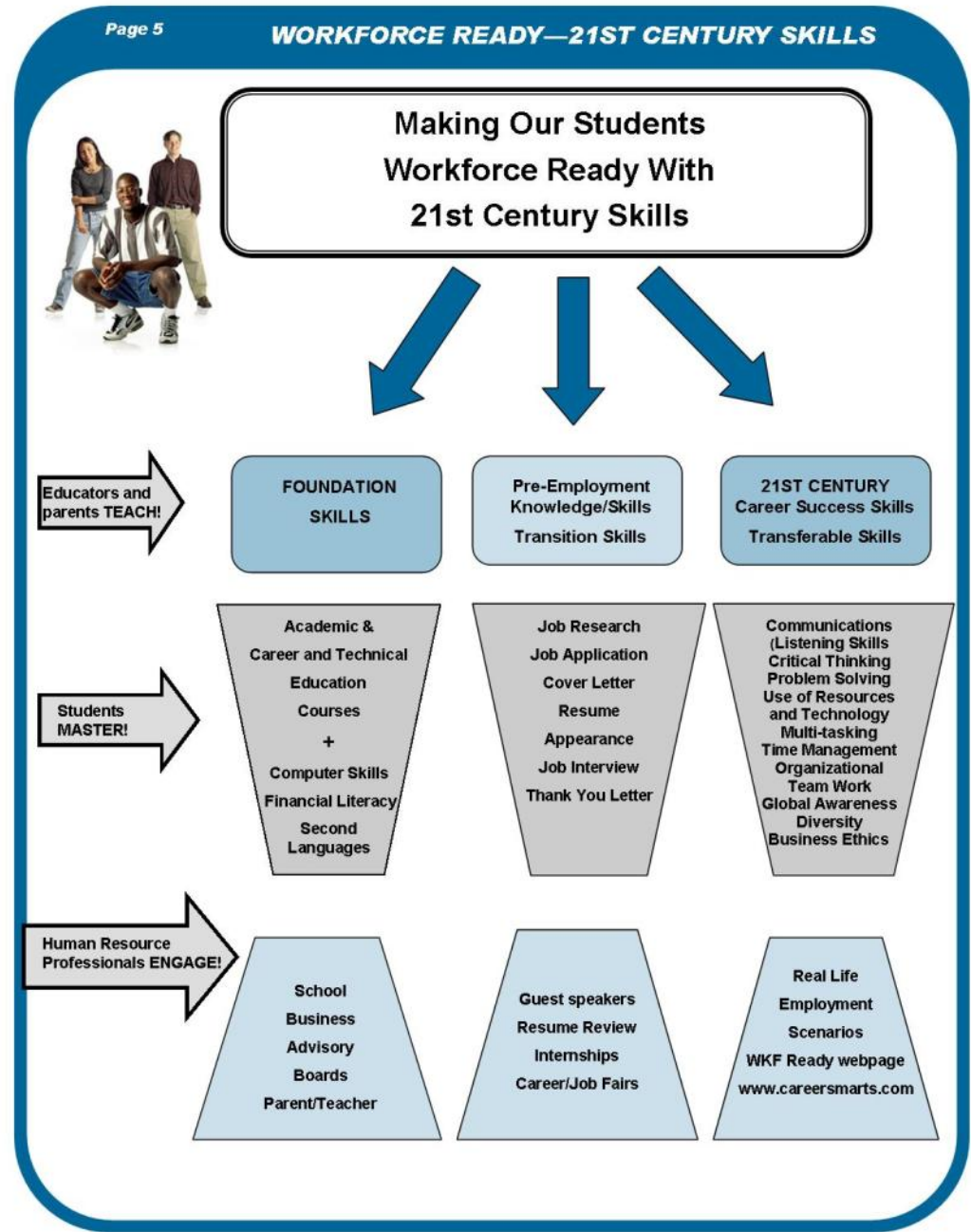


* Applied Skill

SHRM - EDUCATION Partnership



21st Century Skills
=
Workforce
Ready



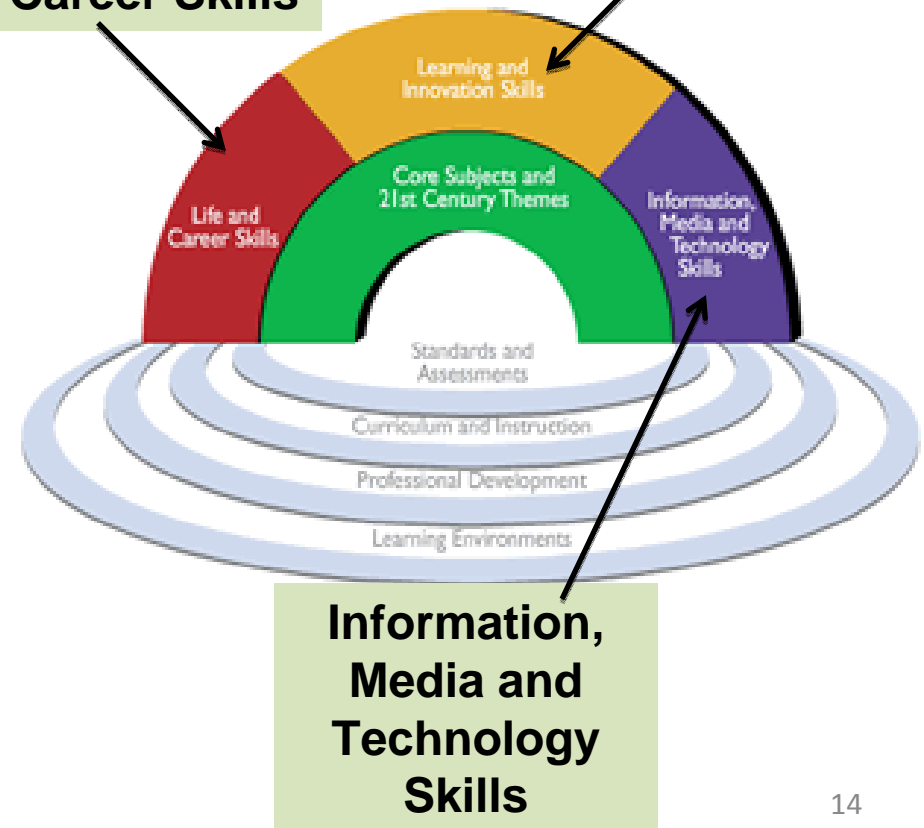
In the 21st Century the **TRANSFERABLE** skills are more important than the job specific skills.

- Communications
- Critical Thinking
- Problem/Solution Solving
- Use of Resources and Technology
- Working in Teams
- Global Awareness
- Time Management
- Multi-tasking

21st Skills Partnership

Learning and Innovation Skills

Life and Career Skills



Computer Literacy



Software Applications:

- ✓ Word documents, forms
- ✓ Spreadsheets
- ✓ Media presentations
- ✓ Desktop publishing -flyers and brochures
- ✓ Database
- ✓ Email communications
- ✓ Collaboration software
- ✓ Research skills

Education vs. Business Applications



**5 – 10
jobs/careers
in a lifetime**

Transition Skills:

- Pre-employment skills
- How to package and sell “your brand.”

**Job Research
Job Application
Cover Letter
Resume
Appearance
Job Interview
Thank You Letter
Email
Networking**

LIFE AND CAREER SKILLS

Flexibility and
Adaptability

Initiative and
Self Direction

Social and
Cross Cultural
Skills

Productivity
and
Accountability

Leadership
and
Responsibility

Initiative and Self Direction

Set and evaluate goals for:

- Career Management Plan
- Students should build an identity or brand



All graduates should have at least two internships which relate to their college major.

Flexibility and Adaptability

- Students need the opportunity to learn how to be flexible and adaptable in all situations.
- Students need to be open to change, challenges, new experiences.



LIFE AND CAREER SKILLS

Social and Cross Cultural Skills

- Be sensitive to others of different religion and nationalities
- Be respectful
- Be aware
- Have several global experiences.



Productivity and Accountability

- Entrepreneurial attitude – Profit-making
- Go **above and beyond**
- Positive Behavior



LIFE AND CAREER SKILLS

Leadership and Responsibility



- Join campus clubs and teams!
- Practice leadership and team work skills.

LIFE AND CAREER SKILLS

Voice of Human Resources..

I Want to
Hire
You.....”



21st Century Skills!

LI News Tonight: Employment Skills I
[KPMG- Accounting](#)

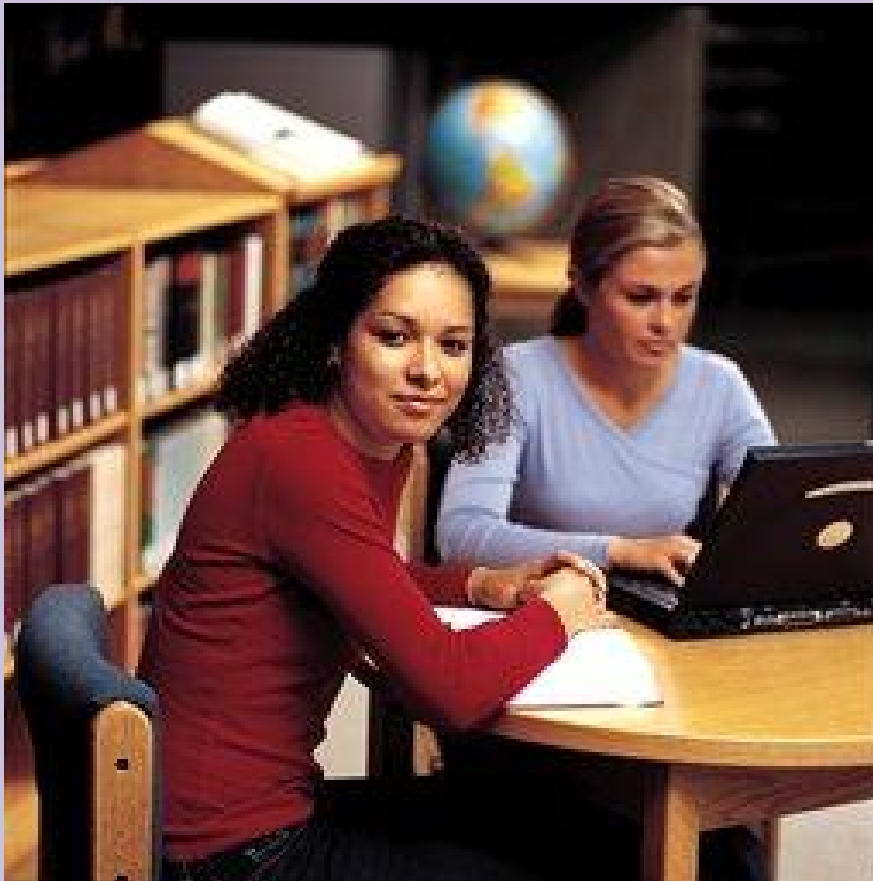
LI News Tonight: Employment Skills
II [Bethpage Federal Credit Union-
Farmingdale](#)

LI News Tonight: Employment Skills III [GSE
Dynamics- NYIT](#)

LI News Tonight: Employment Skills IV
[ClearVision Optical](#)

If you are **W**orkforce **R**eady!

SHRM Partnership with Colleges



How can...

College educators,
Career Counselors,
and SHRM

play a role in making
our graduates
workforce ready?

COLLEGE ACTION STEPS

Promote Life and
Career Skills

Don't let a student graduate from your college without having a career management plan based upon interests, abilities, knowledge and 21st Century Skills.



STOP

**Caution
(Try)**

GO



Thank You for ...

- ♥ Listening...
- ♥ Caring....
- ♥ Making a difference in the training of our future workforce!

Questions

How do we ensure your graduates are career and workforce ready?

How can we work as a team?

Should the college issue a certificate of workforce readiness?

Should there be a workforce ready benchmark or standard?