



# Leadership Leads to Career and Workforce Ready?





# Presenters

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## Questions to Ponder?



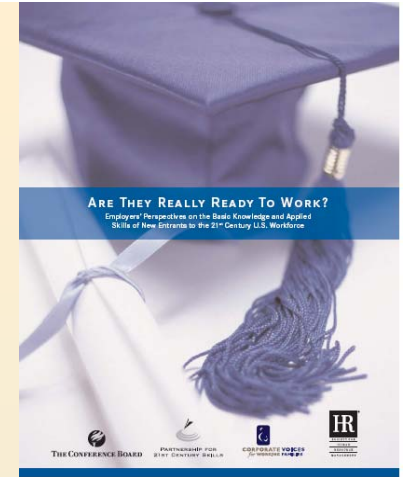
*What are the essential qualities that will insure career success?*

*Will your club activities play a major deciding factor in the hiring decision process?*

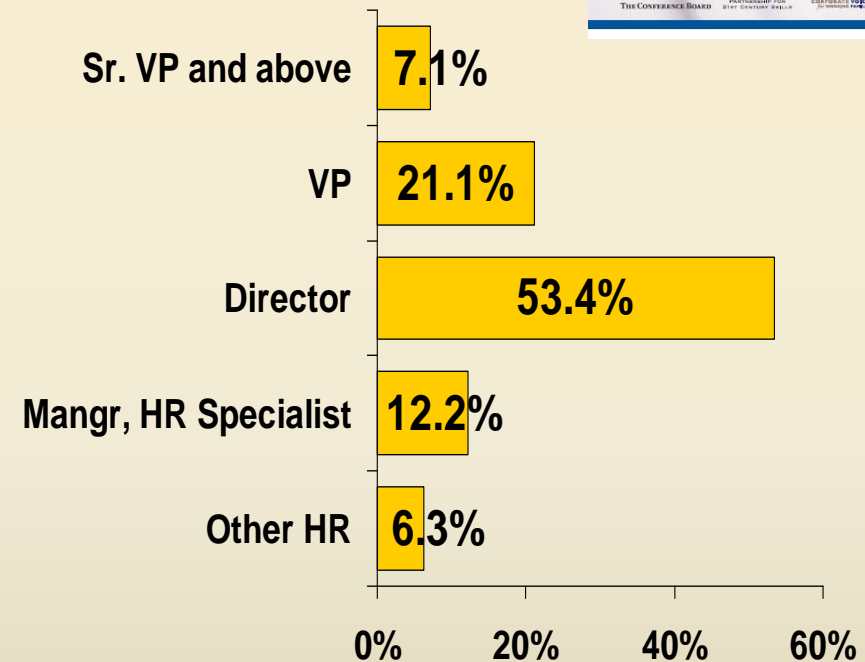
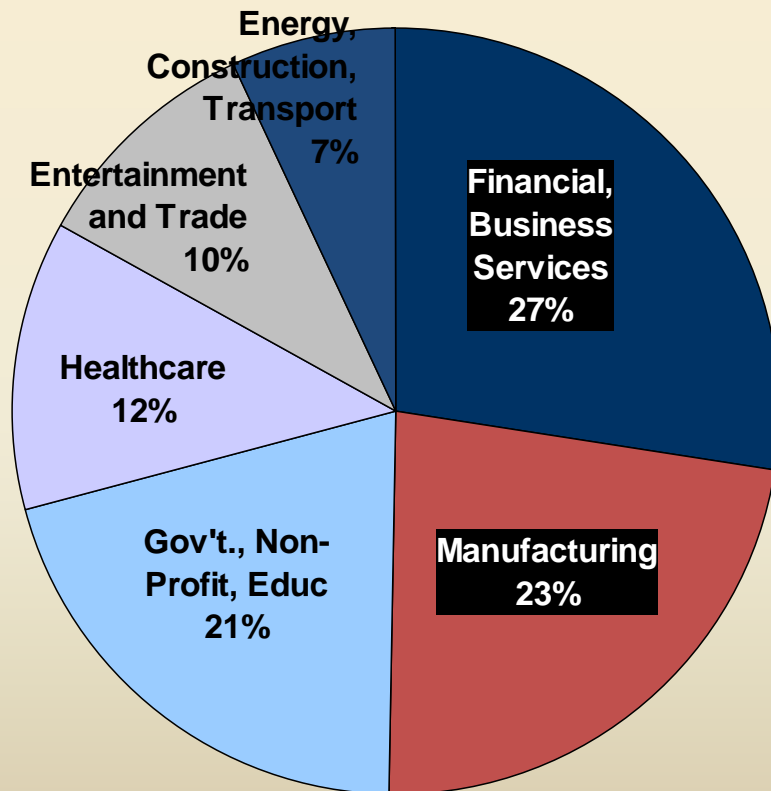
*How do you validate and market the extremely valuable skills you are developing in and out of the college classroom?*

*Upon graduation are you really career ready for the competitive global workplace?*

# About the 431 Respondents that represented over 2 million employees.

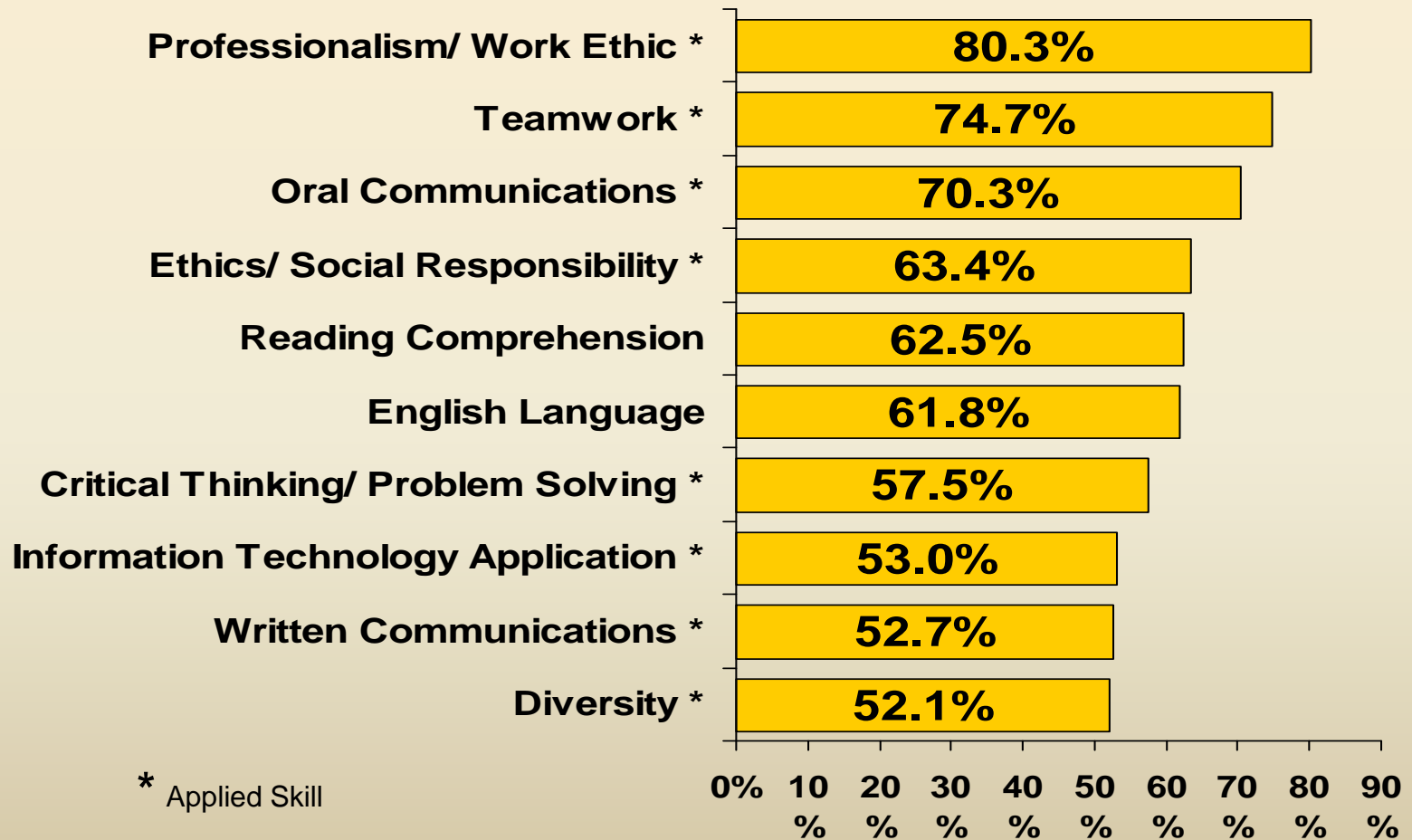


Respondents by Industry and Title



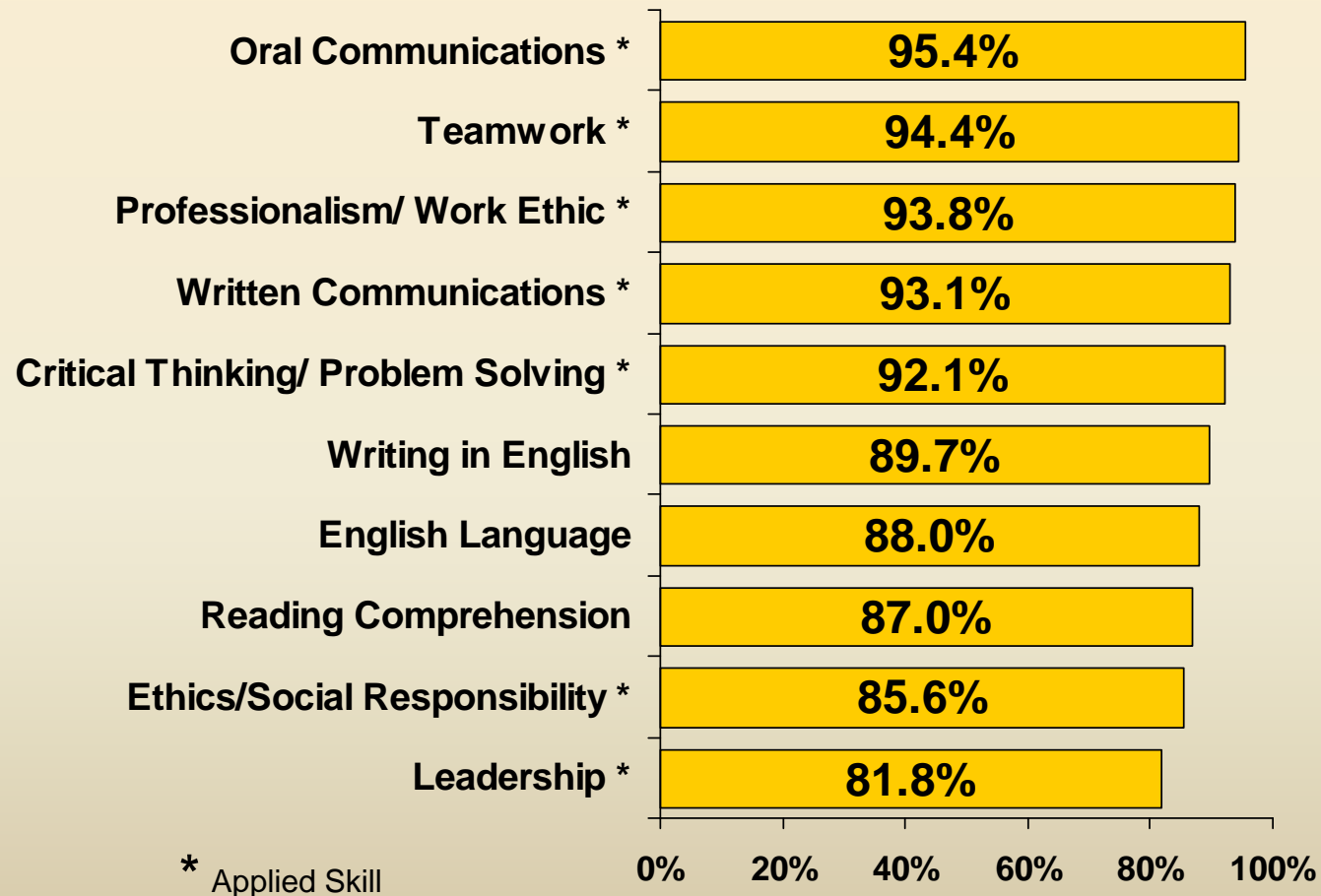
# Applied Skills Top the “Very Important” List for New Entrants with High School Diplomas

“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)

<b>Workforce Readiness Report Card of New Entrants- High School Diploma</b>			
<b>Deficiency</b>	<b>%</b>	<b>Excellence</b>	<b>%</b>
<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)

<b>Workforce Readiness Report Card of New Entrants- Two-year College/Technical School Diploma</b>			
<b>Deficiency</b>	<b>%</b>	<b>Excellence</b>	<b>%</b>
<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%		

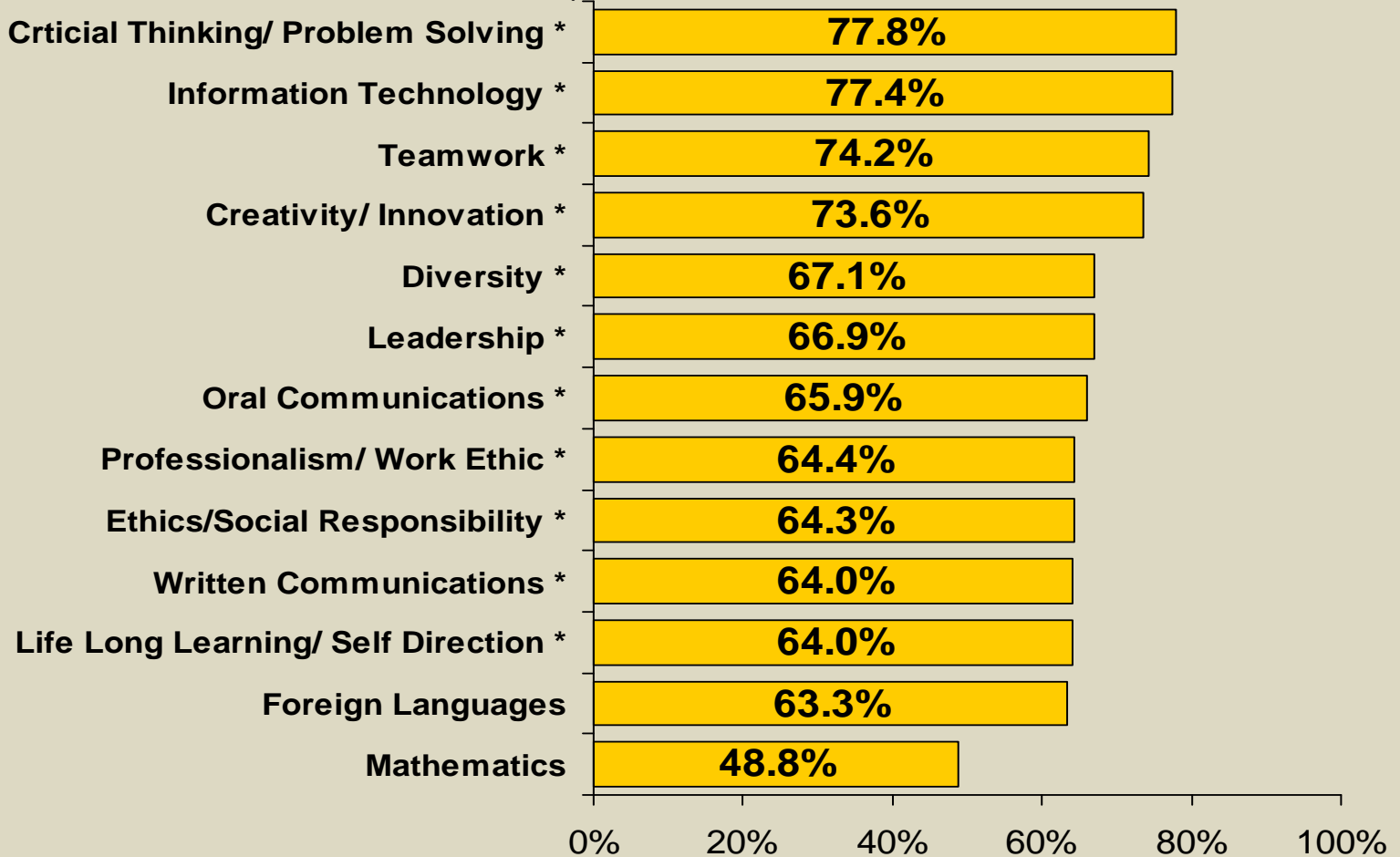
# Excellence List Longer for 4-yr College Educated Entrants

( ≥ 20% of Employers Report Excellent Preparation)

<b>Workforce Readiness Report Card of New Entrants- Four-year College Diploma</b>			
<b>Deficiency</b>	<b>%</b>	<b>Excellence</b>	<b>%</b>
<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

# Workforce Ready Skills

1

- Strong Basic skills.

2

- Transferable Skills

3

- Transitional Skills

4

- Technology Skills

5

- Life and Career Skills

# TRANSFERABLE SKILLS

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



**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  
Social Marketing**

# Technology Skills

## Software Applications:

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



# LIFE AND CAREER SKILLS

Flexibility and  
Adaptability

Initiative and  
Self Direction

Social and  
Cross Cultural  
Skills

Productivity  
and  
Accountability

Leadership  
and  
Responsibility

# Flexibility and Adaptability

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- 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

# Initiative and Self Direction

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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.**

# Social and Cross Cultural Skills

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



# Productivity and Accountability

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



LIFE AND CAREER SKILLS

# Leadership and Responsibility

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

LIFE AND CAREER SKILLS



*What are the essential qualities that will insure career success?*



*Will your club activities play a major deciding factor in the hiring decision process?*

*How do you validate and market the extremely valuable skills you are developing in and out of the college classroom?*

*Upon graduation are you really career ready for the competitive global workplace?*