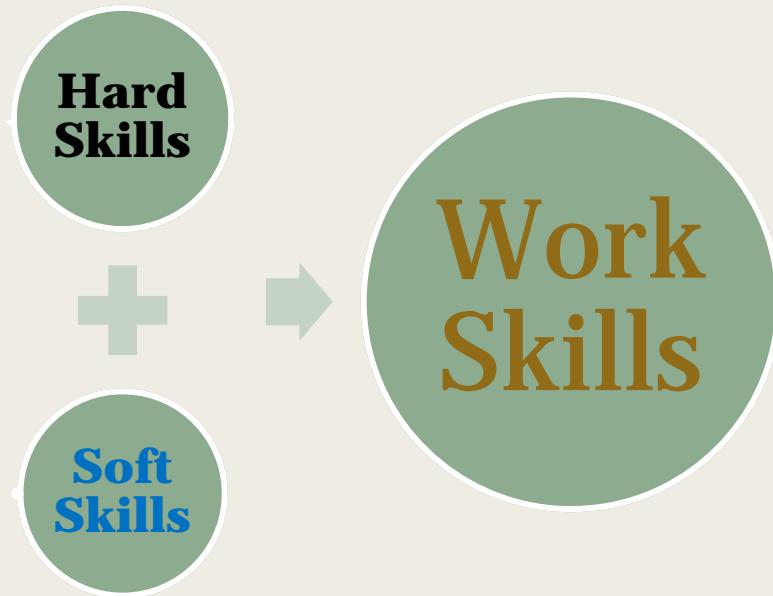


LET'S TALK SOFT SKILLS

Jessica Crabtree, Newton High School
Kim Dhority, Flint Hills Technical College

There is More to Work Than Work



It Takes Two

Hard Skills

Help you
get
a job.

Soft Skills

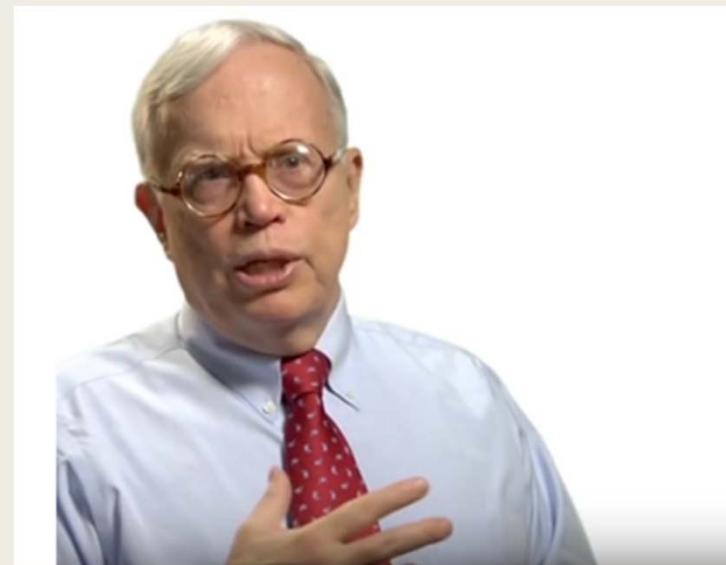
Help you
keep
a job.

Soft Skills

[https://www.youtube.com/watch?
v=Tiy2LONr050](https://www.youtube.com/watch?v=Tiy2LONr050)



[https://www.youtube.com/watch?
v=yKzQYQNtYts](https://www.youtube.com/watch?v=yKzQYQNtYts)



SKILLS: Goal-directed, well-organised behaviours acquired through practice and performed with economy of effort

HARD SKILLS

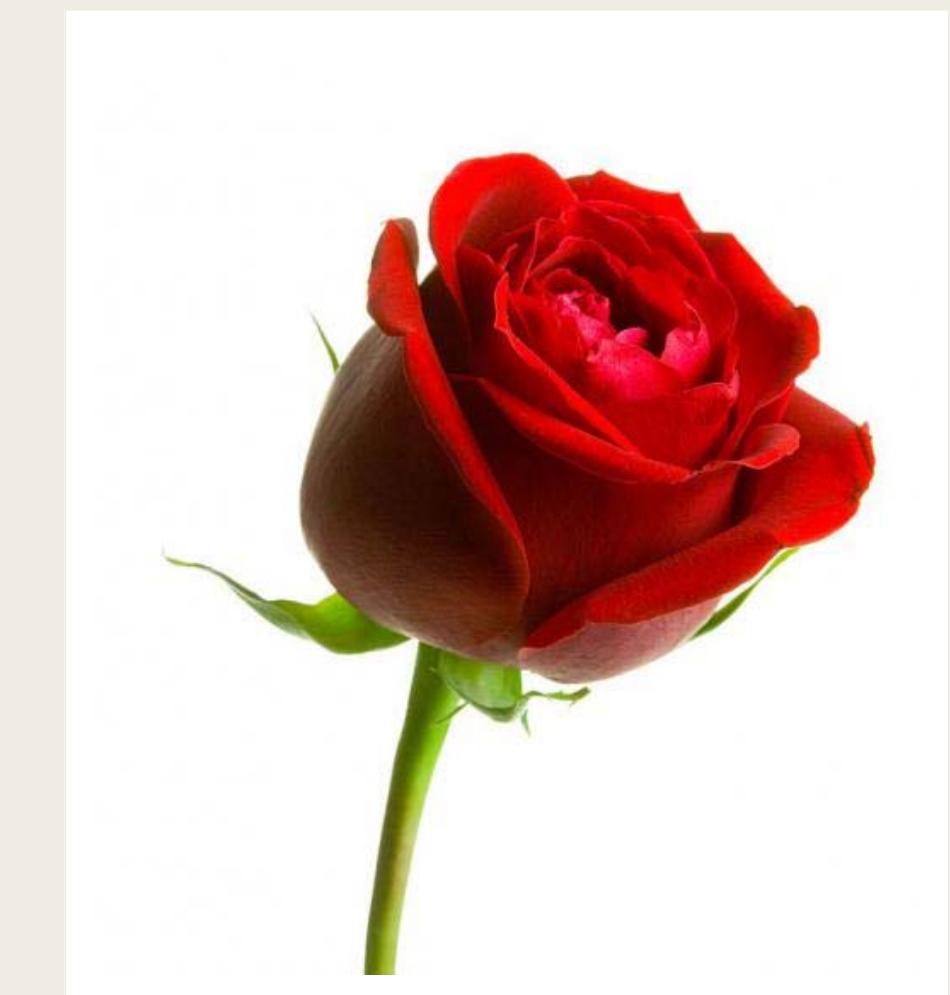
Rule-based
Technological/scientific
Industrial/mechanical
Tools/techniques
Specialised
Procedural/methodical
Replicable
Predictable
Tangible

SOFT SKILLS

Experience-based
People-related
Attitudinal
Behavioural
Non-domain-specific
General
Trans-situational
Non-technical
Intangible

A rose by any other name.....

- Soft skills
- Work readiness skills
- Job preparedness skills
- What do we mean....





What do
Employers
Want?

Employers Want According to Forbes

1. Ability to work in a team
2. Ability to make decisions and solve problems
3. Ability to plan, organize and prioritize work
4. Ability to communicate verbally with people inside and outside an organization
5. Ability to obtain and process information
6. Ability to analyze quantitative data
7. Technical knowledge related to the job
8. Proficiency with computer software programs
9. Ability to create and/or edit written reports
10. Ability to sell and influence others

<https://www.forbes.com/sites/susanadams/2013/10/11/the-10-skills-employers-most-want-in-20-something-employees/#7c12bb156330>

What employers want:

- Communication skills.
- Teamwork
- Analytical and problem-solving skills
- Personal management skills
- Interpersonal effectiveness
- Computer/technical literacy
- Leadership/management skills.
- Learning skills
- Academic competence in reading and math
- Strong work values

<http://www.opportunityjobnetwork.com/job-resources/help/top-10-skills.html>

How was the Vision Developed?

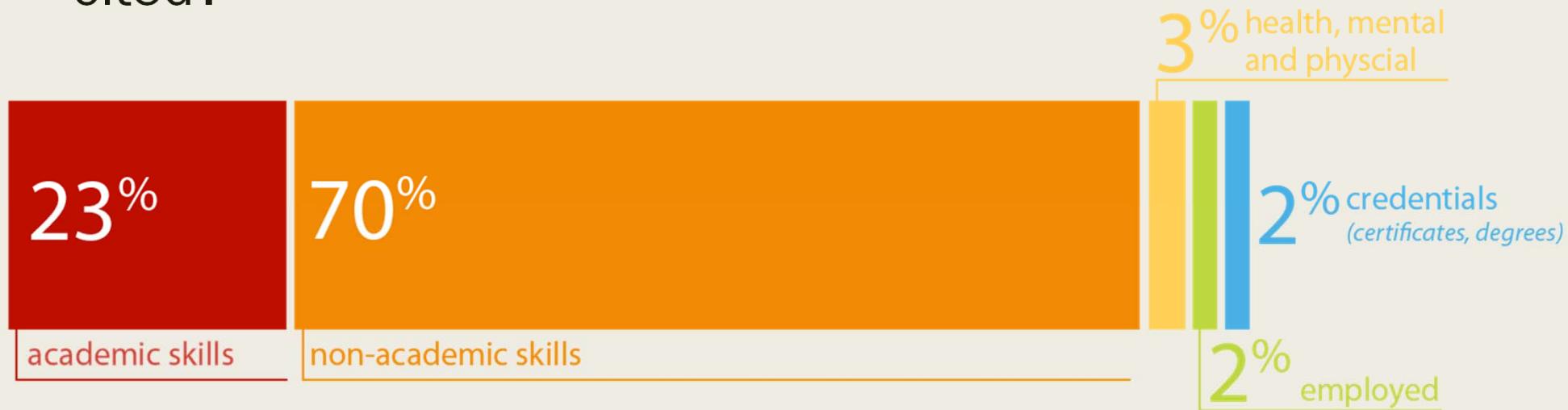


Kansans
CAN

#KansansCan | KSDE | www.ksde.org

- Board held several retreats to analyze data and build a new Kansas Vision.
- New Vision was launched in the fall of 2015 at the KSDE Annual Conference.
 - Attendee's included over 1,000 Kansas educators.
 - Approximately 100 Business Professionals and Legislators

From the first set of focus group responses, what characteristics of success were most frequently cited?



The business and industry focal groups cited **non-academic skills** with greater frequency than the community groups:

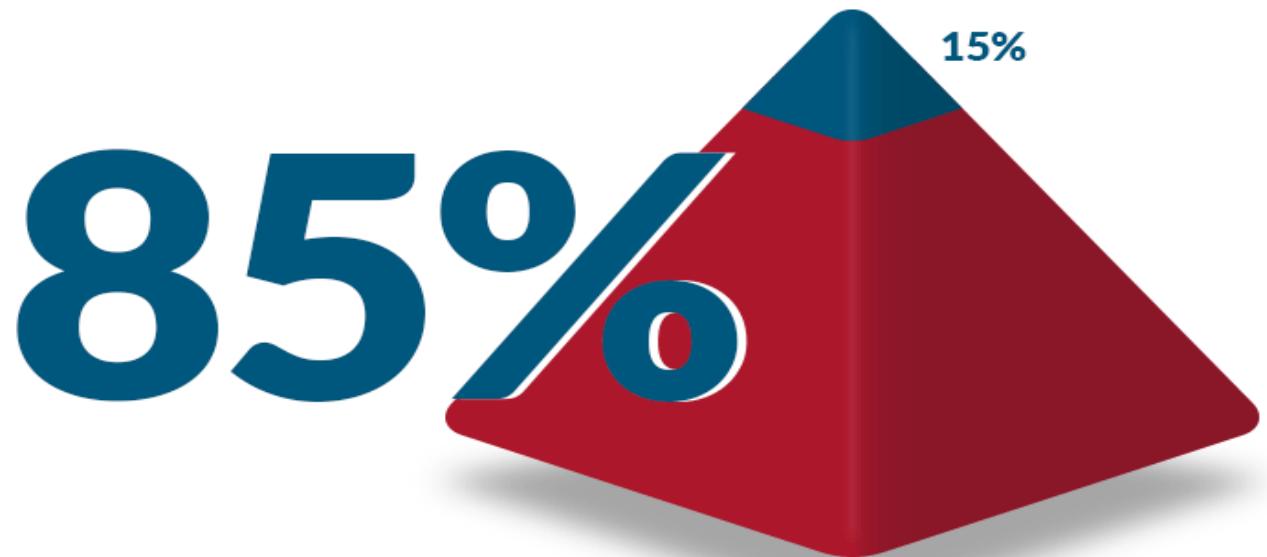


Harvard, Stanford and the Carnegie Foundation



Research conducted by Harvard University,
the Carnegie Foundation and Stanford Research Center, has all concluded that

85% of job success comes from having well-developed soft skills and people skills,
and only 15% of job success comes from technical skills and knowledge (hard skills).



Student Success



- Kansas needs **71%** of workers to have a post secondary certificate or degree.
- Approximately **36%** need to be bachelor degrees or higher
- Approximately **35%** need to have a certificate or associate degree

Versions

- SCANS (handout)
 - *Secretary's Commission on Achieving Necessary Skills*
 - <https://wdr.dolleta.gov/SCANS/>
- OCTAE
 - <http://cte.ed.gov/employabilityskills>

EMPLOYABILITY **SKILLS** FRAMEWORK



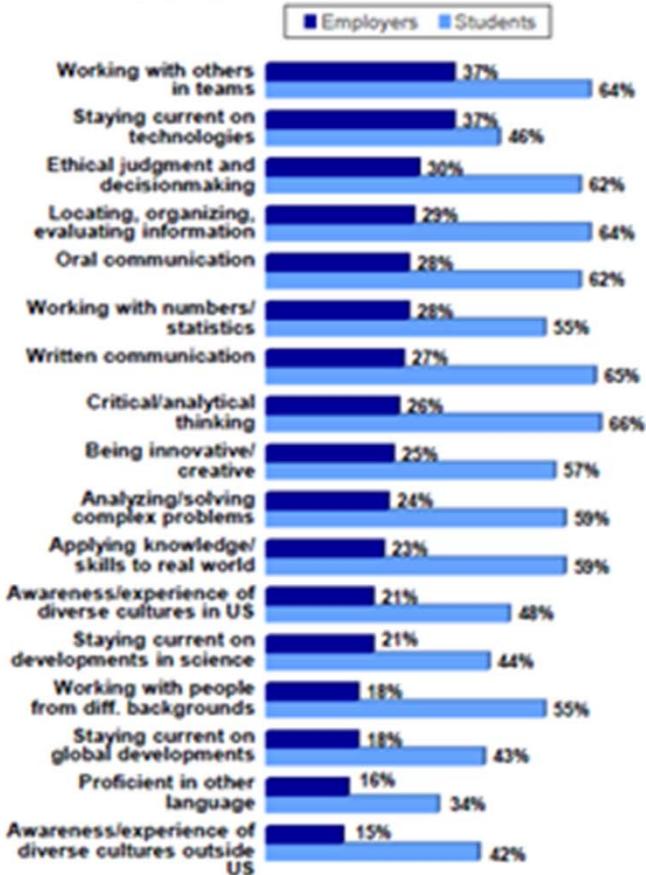


How do our
students see
themselves?

How do others
see them?

Employers give college graduates low scores for preparedness across learning outcomes; students think they are better prepared.

Proportions saying they/recent college graduates are well prepared in each area*



*8-10 ratings on zero-to-ten scale

How the Heck
do I teach
“Commitment”

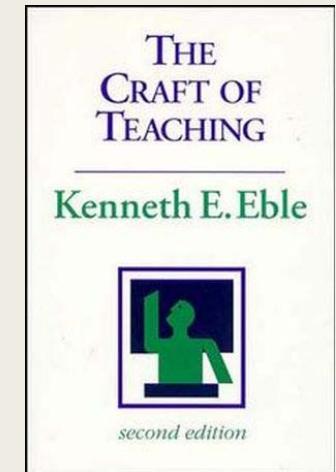
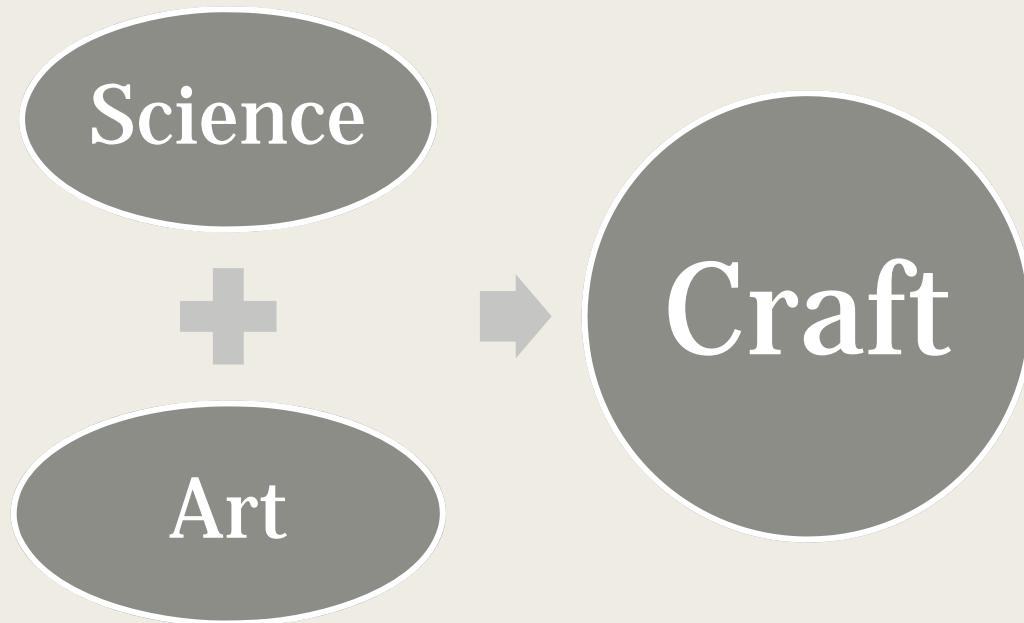


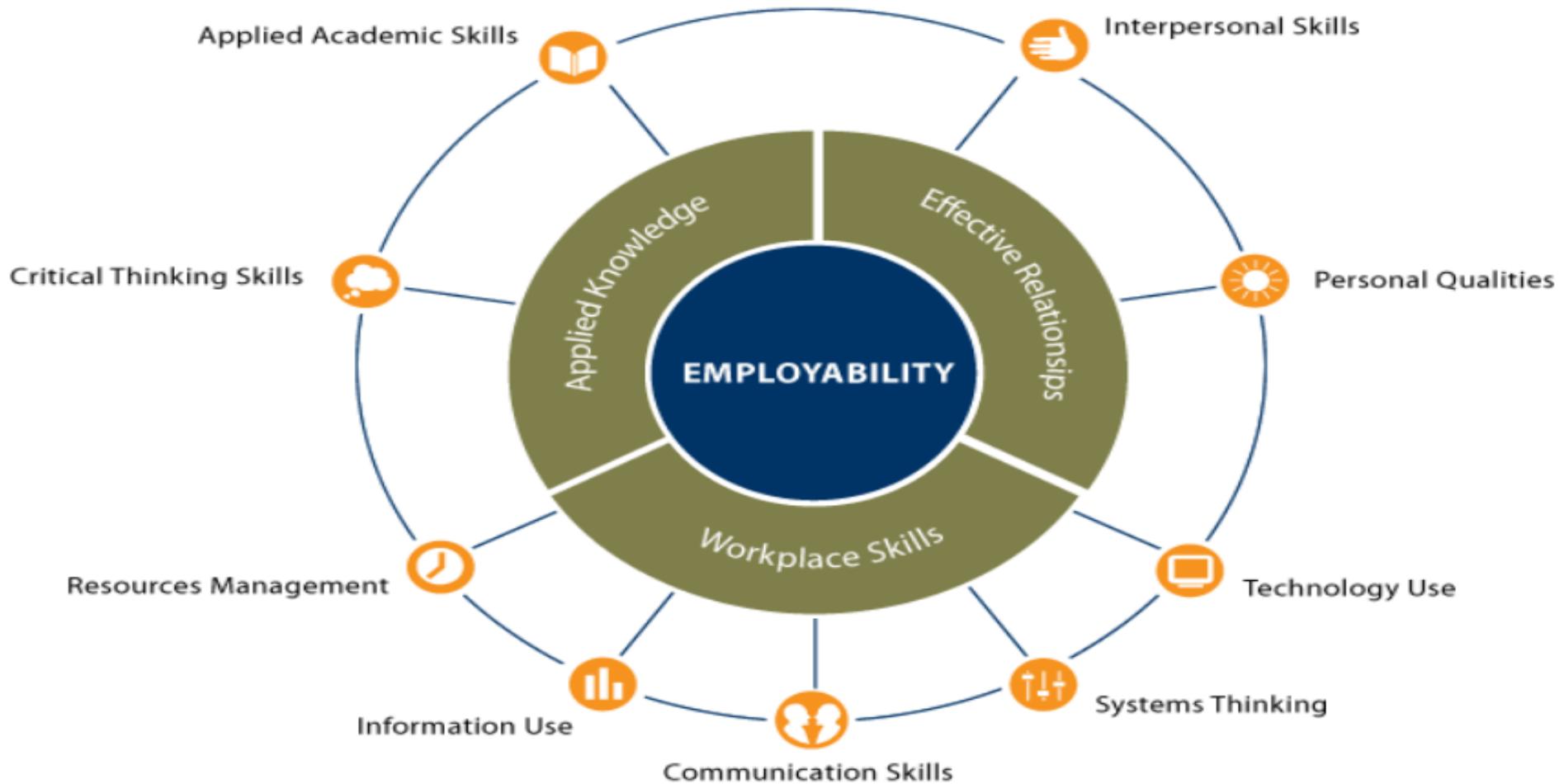
Employability Skills Framework

- Applied Knowledge—the thoughtful integration of academic knowledge and technical skills, put to practical use in the workplace.
- Effective Relationships—the interpersonal skills and personal qualities that enable individuals to interact effectively with clients, coworkers, and supervisors.
- Workplace Skills—the analytical and organizational skills and understandings that employees need to successfully perform work tasks
- <http://cte.ed.gov/employabilityskills>

OCTAE/CTE

Soft Skills: *>>>Strategies and Resources*





Johari Window

- A *Johari window* is a psychological tool created by Joseph Luft and Harry Ingham in 1955. It's a simple and useful tool for understanding and training:
- self-awareness
- personal development
- improving communications
- interpersonal relationships
- group dynamics
- team development; and
- inter group relationships

<http://www.selfawareness.org.uk/news/understanding-the-johari-window-model>





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Bright Outlook



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[Find It Now](#)

at My Next Move

ATTN: VETERANS

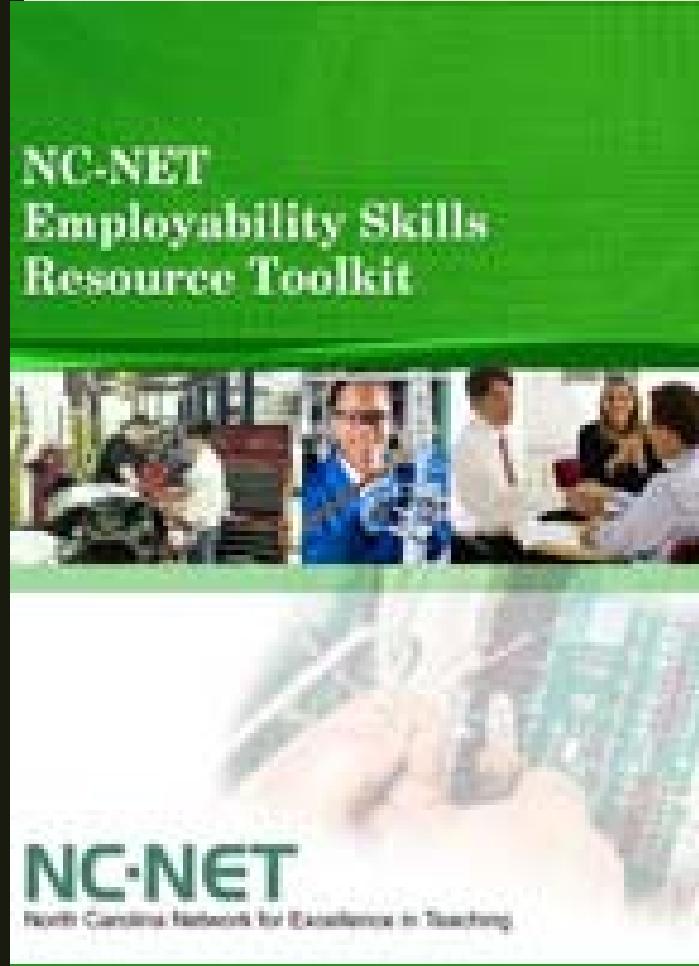
Put your military skills and experience to work in civilian life. Learn how at:

[MY NEXT MOVE](#)

[Get Started](#)

The Green Economy is changing tasks, skills, and jobs across the country.

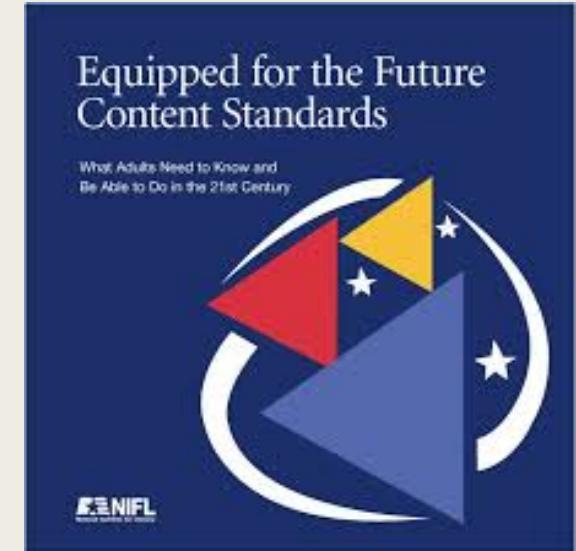
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North Carolina Employability Skills Tool Kit

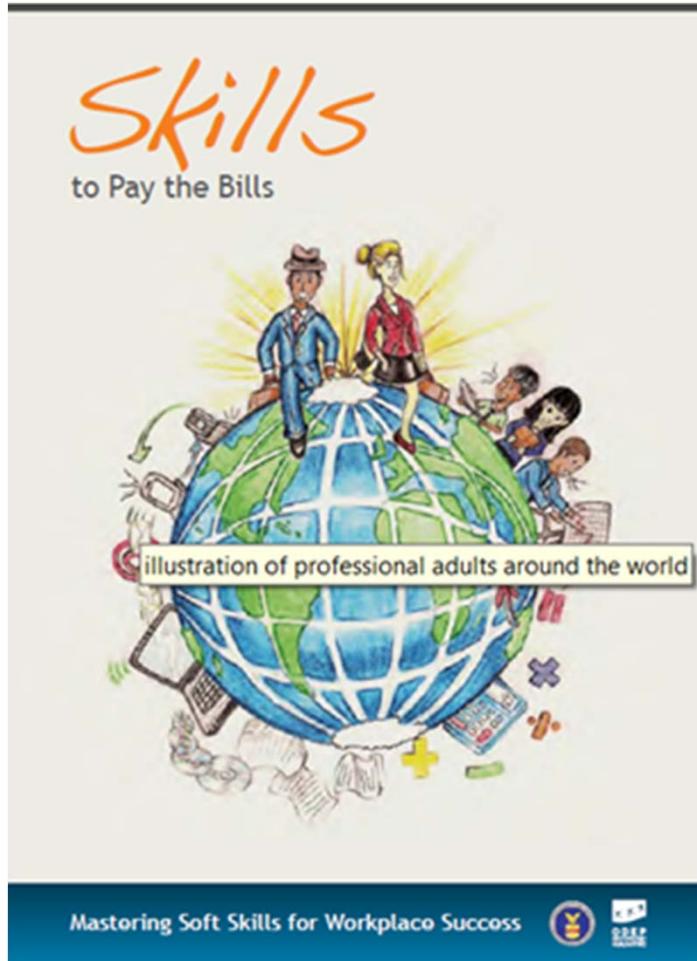
[http://www.nc-
net.info/employability.php](http://www.nc-net.info/employability.php)

Equipped for the Future (EFF)



EFF Class Strategies
<http://eff.clee.utk.edu/toolkit/examples.htm>

Strategies and Resources



DOL Softskills Activities
<https://www.dol.gov/odep/topics/youth/softskills/softskills.pdf>

DOL Skills to Pay the Bills – Soft Skills Videos

<https://www.dol.gov/odep/topics/youth/softskills/SoftSkills-videos.htm>



Job Ready Lessons with Video

<http://readyjob.org/readyjob-lesson-plans/>



You have to sign up for this site.

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