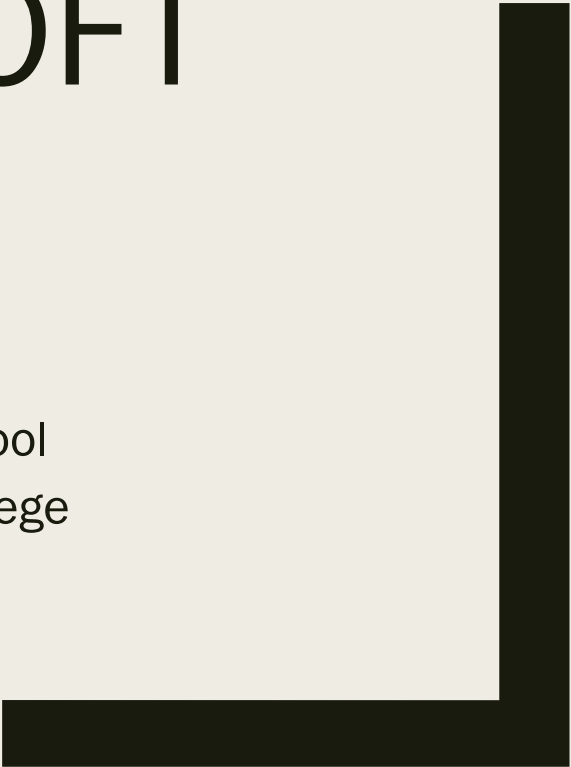


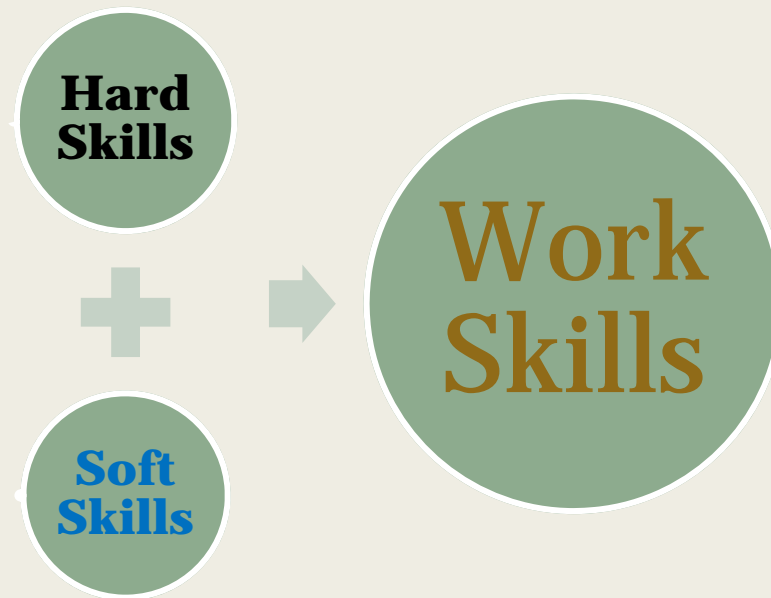


LET'S TALK SOFT SKILLS

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

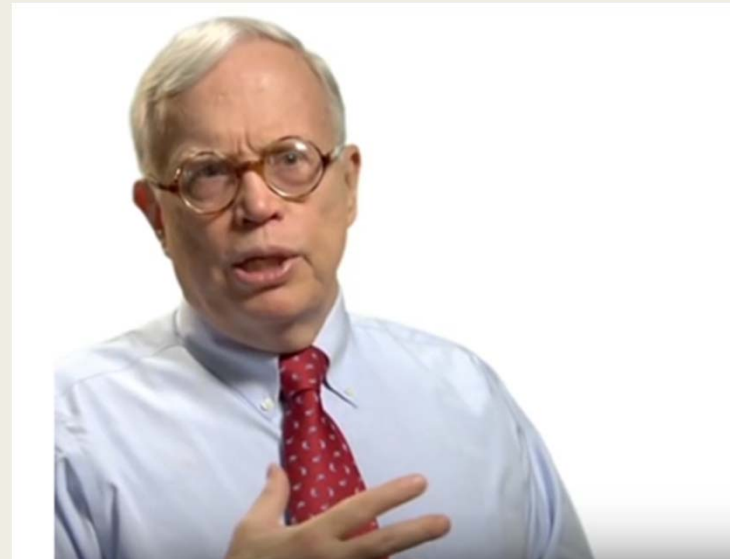
Help you
keep
a job.

Soft Skills

<https://www.youtube.com/watch?v=Tiy2LONr050>



<https://www.youtube.com/watch?v=yKzQYQNtYts>



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

```
graph TD; A["SKILLS: Goal-directed, well-organised behaviours acquired through practice and performed with economy of effort"] --> B["HARD SKILLS  
Rule-based  
Technological/scientific  
Industrial/mechanical  
Tools/techniques  
Specialised  
Procedural/methodical  
Replicable  
Predictable  
Tangible"]; A --> C["SOFT SKILLS  
Experience-based  
People-related  
Attitudinal  
Behavioural  
Non-domain-specific  
General  
Trans-situational  
Non-technical  
Intangible"];
```

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>

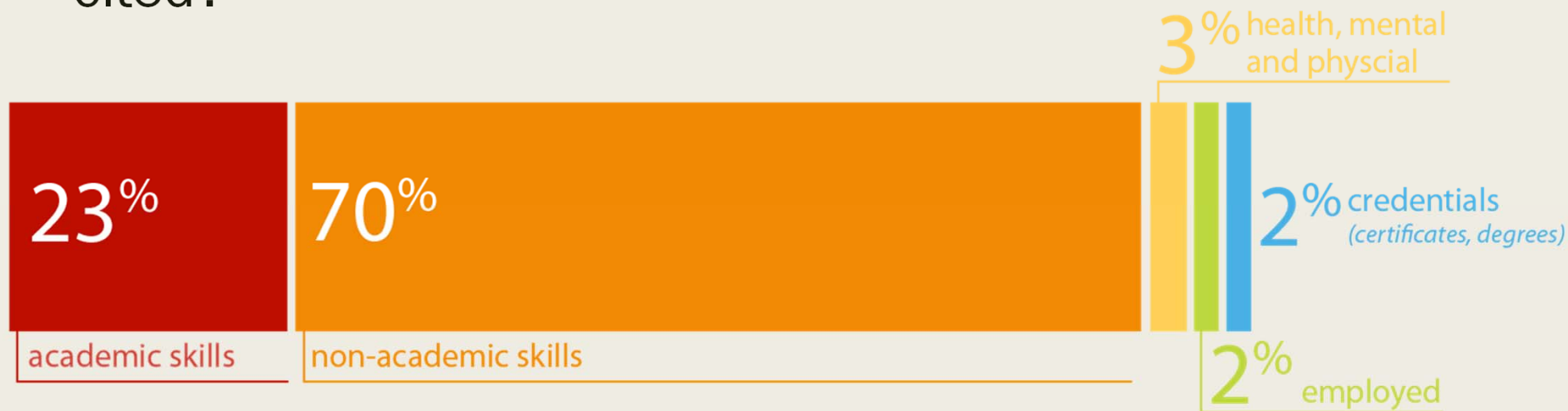
How was the Vision Developed?



#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:

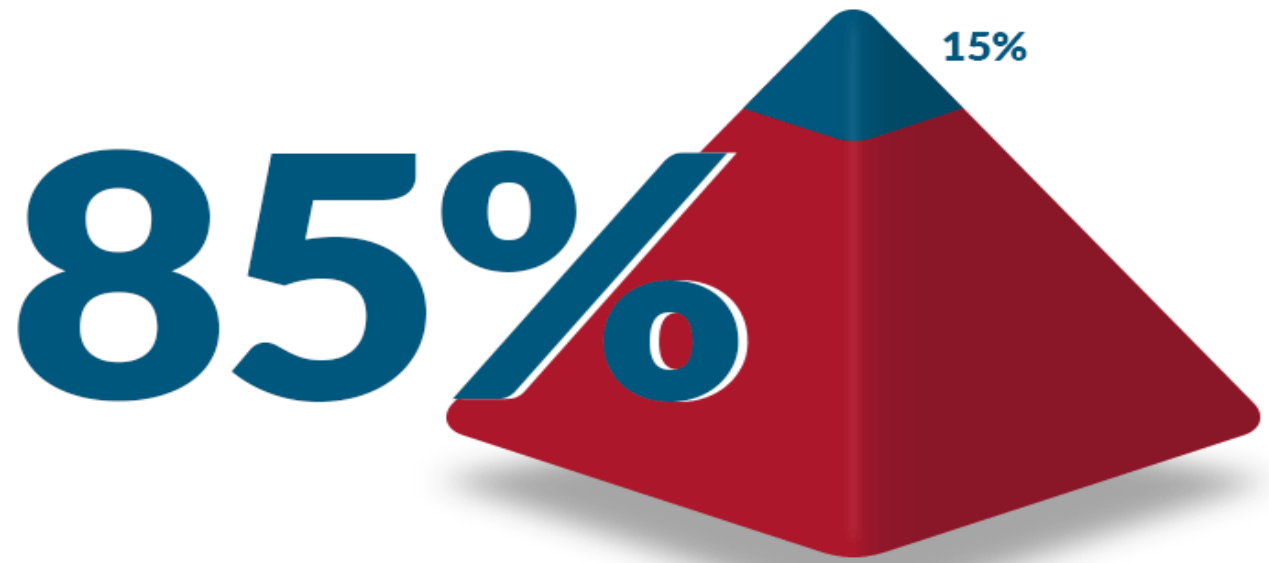


Harvard, Stanford and the Carnegie Foundation

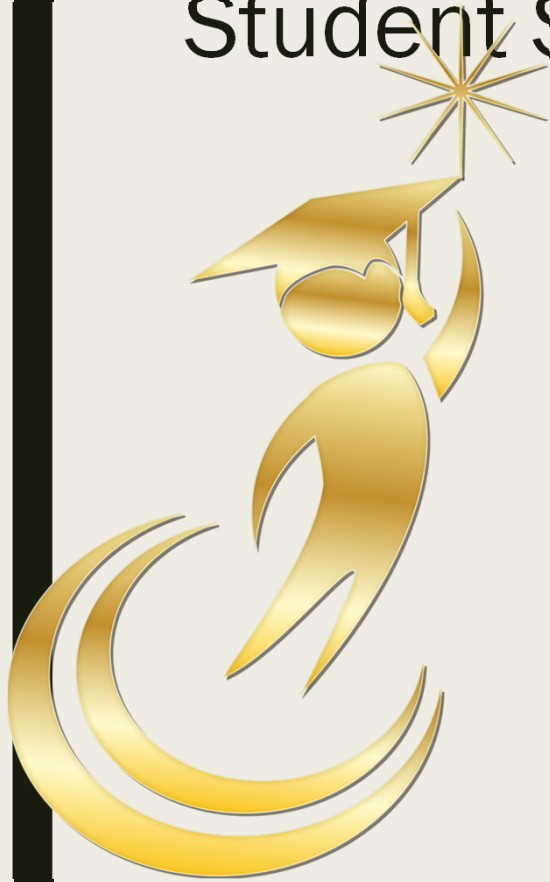
Research conducted by Harvard University,
the Carnegie Foundation and Stanford Research Center, has all concluded that
85% of job success comes from having well-developed soft skills and people skills,
and only 15% of job success comes from technical skills and knowledge (hard skills).



#KansansCan | KSDE | www.ksde.org



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.doleta.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*



How the Heck do I teach “Commitment”



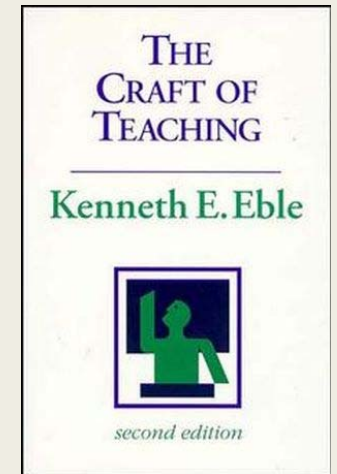
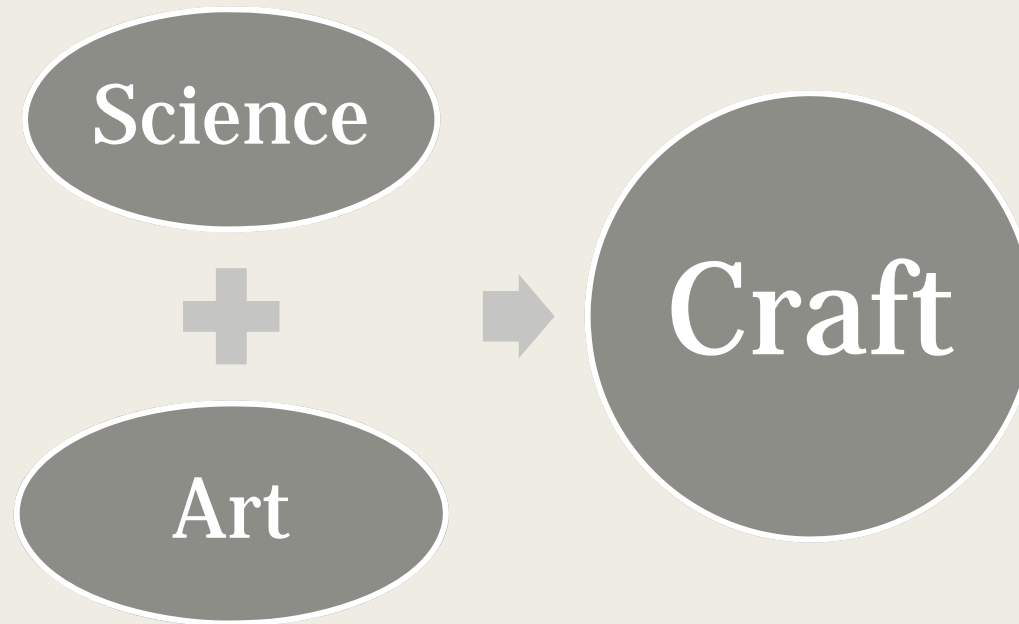
Employability Skills Framework

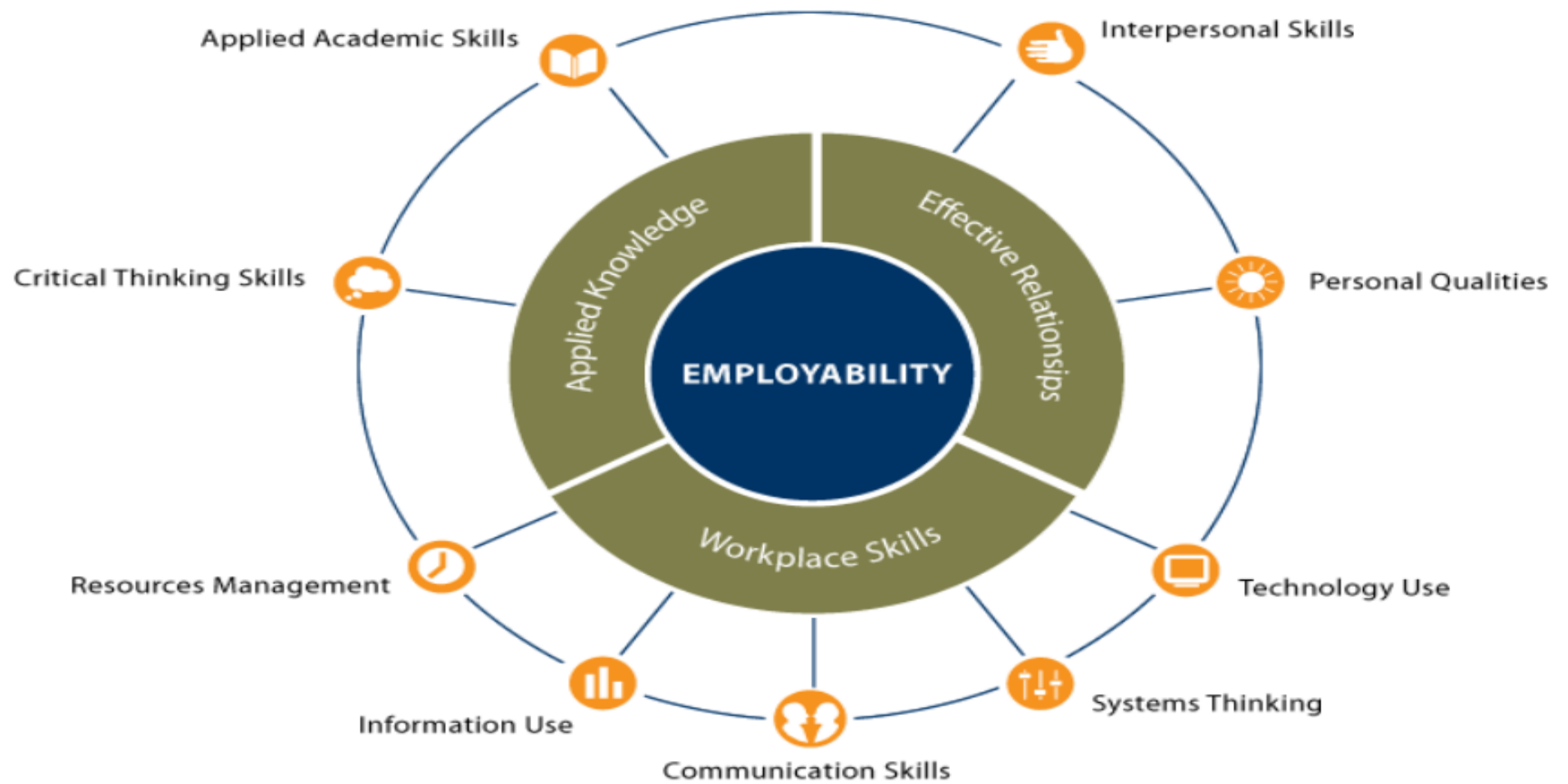
- [Applied Knowledge](#)—the thoughtful integration of academic knowledge and technical skills, put to practical use in the workplace.
- [Effective Relationships](#)—the interpersonal skills and personal qualities that enable individuals to interact effectively with clients, coworkers, and supervisors.
- [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>





O*NET OnLine

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Tools and Technology database updated



[Learn More](#)



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I want to be a...

Start the career you've dreamed about, or find one you never imagined.

[Find It Now](#)

[at My Next Move](#)



Occupation Search

[Keyword](#) or [O*NET-SOC Code](#):



Find Occupations

Browse groups of similar occupations to explore careers. Choose from industry, field of work, science area, and more.

Bright Outlook



Advanced Search

Focus on occupations that use a specific tool or software. Explore occupations that need your skills.

Browse by O*NET Data:



Crosswalks

Connect to a wealth of O*NET data. Enter a code or title from another classification to find the related O*NET-SOC occupation.

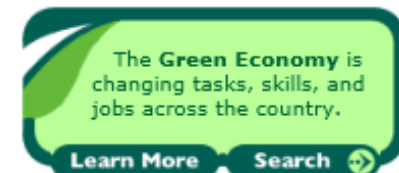
Apprenticeship

ATTN: VETERANS

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

[MY NEXT MOVE](#)

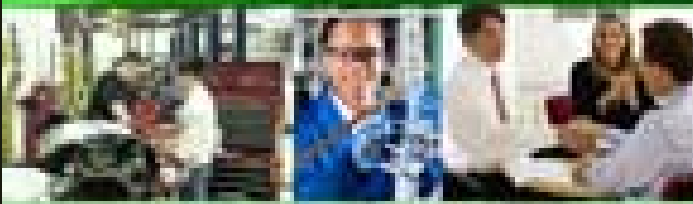
[Get Started](#)



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

[Learn More](#) [Search](#)

NC-NET
Employability Skills
Resource Toolkit



North Carolina Employability Skills Tool Kit

<http://www.nc-net.info/employability.php>

Equipped for the Future (EFF)

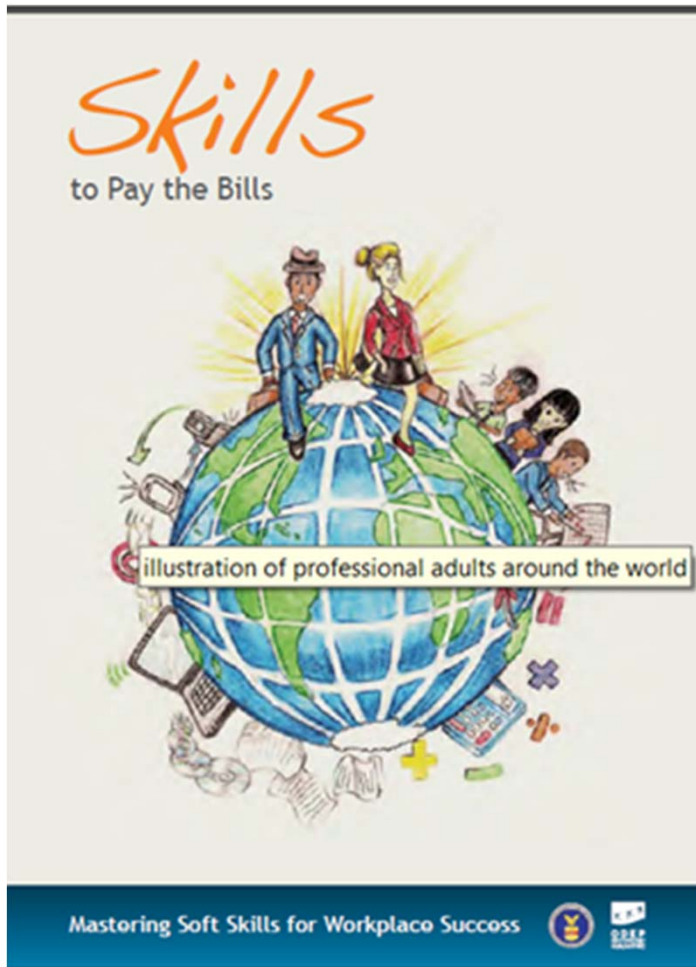


EFF Class Strategies

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

Strategies and Resources

DOL Softskills Activities
<https://www.dol.gov/od/ep/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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