

Worksystems & New World of Work

21st Century Employability Skills

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Doing What MATTERS™
FOR JOBS AND THE ECONOMY



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WELCOME

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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.



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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

SELF-AWARENESS
LITERACY
COMMUNICATION
SOCIAL/DIVERSITY
EMPATHY RESILIENCE
MINDSET
ADAPTABILITY
ENTREPRENEURIAL
ADAPTABILITY
COLLABORATION



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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

Time	Activity (with PPT Slides)	Description/Notes
5 mins	Video [Slide 16]	Watch NWoW Adaptability Trait 3 Video
20 mins	Think, Pair, Share [Slide 17] OR Perspective Video [Slide 18]	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. OR 2) In the workplace, we need to consider others' viewpoints and how our personal views can shape a situation in order to achieve intended outcomes. As a class watch this video on how photographers' perspectives shaped their work. Then, split the class into small groups and have each group create a visual. On the back of the visual write the story, feeling, or action that you have depicted.
5 mins	Share out [Slide 18]	1) Regroup as a class and have students share about what solutions their partners came up with and whether or not they were surprised. OR

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Adaptability Part 4: Dealing with Stress

- Lesson plans with activities 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
- Learner Digital Badge Assessments

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.

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.



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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 badges range from “Learner” to “Academic” to “Employer Verified”, which provides the bridge from evidence of skills learned to actual competencies displayed in the workplace



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NWoW 21st Century Skills Learner Badges

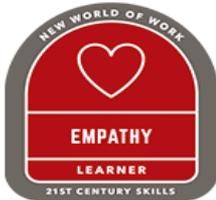
- These badge assessments are based on the NWoW secondary ed video series paired with multiple choice questions
- Can be used with high school students, adult learners, or the general public to provide an introduction to the 21st Century Skills and the process for earning badges
- Assessment pages launch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



[HIGH SCHOOL](#) [COLLEGE](#) [BADGES](#) [TRAININGS](#) [ABOUT](#) [NEWS](#) [CONTACT](#)



Click on each image to take the assessment and start earning your 21st Century Skills Learner Badges!



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NWoW Postsecondary Ed / Adult Ed Lessons

MEDIA, HANDOUTS, OR EXTRA MATERIALS: (What media is used in addition to lesson plan.)

The skills lessons have been designed to go along with the New World of Work/CreatoRip video content. All the Lesson 1's can incorporate the "What Not to Do" videos and all Lesson 2's can utilize the 21st Century Skills Video Assessments. These videos can also assist in hybrid/online courses. Gauge student interest in the videos and play throughout the course as needed.

This lesson uses:



Introduction to the Curriculum Video:
www.youtube.com/watch?v=D4wGvYjFRU

New World of Work Adaptability "What Not to Do" Video:
www.youtube.com/watch?v=Y1NEdFLUjuw

Student Start of Term Survey: This can be taken in class or assigned afterward. It is available at www.newworldofwork.org in the *College Resources* section.

INSTRUCTION: (List of reproducible steps for the lesson.)

Instructor Notes (General)

To allow for greater flexibility of delivery, lessons can be shortened to fit into a 45min class period. They can be expanded, with more time for facilitated activities and examples, up to a 90min session.

PPT presentation slides have been kept basic to avoid copyright infringement on images hosted open source. Feel free to add your own images when presenting the slides to your learners.

Instructor Notes (Lesson-Specific)

Often this is the first class meeting to set the tone for the entire skills series. Therefore, it may be necessary to build in time for covering the syllabus, paperwork, and work based learning/internship requirements. This can also be the best time to administer the Student Start of Term survey and/or review the concept of Digital Badging Assessments.

Instructors may wish to review the following resources:

Schulz, A. & Gill, R. (2013). Community Colleges & 21st Century Skills: Skills Panels to Assist Student Career Success. Hosted on www.newworldofwork.org About page.

Davies, A., Fidler, D & Gorbis, M. (2011). Future work skills 2020. www.ifl.org/futureworkskills Palo Alto, CA: Institute for the Future.

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.

Adaptability in the Workplace: What Not To Do

<https://www.youtube.com/watch?v=Y1NEdFLUjuw>



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

Next Steps: Practice!



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

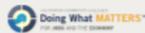
Go to: www.linkedin.com/learning

These videos will help you continue to explore Adaptability. You can earn certificates of completion to post on your LinkedIn profiles along with any of your digital badges and skills verifications.

- Course: [Embracing Change](#)
- Course: [Managing Stress](#)

Videos:

- [Use the right technology and track the right data](#)
- [Adapting to a changing environment](#)
- [Getting the job done](#)
- [Managing stress](#)
- [Stress](#)
- [Feedback](#)
- [Types of feedback](#)



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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



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NWoW 21st Century Skills Employer Verified Badges

Available through CareerXP/LaunchPath after a learner earns the Academic Badge



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Partnership with Worksystems

- 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-COMMERCIALY
- 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
 - **Because of these guidelines, NWoW is able to partner with organizations across the country, including the partnership with Worksystems**



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**Coordinate a Regional
workforce system that supports
individual prosperity
and business competitiveness**



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Work Readiness Training (WRT) 101

1. Adaptability
2. Self-Awareness
3. Communication
4. Collaboration
5. Analysis/Solution Mindset

SELF-AWARENESS
LITERACY
COMMUNICATION
SOCIAL/DIVERSITY
EMPATHY RESILIENCE
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ADAPTABILITY
COLLABORATION



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Work Readiness Training (WRT) 201

- 6. Digital Fluency
- 7. Empathy
- 8. Entrepreneurial Mindset
- 9. Resilience
- 10. Social/Diversity Awareness

SELF-AWARENESS
LITERACY
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**Common
Application**

**Launchpath
Registration
& profile
completion**

**WRT 101
Completion**

SUMMERWORKS

Temporary, subsidized internships
180 hours
June-September

WEX-Y

Temporary, subsidized internships
120-240 hours
October-May

CONNECT 2 CAREERS

Temporary and permanent jobs
Direct-hire with local businesses



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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 May 2019)
- If you would like to partner with Worksystems and participate in an Oregon Workshop, visit <https://www.worksystems.org/> or reach out to Barb Timper, Worksystems Youth Services Manager at btimper@worksystems.org
- 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



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QUESTIONS?



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21st CENTURY SKILLS SERIES

Demo Lesson:

Generations in the Workforce



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GENERATIONS THAT EXIST IN THE US WORKFORCE

Veterans/ Traditionalists: 1927-1945, around 7%, sunsetting % of workforce
(Those who are working are often in part-time/consulting positions)

Baby Boomers: 1946-1963, around 27% of workforce, many retiring
(A split between those who've put off retirement and those who will be retiring soon)

Generation Xers: 1964-1979, around 33% of workforce, major % of the workforce
(Age range from 37-52 yrs old, so represent both leaders and prime age workers)

Generation Y/ Millennials: 1980-1999, around 32% of workforce, rising % of workforce

(Age range from 17-36 yrs. old, the rising majority in the workforce along with Gen X)

The generation from 2000- Present is still under research for workforce impact. Many names: Nexters, Founders, End Millennials, **Gen Z**

Activity: What are the historical & pop culture/trends of these generations?

TRENDS IN GENERATIONS

- **Traditionalists** were shaped by a time of crisis (Great Depression & WWII) so aware of scarcity, money conservation, and sacrifice for the greater good
- **Baby Boomers** were born in a time of rebuilding and then social change, so a large and diverse group that both shaped our current institutions and questioned them
- **Xers** were influenced by growing access to higher education, and represent a desire for both career goals and personal goals rather than sacrificing one for the other
- **Millennials** are part of technology and social media growth, so their focus has been more global and they have contributed to a youth based focus in marketing

NEXTERS, FOUNDERS, GEN Z

They have this self-awareness that systems have been broken, but they can't be the generation that says we'll break it even more.



WATCH THE VIDEO

NEXTERS/FOUNDERS/GEN Z

(2000-PRESENT)

- Many had parents who lost jobs/income in the Great Recession
- This has made them less risk adverse, more entrepreneurial
- They are more creative as a workforce
- They see opportunities outside of traditional structures:
 - News comes from Google, Facebook
 - Movies are YouTube
 - Airbnb and Lyft instead of hotels and taxis

AFTER REVIEWING A FEW CORE TRAITS OF GEN Z

- How can Gen Z's creative, entrepreneurial qualities benefit workplaces?

WORKING IN A MULTI-GENERATIONAL SETTING: MILLENNIALS (1980-1999)

- Millennials value speed and 24/7 access to digital connections, knowing where and how to access what you need is key
- Millennials want to share ideas and be part of collaboration, don't see length of time/experience as necessary to provide equal input
- Millennials see work ethic as applying the strategies to get the best results in the quickest time, more flexibility
- Many are digital natives, actively use social media for professional purposes

WORKING IN A MULTI-GENERATIONAL SETTING: MILLENNIALS

- Millennials don't just work for a paycheck — they want a purpose.
- Millennials are not pursuing job satisfaction — they are pursuing development.
- Millennials don't want bosses — they want coaches.
- Millennials don't want annual reviews — want ongoing conversations.
- Millennials don't want to focus on their weaknesses — they want to develop their strengths.
- It is not just a job — it's a part of their lives.

Gallup Report: How Millennials Want to Work and Live , 2016

AFTER REVIEWING THE CORE TRAITS OF MILLENNIALS

- What do you see are the greatest strengths of this group in the workforce?
- In what ways can they uniquely contribute to projects and achieve outcomes based on their core traits?

HOW CAN YOU ACCOMMODATE AND ENCOURAGE ALL THESE DIFFERENT STYLES IN ONE WORKPLACE?

PAIR-SHARE ACTIVITY: SCENARIO

- A Board of Directors is made up of Boomers and Gen X, while the CEO and staff are a mix of Millennials and Gen Z interns.
- The staff feels the Board doesn't know enough about the latest trends and technology. The Board feels the staff doesn't take their advice into consideration.
- How can each group see the strengths and contributions of the other?

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](https://twitter.com/NWoW.DWM)



LinkedIn - New World of Work



Twitter - [@NWoW_DWM](https://twitter.com/NWoW_DWM)



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Twitter - [@Worksystems](https://twitter.com/Worksystems)



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