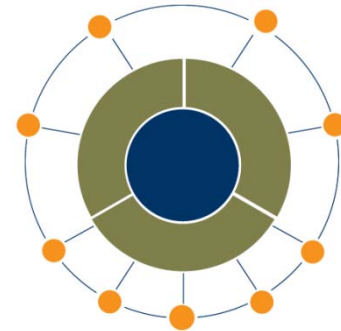


The Employability Skills Framework: A Tool for Identifying and Assessing Employability Skills

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NATIONAL MEETING FOR ADULT EDUCATION STATE DIRECTORS

Arlington, VA
May 22, 2013



Objectives



- **Introduce the Employability Skills Framework, a tool to support the instruction and assessment of employability skills**
- **Share state approaches to teaching and assessing employability skills**

Agenda



- **Summary of framework development**
- **Exploration of framework tools**
- **Overview of Kentucky's employability initiatives**
- **Discussion**

Support for States' Employability Standards in CTE and Adult Education



- **OVAE-funded project; 2010–2012**
- **Goals:**
 - Create a common framework for employability skills
 - Help policymakers and practitioners make informed decisions about assessing employability skills
 - Provide a portal for cross-governmental work on employability skills

Project Assumptions/Findings



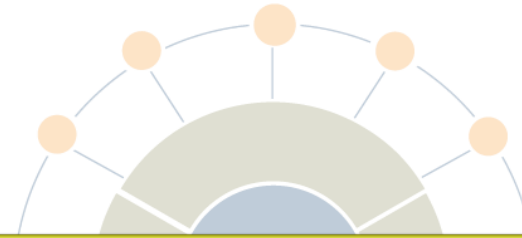
- **Employability skills are an essential component of college and career readiness.**
- **Considerable work has already been done to identify employability skills.**
- **Existing employability standards overlap on many dimensions, although key terminology differs.**
- **Employability skills are often integrated into the instruction of academic and technical skills.**

Key Activities



- **Convened a technical work group**
 - Adult education and CTE organizations
 - Employers and business groups
 - Researchers
- **Shared project plans and draft products with federal partners and other stakeholders**
 - 12 federal agencies
 - 18 adult education, CTE, and workforce organizations

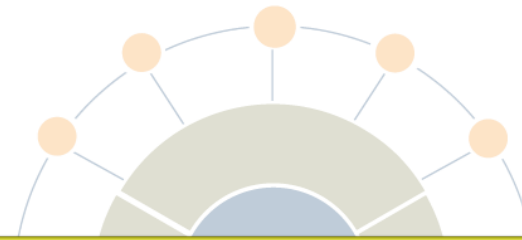
Employability Skills Website



- **Employability skills framework**
- **Assessment selection tool**
- **Profiles of employability skills instruction**
- **Related federal initiatives**
- **Other supporting content**

<http://cte.ed.gov/employabilityskills>

Employability Skills Framework



- **Purpose**

- Identify the general employability skills needed at all employment levels that can be taught throughout the education system
- Consolidate information into one central location for state policymakers, program administrators, instructors, and employers
- Provide a tool for identifying which skills are currently being taught and assessed

- **Development process**

- Conducted an inventory of employability skills standards and assessments
- Identified, organized, and classified a set of common skills

Assessment Selection Tool



- **Purpose**

- Create a tool to inform employability skill assessment planning, selection, and implementation
- Highlight criteria for selecting an assessment to measure employability skills

- **Key Features**

- Assessment overview
- Planning for assessment selection
- Selection criteria
 - Printable outline of key practical, technical, and content considerations
 - Interactive tool that allows users to choose selection criteria and create customized worksheet

Profile of KY's Employability Skills Initiatives

EMPLOYABILITY SKILLS FRAMEWORK

[Home](#)[Background](#)[Employability Skills Framework](#)[Assessment](#)[Profiles](#)[Related Initiatives](#)

Profiles

▼ CTE Profiles

- [Arizona Skills Assessment System](#)
- [Chicago Public Schools](#)
- [New York Pathways in Technology Early College High School](#)

▼ Adult Education Profiles

- [Arkansas Workforce Alliance for Growth in the Economy](#)
- [Kentucky's National Career Readiness Certificate](#)
- [Oregon's National Career Readiness Certificate](#)

Profiles

This section contains profiles of state, local, and employer-led initiatives highlighting examples of how the skills described in the Employability Skills Framework may be taught and assessed. The examples were selected based on the following criteria approved by the Office of Vocational and Adult Education: alignment with the Employability Skills Framework; relevance to the site's target audiences; diversity of geographical, educational programming, employer types and sizes, and state- and local-level representation; focus on employability skills curriculum and instructional practices and/or assessment; and development with input from employers.

Educators across the country are using innovative approaches to teaching and assessing employability skills. The profiles on this site represent only a small sample of such examples.

Career and Technical Education (CTE) Profiles

[Arizona Skills Assessment System](#)

[Chicago Public Schools](#)

[New York Pathways in Technology Early College High School](#)

Adult Education Profiles

[Arkansas Workforce Alliance for Growth in the Economy](#)

[Kentucky's National Career Readiness Certificate](#)

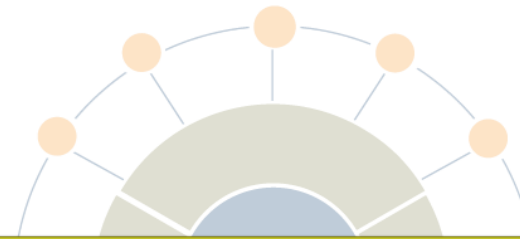
[Oregon's National Career Readiness Certificate](#)

KY's Approach to Employability Skills



- **History of Employability Skills in KY**
 - KY Employability Certificate/KY NCRC
 - Skill UP KY Pilot
- **Present Initiatives**
 - Accelerating Opportunity (AO)
- **Next Steps: Exploring a new soft skills initiative for non-AO districts**
 - Using the Employability Skills Framework as a guide
 - Considering connections with CCSS and new GED
 - Reassessing the value of an employability certificate

Discussion



- 1. What employability skills have your states adopted?**
- 2. Have you engaged employers around the teaching and assessment of employability skills?**
- 3. What challenges do you face with teaching and assessing employability skills?**
- 4. How could this tool be useful to your state and local programs?**

What additional tools would be helpful to you to continue incorporating employability skills into your work?

Thank You



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