

# New World of Work

[www.newworldofwork.org](http://www.newworldofwork.org)

## 21<sup>st</sup> Century Employability Skills



New **World** of Work

POWERED BY



California  
Community  
Colleges



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

Headquartered at:



**Shasta  
College**



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# WELCOME

## **Carolina Kussoy**

Computer Info Mgmt Professor  
Career Technical Education Co-Chair  
Cooperative Work Experience Advisor  
Irvine Valley College

*Mt. SAC Regional Consortium for Adult Education  
Fall 2018 Professional Development Conference  
Kellogg West Conference Center, Pomona, CA  
October 24, 2018*



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## Four Essential Skills For Workplace Success In The 21st Century Digital Economy

Successful marketers and business leaders must be prepared for today's rapidly changing environment.

FORBES.COM



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# The CEO of LinkedIn shares the No. 1 job skill American employees are lacking

Ruth Umoh | @ruthumohnews | 1:15 PM ET Thu, 26 April 2018



Getty Images

Jeffrey 'Jeff' Weiner, chief executive officer of LinkedIn Corp., speaks during an event at the company's headquarters in San Francisco, California, U.S., on Thursday, Sept. 22, 2016.

# Today's Lesson

- NWoW: How it started
- NWoW: How it's being used in Post-Secondary/Adult Ed
- NWoW: How are students demonstrating skills
- NWoW: What/Where are Faculty Resources



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# NWoW: What it Is (and Isn't)

- Neither a company nor a for-profit
- It is a program developed under the Doing What MATTERS for Jobs and the Economy framework of the California Community Colleges System
- Partially grant funded, with trainings run at cost to be self-sustaining
- Started development from 2012-2013 at Feather River College in rural Northern California
- Was run as a successful pilot with 10 partner CA community colleges from 2014-2016
- Was officially endorsed by the CA Community Colleges Chancellor's Office at the end of 2016, with the goal of going to scale across the state & as a resource for partner states
- NWoW program now has over 50 partner CA CCs as well as numerous Adult Ed, K-12, community, and workforce development groups, including partners in OR & NY
- Is headquartered at Shasta College, a campus dedicated to collaboration and open sharing of resources



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# NWoW: Collaborating with Experts

## Development Partners Include

- CA Community Colleges Chancellor's Office (CCCCO)-postsecondary ed content & funding
- OC Pathways- secondary ed content & funding
- Mozilla Foundation- student learning outcomes
- Foundation for CA Community Colleges- CareerXP/LaunchPath postsecondary ed badging platform
- Badgr- secondary ed badging platform
- CreatorUp! – video development
- MDRC -research and assessment reviewers

## Organization Partners Include

- National Association for Community College Entrepreneurship (NACCE)
- CalHR, GovOps, Gov Engaging Youth Programs
- Linked Learning Alliance, Young Invincibles, CA Dept of Education, CA Partnership Academy
- Get Focused Stay Focused, AVID
- Connected Lane County
- WorkSystems
- LinkedIn Learning/ Lynda.com

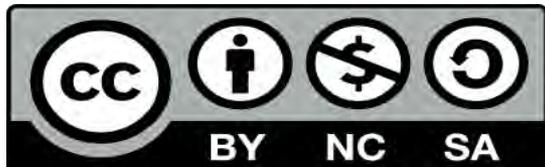


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# COPYRIGHT: What This Means for You

- All of NWoW's open source 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, and ensure the proper use of public grant funds
- This means you can blend the use of NWoW resources along with other fee based resources your school/organization may already have in place
- **NWoW is not a top-down program, it is peer to peer with a “coalition of the willing”**



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**NWoW** Connecting Educators, Students, and Employers  
Ranker Interview



 [WATCH THE VIDEO](#)



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# 21<sup>st</sup> 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, 21<sup>st</sup> 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" 21<sup>st</sup> 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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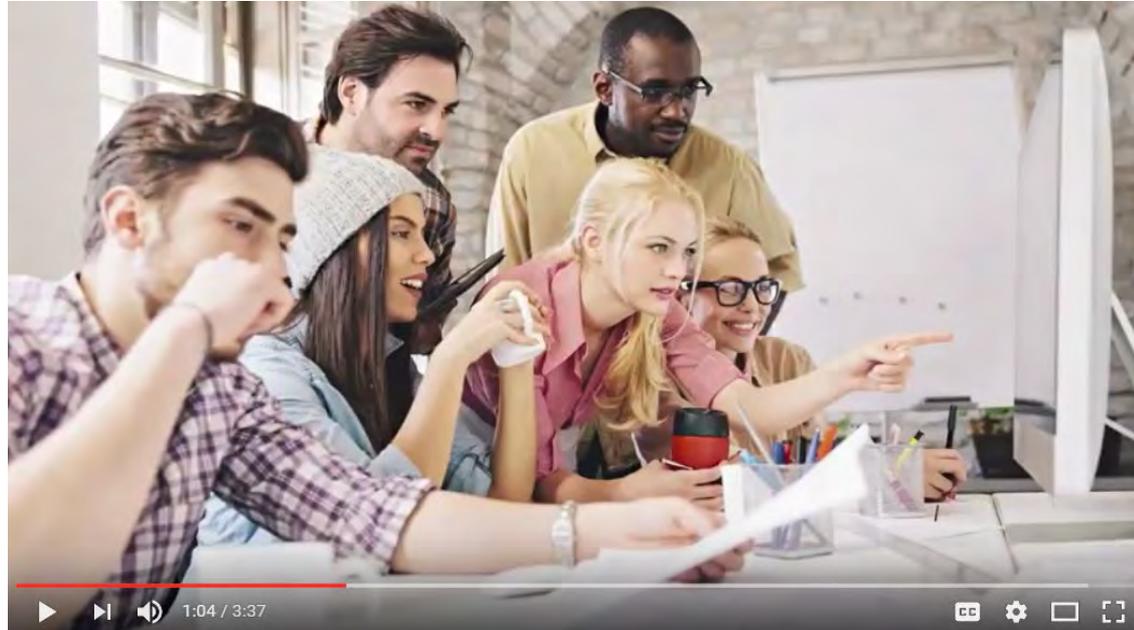


## NWoW Postsecondary modules that can be used with Adult Ed

- 20 Lessons: 2 per skill with a total of 4 learning outcomes- Instructor Lesson Plan, PPT Presentation, Video Content, and Student Activities

## NWoW Secondary modules that can be used with Adult Ed (available in Dec)

- 10 Lessons: 1 per skill with a total of 4 learning outcomes- Instructor Lesson Plan, PPT Presentation, Video Content, and Student Activities



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## Example Program:

Spring 2018

**CIM 168**

**MGT 168**



Welcome to Cooperative Work Experience (CWE), an Internship for Credit course at Irvine Valley College. CWE courses are fully online and individually-paced for each student. To meet industry standards and expectations of today's workplace, it is the student's responsibility to ensure that deliverables for the course are met on time and according to the requirements outlined. Students should also be proactive in communicating to their site supervisors and faculty advisor whenever necessary.

Weekly deliverables for the course include:

- Time Card
- Journal Entry

Each week you will upload or turn in your time cards, and complete a reflection assignment by a written journal entry. Please stay tuned for other assigned activities as the semester progresses.

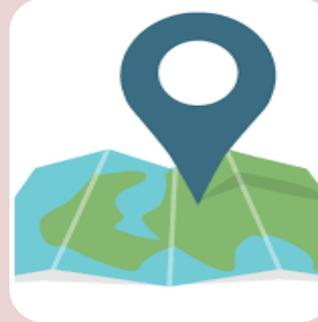
There will be additional deliverables to complete in this course, and they will be announced in Canvas:

- Student Learning Objectives
- Faculty Site Visit
- Discussions on New World of Work (NWOW) Skills
- Extra Credit: Campus Workshops, Guest Speaker Events, etc.
- Other activities as announced



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### Start of Term Surveys

- Students
- Employers

### Lesson Plans

- Presentation
- Writing Prompts
- Media/Video
- Handouts

### Student Learning Outcomes

- Discussions
- Journal Entries
- Capstone Project

### End of Term Surveys

- Online
- Site Visits

### Digital Badges

Coming soon...



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Thu 2/15/2018 11:05 AM

William Ogle <wogle@newworldofwork.org>

Re: Irvine Valley College | Batch Data

To  Carolina Kussoy

Cc  Rajinder Gill

 If there are problems with how this message is displayed, click here to view it in a web browser.

[Metalogix Archive Manager](#)

+ Get more apps

Good morning Ms. Kussoy,

It is great that you are being so proactive, thank you! Here is a link with the survey responses for all of your students (3 so far). I hope that you find this helpful. Please let me know if you have any questions.

<https://www.surveymonkey.com/results/SM-RVJ8M6QB8/>



Spring 2018 Student Start of Term Survey - Kussoy

[www.surveymonkey.com](http://www.surveymonkey.com)



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## Q12

Which of the following “Top 10” 21st Century Skills do you plan to focus on during this term?  
Check all that apply.

Analysis/Solution Mindset (Problem Solver)

Collaboration (Team Player)

Communication (Good Communicator)

## Q13

Do you think you will benefit from learning about 21st Century Skills in class this term?

Yes

Please explain your answer. If you think you will benefit, please provide 2–3 examples of why you think it is important to learn 21st Century Skills as you prepare for your current or future career.:

These skills are important because with the ever-changing, collaborative business world, it is important to sta



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## NWoW 21<sup>st</sup> Century Skills Learner Badges

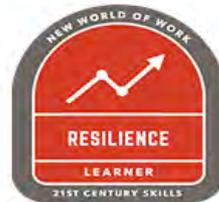
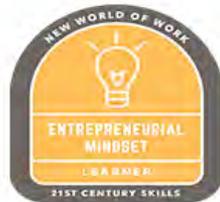
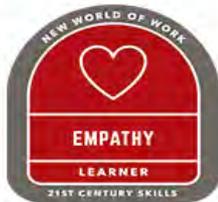
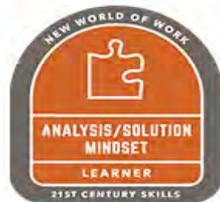
- These badge assessments are based on the NWoW secondary ed video series paired with multiple choice questions
- Can be used with any age learner to provide an introduction to the 21<sup>st</sup> Century Skills and the process for earning badges
- Assessment pages launch directly from the NWoW website by clicking on the Learner Badge icons, also 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!



▲ TAKE ME TO THE TOP



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# NWoW 21st Century Skills Postsecondary Academic Badges

Badge assessments available to instructors for use with learners!

Instructors gain FREE access through CareerXP/LaunchPath after attending 21<sup>st</sup> Century Skills Training.



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# NWoW 21<sup>st</sup> Century Skills Employer Verified Badges

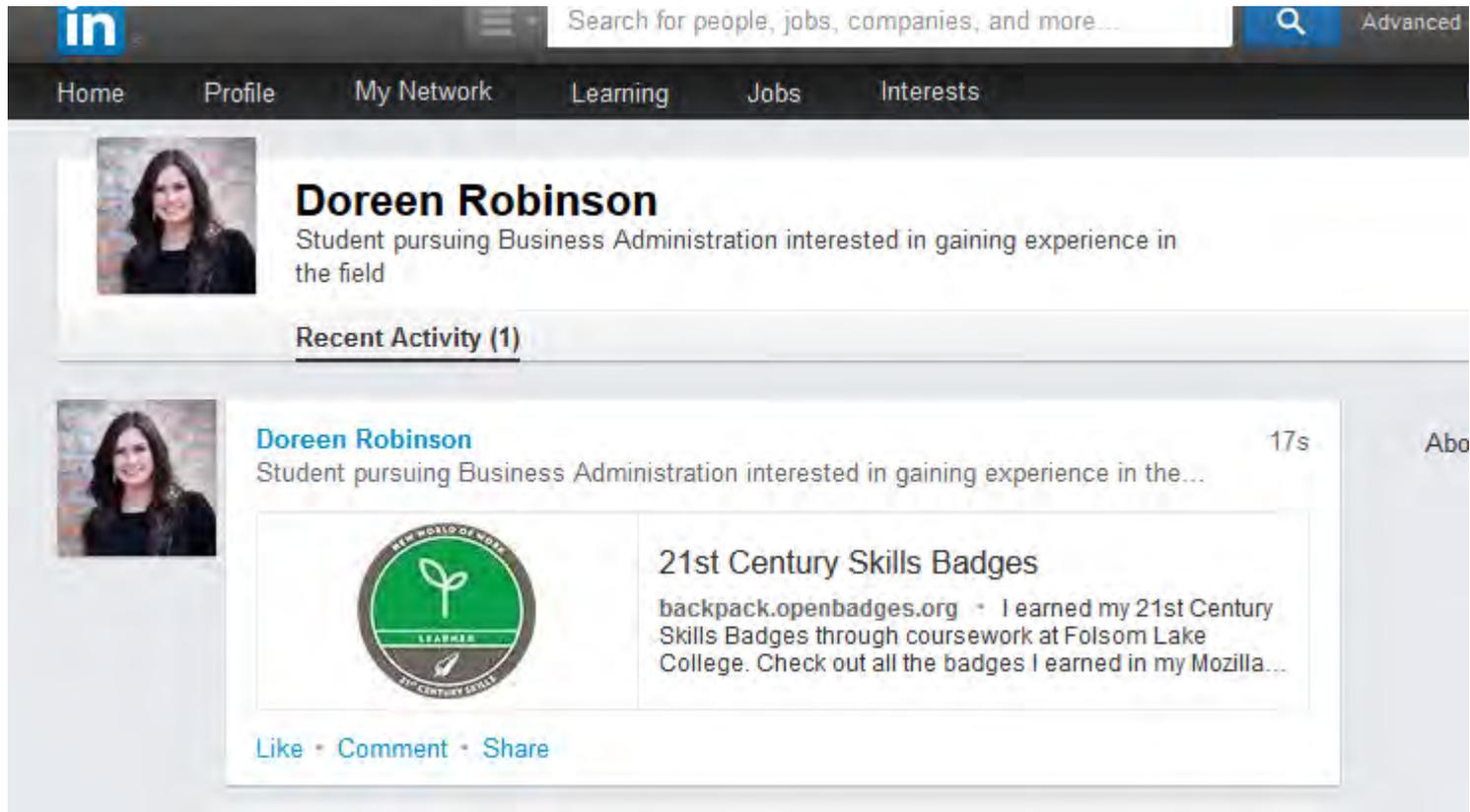
Available through CareerXP/LaunchPath after a Learner Earns the Academic Badge



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# Displaying Badges on LinkedIn



The screenshot shows a LinkedIn profile for Doreen Robinson. The profile header includes the LinkedIn logo, a search bar with the text "Search for people, jobs, companies, and more...", and navigation links for Home, Profile, My Network, Learning, Jobs, and Interests. The profile picture is a woman with dark hair. The name "Doreen Robinson" is displayed in bold, followed by the bio: "Student pursuing Business Administration interested in gaining experience in the field". Below the bio is a section titled "Recent Activity (1)". The activity post is from Doreen Robinson, posted 17 seconds ago. It features a circular badge with a green plant icon and the text "NEW WORLD OF WORK LEARNER 21ST CENTURY SKILLS". The post text reads: "21st Century Skills Badges backpack.openbadges.org · I earned my 21st Century Skills Badges through coursework at Folsom Lake College. Check out all the badges I earned in my Mozilla...". Below the post are the interaction options: "Like · Comment · Share".



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# Audience: WHY & HOW?



Why Teach 21st Century Skills?

- Do you think instruction in these skills is important? Why?



How to Integrate 21st Century Skills?

- Are you currently using any form of 21st Century Skills content?



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# NWoW: Why & How?



## Why Teach 21st Century Skills?

- Prepare students/learners for the work world they will be entering
- Promote equity across learner populations
- Align transferable skills education with workplace learning experiences
- Address objectives from Strong Workforce Recommendations, Student Success, and Career Ready Practice Standards



## Strong Workforce, Student Success, Career Ready

- Broaden and enhance career exploration, planning, and work based learning (21st C Skills Curriculum)
- Support resources to enhance college readiness and retention (21st C Skills Curriculum)
- Provide professional development opportunities for instructors/staff (21st C Skills Trainings)
- Develop and implement common assessments including digital badges (21<sup>st</sup> Century Skills Trainings)



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# NWoW 21<sup>st</sup> Century Skills Trainings

## Instructor Training:

Two full days that are fast paced and interactive.

Trainings provide networking opportunities and time to discuss how to use the open source lesson modules for direct delivery to learners.

Full participation earns a non-credit certificate of completion for instruction.

Afterward, participants become part of the NWoW Community of Practice (CoP), which includes quarterly conference calls/webinars and guidance on data, badges

Find out more:

[www.newworldofwork.org/presentationstraini](http://www.newworldofwork.org/presentationstraini)

## Training Learning Objectives:

- Obtain training in curriculum and facilitation techniques to teach 21<sup>st</sup> Century Employability Skills.
- Practice teach-backs of lessons.
- Review data collection & assessments, including academic & employer verified digital badge assessments, which are only available to training participants for use with learners
- Earn the certificate at the end of Day 2 and join the CoP!



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# 21<sup>st</sup> 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 employers to understand candidates' less academic but critical skills needed in the workplace at a glance
- 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 postsecondary 21st Century Skills badges have the option for employer verification, which provides the bridge from academic skills to workplace competencies



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# 21<sup>st</sup> CENTURY SKILLS DIGITAL BADGES

## Education & Workforce Collaborations

- Instructors are encouraged to work with industry partners to place learners taking the 21st Century Skills series with employers willing to host them in work-based learning.
- This strategy can help learners earn the academic version of a skills badge and then "level up" to an employer endorsed version of the badge, showing that they are putting their skills into action in a real work setting!



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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](http://www.newworldofwork.org)
- (Note: “College” modules are available now, “high school” modules will launch this December)
- If you would also like to attend a training and have full access to data collection templates & the Academic and Employer Verified Badges for your learners, inquire on the Trainings/Presentations page of the NWoW website
- An Adult Education-specific Community of Practice for 21<sup>st</sup> Century Skills is currently forming, inquire at [admin@newworldofwork.org](mailto:admin@newworldofwork.org) if you'd like to join



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QUESTIONS?



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# THANK YOU!

## Stay connected with New World of Work



Website - [www.newworldofwork.org](http://www.newworldofwork.org)  
YouTube - <http://tinyurl.com/nwowyoutubechannel>



Facebook - [facebook.com/NWoW.DWM/](https://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)



[admin@newworldofwork.org](mailto:admin@newworldofwork.org)

## Stay connected with Shasta College



Website – [www.shastacollege.edu/EWD](http://www.shastacollege.edu/EWD)



LinkedIn Group-  
Shasta College Students, Faculty, Alumni



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