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The Challenge:

- Industry consistently reports new workforce entrants lack essential employability skills.
- Employers lack the time/resources to teach these skills.
- Integrating these skills into K-12 is seen as crucial for a common understanding before workforce entry.
- This skills gap has a significant negative economic impact on companies and Oregonians.
- OES aims to equip students with these skills to benefit the economy and community.

History: Oregon Employability Skills (OES) Genesis:

- **2019:** Inspired by California's NWOW curriculum (partially funded by a \$1.2 million JP Morgan Chase grant),
 - JP Morgan Chase's \$350 million skills panel report validated key employability skills.
 - Built upon the foundation of 21st Century Skills.

Cherie Clark, the Career and College Manager started the work as a grassroots effort.

- **2021:** The Workforce and Talent Development Board (WTDB) endorsed OES.
 - Oregon Department of Education (ODE) committed initial funding (\$200,000) for a Middle School curriculum.
 - ODE increased funding by \$90,000 for elementary and high school/adult curriculum alignment (K-20+).
 - Postsecondary, training agencies, and work readiness programs began exploring OES adoption.
- **2024:** OES is a free and open-source curriculum for K-adult learners.
- Goal: Create a strong foundation and common language bridging education and industry for economic mobility.

Core Oregon Employability Skills:

- | | |
|-----------------------------|------------------------------|
| ● Adaptability | ● Empathy |
| ● Analysis/Solution Mindset | ● Entrepreneurial Mindset |
| ● Collaboration | ● Resilience |
| ● Communication | ● Self-Awareness |
| ● Digital Literacy | ● Social Diversity/Awareness |

Alignment with Oregon Career Connected Learning (CCL):

- ODE defines CCL as career awareness, exploration, preparation, and training across a lifetime.
- CCL outcomes include systemic integration, increased equitable participation in CTE, and expanded partnerships.
- OES spans K-12 through community college and adult learners.
- CTE State Leadership and ESSER funds supported collaboration between K-12, businesses, and community colleges using OES.



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- OES integrates ODE's Career Journey videos and the CCL Resource Hub.
- ODE support ensures OES is free and open-source with comprehensive resources (lessons, videos, assessments, etc.).
- Exploration and Work Readiness curricula are translated (Spanish, Russian fully; others partially).
- Over 135 education partners and nearly 60 companies have contributed.

As more learners use OES, employers will recognize a common language of desired skills.

Curriculum Design:

- **Awareness (Elementary):** Basic language progressing to OES terminology, SEL aligned, strengths-based, family resources.
- **Exploration (Middle School/Early High School):** Bridges academic learning to real-world application, connects skills to life, career exploration, 5th-grade reading level, expressive learning, diverse avatars/puppets, initial language enhancements (Spanish, Russian full; others partial).
- **Work Readiness (High School/Adult):** Transitions to workforce preparation, 50+ workplace videos, "Tell Your Story" activity for articulation, career-connected resources (resumes, etc.), digital workbook.
- **eLearning (Online Canvas):** Self-paced, onboarding, upskilling, intervention, supervisor training, CBO support, job skills programs, job seeker/reskilling aid, crucial for rural/remote access.
- **Families and Caregivers:** Promotes common language at home, supports adult learning, fosters economic growth.

Connecting Employers with the Future Workforce:

- Mission: Bridge gap between employers and future workforce, advance current employees, engage with K-12/out-of-school youth.
- Emphasize skill relevance through authentic workplace activities and introduce students to local companies.
- **Creating a Common Language:** Primary aim for a cohesive workplace benefiting both employees and companies.
- **eLearning Online Curriculum:** Supports company-wide common language and employee advancement.
- Addressing workforce deficits post-COVID-19 by immediate common language creation.

Equity, Access, and Inclusion:

- Exploration and Work Ready curriculum fully translated into Spanish and Russian; introductory packets in 5 more languages.
- Improves learning for diverse linguistic/cultural backgrounds, reduces translation burden for families.
- OES videos feature diverse Oregon companies and employees.



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- Feedback incorporated for inclusivity.
- Social diversity skill teaches respect for different viewpoints/cultures.
- ODE review ensured cultural responsiveness.
- OES is adaptable and continuously evolving.
- **Examples of Diversity:** Collaboration with Confederated Tribes (Adaptability), Hispanic-owned Salinas Tamales (Collaboration), diverse avatars, diverse book lists for families.
- Focus on value and insights from diverse partners.

Curriculum Integration and Assessment:

- Comprehensive standards maps, rubrics, and evaluations for seamless integration.
- Clear checkpoints for monitoring student progress.
- Facilitates quick connections to desired outcomes.

Oregon Employability Skills Video Content:

- Dynamic and engaging learning tool, caters to different styles, allows self-paced learning.
- Bridges theory and practice with real-world examples.
- Developed with five strategic goals (details available).
- Features testimonials from 50+ Oregon companies.
- Attracts new learners and builds an engaged community.

Student Voice and Piloting:

- Student input ensures relevance and engagement ("Relevant Terms" preference).
- Diverse student perspectives enrich the curriculum.
- Students involved in finalizing activities.

Learning Management System (LMS) Options:

- Canvas Full Teacher Shell
- Canvas Spanish (PPTs and Workbook)
- Canvas Public (eLearning)
- Canvas Public (Assessments)
- Google Classroom Tutorial
- Ensures versatility and accessibility for diverse learning environments.

Badging System (Badgr):

- Reliable system for 4+ years, aligns with recognizing and making skills visible.
- Supports skills-aligned micro-credentials and portable learner records.
- Integrates with Canvas for automatic badge awarding.
- Allows sharing on professional networks (LinkedIn, etc.).
- Provides comprehensive support and resources.
- PR Survey confirmed employer value of badges.



Survey Analysis Data (October 7 Collection):

- **Industry (n=144):**
 - **90%** agreed the 10 skills are a good foundation.
 - **45%** felt new employees generally lacked these skills.
 - **74%** more likely to interview badged candidates.
 - "New employees or volunteers" seen as top beneficiaries.
- **Education (n=191):**
 - **97%** agreed the 10 skills are a good foundation for K-12.
 - **63%** "very likely" to use lessons (29% "somewhat likely").
 - "Integrate into current student curriculum" was the top integration method.
- **Corban University Survey Data:** 97% of the University Students surveys believe that they would benefit from this training. (See original document for specific percentages on familiarity, top skills, belief in foundation, social media use, and learning preferences).
- **Website Usage** (as of Oct 2024) All Events 78,915 Views 19,690
- **194 unduplicated education and community based organizations** have attended one or more training/webinars.

Sustaining the OES Project (Funding Needs):

- Crucial for maintaining quality and collaboration consistency.
- Lack of funding leads to:
 - Inconsistent training standards.
 - Accessibility issues.
 - Reduced teacher/partner support.
 - Slower rollout and integration.
 - Disorganized content and potential non-compliance (file management).
 - Hindered development of CCL, WBL, SEL, equitable access, and offline resources.
 - Risk of losing market position and partner trust.
- Sustained investment is essential for long-term success and high-quality training.

Key CCL Areas Impacted by Lack of Funding:

- **File Management:** Disorganization, data loss, hindered content updates, technology breakdown.
- **Badging and Business & Industry Alignment:** Reduced recognition, decreased business engagement.
- **Business & Industry Engagement:** Loss of common language momentum, stalled partner initiatives, limited employee integration.
- **Training (All Partners):** Inconsistent training, reduced support, limited adoption, unmet administrator needs.