

***The Evolving Career
Readiness Landscape:
Factors Leading to Successful
Outcomes***

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“In times of change, learners inherit the Earth while the learned find themselves beautifully equipped to deal with a world that no longer exists.”

Eric Hoffer, American Social Writer

Globalization

- U.S. increasingly integrated in global economy – new sources of capital
- Jobs go where the skills are!
- The 25% of the population in China with the highest IQs is greater than the total population of North America
- China has more honor kids than we have kids

Globalization

- Fastest growing economy - Vietnam
 - Morocco
 - Australia
 - South America
- Majority of US patent filings by American companies made by foreign nationals living in the U.S.
- Home countries wooing their return-25% increase over last 20 years.

The Changing Workplace



- By 2018
 - need 22 million new college degrees
 - fall short by at least 3 million associate or better
 - need at least 4.7 million new workers with postsecondary certificates
- 90% of the fastest-growing jobs will require an education beyond HS
- 31% of small business owners can't fill positions
- 41% of manufacturers

Changing Workplace

- 29 million *middle jobs* in the U.S. pay \$35,000 or more.
- More than 11 million *middle jobs* pay \$50,000 or more; more than 4 million pay \$75,000 or more.
- Over 40% of jobs require education beyond high school and less than a Bachelor's degree.

-Center on Education and the Workforce

Specialization to Collaboration

- Overlapping existing occupations and professions
 - Healthcare and construction
 - Agriculture and healthcare
 - Technology and healthcare
 - Technology and construction
- New Corporate functions-social media
 - Chief Data Scientist
 - Earned Media Officer
 - Chief Content Officer

What industry needs

Workers with



Critical thinking



Lifelong learning



Multi-cultural



Systems thinking /
problem solving



Ability to express one's self

New Workplace Norm

- Increased productivity brought about by technology creating tomorrow's jobs
- Workplace will require advanced technical skills-work with advanced computer systems
- Availability of skilled workers drives decisions on business locations
- Collaboration between business, education, community groups, policy impact decisions

The Information Society

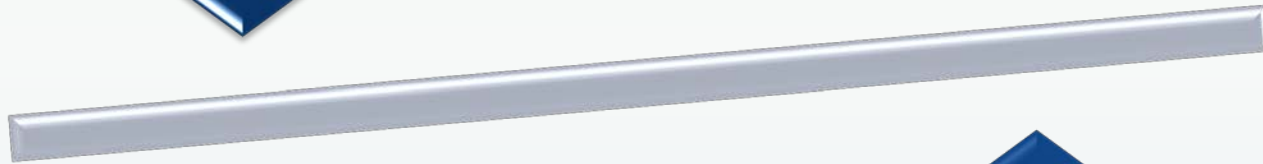
- By 2022, tablet PCs, netbooks and laptops will be extinct
- Cloud intelligence will evolve into becoming an active resource in our daily lives – providing analysis and contextual advice
- Prediction – the last newspaper and book will have been printed in 2020
- Everything around us will have connectivity and computing capabilities

The Futurist Magazine

Society Challenges 2010 to 2025



Up to 78 million
Baby Boomers leave
the U.S. workforce
or change work
focus



Only 40 million Gen
X'ers and Y'ers will
be available to
replace them



BUT.....

Highly skilled older workers remaining in working.....competing with high skilled younger workers

Low skilled older workers leaving

Produces economic divide

Today's Learners Are Different!

What got us to where we are in education will not get us to where we need to be!

This Generation

- Communicate via
 - Social networking sites
 - Texts, Twitter
 - Pinterest, Instagram
- Access information via the Internet
- Students disengaged
- *Button Savvy*

The Challenge for Education

- 7,000 students drop out of high school every day
- 6.5 million young adults not in school or working
- \$1 trillion in higher education student loan debt-highest in history
- 53% of recent college grads either unemployed or underemployed

The Challenge for Education

- 39% of ALL college students require remediation
- Only 50% of college students graduate with a postsecondary degree
- 71% of college students work while in school
- 58% of employers report that graduates are not adequately prepared for work

The Challenge for Educators

We are currently preparing students for jobs that don't yet exist.....

using technologies that haven't yet been invented.....

in order to solve problems we don't even know are problems yet.

The **BIG** Question

How do we maximize college and career options when the time honored pathway from school to career no longer works or most?

A CONCERN

“Education has become an institution-an institution problem-and learning is what we’re really concerned about.”

--Nicholas Negroponte

Hot Topics In Education

- Dropout prevention and recovery
- Effective teachers for all students
- STEM
- Common Core Standards and Assessments
- Competency based education/training
- Industry Standards and Certification
- Postsecondary Education
- Online learning and use of technology
- Alignment with market data

Hot Topics in Education

- Preparing students for future **careers**
- All students must be “college-ready” and “career-ready”
- Meet **industry expectations**; proven by assessments
- Integration of academic, employability and technical skills

CHALLENGES

- Education-workforce silos
- Gathering, analyzing and use of data
- Ability by education to timely respond to industry
- Cultural/economic diversity

Bad News & Good News

- No real convergence in federal policy
- Legislation remains siloed
- Hard for Congress to deal with more than one issue at a time

BUT...

- There are some connections
- Conversations increasing to link education and workforce development policy

KEY LEGISLATION

- **Carl D. Perkins Act** – supports a career and technical education system; funding is delivered to support programs
- **Workforce Investment Act** – supports a workforce investment system; funding is delivered to individuals
- **Elementary & Secondary Education Act** – supports an elementary and secondary education system; funding is primarily delivered to elementary education
- **Higher Education Act**
- **IDEA**

Funding Overlaps

- Perkins funds can be used for Individualized Education Plans.
- IDEA funding can be used for school wide projects.
- Perkins funds can be used for WIA youth, adult and dislocated worker programs
- Numerous programs within NCLB can be used to support CTE

Changing Focus

- Preparing individuals for **careers**
- All students must be “college-ready” and “career-ready”
- Meet **industry expectations**; proven by assessments
- Integration of academic, employability and technical skills

A new vision for the Future

- Human capital strategy aligned to a globally competitive future
- One System that coordinates and connects education, workplace and support services
- Easy availability and access to data on “what works”
- Individual Graduation Plans

College and career readiness must be broadened, shifting from its primary focus on college entrance and completion to include a *mastery of key knowledge, skills and dispositions that students must foster throughout the life of their careers*

Future Career Paths

- Careers will more resemble a lattice, rather than a ladder
- More lateral moves on the way up
- Multiple jobs stitched together to form a more flexible work environment

Career Pathways

- High school
- Postsecondary certificates
- Associate's degree
- Bachelor's Degree
- Industry-based certifications-stackable credentials
- Apprenticeships
- Employer-based training

New Initiatives

- Balloon.com
- GE Garage
- Science and Engineering Festival
- P-TECH: IBM-NYC Schools
- Resumes – listing of credentials/competencies

***Sometimes we stare so long at a door
that is closing that we seek too late
the one that is open***

-Alexander Graham Bell

***WE CANNOT BE WHAT
WE CANNOT SEE***

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