

Chamber Alliance of West Chester-Liberty

Oct. 31, 2018

*What traits are employers looking for?*

Soft skills

Be on time

Appropriate dress

All communication skills

Social skills

Ability to read nonverbals

Social cues

Eye contact in conversation

Know how to shake hands

How to take a client to dinner

Social etiquette

Dress and hygiene

Understanding them on their communication skills – it's different from us, and different isn't wrong

Independent problem solving

Asking for help from mentors

But let them struggle a little bit on their own

Help students be comfortable being uncomfortable

Is there a company offering basic etiquette classes?

Other opportunities to fill spaces

Sit a kid in a room with another kid and talk (without cellphone)

Do a puzzle with six pieces missing

Take five minutes to learn how to shake hands, have an interview,

Have gotten to a point with antibullying...in the real world not everyone will be nice to you

How to navigate conflict

Not to be afraid of success, or failure

Bring in employers to hear anecdotal, first-hand experiences

They could learn from stories

Parents need awareness of these gaps....we may not realize they don't know how to use a phone

Let kids fail – do schools let parents know what kids want – they may want it at home too

A student asked me once, what's educational value of internships?

Can learn, this is the industry for me, or not for me

Any donation of time or talent can help kids grow

The more they hear it in different scenarios, the more they might believe it

Role-play scenarios where students go from task to task and face situations you would face every day

A workshop, three to four hours, practice going from place to place

Part of Adulting 101

Job shadow – not a two-hour, but a 10-day

Letting kids understand respect, easy word to say, but modeling that for children that don't have that

Sometimes they don't even respect themselves

Business mentors for each grade level

People talking about situations they've had at work

Mentoring – there needs to be some groundwork, they need to know the why – why do they need to learn this – CNE HS has implemented internship for life skills, she goes in to talk about them weekly

Need to see you've done it, they're hearing it from the horse's mouth

Have to expose them to the mistakes we make

We're expecting teachers and counselors to know about the kinds of things we're talking about

We can't assume teachers/administrators know how to go about this or what the needs are without being equipped to do this

Chamber is working with Lakota and Cincinnati State - Leadership Academy

Three-pronged approach

Seeing first hand in same class for eight months

Only program like it in Ohio

Have to look at mission and values of district

Developing a portrait of a Lakota graduate

What are attributes kids need to have to be successful in their futures

Goal is to develop portrait of a graduate

To make that the north star of the district

All day-to-day work needs to lead to that

At the core we need to examine what we do every day

Will they be game-changing employees in your industries

Developing a roadmap for school and industries to interact

That's a real-world learning experience

Not just taking a test at the end of the day

Might make schooling look a little different

Need to have you to have our backs

*How you tie in those standards? How can I as a local person begin to think about this stuff? What's more important, the state standards or all these other things?*

Here are the standards we have to teach. We can teach in this fashion, or could we do it differently?  
Could we involve a community partner, or more real-world learning?

Standards: 95 percent of districts only care about standards and test scores.

Going through high school redesign...we know we have to change things.

Why are our kids like this now?

Kids are so unengaged.

We're going to be pushing this. School is going to be a lot different.

We don't want to be a diploma mill.

More important is what comes next for them.

Three E's after graduation: Employment, Enrollment, Enlistment

A new one: Entrepreneurship

Working with Belcan. They want a global hub on cybersecurity in Southwest Ohio.

We are building curriculum for that. Kids will have internships. They'll make \$65,00 right out of school.

We were told: We don't want kids to go to college, then we have to untrain them. We'd rather have kids when they're 18 then retrain them when they're 22.

It's a new path.

Not just a four-year path.

Distinctions between different paths.

New-collar jobs – manufacturing will hire our kids

At East had 70 presentations in three sessions

Banking, attorney, college, military, mortuary science

Kids went to areas of interest to them

Some sessions full house

Some sessions one-on-one

*How does school district and business help create more game-changers despite state requirements?*

Partnership opportunities

Talk more about vocational education piece. Have to convince parents it's a good thing.

Lakota has done a nice job of reaching out to business.

But it's Lakota doing this and it can look self-serving.

Chamber: We need to be out there supporting you. That's what model communities do. New businesses will want to join in, because that's what we do here.

Not just guest speakers, but guest programs

Coming in multiple times

Maybe an advisory group from business to help make sure curriculum is relevant and up to date

Used to have many many years ago

Got away from that

Have gone full circle now

Lakota: We don't want to invest dollars in canned curriculum. We have teachers who help us build that out.

Possibility of Lakota assigning to staff: ten mentees per employer

Would be part of their job function of being an employee

Going to build a deep relationship

Mentor could connect with external resources

District could give some general structure, but some autonomy on part of mentors

Clermont County put together program where you committed to eight months....you'd have to do same thing

You could find people through this Chamber to help with this

They're bringing themselves and their life skills

We're all talking about what do we want. Urge school to ask kids what they want.

If they buy into it, you won't have issues with them wanting to do it

Not enough business people understand what the state standards are.

We're over here saying schools don't teach kids right way, but we don't have the context.

We are starting to do more and more of that (getting the student voice).