Supporting Employable Skills

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Objectives

- Learn the top 12 impact skills employers seek
- Learn the difference between general & specific feedback
- Learn how to support your child as they develop and enhance those impact skills
- Learn how to measure success of those skills

Hard Skills

- Employers are seeking key “hard skills” and experience for each job.
- These skills are extremely important but not the only skills needed for success.

Impact Skills

- Certain ***skills or capabilities employers look for when hiring people***.
- Research shows that a person's "impact skills" can be just as good of an indicator of a person's job performance as the hard skills they possess.
- Impact skills make a person pleasant to work with and a valued member of the team no matter where they work or what they do.
- Impact skills are:
  - ***Personal qualities,***
  - ***Attitudes,***
  - ***Verbal and nonverbal behavior, and***
  - ***Personal habits***

General vs. Specific Feedback



- Good Job!
- I can tell you put a lot of effort into that project.
- Don’t do it like that.
- You did great asking for help when you needed it.
- Listen.
- You were really listening to the teacher’s explanation.

Strong Work Ethic

- This cannot be taught but it can be encouraged.
- It is doing what it takes to get the work done.

A Positive Attitude

- Does wonders for the work environment.
- It can be contagious.
- Gives others energy.

Excellent Communication and Interpersonal Skills

- Knowing how to communicate
- Knowing how and when to listen
- Use of technology
- Formal and informal language

Problem Solving Skills

- Understanding that problems are inevitable
- Ability to find solutions to daily challenges
- Ability to seek out the advice of others when challenges occur

Time & Project Management Skills

- Key to getting assignments/work done on time
- Variety of methods can be used to accomplish
- Knowing how to prioritize and plan activity to be able to get the job done in the least amount of time
- Seeking help when needed

Flexibility

- The way companies do business in today's competitive marketplace is changing all the time.
- Ability to remain adaptable helps handle those changes.

Work Well in a Team Environment

- In past people could seek jobs that fit their desire to work independently or on a team…
- Today's workforce, much of the work is often done on teams.
- There is still the need for employees to work independently in order to get the daily work accomplished so the team can function effectively.

Computer/Technological Skills

- Almost all jobs today require basic computer skills and technological knowledge.
- Employers will want to know the person's level of skill in these areas.

Self Confidence

- Having self confidence allows employees to detach themselves personally from any challenges they experience on the job
- Provides a sense of strength as they pursue personal and job-related goals

Accepting Constructive Criticism

- Understanding that there is always room to grow and accepting criticism in order to improve their performance
- Important to know how to give constructive criticism too!

Strong Research Skills

- Ability to do basic research and have the ability to gather important information for projects, and identify how and what competitors are doing

Brainstorm Time...

- If these are the impact skills that employers are seeking, what can we do on a daily basis in the classroom or in the home to help students develop and maintain them?
- In school, is there a tool we can use to record when students are showcasing these skills?
- In the home, is there a way to share what your child is able to do well, independently, with help?

Reference

- www.thebalancecareers.com
- The Top 12 Soft Skills Employers Seek
- By Penny Loretto
- March 15, 2018

Dr. Josie Badger

#IWantToWork United Way