Are You Developing Technicians' Employability Skills?

Employers demand strong employability skills, and their demand for these skills is increasing. Many technician educators find it challenging to engage in developing these skills. Our research has identified some tools and techniques to provide solutions.

Don't miss our Dec. 10th webinar:

Engaging Technician Faculty in Teaching Employability Skills

December 10 at 2 pm ET/11 am PST	Hosted by the <i>Necessary Skills Now Network</i> To Register: necessaryskillsnow.org/network-activities		
You will receive: A downloadable handbook with tools and techniques for educators and employers called <i>Working Stronger, Working Smarter</i> . Go to: employabilityskills.org			

Some highlights from our research:

What does our research say are the key employability skills for technicians?

Essentials

Capacity to build relationships	Personal qualities for career success	Business fundamentals and knowing your business value	
 Interpersonal skills Communication skills 	 Orientation to lifelong learning Meeting workplace expectations 	5. Situational awareness	

Focused Essentials Supportive of Historically Underrepresented Technician Learner Population

Capacity to build relationships	Personal qualities for career success	Business fundamentals and knowing your business value		
 Interpersonal strategies to manage stereotyping/bias Communication strategies to support awareness/ sensitivity 	 Orientation to lifelong learning as a way to strengthen technical confidence Understanding cultural differences in workplace expectations 	5. Situational awareness of the importance of advancing cultural change in technician fields		

How are technician educators and employers developing employability skills?

- Some hire specialized consultants for job interview practice and resume writing
- Some partner with employers for both work-based learning and lessons
- Some explain the skills and offer practice in team-based projects



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According to our research ...

1. What learning principles build employability skills?

Explain	Practice	Support	Reflect	Play	Grow	Confront misconceptions
Explain key concepts and processes	Have learners apply skills in realistic, challenging team projects	Cultivate reliance on others and respectful feedback	Foster reflection and discussion	Refine skills through role- playing, rotation of roles, "making," and online learning	Recognize and encourage growth	Confront prior misconceptions about employability skills

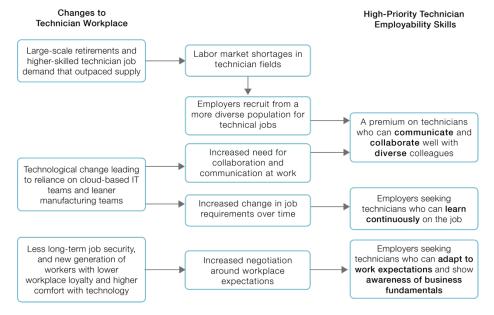
2. When do these skills develop?

Answer: All through life! This calls for a developmental approach...

Model for Developing Employability Skills for All -



3. What factors drive the need for technicians to have employability skills?





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