

# 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. 10<sup>th</sup> webinar: *Engaging Technician Faculty in Teaching Employability Skills*

December 10 at 2 pm ET/11 am PST

Hosted by the *Necessary Skills Now Network*

To Register:

[necessaryskillsnow.org/network-activities](https://necessaryskillsnow.org/network-activities)

You will receive: A downloadable handbook with tools and techniques for educators and employers called *Working Stronger, Working Smarter*. Go to: [employabilityskills.org](https://employabilityskills.org)

*Some highlights from our research:*

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

### Essentials

Capacity to build <b>relationships</b>	<b>Personal qualities</b> for career success	<b>Business fundamentals</b> and knowing your business value
1. Interpersonal skills 2. Communication skills	3. Orientation to lifelong learning 4. Meeting workplace expectations	5. Situational awareness

### Focused Essentials Supportive of Historically Underrepresented Technician Learner Population

Capacity to build <b>relationships</b>	<b>Personal qualities</b> for career success	<b>Business fundamentals</b> and knowing your business value
1. Interpersonal strategies to manage stereotyping/bias 2. Communication strategies to support awareness/ sensitivity	3. Orientation to lifelong learning as a way to strengthen technical confidence 4. 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



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...



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

