CTECS Workplace Readiness Skills Summit

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WHERE WAS YOUR FIRST JOB?
How Do Today’s Youth Work?
Percentage of Youth (Ages 16–24) Employed, Overall and by School Enrollment: 1 1993–2017

1 Includes a small number of persons enrolled in grades below high school.
Note: Individuals reported as not enrolled in school include those with high school diplomas or equivalent or bachelor’s, master’s, professional, and doctoral degrees.
In California HS Grads take on average 7 years before launching a career!
Over 1.1 Million Individuals came through California’s AJCCs
Work Readiness in AJCCs

- Labor Market Research
- Interest Inventory and Assessments
- Job Search Techniques – Networking/Building Social Capital
- Resume, Cover Letters and Applications
- Dress for Success and Preparing for Job Search
- Interview Techniques and Practice
- Interview Follow Up
- Social and Support Services
• Critical Thinking  
• Creativity  
• Collaboration & Teamwork  
• Communication/ Information literacy  
• Media/Technology literacy  
• Flexibility  
• Leadership  
• Initiative  
• Productivity  
• Social Skills/ Responsibility  
• Problem solving
Where should the skills be taught?

Colorado Survey: Key skills are better learned at work

Skill Importance

School

Ideal Learning Place

Work

Communication

Advanced math

Trustworthiness

Motivation

Teamwork

Friendliness

Reliability

Commitment

Efficiency

Problem solving

Job-related theory

Job-related practices

Handling unfamiliarity

Health & safety
Recommendations to Improve Workplace Readiness

- Create Youth Apprenticeship Model Starting In High School
- Expose Middle School Students to REAL Work Experience
- Allow HS Students to obtain credit for working
- Have the Nation’s Career Center System provide Career Counseling in High Schools
- Employ Social Capital Building Skills in All Workplace Readiness Curriculum
- Teach Compulsory Education as if it was a Work Place
- Create Incentives for Business to Support Schools/Students in Real Ways
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