Power Skills

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Equity Stance

“I have also learned that the inseparable twin of racial injustice was economic injustice.”
80% or all jobs need post-secondary education
7 million unfilled jobs currently in the US
Businesses are starving for skilled workers
ALG Research: 93% of Republicans and Democrats are in favor of investing in skills training
Need to reskill constantly
Core Skills for all: Adaptability, Ever-Evolving Technology, Power Skills
40 to 50% in the next 20 years job elimination due to AI
60% of the current workforce will change--150 million workers
The skills that people need are Human Skills
Welcome to
YOUR FUTURE

Who Am I?
What are YOUR values?
What is Career Exploration
Future Challenges

Not: Labor  Use: TALENT
Not: Jobs  Use: WORK

Employers need TALENT to get the WORK done.
Thriving in the World of AI

- Making Learning part of your routine
- Focus on mastering “Power” skills
- Acquire knowledge in these areas:
  • Artificial Intelligence
  • Cloud Computing
  • Data Science
  • The Internet of Things
Post-Secondary Education

Degree is not a destiny
The Bots are here
The technical potential for automation in the US

Many types of activities in industry sectors have the technical potential to be automated, but that potential varies significantly across activities.

Technical feasibility: % of time spent on activities that can be automated by adopting currently demonstrated technology.

Sectors:
- Accommodations and food service
- Manufacturing
- Agriculture
- Transportation and warehousing
- Retail trade
- Mining
- Other services
- Construction
- Utilities
- Wholesale trade
- Finance and insurance
- Arts, entertainment, and recreation
- Real estate
- Administrative
- Healthcare and social assistance
- Information
- Professional
- Management
- Educational services

In practice, automation will depend on more than just technical feasibility. Four factors are involved: technical feasibility; costs to automate; the relative scarcity, skills, and cost of workers who might otherwise do the activity; benefits (e.g., savings in productivity) of automation; and labor cost substitution; and regulatory and social-acceptance considerations.

Applying expertise: in decision making, planning, and technical tasks.
Unpredictable physical work: physical activities and the operation of machinery is performed in unpredictable environments. Skills in unpredictable physical work; the environments are unpredictable.

Economic assistance includes private, state-government, and local government; hospitals; professional services that require scientific and technical expertise; educational services; and private, state-government, and local-government schools.

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The New Currency
Skills are...

• ...simply the things you learn that enable you to perform certain tasks

• “In America, people do not enquire of a stranger, What is he? but, What can he do”

---Ben Franklin 1784
Skills required for 21st Century College & Career

- **Academic skills:** Global awareness, entrepreneurialism, financial literacy
- **Learning & Innovation Skills:** Creativity, Innovation, problem solving, communication, collaboration
- **Information, Media & Technology Skills:** Information literacy, media literacy, technology
- **Life & Career Skills:** Flexibility, adaptability, social & cross-cultural skills, leadership, productivity
Think Different!
“We hire them for their hard skills and fire them for their soft skills”
Techniques Magazine
January 2017
Power Skills
Power Skills are Powerful

Hard skills contribute to only 15% of one’s success while the remaining 85% is made by soft (power) skills.
Research Findings
Findings

One

Communication—a gateway skill

“\textit{I have been able to present my ideas in a way to make them easily understood and to get my point across faster.}”

--Bobbie
Findings

Two

Collaboration—a gateway skill

“Create stronger and better ideas for success to just reach farther.”

--Bambie
Findings

Three

Credibility

“to make sure they understood what I was saying, and all the answers came out to what I wanted it to be. So a lot of them were understanding my point."

--Bobby
Communication and Collaboration

(C + C = S)

Now that we know the value of Power Skills how do we teach them?....
Part I

Communication – Or How I learned to talk, listen and learn
Instructional Strategies

- Vocabulary Terms
- Lecture
- Quizzes and Tests
- Project-based learning
- Essay Writing
- Oral Communication Skills
- Power Point Presentations
- Reflective journals

"As we start a new school year, Mr. Smith, I just want you to know that I'm an Abstract-Sequential learner and trust that you'll conduct yourself accordingly!"
Vocabulary Terms

• Communication
• Interference
• Distraction
• Context
• Transactional

• Feedback
• Encoding
• Decoding
• Proxemics
• Transactional Medium
The Nature of Communication

Communication is the process of sending and receiving messages in order to share meanings.
Communication is complex
Types of Communication

- Verbal
- Non-Verbal
- Written
- Digital
- Visual
- Musical
Verbal

This includes formal/informal speaking, listening and writing
WHEN THE TEACHER CATCHES YOU DAYDREAMING

SO YOU PRETEND TO BE LISTENING
Eight Poor Listening Styles

1. Spacing Out
2. Pretend Listening
3. Selective Listening
4. Word Listening
5. Self-centered Listening
6. Judging
7. Advising
8. Probing
Non Verbal Communication is 93%

- Facial Expressions
- Eye Contact
- Gestures
- Body Language
- Proxemetics
- Haptics
- Tone of voice
- Vocal sounds
- Appearance
Written

- Academic
- Technical
- Personal
- Work Related
- Informative
- Creative
- Self-reflective
- Persuasive
Digital

- Text
- Web Design
- Email
- Cloud
- Apps
- Gaming
- Skype
- Social Media
Part II

Is Your Group a Team?

C + C = S

or

How I learned to like team work
A team is a group of people that **must** **cooperate** in order to accomplish its objectives.
Human Relations is....

The art of getting along with others
Human Relations 101

Part I

- Celebrate Differences
- Treat Others as Individuals
- Empathize with Others
- Praise Others
- Focus on Problems, not People
Human Relations
Part II

• Accept Responsibility
• Avoid Dogmatic Statements
• Treat Others as Equals
• Trust Others
• Control Your Emotions

“Yes, I think I have good people skills. What kind of idiot question is that?”
Teams Share

A purpose for working together

A need for each other’s abilities and commitment

Accountability for results
Attitude Adjustment Needed
to work with another person(s) you must do so *willingly* and *agreeably*
Interdependence

What is it?

It is just another word for needing to cooperate!

or....

We need each other’s skills & knowledge
Concepts of Interdependence

1. Not one single person has all the knowledge
2. All team members must work together
3. Team members believe that working cooperatively will lead to better results than working separately
4. All share accountability (grades) for results
5. All have a shared competitor you can outperform and gain knowledge by pooling your results

Life doesn’t make any sense without interdependence. We need each other, and the sooner we learn that, the better for us all.

— Erik Erikson —
and…..

Creativity & learn-by-doing are fundamental aspects of the assignment and are encouraged, supported and enriched by the team effort

“Creative people are curious, flexible, persistent, and independent with a tremendous spirit of adventure & a love of play.”

HENRI MATISSE

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so now.....

that you have the power and knowledge about teaming practice...
Synergy! \((C + C = S)\)
Seven Days to Change Behavior

- **Day One:** Introduce unit—Journal, readings, vocab matrix, interactive lecture, pair share
- **Day Two:** Review vocab matrix, readings and introduce the project
- **Day Three:** Interactive Collaboration Lecture, student field notes
- **Day Four & Five:** In class creating the essay and the visual
- **Day Six & Seven:** Team Presentations and Self-Assessments
Project Field Research

Why is it so hard to communicate?
Communication

- The process of exchanging information and news
Communication challenges
Distraction

- Something that makes it difficult to think
- Ex: Doing your hw while watching TV
Proxemics

- How far or close you are to someone when talking
- Ex: Trying to yell across the hallway to your friend
Students’ Reflections

• “If people weren’t able to communicate with each other, then society would break down. One of the main problems with communication is that it’s not always received and understood.”

• “A big part of eye contact is building trust--a person with whom you’re talking will be more likely to trust and respect you because eye contact indicates openness in communication.”

• “Smart phones are by far the largest and most tempting distraction that we have today.”
Educators’ Reflections

• “I learned ways to talk about these concepts in the classroom. I also learned ways to make learning communication skills more concrete. Most importantly, I thought about ways to make teams work better in my classroom by reframing the idea of group work into team work.”

• “I learned how to listen and offer feedback more effectively, solidifying understanding of basic, essential terms such as decoding, interference, context, and proxemics.”

• “I will start the next semester with setting the expectations for my class. Learning English is not only about learning the language academically, but also about using it in collaboration with others.”
Getting Them Future Ready

Providing Opportunity for Economic Mobility

• Financial Literacy
• Entrepreneurialism
• *Power* Skills
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• Social Intelligence—D. Goleman
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• Kiss, Bow or Shake Hands--Morrison & Conway
Thank you!!

Together Everyone Achieves More

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