

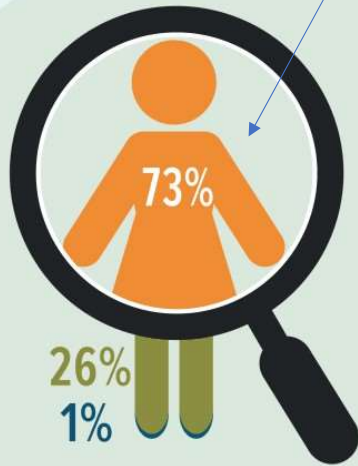


Integrating Essential Workforce Skills into Modern College Curricula



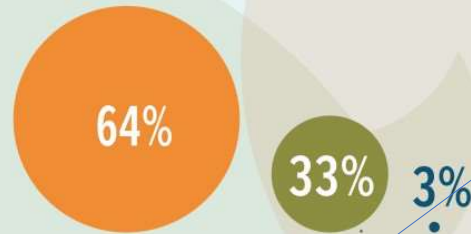
NEW COLLEGE GRADS LACK SOFT SKILLS, EMPLOYERS SAY

Employers want job candidates with “uniquely human” skills, but finding those candidates isn’t easy. Nearly 3 in 4 employers say they have a hard time finding graduates with the soft skills their companies need.

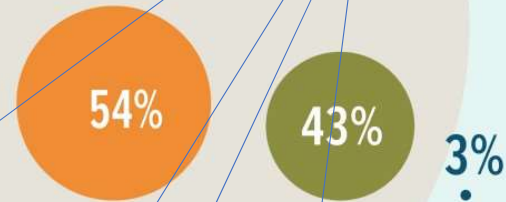


How would you describe the process of finding qualified applicants whom your organization values?

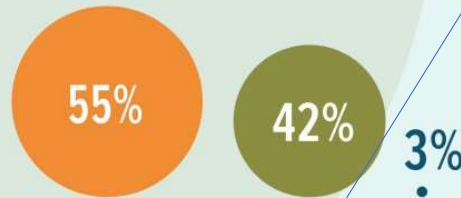
- VERY OR SOMEWHAT DIFFICULT
- VERY OR SOMEWHAT EASY
- DON'T KNOW



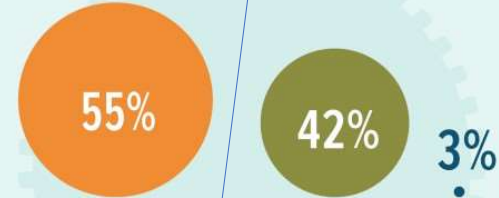
How would you describe the process of finding qualified applicants with **CRITICAL-THINKING** skills?



How would you describe the process of finding qualified applicants with **COMMUNICATION** skills?



How would you describe the process of finding qualified applicants with **LISTENING** skills?



How would you describe the process of finding qualified applicants with **INTERPERSONAL** skills?

Source: Cengage/Morning Consult, a 2018 survey of more than 650 employers and over 1,500 students.

How do we ensure relevant, high-quality degrees?



Review of every experience at every level:

- First-year courses
- General education courses
- Program-related courses
- Co-curricular Experiences



Do these experiences:

- Meet the changing demands of employers?
- Impart the essential employability skills?
- Expand a student's worldview to prepare them for diverse work environments?
- Demonstrate the value of a college degree?





SUCCESS

A Strategic Priority



2022-2030 Statewide Strategic Agenda

KY has a Quality Metric



Work with campuses to ensure the essential competencies and outcomes are embedded in all academic programs.



The "KY Graduate Profile"

KY Graduate Profile's 10 Essential Skills

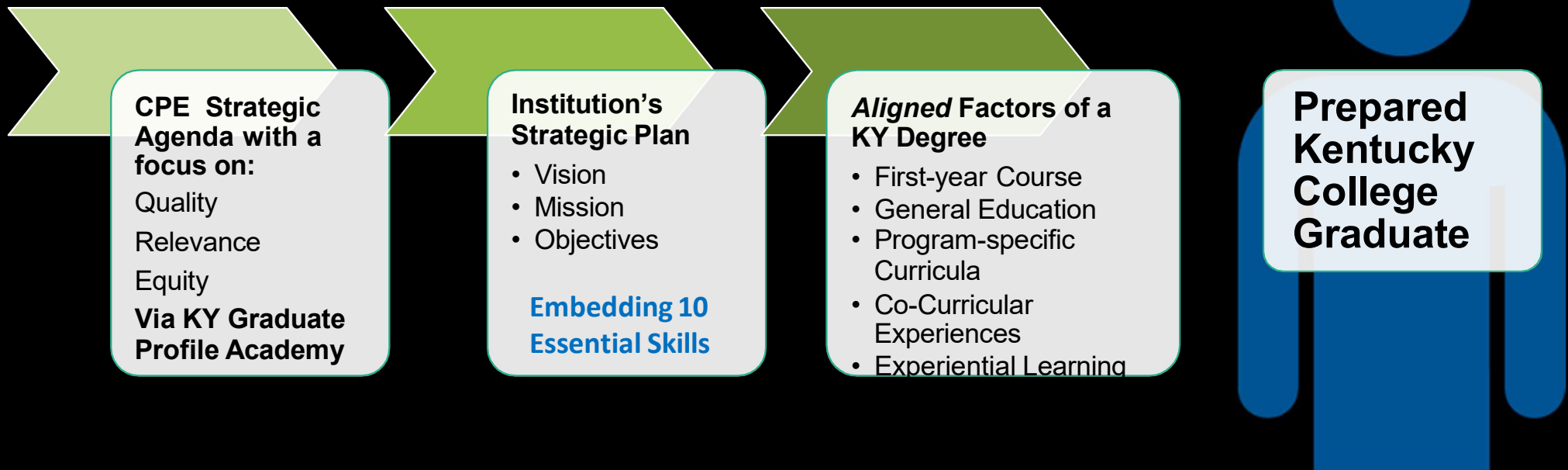
1. Communicate effectively.
2. Think critically.
3. Analyze/solve numerical problems.
4. Interact effectively.
5. Adapt and lead.
6. Perform professionally.
7. Engage in civic life.
8. Collaborate and work in teams.
9. Apply and integrate knowledge and skills.
10. Use information for decision making.



Kentucky Graduate Profile

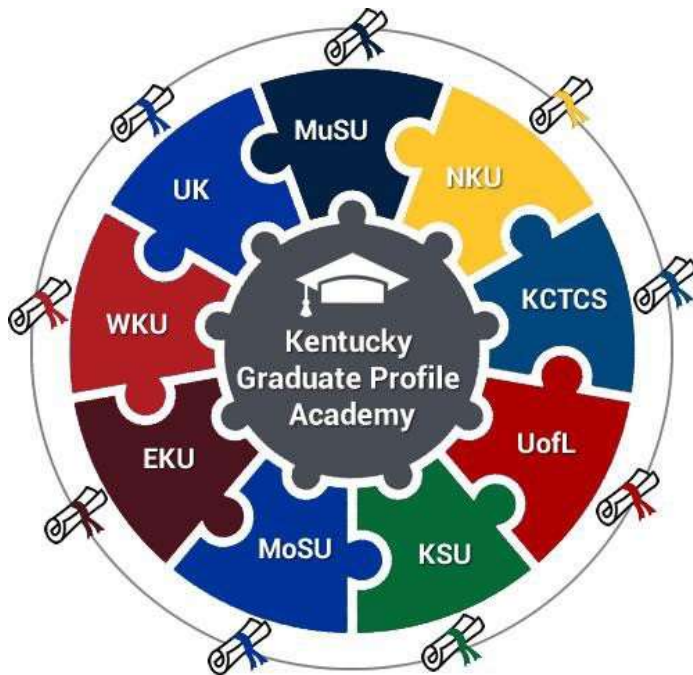
The Framework

Result of state, institution, and department goals working together to create successful graduates



KY's North Star: 60% with a meaningful credential by 2030

A campus-to-campus collaborative learning environment, aimed at high quality and equitable student-success outcomes—achieved through relevant work-based and experiential-academic requirements.



- ✓ All 24 Public KY Institutions
 - All 8 four-year institutions
 - All 16 KCTCS Colleges
- ✓ A 4-member “**team of leaders**” on each campus, comprised of a faculty member, staff member, student affairs, and academic administrator
- ✓ Voices of influence, selected by the Provost/CAO
- ✓ **Working together to transform education outcomes in Kentucky**

Professional Development



TILT
Transparency in
Teaching & Learning
Expert MA Winkelmes



Metacognition Super Star
Saundra McGuire



24 Teams Collaborating



Hi-Level Employer Panel



Alumni Feedback



State Goals

With a Strong Focus on Leadership



Stephen M. R. Covey
Best-Selling Author of
Trust & Inspire

Leading a
conversation with
24 KY Graduate
Profile Teams
May 15, 2024

Collaboration of Education & Workforce – *Trust & Inspire* with Stephen M R Covey, 21st Century Leadership



Convening of
Postsecondary Ed (CPE)
CPE Council
Employers
KY Chamber of Commerce
K-12 Educators
KY Board of Education
KY Law Enforcement
Local & State Officials
General Public

Phase 2: Levels of Mastery



Continuous Improvement through professional development

- ✓ (Overall) Being more intentional about 10 Essential Skills
- ✓ Mapping the 10 Essential Skills Across the Curriculum
- ✓ TILTING – Increasing Transparency in Learning & Learning
- ✓ Thinking about how we think about learning (Metacognition)

But how do we know students are developing these skills?

What do students Think? Do? and Can Tell employers about?

KY Graduate Profile: Phase Two Project Goals

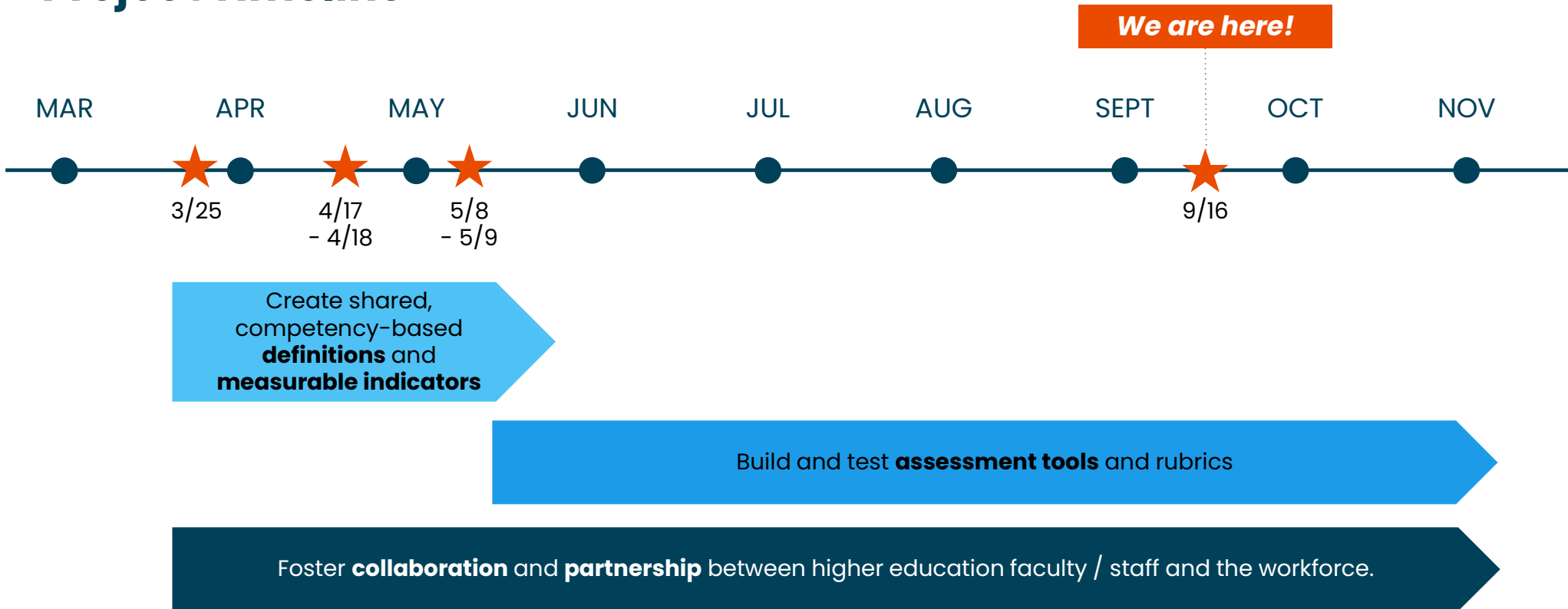
This project seeks to achieve the following five outcomes:

1. Develop **shared**, competency-based **definitions** for each of the 10 Essential Skills.
2. Identify **measurable indicators** of different levels **of student mastery** of each skill.
3. Create a **toolkit of resources** that faculty may choose to use when integrating and assessing these skills in their programs and courses.
4. Foster **collaboration among faculty and staff** across disciplines and institutions.
5. Build **stronger partnerships** between higher education institutions and the workforce.

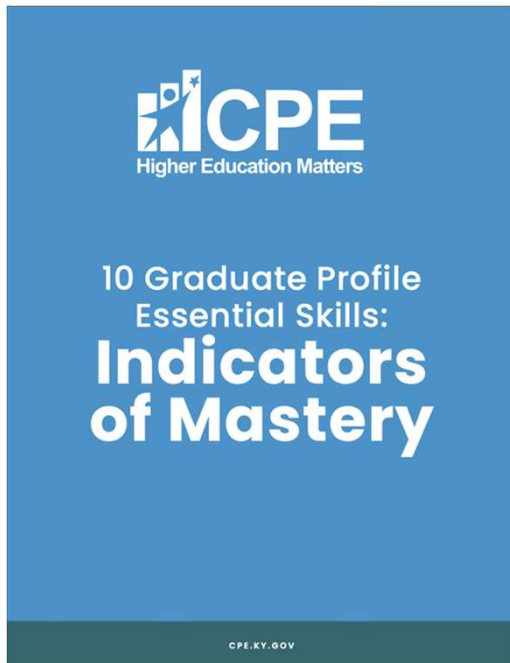
Assurance of Graduate Essential Skills

- Identify competencies for each Essential Skill
 - Faculty and staff (subject-matter experts) serve on each of the Essential Skills Work Team
 - Using 10 Work Teams with six members each
 - Equal representation between 2- and 4-year institutions
 - Includes Academy Team Lead and an employer partner
 - 12-hour commitment between March–November 2024
 - Goal for partnering with Competency-Based Education Network
 - CPE and C-BEN partnership to aid academic programs in identifying required performances for each Essential Skill and a “toolkit” faculty can use for relevant assignments and assessments.

Project Timeline



Levels of Mastery Tool Booklet





Example: Communicate Effectively

Benchmark College entry	Milestone End of 2 years of college	Capstone Bachelor's degree completion
Asks questions to clarify understanding.	Gives focused attention to others, asks clarifying questions, and shows awareness of non-verbal signals (e.g. nodding head, eye contact, open body language).	Facilitates conversation by using active listening techniques and non-verbal signals.
Expresses thoughts and ideas through informal writing.	Writes formally and informally using logical structure, complete sentences, standard grammar and correct punctuation.	Tailors written communication to the audience and situation, such as using professional vocabulary and tone, and a logically organized structure that is suited to the context and purpose.
Shares substantive content through one-on-one and small group conversations.	Engages in formal conversations with peers and professionals by offering substantive information and ideas.	Prepares, structures, and delivers an oral presentation in a professional setting.

Sampling of Assessment Methods

- Case studies
- Direct observation
- Examinations
- Multiple choice tests
- Collaborative/Group projects
- Essays
- Oral questioning after observation
- Performance projects
- Role Play
- Self-assessment
- Simulations
- Portfolios
- Projects
- Short-answer questions
- Oral examinations

Essential Skills Toolkit

- Released Spring 2025
- Level of mastery tools
- Exemplar assessments for each Essential Skill
- Offer high-level guidance on implementation

Example: Essential Skill 5

Defined: Adapt to changing circumstances while leading and supporting others

Assessment: Job Fair and Employee Recruitment Role Play



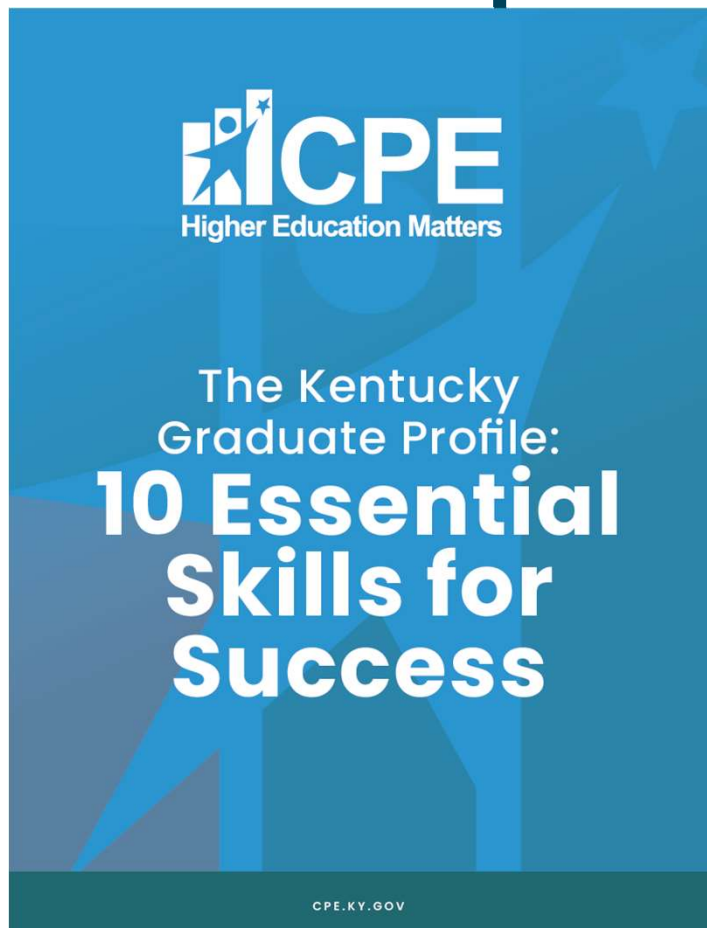
Our Next Steps



- Align with K-12's Portrait of a Learner
- Further work with campuses to ensure the skills are embedded in academic and co-curricular programming
- Ensure that skills are intentional and scaffolded within general education

Comments and/or Questions are Welcome

How Can You Help?



Questions to Consider

As Kentucky works toward full implementation of the 10 Essential Skills across all postsecondary institutions, we urge regents, trustees, and institutions' executive leadership to explore three key areas: integrating the 10 Essential Skills on campus, capturing benefits for learners, and ensuring value for employers.

Integrating the 10 Essential Skills on Campus

- How is the institution implementing the Kentucky Graduate Profile?
- How are the 10 Essential Skills woven into the curriculum?
- How are the 10 Essential Skills incorporated into co-curricular experiences, such as student clubs and organizations, leadership programs, and experiential learning opportunities?
- How are academic, student affairs, and career services working together to implement the Kentucky Graduate Profile?

Capturing Benefits for Learners

- How are students benefitting from the focus on the 10 Essential Skills?
- How is the institution measuring the benefits students reap after graduation when they demonstrate the Essential Skills in employment settings?
- How can the institution share learner stories more broadly, so others see the value of a post-secondary education and the Essential Skills?

Ensuring Value for Employers

- How does the institution ensure every learner has these Essential Skills by graduation?
- How does the institution verify learner outcomes with the employers of the institution's graduates, specifically related to the Essential Skills?
- What are employers saying about the institution's graduates now that the institution ensures the Essential Skills?
- How can the institution amplify employer feedback?

CONTACT US ANYTIME

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