



Business Advisory Share Out

January 15, 2019



Announcements

Please add any announcement you wish to add from your organization:

- 1) SpaceBound will be hosting a free technology symposium, The NEOTD 2019 Tech Symposium, on Thursday April 11th at the Lorain County Community College Spitzer Center. This event is open to all schools, businesses and government agencies who are looking to get hands on with the latest technology, hear from speakers in the community and network.
- 2) Leadership Advisory Partners will conduct Personal Leadership Effectiveness Education and Training workshops, as well as Maximizing Workforce Contributions and explaining the significance of the investment in Human Capital Development, as it pertains to Character, Attitudes, Beliefs and Commitments.

Directions, Part 1

- 1) Find a slide that is not taken and add your group number and names to the slide.
- 2) Add the skills needed to
 - a) Get a job
 - b) Keep a job
 - c) Move up / or have a career
 - d) Be in management

Directions, Part 2

- 1) Find another slide and add your group number to the slide.
- 2) List the programming that comes to mind that is in place in our schools or community to help build these skills. Then consider the following:
 - a) What are the positives, negatives, and reach of the programming?
 - b) What could we do to fill the void of the lack of programming?
 - c) What could we do to help strengthen existing programming?

*Use multiple slides if necessary

Group 1 - Part 1

Get a job:

- A need to be more prepared coming out of school
- Creating real life experiences (internships, etc.) in a safe environment (it's ok to make mistakes)
- Providing tools for students to assess their strengths, likes/dislikes, etc.
 - Build motivation through pathways of finding strengths

Keep a job:

- Be reliable/show up
- Drug free (be responsible)
- Willingness to take on additional responsibilities

Have a career in a job:

- Go above and beyond, without having expectations of getting “more”
- Don't be afraid to make mistakes

To be in leadership/management:

- Set yourself apart - step up and organize, manage, etc.
- Self starter, but provide updates/keep everyone informed
- Be a communicator

Group 1 - Opportunities

CHALLENGE: unfunded drug testing and no way to validate -- not tested and relies upon the signature of an adult

-- Despite the challenges of meeting state mandates, school districts are doing a nice job bringing in community groups, partnerships and programs to get hands-on experiences, game managers within school as an employer

--provide career - technical training and more formalized, real-world experiences

-- provide wrap around services: social-emotional supports, ensuring their health

-- continue to use LCCC where it makes sense to help expand how we serve students (Employment and Career Services, Career coach, student development courses etc)

www.lorainccc.edu/programs-and-careers -- LCCC's 9 career clusters found here. LCCC students explore and choose cluster often before choosing a major --choosing direction

Group 2 - Part 1

Get a job: skills inventory, think about interests early, create a foundation

Get job - soft skills fit into the work team, not be rigid about the work. Worker attitude, passion, amount of aggressiveness needed. Know that there is work to do. Accountability, punctuality

Students are used to sweating and working hard

OMJ Readiness Seal is a great place to start (Terrence Robinson - Success Pathways Alliance) hits get a job and keep a job

Need for formal education on career in a job

Group 2 - Part 2

Success Pathways Alliance - curriculum course listing (see Terrence). Build this into existing coursework or offer as a stand alone elective class.

SDEV courses from LCCC

Forward thinking on the part of the district

Looking at all options earlier in a students career

Group 3 - Part 1

1. Get a job
 - a. Networking
 - b. Seek-Combination Online, Newspaper, Job Fairs, Referrals, Professional Groups, Walkin
 - c. Interviewing skills
 - d. Communication skills
 - e. Motivation
 - f. Drug Free
2. Keep a job
 - a. Be present consistent
 - b. Drug free
 - c. Self control
 - d. Positive attitude
 - e. Willingness to learn
 - f. Ability to adapt to change
 - g. Able follow directions
 - h. Respect leadership and co-workers in spite of differences

Group 3 - Part 1

3. Career in a job
 - a. Knowledgeable
 - b. Motivated
 - c. Respect for authority
 - d. Willingness to seek professional and personal development
 - e. Consistency
 - f. Willingness to do/act

4. Leadership/management
 - a. Care about people
 - b. Set goals
 - c. Establish and maintain accountability
 - d. Lead people
 - e. Manage process and systems
 - f. Excellent communicator-ethical

Group 3 - Part 2

- 1) Vocational training connected with on the job training experience
- 2) Integrated character competency, behavior,, attitudes and commitments training-education
- 3) Accountability

Group 4 - Part 1

Get a job- digital footprint, work ethic, time management, credibility, education, experience, responsibility, interpersonal skills

Keep a job-communication, problem solving, punctuality, networking, brand management, work ethic, attitude

Have a career in a job-honesty, work ethic, integrity, taking the lead on tasks, credibility, responsibility,

Be in leadership/management- “Serving” attitude, hiring those that have varying strengths, delegation of tasks, lifelong learner, communication skills

Group 4 - Part 2

- 1) Strive - career options instead of college; networking opps
- 2) LCMP Programming - outdoor classroom parallel with content standards; garner an interest in sciences and possibility of a career in sciences
- 3) Volunteerism and giving back - help encourage confidence in being a contributor to your community.
- 4) Internships - ExploreU - Urban League (modeled after Mercy Rising Star program) to expose students to all aspects of Parks & Recreation jobs.

Group 5 - Part 1

Get a Job

- Skills to search for a job, using social media to ask a friend about does anybody know of a job out there? How to use social media to really seek a job,
- Complete applications
- Present themselves in a positive manner- HS Communications class, soft skills interviewing, applying, setting up a portfolio

Keep a Job

- Completing workload, too many mistakes, lack of accountability, blaming
- Low quality of work
- They are here from 9-5 but do not have the same accountability to 'work time as the veteran.experienced workers do
- Communication- talk and get your point across, face to face
- Understand and follow rules/procedures
- Time management

Group 5 - Part 1

Keep a Job continued

- Paying attention to all of the necessary safety precautions
- Work on a team
- It is not my way or the highway
- Experience being on teams (not sports) to agree to disagree, research and problem solve
- Listen to others that have experience on the floor, rookies need to listen to those who are veteran especially around safety issues
- Work ethics
- Respect to those who have been in the workplace longer, leadership and co-workers
- Buy into the organization mission-they help you and you help them
- Teamwork
- Observe others to see how the system functions, social interactions and culture of the workplace
- Supervisor should help pair up employee with mentors and ensure they give quality feedback so they grow in their job skills

Group 5 - Part 2

Present Programming-

Avon-delivering instruction in a student focused engaging environment will support the communication and collaboration skills needed. A large percent in clubs, activities, band etc...these activities help develop the character skills. Connections like these develop a culture and value in being connected and held accountable as well as striving to reach beyond.

Module UN, CLUBS, opportunities to develop all learners. What is difficult is mandates that hold us back from doing it our own way.. Relationships with city, schools and community requires us to be able to indualize.

Wellington Workkeys assessment, strategic plan for workkeys seal, campus LCCC satellite right in the neighborhood. Emphasizing clubs as the character development necessary for workforce. K Kids service club.

Community Strength LCCC satellite campus

Group 6 - Part 1

Identify the different opportunities for kids. They don't understand everything that is available. Need to see the other occupations available.

What is the idea of a job? Different when you are 15/16 and then post college.

Job vs. career

Financial Literacy - costs to go to college. Balancing checkbooks, shadowing for different jobs, construction of different professions, hands on portion to help decisions

Group 6 - Part 1 cont'd

First impressions body language the way you are dressed. Being on time ;and showing up. Learning, getting along,

Communication is key, even with the all the credentials, they need to be able to communicate. Spelling is important. But how important is the financial literacy compared to English Language competency. Especially soft skills.

Student loans and the fact that you take 10 years to pay off. Need piece of paper that says you are a high school graduate and/or college graduate. Need the diploma to be eligible for any of the jobs.

Group 6 - Part 2

OMJ are working with the curriculum on soft skills. Also working with dislocated workers who don't need the soft skills training, they go through different training.

Not new to the school districts, they have been working on career readiness, LCCC and other programming like "noviance" with parent and student access. Helps them determine what are they really good at? There is only so much time to work with the kids, need to focus on what is needed. Different school districts are dealing with different issues, students know what they need to do to graduate and get a career in many districts. College graduates have left the area to find better pay, better benefits and better careers. Today kids will have 8-10 jobs, the one job career is the unicorn these days. Give kids the skills and training so they can move forward. Training for one job for your life doesn't seem to be the norm any longer.

16-21 year old youth OMJ is focused on lower income to get the into the workforce. To help them get experience.

Group 7 - Part 1

Getting a Job: Prepare students to confidently communicate their core capabilities and how those core capabilities apply to the position for which they're interviewing. Ability to analyze their own strengths. Writing (communication), Transfer problem solving skills from life experience to the job they seek..

Keep a Job: Prepare students to seek feedback weekly so they know what they can do to improve and get better. People are more receptive to constructive criticism when they seek to improve opposed to having it delivered to them.

Career: Research conferences/web, Ted Talks related to your position - attend those events

Leadership/management: Great online or free courses then report on what you are learning

Group 7 - Part 2

Things going well: Robotics competitions, extra-curricular activities, Scouting, leadership.

Get more companies to come into our high school to talk to kids about the soft skills. It shouldn't be difficult to get businesses to come and visit the high schools.

There are students that can get certifications without a 4 year degree. Incredibly bright students that can get numerous certifications without going to a 4 year college. Key for Lorain County - to get businesses to come and talk with students. So many companies willing to do this. Lorain County can be a technology hub. Get more speakers to come talk with the students. During the school day.