



Aspiration into Action

MSD of Decatur Township College and Career Readiness Department

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Upcoming Events across the District:

- ◆ Open Houses for SLC programs —**December 4**
DTSE 5:00—7:00 pm
DCHS 6:00—8:00 pm

- ▶ **Naviance** Parent Registration
(in DCHS media center lab for all)

8th grade parents and students should attend! Even if you think you've made a decision on an SLC for high school, it is worth your time to check out all programs at both high schools

Area 31 Career Center will be onsite to present information about their programs



<http://www.wayne.k12.in.us/area31/>

Are the skills needed to be “College Ready” the same as those needed to be “Career Ready?”

According to Dr. David Conley, in a 2012 article published by the Educational Policy Center (EPIC), “A Complete Definition of College and Career Readiness”; An analysis of college courses required for degrees find that learning skills and foundational knowledge associated with college success overlap considerably with those necessary for success in certificate and training programs that lead directly to careers.

The majority of the learning and foundational thinking skills are so similar, we consider the answer to the above question to be YES.

Learning Skills needed for success in post-secondary learning environments:

- Time Management
- Self-Awareness
- Ownership of Learning
- Technology Proficiency
- Study Skills
- Persistence
- Goal Setting
- Help Seeking

Attitude and Behavior Attributes

Conley cites, “many of the attitudinal characteristics necessary for success in the workplace are also vital in post-secondary studies. These include ethical conduct, ownership of one’s behavior, initiative, resilience, collaborative teamwork, motivation and self-regulation skills.”

Conley also states, “more and more jobs require some amount of post-high school training. All workers are going to have to be adaptive learners throughout their careers to cope with changes to their jobs and they way they work.”

Willingness and Desire to LEARN

“Success in the future will be much more a function not simply of what people have learned but of what they are capable of learning.”

Getting Ready for College, Careers, and the Common Core: Conley, 2014

What do employers need?

At the **2014 Postsecondary Pathways: Connecting Education to Careers for Student Success conference**, a panel of employers spoke about what they needed in an employee and shared concerns about the future. Caterpillar and Subaru are worried about the future of their companies because 40-50% of their workforce is reaching retirement age. They are fearful of not being able to find workers with the necessary skills to replace them. The skills they are referring to are not specific to the variety of jobs that exist within their companies, instead they

are sometimes referred to as “soft-skills” such as:

- *Coming to work everyday and being on time*
- *Working in teams*
- *Problem-solving and critical thinking*
- *Taking a leadership role*
- *Ability to learn*
- *Passing a drug test*

With these skills, in addition to strong math, reading and writing skills, they say an employee can learn the job-specific skills on the job or in a post-secondary educational program.