

SREB

# Success Skills

Building Literacy for College, Careers  
and Life

75<sup>th</sup>  
Anniversary

# SREB's Dual Enrollment Initiative

Launched 2019

Dual Enrollment Advisory Panel

Research/literature review

*Dual Enrollment: Common Issues Across SREB States*

*Dual Enrollment Across SREB States: Credentials,  
Workforce and Student Success*

# SREB DUAL ENROLLMENT INITIATIVE

## 2023 OBJECTIVES

Tim Shaughnessy, Ed.D.  
Program Director Career Pathways

# SREB DUAL ENROLLMENT INITIATIVE

## Advisory Panel

### Scope Dual Enrollment Study

- Attain college credential in high school
- Realize state workforce - education goals
- Master industry-valued success skills

### Common Challenges:

- Student access, eligibility, cost
- Program quality/transfer, funding, data & reporting

# SREB DUAL ENROLLMENT INITIATIVE

**OBJECTIVE 1** – Use dual enrollment to improve high school students' attainment of a postsecondary credential by:

- a. Aligning programs to regional and state workforce needs;
- b. Integrating state-approved college and career readiness standards;
- c. Embedding industry valued success skills;
- d. Expanding access through use of open educational resources;
- e. Designing programs that actively engage each student in relevant learning activities;
- f. Providing structured student supports to ensure successful course and program completion as well as to support seamless transitions to continued education or employment;
- g. Ensuring the transfer of dual credit towards a specified degree or credential; and
- h. Supporting collection, analysis and sharing of data for program improvement.

# SREB DUAL ENROLLMENT INITIATIVE

**OBJECTIVE 2** – Expand access to dual enrollment by increasing the number of high school faculty holding postsecondary credentials required to teach dual enrollment courses by:

- a. Engaging education agency leaders, policymakers and college of education faculty in the development of a Master of Education program that offers credentials to meet accreditation standards for in-demand subject areas;
- b. Recommending state and local policies that recruit and support high school teachers pursuing credentials required to teach dual enrollment courses; and
- c. Using open educational resources to support the Master of Education program to expand access to the program.

# Research Brief: Top Workplace Skills In-Demand with Employers

Courtney Leidner  
Analyst II School Improvement  
Research and Accountability

# Overview

- Defining Success Skills
- What Success Skills are in demand?
  - Findings in the literature
  - Analysis of SREB states
- Best practices to develop Success Skills
  - Examples in SREB states



# What are Success Skills?

The skills needed to thrive in today's workforce include a combination of:

Basic Cognitive Skills

Technical Skills

Personality traits and behaviors

# What are Success Skills?

The skills needed to thrive in today's workforce include a combination of:

**Basic Cognitive Skills**

**Technical Skills**

**Hard Skills** are academic and technical in nature and are learned through education, training and on-the-job-experience.

# What are Success Skills?

The skills needed to thrive in today's workforce include a combination of:

## Personality traits and behaviors

**Success (Soft) Skills** enable individuals to perform their jobs effectively and build positive working relationships. These skills are transferable and may be improved through training and experience.

# Commonly Identified Success Skills

## Success Skills Inventory

Communication Skills (oral and written are sometimes identified separately)	Customer Services/Service Orientation
Teamwork/Collaboration	Professionalism/Conscientiousness/Work Ethic
Problem-Solving	Leadership/Supervisory Skills
Critical Thinking	Emotional Intelligence/Social Perceptiveness
Adaptability	Creativity
Time Management/Project Management	Listening
Judgement/Ethical Decision-Making	Teaching/Instructing
Cultural Sensitivity	Self-direction

# Importance of Success Skills



- Growing demand.
- Benefits for employers and employees.
- Automation and AI are disrupting the workforce.

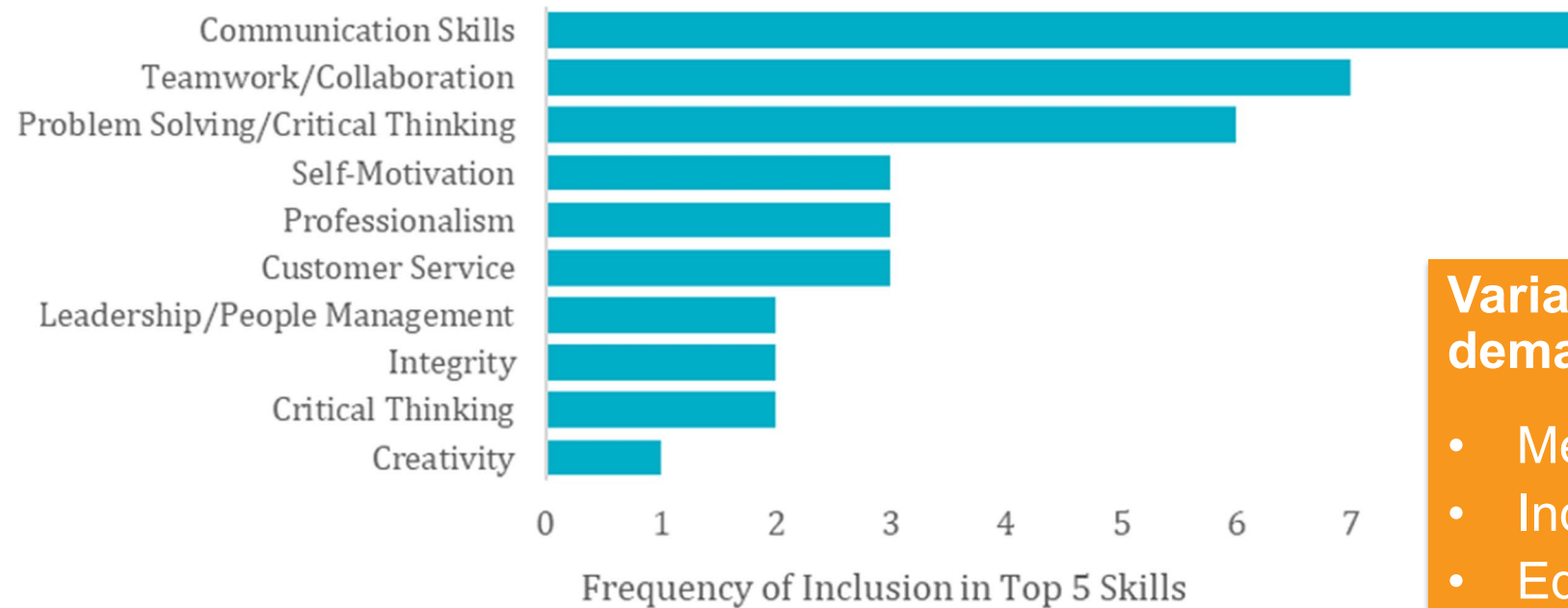
# What Skills Are Most in Demand?

**To answer this question:**

- Reviewed research spanning 10 years (2013 – 2023)
- Focused on peer-reviewed research and industry experts
- Identified seminal and promising works
- Looked for a mix of research methodologies and industries

# What Skills Are Most in Demand?

## Identification of In-Demand Skills



**Variation in skill demand may be due to:**

- Methodology
- Industry
- Education Level

# Skill demand in SREB States

Identified occupational gaps across all SREB states

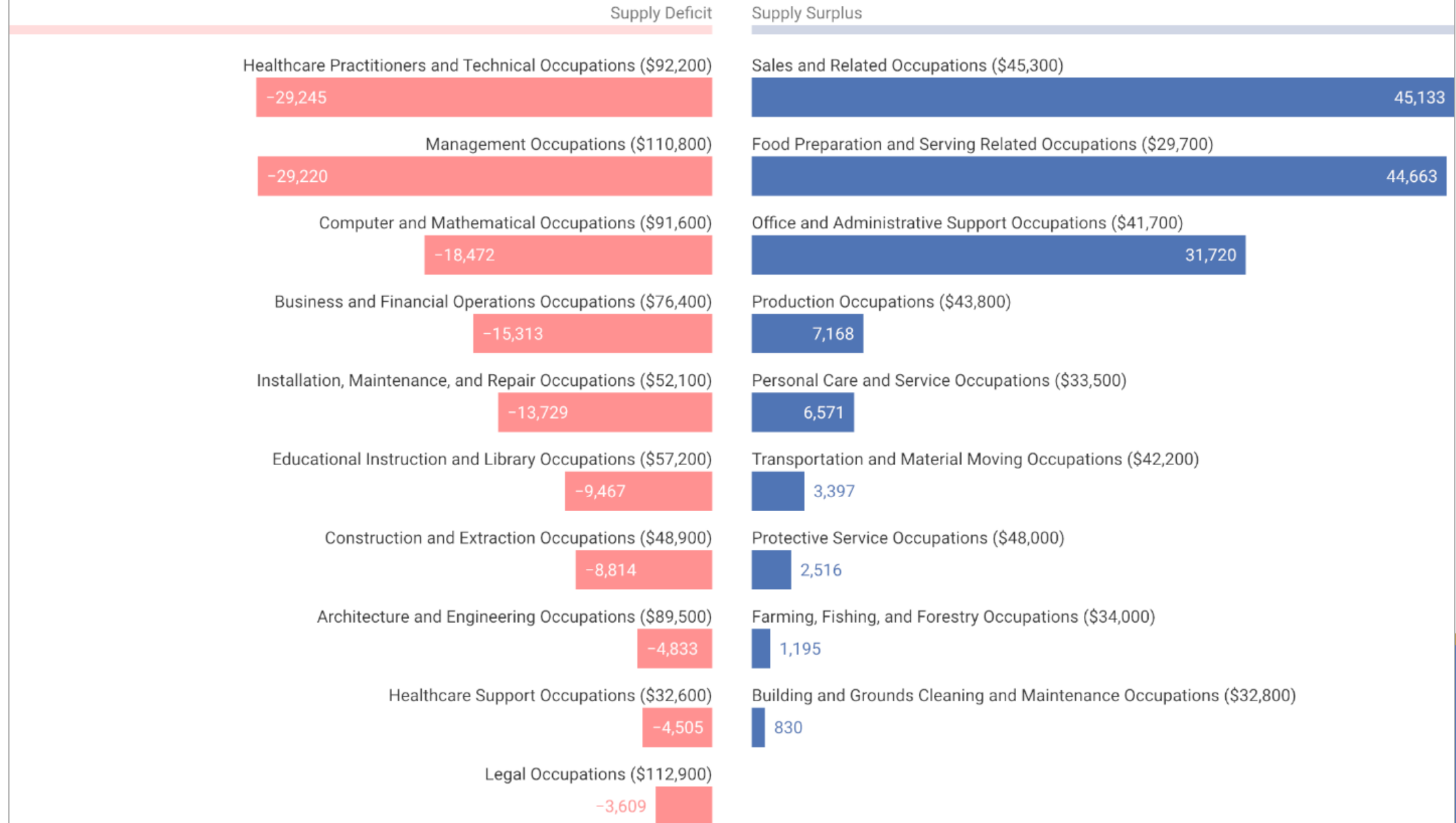
Top three gaps are in:

- Healthcare
- Management
- Computer and Mathematical



# Occupation Gaps

## Potential Average Annual Occupation Gaps over 10 Years in SREB States



# Skill Demand in SREB States

Analyzed Job Postings from Jobs EQ RTI database

- All Industries and Industry subsectors
- Snapshot of data for one day

Success Skills	
Skill Name	Active Job Ads
Communication (Verbal and written skills)	238,758
Cooperative/Team Player	152,705
Problem Solving	71,468
Organization	63,797
Supervision/Management	62,612
Interpersonal Relationships/Maintain Relationships	59,859
Analytical	59,281
Self-Motivated/Ability to Work Independently/Self Leadership	55,237
Detail Oriented/Meticulous	52,556
Project Management	51,594

Source: Jobs EQ© RTI Report

# Skill Demand in SREB States

All Industries	Health Science	STEM
Communication	Communication	Communication
Teamwork	Teamwork	Teamwork
Problem Solving	Supervision/ Management	Project Management
Organization	Interpersonal Relationships	Problem Solving
Supervision/ Management	Customer Service	Analytical

Source: Success Skills Research Brief—Page 9 (JobsEQ Analysis)

SREB states reflect national trends.

Top Skills:

- Communication
- Teamwork
- Problem Solving
- Organization
- Supervision/Management

# State Efforts – Work Based Learning

- Students need opportunities to practice skills in the real world.
- Project-based and work-based learning provide experiences to develop skills and receive feedback.
- States have implemented initiatives to increase access to work-based learning opportunities such as Virtual WBL and Simulated Workplaces.



# State Efforts – Graduate Profiles

- Communicate the skills graduate should possess
- Examples at the secondary and postsecondary level
- Support for curriculum and instruction

## Success Skills Identified in State Profiles of Graduates

Adaptability	Empathy
Citizenship	Problem Solving
Collaboration	Responsibility
Communication	Learner's Mindset
Critical Thinking	Professionalism
Decision-Making	Leadership

Source: Success Skills Research Brief—Page 10

# State Efforts - Credentials

Credentials should be:

- From reputable, familiar organizations;
- Tied to work experience when possible; and
- Transparent in how the conferring of credentials is determined.

States are exploring options for credentialing and some offer digital badges for graduates who meet the requirements.

# Key Takeaways

## **Across the literature and SREB states the top skills are:**

- Communication
- Teamwork
- Problem Solving

## **Research suggests that it is important to:**

- Tailor success skill development to high-demand industries
- Develop a cohesive approach across secondary and postsecondary
- Convene business and industry to validate credentials
- Incorporate project-based and work-based learning opportunities

# Table Talk Discussion

1. Do the top three skills (communication, teamwork, problem solving) surprise you? Others that are important?
2. Are there any Success Skills initiatives in development in your state? What challenges are you facing?
3. What would you like to know more about?



# SREB

Thank you!

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*75<sup>th</sup>  
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