Oregon Employability Skills Badging Framework

OREGON CONSORTIUM
U.S. Department of Labor Strengthening Community Colleges Training Grant

Essential Employability Skills (EES) go by many names, such as soft skills, interpersonal skills, essential skills, social skills, 21st century skills, and applied skills. **They are the collection of skills necessary to succeed in the workplace beyond those typically learned in academic settings. They are sometimes referred to as behaviors and traits but can be learned and refined through experience, modeling, and practice.** They include, but are not limited to, adaptability, critical thinking, communication, empathy, open-mindedness, problem-solving, teamwork, and work ethic. The number of EES and the individual importance of each cannot be disconnected from industry and occupation. (*Workforce Readiness Committee of the Workforce Talent Development Board*)

Top Employability Skills

Adaptability [1, 3]

Analysis/Solution [3]

Collaboration [1, 3] and Team Work [2]

Communication [2, 3]

Critical Thinking [1, 3]

Digital Literacy [1, 2]

Diversity, Equity, and Inclusion [2]

Humility [3]

Problem Solving [2]

Personal Development and Management [2]

Professionalism [3]

Resiliency [3]

Time Management [1, 3]

[1] *Forbes* Top 10 Most In-Demand Skills for the Next 10 Years
[2] Oregon Employability Framework Concept Table
[3] Oregon Workforce and Talent Development Board (WTDB)

Meeting Employer Needs

❖ The **Oregon Consortium** has designed a badging framework that **validates the skills** employers are looking for and need.

❖ Badging is designed to **demonstrate worker competency**.

❖ Program badges are **only earned by students who demonstrate that they have met all the criteria** for a particular badge.

Your feedback will help improve the Badging Framework to better meet your workforce needs.

- Would you be more inclined to select badged candidates during resume review and recruitment?
- Do badges for employability skills add value to potential hires?
- Would you be more likely to hire someone who earned badges?
- Which of the listed employability skills are important for your industry?
- Are there any skills missing from this list?