

# 4 Skills & 4 Steps: What All Learners Need



I was told  
"EDUCATION  
COUNTS"

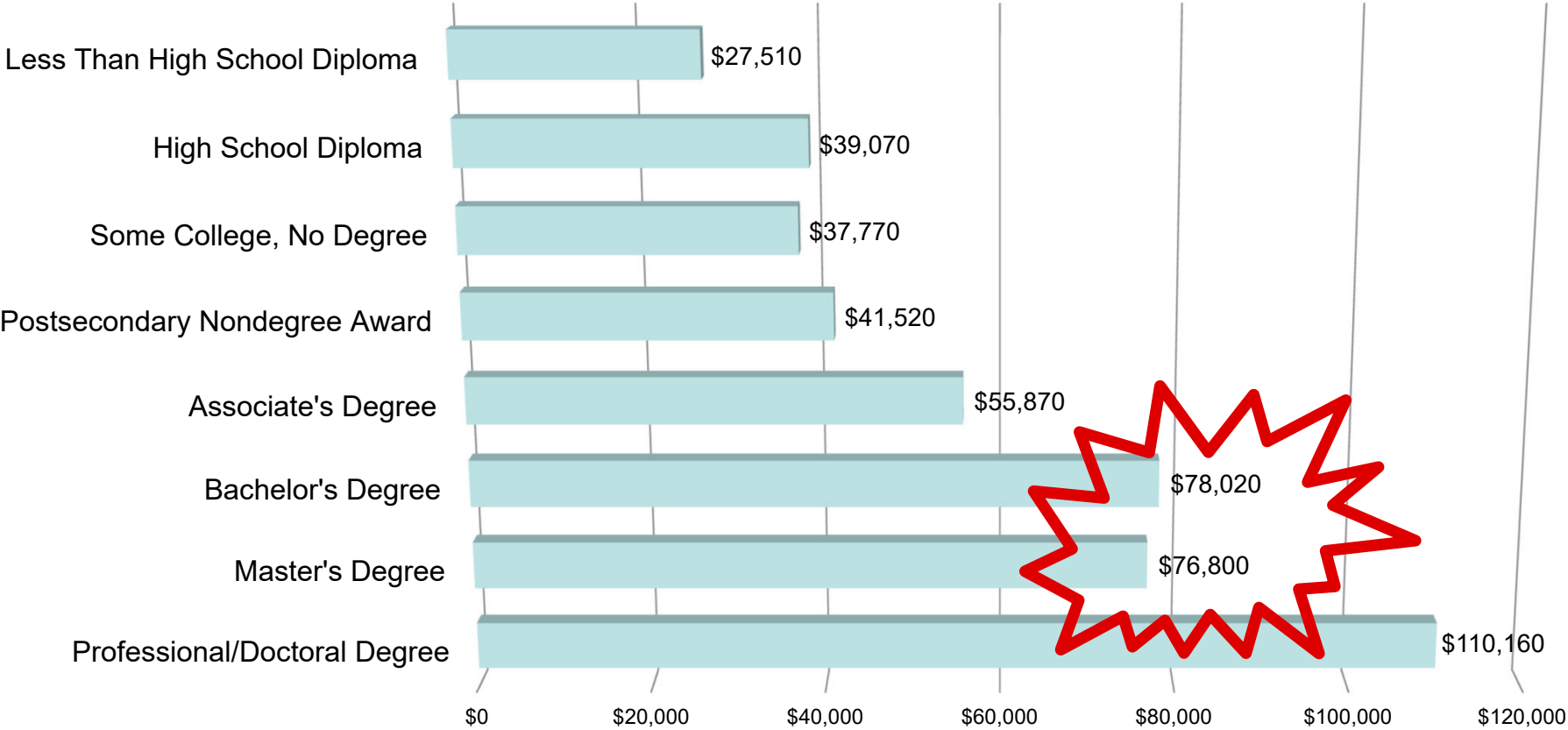


# (OLD) USA Median Annual Earnings by Education



SOURCE: Education Pays 2013 report; U.S. Census Bureau, 2012, Table PINC-03; Internal Revenue Service, 2010; Davis et al., 2013; calculations by the authors.

# USA Median Annual Earnings by Education



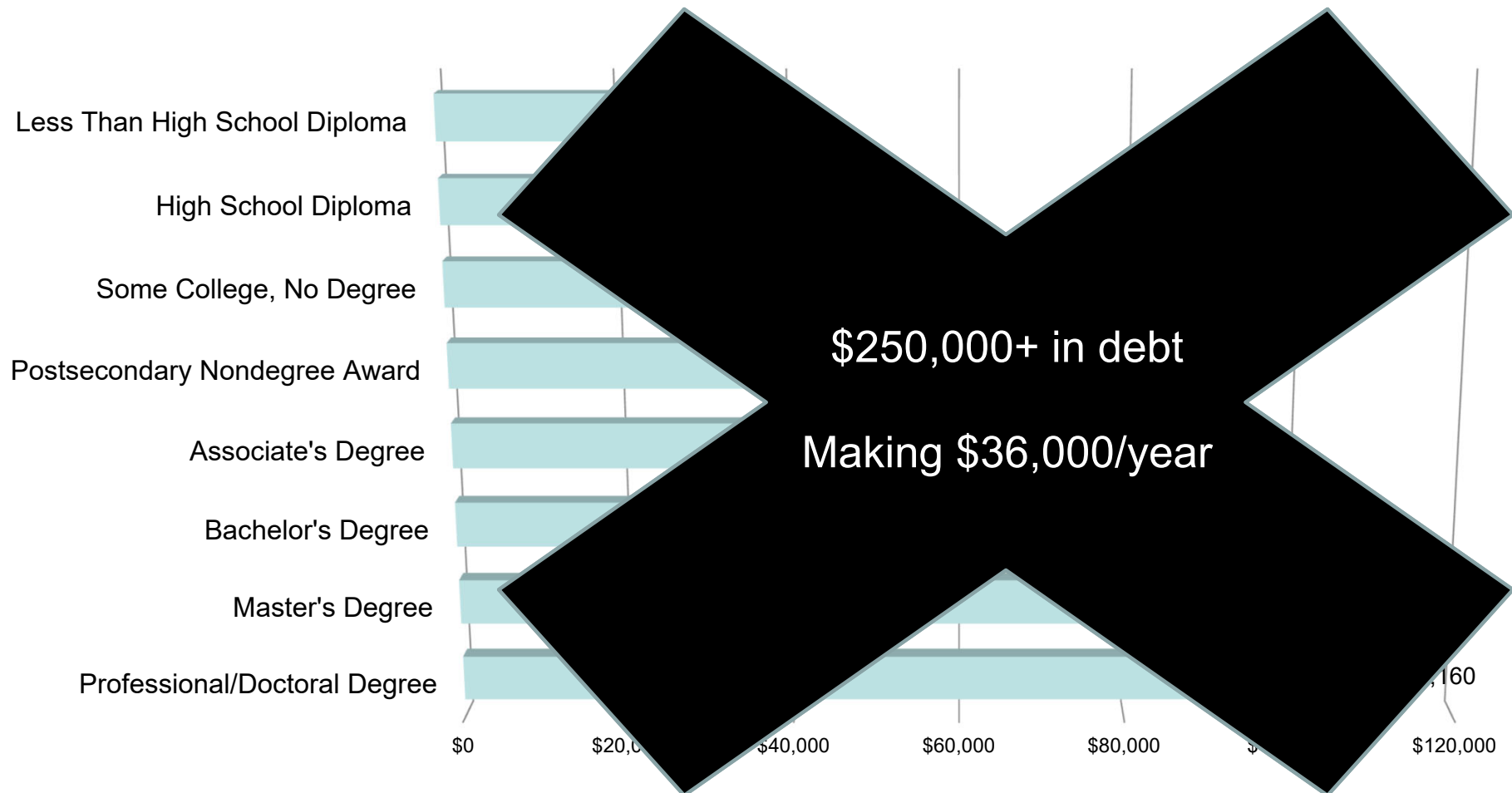
Source: Occupational Employment Statistics program, 2020 U.S. Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/education-summary.htm>



Hello  
my name is

AVERAGE

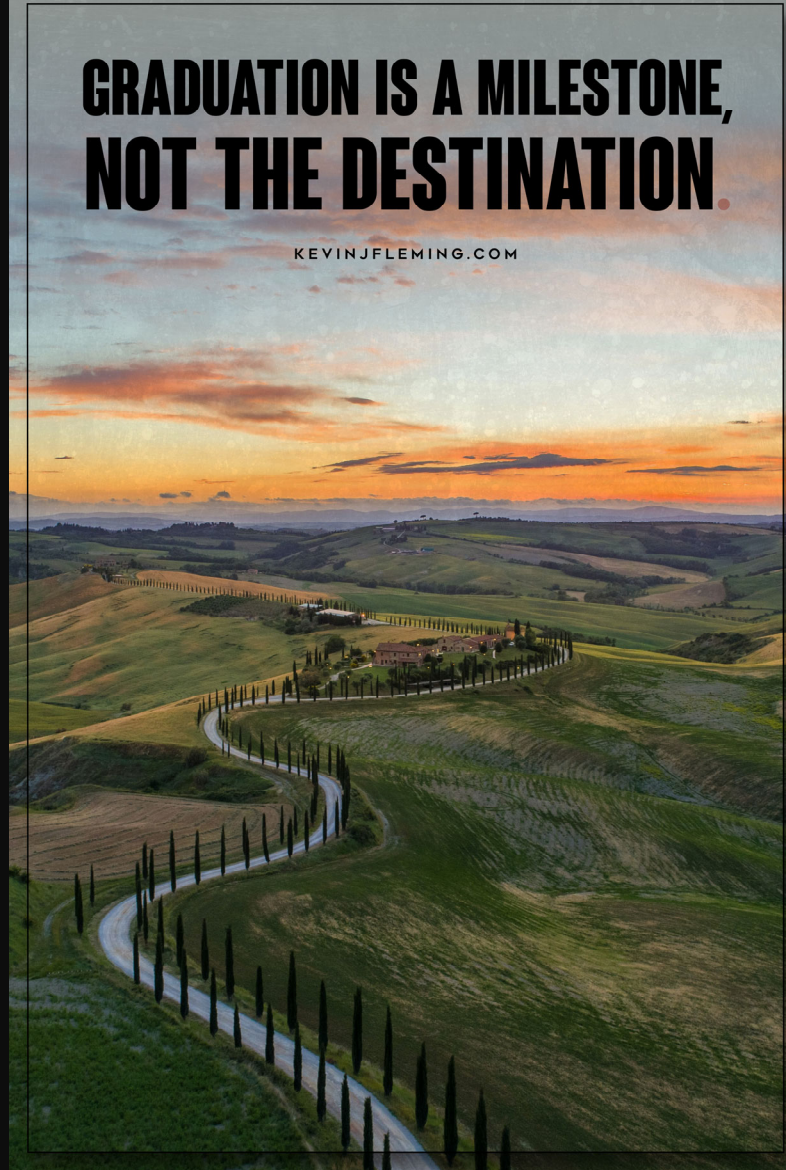
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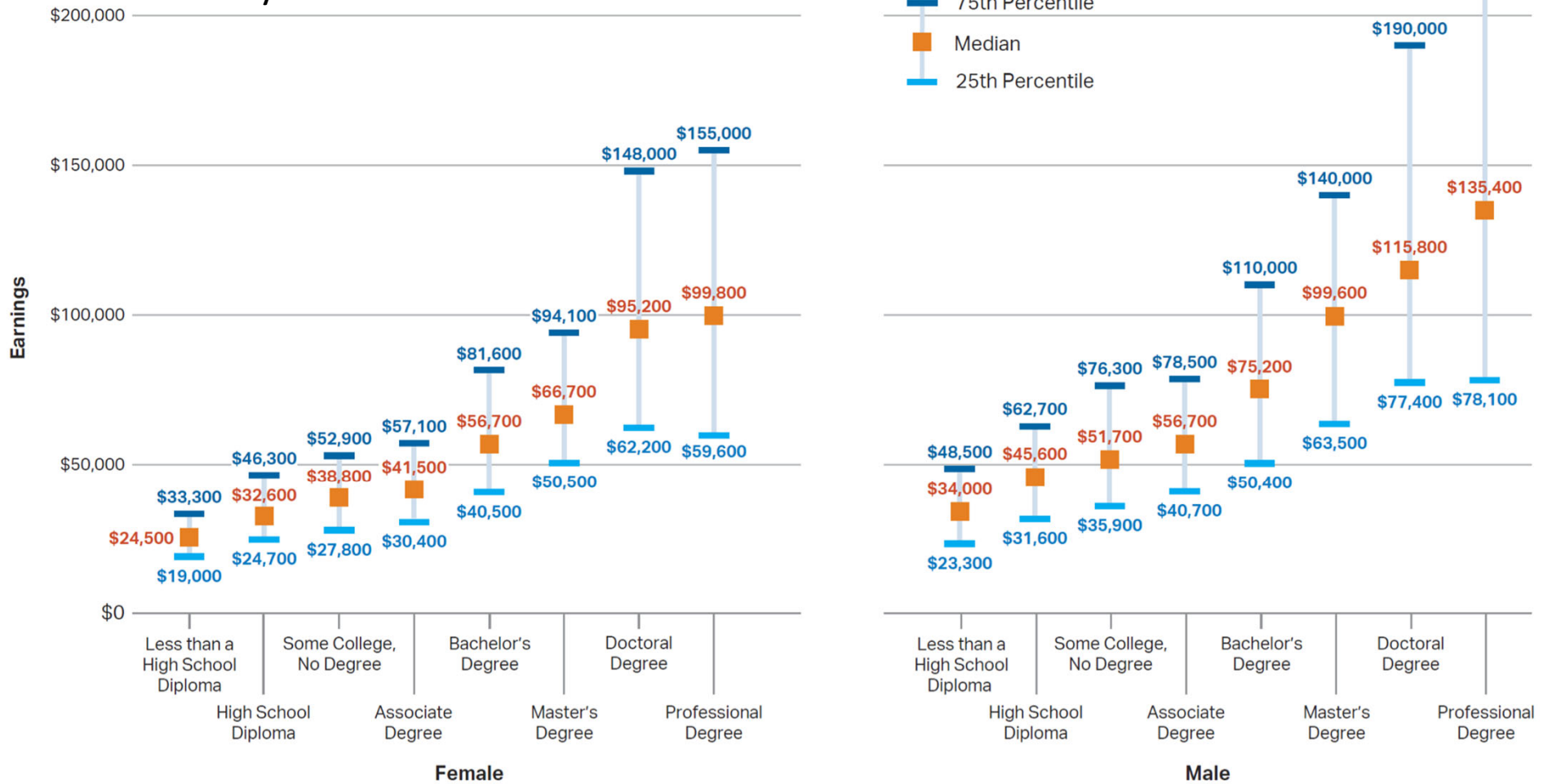
Source: Occupational Employment Statistics program, 2020 U.S. Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/education-summary.htm>

# GRADUATION IS A MILESTONE, NOT THE DESTINATION.

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# Median, 25th Percentile, and 75th Percentile Earnings of Full-Time Year-Round Workers Ages 25 and Older, by Gender and Education Level

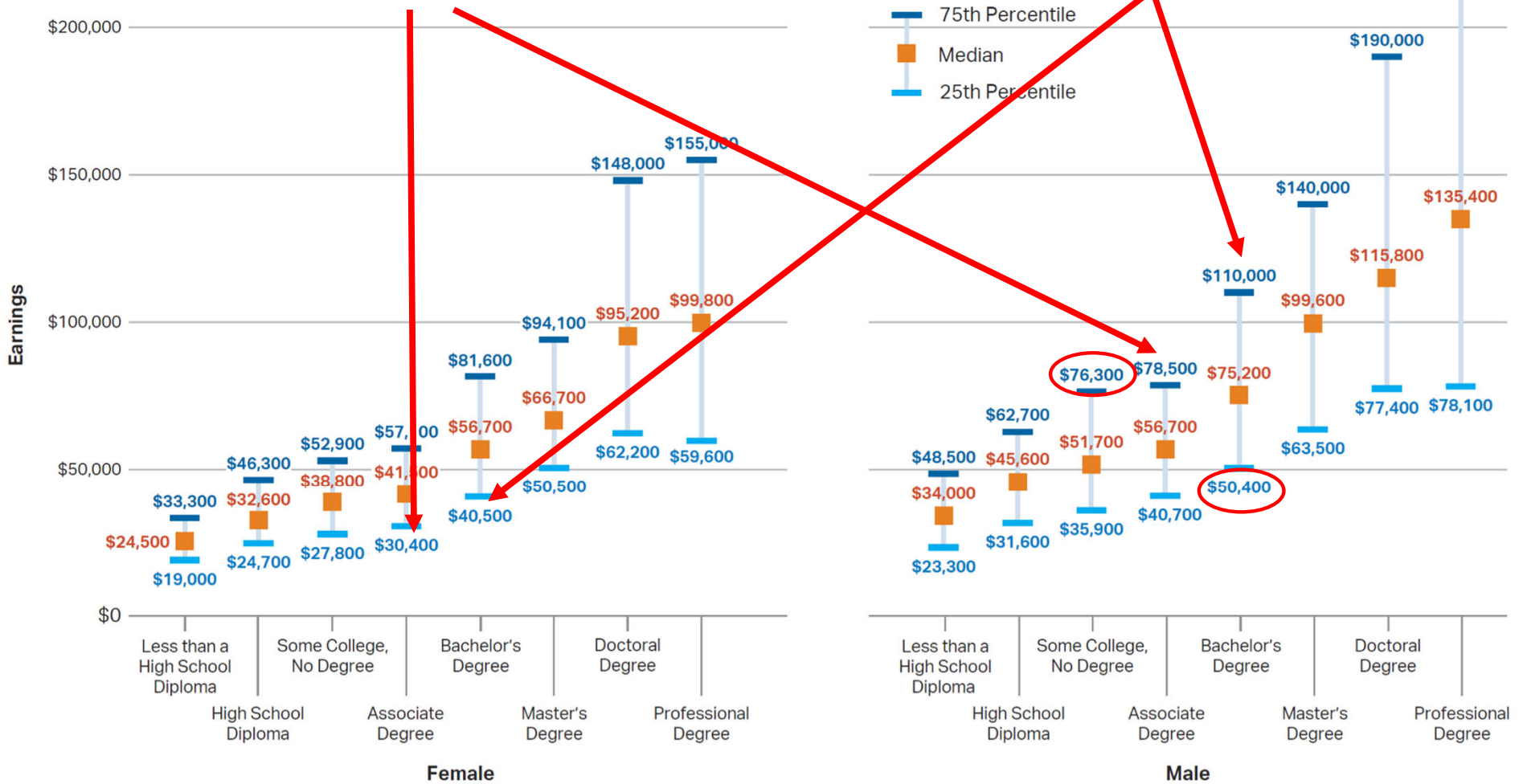


Sources: The College Board, *Education Pays 2019*, Figure 2.5; U.S. Census Bureau, 2018, Table PINC-03; calculations by the authors



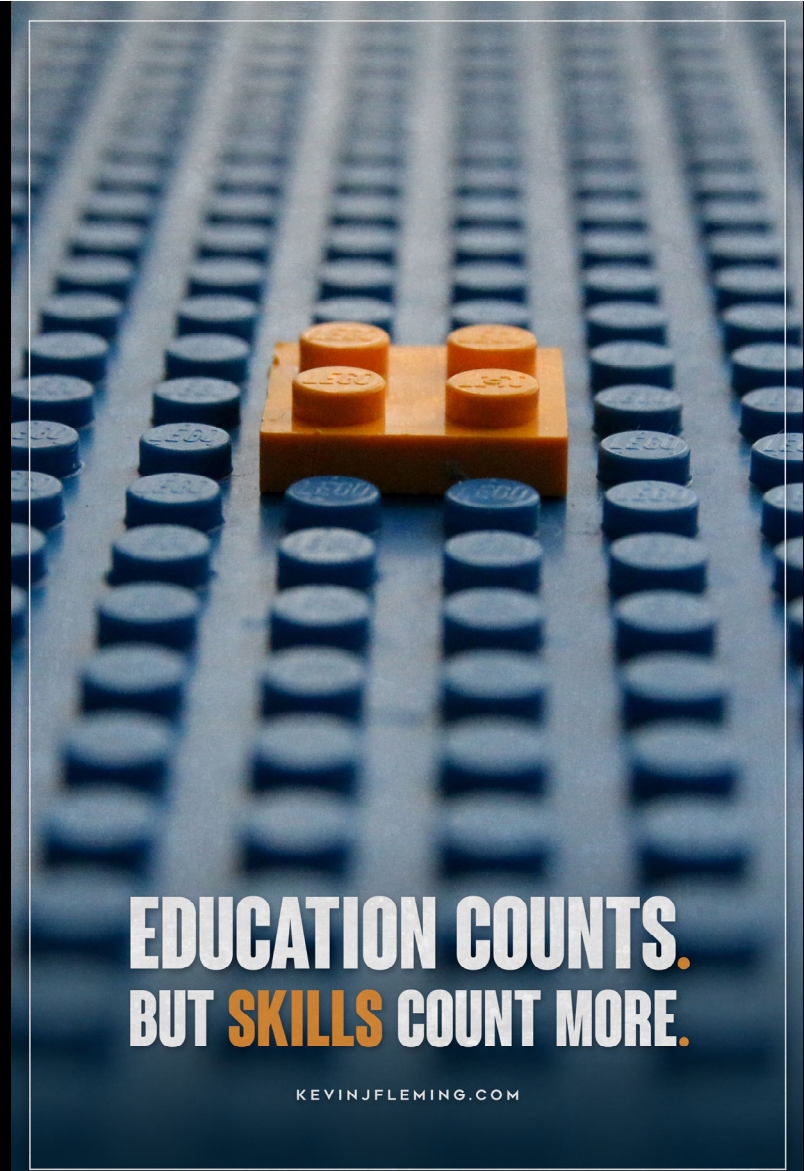
Associate recipients  
\$30,400 - \$78,500

Bachelor's recipients  
\$40,500 - \$110,000



Sources: The College Board, *Education Pays 2019*, Figure 2.5; U.S. Census Bureau, 2018, Table PINC-03; calculations by the authors

**formal education  
is an imperative,  
but is insufficient when  
unapplied or  
disconnected**



**EDUCATION COUNTS.**  
**BUT SKILLS COUNT MORE.**

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S U C C E S S

IN THE NEW ECONOMY

HOW PROSPECTIVE COLLEGE STUDENTS CAN GAIN A COMPETITIVE ADVANTAGE

SUCCESS IN THE NEW ECONOMY

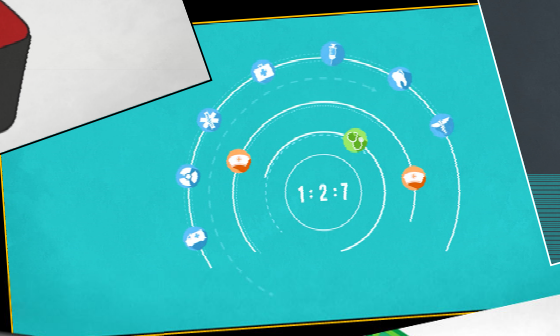
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EL ÉXITO EN LA NUEVA ECONOMÍA

**THE INSUFFICIENT DEGREE**  
ELIMINATING UNDEREMPLOYMENT  
WITH  
SKILL-BASED EDUCATION PLANS



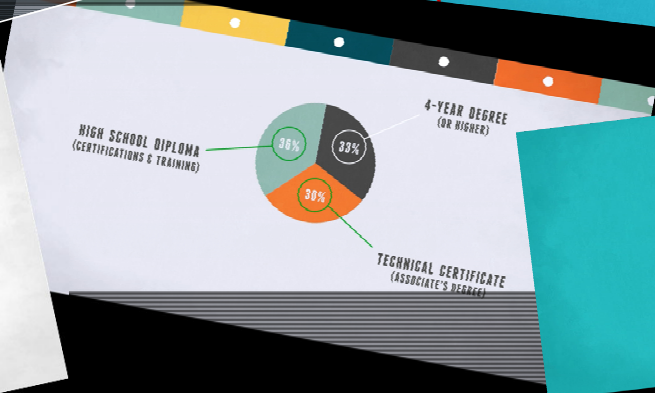
**REALITY CHECK**  
GUIDING YOUR CHILDREN TO CAREER SUCCESS  
written & narrated by  
**KEVIN J. FLEMING**



**YOUR CAREER STARTS HERE**  
presented by  
**Career Cafe**



**FLIPPING  
THE COLLEGE  
DECISION-MAKING  
PARADIGM**





**4 SKILLS**  
**AND**  
**STEPS**

written & narrated by  
**KEVIN J. FLEMING**



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**ACADEMIC KNOWLEDGE**

**LIFE SKILLS**

**EMPLOYABILITY SKILLS**

**TECHNICAL SKILLS**

**SELF  
AWARENESS**

**CAREER  
EXPLORATION**

**CAREER  
PLANNING**

**EDUCATION  
PLAN**

# 4 STEPS TO SUCCESS

## 1. Self Awareness

Ask: “What do you love to do,” as well as “What are you good at doing?”

Holland Code or MBTI or True Colors  
Strengthfinder 2.0  
[DreamCatcherProgram.com](http://DreamCatcherProgram.com)



# 4 STEPS TO SUCCESS

## 1. Self Awareness

Ask: “What do you love to do,” as well as “What are you good at doing?”

## 2. Career Exploration

Ask: “What can you get paid to do?”, “What occupations/industries are a high priority and/or are emerging?”



Dawn Harris-Martine

[www.grandmasplaceinharlem.com](http://www.grandmasplaceinharlem.com)



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## 2. Career Exploration

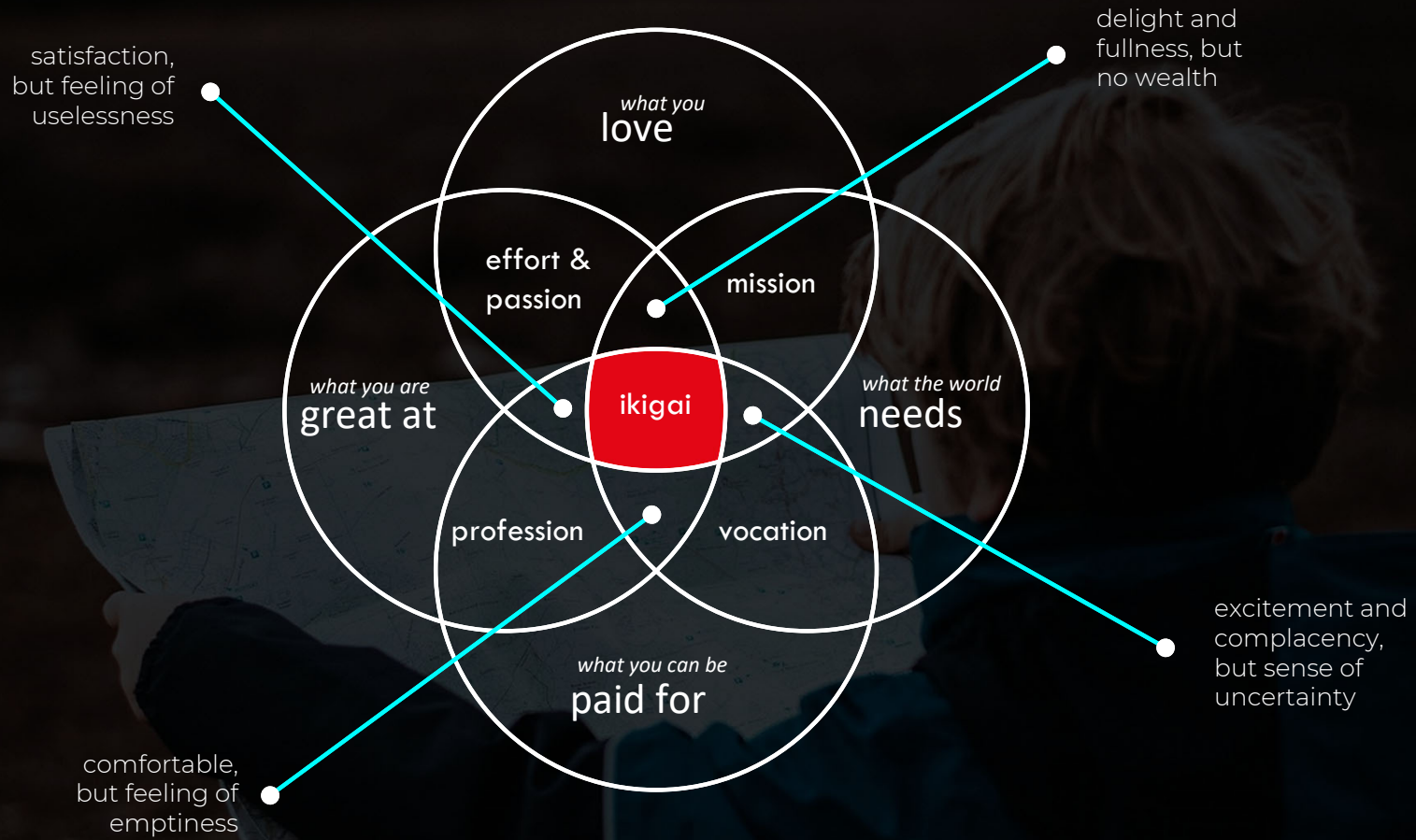
Ask: “What can you get paid to do?”, “What occupations/industries are a high priority and/or are emerging?”


## 3. Career Planning:

Discuss & verify alignment between a tentative career goal and personality/skills.

# Life After 12th

- The prep/gap year
- 2-year Associates Degrees
- Industry credentials
- Adult School
- Peace Corps or other international volunteer program
- AmeriCorps or other national service program
- Bachelor's Degree
- Applied Bachelor's Degree
- Regional Training Centers & Regional Occupational Programs
- One Year Technical Certificates
- Military Service
- Fulltime employment
- Apprenticeships Programs
- Religious Missionary Service
- Private Career Schools & Colleges
- Entrepreneurship



 = PURPOSE - DRIVEN EDUCATION



YOU WERE DESIGNED TO FLY HIGHER

[www.DreamCatcherProgram.com](http://www.DreamCatcherProgram.com)



**ALIGN YOUR PERSONALITY,  
PROFESSION, PASSIONS, AND PURPOSE.**

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# 4 STEPS TO SUCCESS

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## 2. Career Exploration

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## 3. Career Planning:

Discuss & verify alignment between a tentative career goal and personality/skills.

## 4. Education & Training Plan:

Investigate & verify multiple paths to initial goal  
(work experience, job shadowing, interviews, apprenticeships).  
Establish a **skills-based** educational plan



TRADITIONAL METHOD:

Major: *Political Science* Minor: *Communication*

Courses Required	Title	Units
<b>POL 101</b>	American Government and Politics	3
<b>POL 121</b>	International Politics	3
<b>HIST 103</b>	History of Western Civilization	3
<b>POL 232</b>	Political Thinking	3
<b>POLS 244</b>	Comparative Politics	3
<b>POLS 357</b>	Law and Society	3
<b>ECON 111</b>	Macroeconomics	3
<b>COMM 117</b>	Public Speaking	3
<b>COMM 201</b>	Mass Media & Society	3
<b>COMM 344</b>	Argumentation and Debate	3

Sample Skill-Based Education Plan

Career Goal: Elected Official

Skills/Knowledge Needed	Learning Method
Understand the political process	POL-101, POL-121, POL-203, & POL-244
Effective Public Speaker & Talk on Camera	Toast masters program & COMM 117 Public Speaking class
Understand Government Budgeting	Intern for City Council & ECON 111 Microeconomics class
Social Branding	Marketing 101, COMM-201, Create ePortfolio and LinkedIn accounts
Managing Volunteers	Voter registration drive
Persuasive Writing	English 101 class
	Non-profit fund raising campaign
Effective Debating	COM-344 Argumentation class Toast masters program
Adherence to Ethical Behavior	Philosophy/Ethics class
Time Management	Steven Covey training seminar




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# PREPARING FOR LIFE AFTER HIGH SCHOOL

4 SKILLS & 4 STEPS TO A SUCCESSFUL CAREER

TOPIC: THE 4 SKILLS (LESSON 1 OF 4)




**4** SKILLS  
STEPS  
LESSON PLAN

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# PREPARING FOR LIFE AFTER HIGH SCHOOL

4 SKILLS & 4 STEPS TO A SUCCESSFUL CAREER

TOPIC: PREPARING FOR HIGH WAGE JOBS (LESSON 2 OF 4)




**4** SKILLS  
STEPS  
LESSON PLAN

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# PREPARING FOR LIFE AFTER HIGH SCHOOL

4 SKILLS & 4 STEPS TO A SUCCESSFUL CAREER

TOPIC: STEPS 1 & 2 TO CAREER SUCCESS (LESSON 3 OF 4)



**4** SKILLS  
STEPS  
LESSON PLAN

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# PREPARING FOR LIFE AFTER HIGH SCHOOL

4 SKILLS & 4 STEPS TO A SUCCESSFUL CAREER

TOPIC: STEPS 3 & 4 TO CAREER SUCCESS (LESSON 4 OF 4)

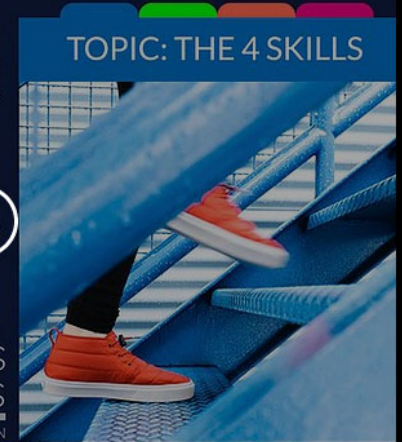


**4** SKILLS  
STEPS  
LESSON PLAN

Prepare for  
next class

[www.KevinJFleming.com](http://www.KevinJFleming.com)

Free download: 4 Lesson plans and video available on the LEARN webpage: [www.KevinJFleming.com](http://www.KevinJFleming.com)



## PREPARING FOR LIFE AFTER HIGH SCHOOL: 4 Skills & 4 Steps to a Successful Career

### TOPIC THE 4 SKILLS (LESSON 1 OF 4)

#### Common Core Standards:

- **CCSS.ELA-Literacy.RST.7** Integrate and evaluate multiple sources of information presented in diverse formats and media in order to address a question or solve a problem.
- **CCSS.ELA-Literacy.SL.8-12.1** Engage effectively in a range of collaborative discussions with diverse partners on topics, texts, and issues, building on others' ideas and expressing their own clearly.
- **CCSS.ELA-Literacy.W.8-12.2** Write informative/explanatory texts to examine a topic and convey ideas, concepts, and information through the selection, organization, and analysis of relevant content.
- **CCSS.ELA-Literacy.PH.11-12.2** Determine the central ideas or information of a primary or secondary source; provide an accurate summary that makes clear the relationships among the key details and ideas.
- **CCSS.ELA-Literacy.W.8-12.7** Conduct short research projects to answer a question, drawing on several sources and generating additional related, focused questions that allow for multiple avenues of exploration. (Extension Lesson Only)

#### OVERVIEW

Students need four different skills to help make them successful in finding and keeping a career. Having a combination of academic skills, life skills, employability skills, and technical skills is important to help the student get and keep a job.

#### MATERIALS

- Computer with internet access for teacher with projection capabilities
- Projector and screen
- 4 Skills Video
- Set of worksheets "Four Skills" for the class (Middle or High School Version)
- White board and markers

#### LEARNING OUTCOMES

AT THE END OF THIS LESSON, STUDENTS WILL BE ABLE TO:

- Understand the four skills that are necessary for employment: academic skills, life skills, employability skills, and technical skills.
- Work in a group to provide examples of the four skills.
- Complete a worksheet with different examples of skills in each of the four categories. (Middle School Only)
- Work in a group to discuss why an employer wants to hire people who have these skills. (High School Only)
- Work in a group to plan a way for students to gain these skills. (High School Only)

#### ACADEMIC VOCABULARY

- **Academic Skills:** Skills and knowledge gained during your education, such as reading or solving a math problem.
- **Life Skills:** Skills necessary for life, such as balancing a budget, good nutrition, and determination.
- **Employability Skills:** Skills employers expect you to have, such as being able to work in a group or meet a deadline.
- **Technical Skills:** Skills specific to a particular job, such as being able to fix a broken car, program a computer, or operate on a patient.



## THE 4 SKILLS (LESSON 1 OF 4)

Download File

### WHAT CAN YOU MAKE?

**DIRECTION:** Use the information on wages ranges in the chart to compare the amount you can expect to make.

JOB	LOW SALARY	HIGH SALARY	EDUCATION
Computer programmer	\$55,000	\$90,000	Bachelors Degree
Mechanic	\$28,000	\$63,000	Associate Degree
Accountant	\$32,000	\$67,000	Bachelors Degree
Garbage Truck Driver	\$26,000	\$55,000	Trucking License
Ocean Engineer	\$37,000	\$138,000	Bachelors Degree
Carpenter	\$28,000	\$71,000	High School Diploma and Trade Certificates
Nurse	\$43,000	\$63,000	Associate Degree
Lawyer	\$48,000	\$78,000	Bachelors Degree and Law Degree
Translator	\$22,000	\$80,000	Bachelors Degree
Plumber	\$29,000	\$70,000	High School Diploma and Trade Certificates

1. An excellent plumber \_\_\_\_\_ versus a low end lawyer \_\_\_\_\_
2. An excellent nurse \_\_\_\_\_ versus a low end ocean engineer \_\_\_\_\_
3. An excellent translator \_\_\_\_\_ versus a low end accountant \_\_\_\_\_
4. An excellent garbage truck driver \_\_\_\_\_ versus a low end computer programmer \_\_\_\_\_
5. An excellent carpenter \_\_\_\_\_ versus a low end mechanic \_\_\_\_\_
6. An excellent computer programmer \_\_\_\_\_ versus a low end nurse \_\_\_\_\_
7. An excellent mechanic \_\_\_\_\_ versus a low end translator \_\_\_\_\_
8. An excellent accountant \_\_\_\_\_ versus a low end carpenter \_\_\_\_\_
9. An excellent lawyer \_\_\_\_\_ versus a low end plumber \_\_\_\_\_

What do you notice about the effects of skills on how much you can expect to earn?

### TOPIC STEPS 3 & 4 TO CAREER SUCCESS (PAGE 2)

**ACTIVITY** Students will set a tentative career goal based on their interests and the information they acquired in the last lesson. The students will map out a ten year plan which will include the education necessary for the job they have chosen. The students will come up with at least one alternative plan that will still lead to the job they have chosen.

45-60 Minutes

#### LESSON PROCEDURES

1. The teacher will introduce the lesson by having the students watch the video "Four Skills, Four Steps Lesson Plan".
2. The teacher will lead a short class discussion about the video. Why do the students think it is important to set a career goal and make a plan? What do they think about the 10-20 year and how that affects what kind of job they prepare for? What would happen if you did not set a goal? What would happen if you did not make a plan? Why is it important to have an alternative plan?
3. The teacher will return the recorded job from the last lesson.
4. The students will select one of these jobs as a career goal. The teacher should remind the students that this career does not have to be what they would like to do forever, but rather a first career.
5. The teacher shows the class an example of a ten year plan.
6. The students will use a computer and internet access to research the educational requirements for their career of choice. They will also look up any other requirements, such as work experience, apprenticeships, internships, or hands on training that they may need.
7. The students will create a ten year plan which should start with "Complete High School" and end with obtaining their job of choice.
8. The students will create an alternative plan to also achieving their goal in case their original plan does not work out. (High School Only)
9. Students will pair off and share their career goal and ten year plan with their classmates. They will give each other feedback on the plans.

#### FORMATIVE ASSESSMENT

- The career goal and ten year plan
- The alternative plan (High School Only)
- Participation in class discussion and partner work

#### ADAPTATIONS

- The students could create a presentation and present their plan to the class.
- The students could work in pairs or groups to create a ten year plan for jobs they select or that is given to them by the teacher.

#### ADDITIONAL RESOURCES

- <http://www.careerscafe.com/assessment/>
- <http://www.collegeboard.com/sat/learn-more>
- <http://www.collegeboard.com/sat/learn-more>



### SAMPLE TEN YEAR PLANS MIDDLE & HIGH SCHOOL

#### PET SHOP MANAGER MIDDLE SCHOOL

1. Finish Middle School (work on Academic and Life Skills)
2. Attend High School (work on Academic and Life Skills)
3. Get a summer job working at a local pet store, start a dog walking business (work on Employability Skills)
4. Graduate High School (work on Academic Skills)
5. Attend Community College two year business or management program (work on Academic and Technical Skills)
6. While in college, get an internship working under the manager or owner of a store (work on Employability and Technical Skills)
7. Apply for Manager Positions at Pet Stores (work on Employability Skills)

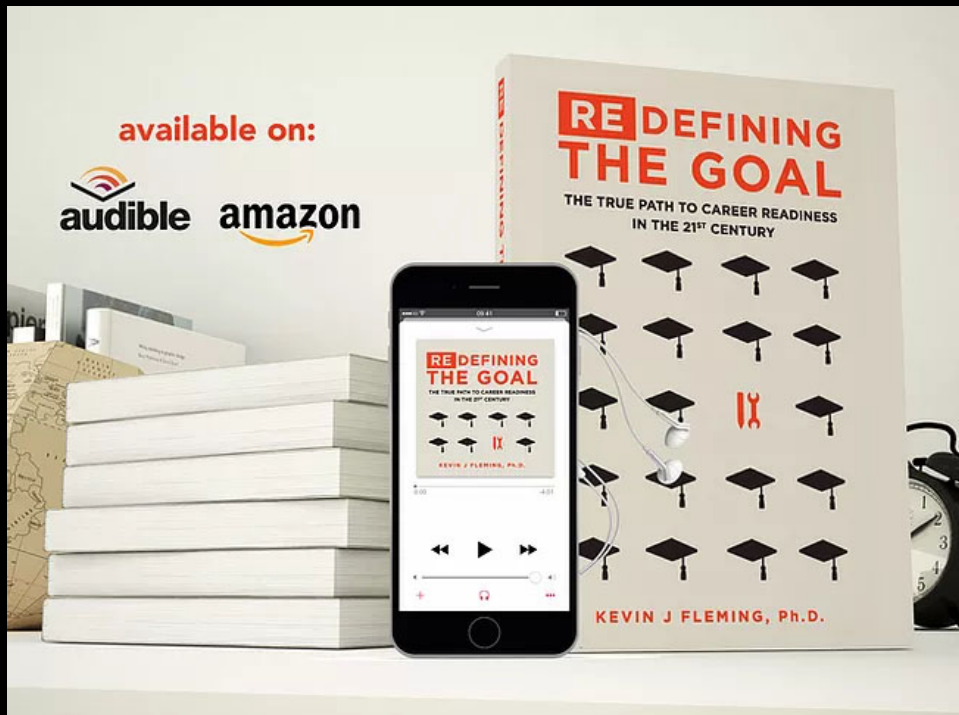
#### PET SHOP MANAGER HIGH SCHOOL

1. Attend High School (work on Academic and Life Skills)
2. Interview some adults in the supply chain field (work on Employability Skills)
3. Get a summer job (work on Employability and Technical Skills)
4. Research college programs
5. Apply for Community Colleges
6. Graduate High School (work on Academic and Life Skills)
7. Attend a two year supply chain technology program at Community College (work on Academic and Technical Skills)
8. While in college, obtain an internship working with a supply chain technician (work on Employability and Technical Skills)
9. Work on resume (work on Employability Skills)
10. Research common salary and benefits for supply chain technicians in your area
11. Practice interviewing skills and apply for Supply Chain Technician jobs



# (Re)Define the Goal

- High school graduation
- To build a few pathways
- College enrollment
- College enrollment & completion
- College enrollment, completion and living-wage employment
- ✓ Educational completion (any level) to secure purpose-aligned, living-wage employment



- ✓ Help students find their purpose, on purpose
- ✓ Career paradigm shift
- ✓ Explain labor market realities
- ✓ Proven Practices
- ✓ Recommendations for schools, policies, instructors, counselors, and individual action
- ✓ Career Readiness blueprint
- ✓ Guide for Parents
- ✓ Guide for Students



# Thank You

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