

NYS P-TECH Orientation

WEBINAR #2: SKILLS MAPPING



P-TECH 9-14 Model

...brings together K-12 education, higher education and employers to offer an integrated six-year program.

Students complete a high school diploma, an industry-recognized/cost-free AA/AAS degree, and relevant work experience.

The seamless program delivers the rigorous academic, technical, and professional skills that employers need in middle jobs.



What Distinguishes NYS P-TECH?

- No screening for academic preparation – this model is designed for those with the greatest needs
- Everything starts with the industry and the career – where are the middle skills jobs?
- Employers and community colleges are full partners with high schools from day one
- Professional skills are integral to the program along with Academic and Technical Skills
- The focus is completing the industry-recognized college degree



Skills Mapping

...brings together K-12 education, higher education and employers to offer an integrated six-year program.

- Critical Differentiator
- Key to Employer Engagement
- Essential First Step for Program Design
- Driver for the Six Year Integrated Scope & Sequence



CC Attribution Non-Commercial www.albion.edu



Objectives

- Develop a model of expertise to enable P-TECH graduates to succeed in focus jobs
- Create a pipeline for viable career pathways
- Provide students with broad base of academic, technical, and professional skills
- Develop a flexible framework to keep pace with the rapid changes in the workplace and technology



P-TECH Graduates will Master these Professional Skills

Personal Traits

- Integrity/Ethics
- Dependability
- Persistence/
Maturity
- Responsiveness

Group Experience

- Negotiation
- Teamwork
- Diversity
- Communication

Problem Solving

- Applied Knowledge
- Flexibility
- Planning
- Continuous Improvement



Three Components

1. Skills Documentation

- Identify entry level jobs
- Summarize tasks to perform entry level jobs
- Detail expertise and skills required for each task
- Narrow the skills inventory to the foundational skills for entire industry

2. Skills Mapping

- Identify postsecondary degree pathways
- Order skills by complexity
- Technical Skills vs. Professional Skills
- Connecting skills to courses & curricula
- Developing an integrated scope and sequence
- Providing work-based professional development for school staff

3. Revalidate, Refine, Repeat



Identify Target Jobs

Considerations:

- Local economic growth prospects
- Current talent pipeline
- Industry trends
- Emerging technology

Informant:

- Employer partners
- Regional Economic Development Council
- Local Workforce Board (WIB)
- Local Chamber
- Industry Associations

Sources:

- Job Descriptions
- Interviews
- Observations



Summarize Job Roles & Responsibilities

Considerations:

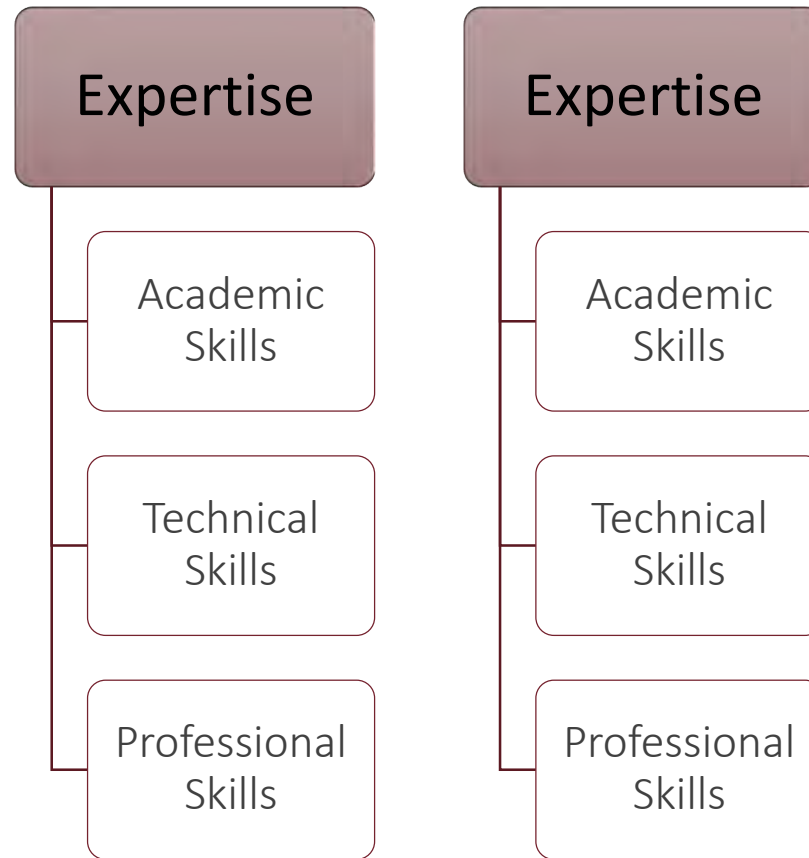
- Academic, Technical, and Professional Skills
- Work Environment (team vs individual, level of supervision, regulations, etc.)
- First Day vs First Year
- Industry Standards vs Individual Employer Needs

Informant:

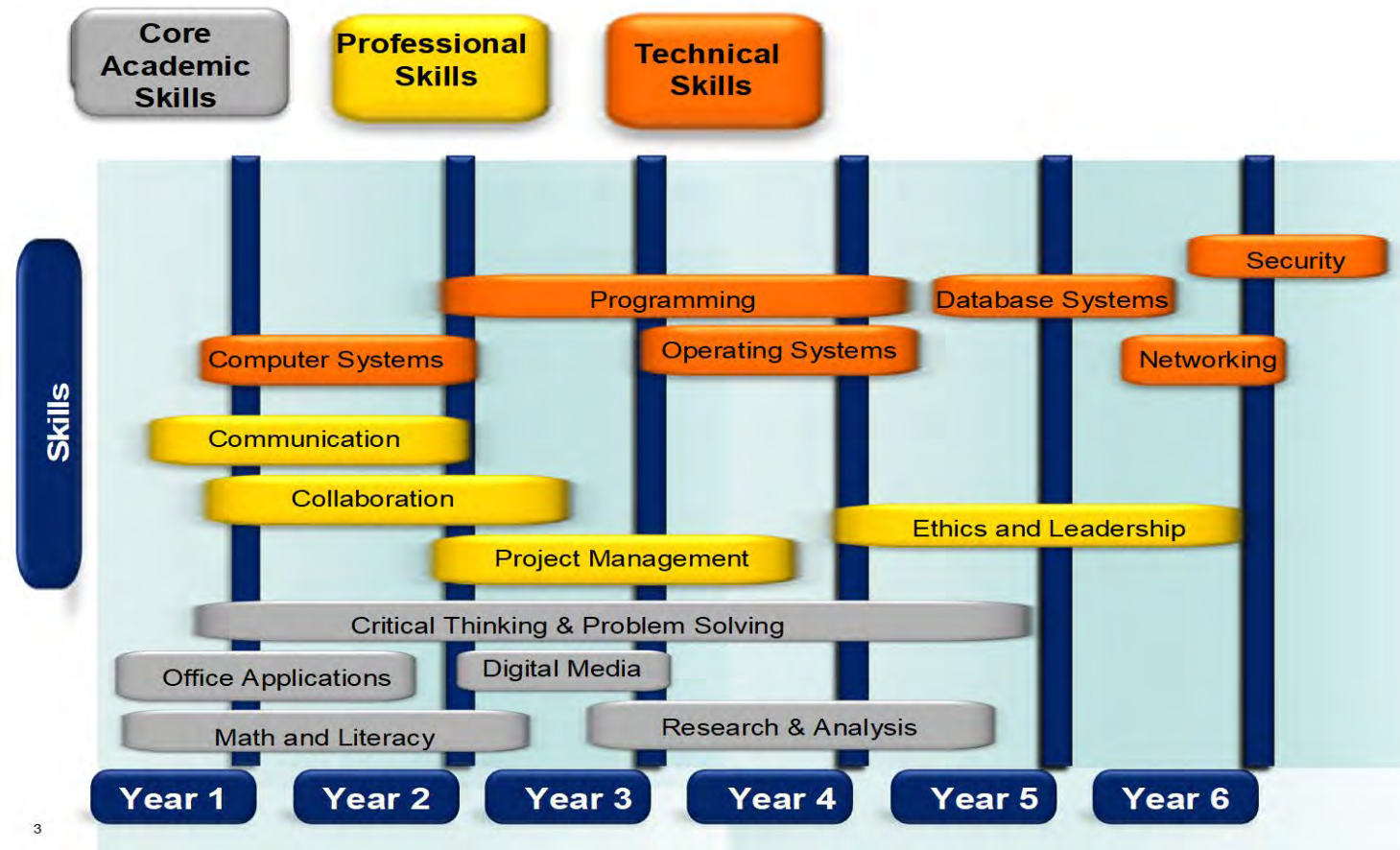
- Human Resources Leaders
- First Line Managers
- Recent Hires
- Supervisors



Identify Expertise & Associated Skills

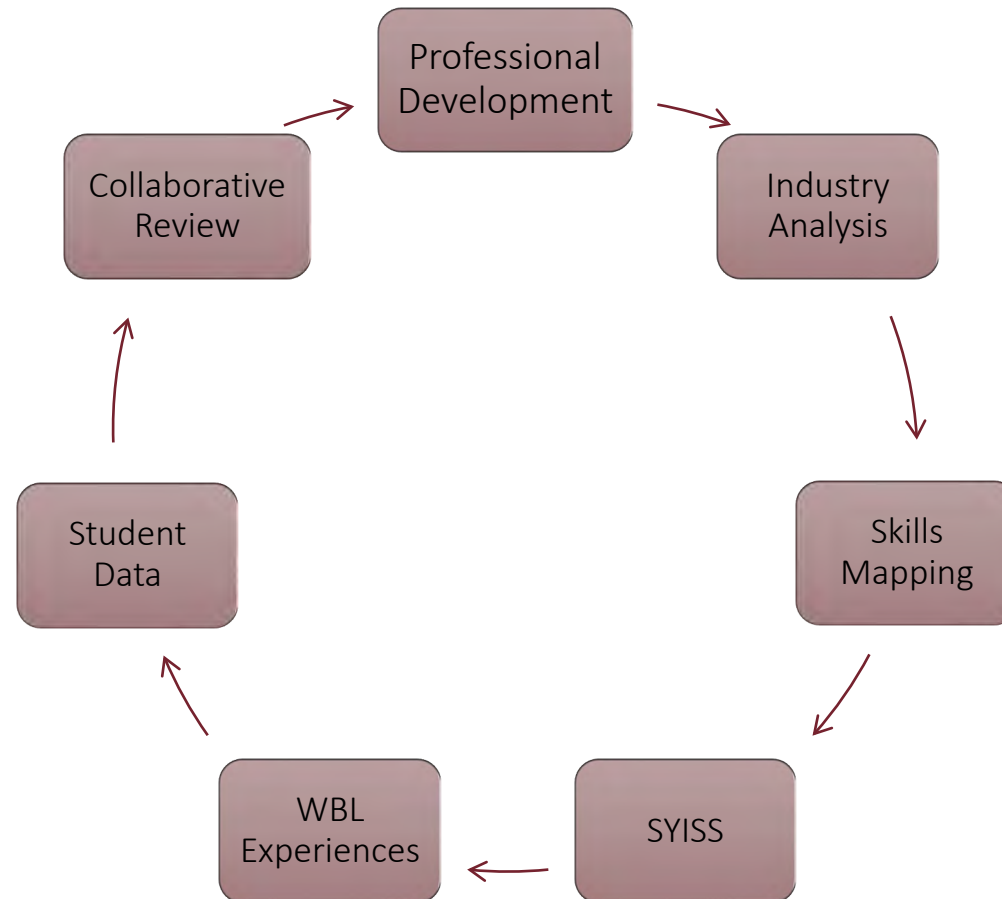


Separate, Order, Build



3

Annual Review



Thank You!

WEBINAR #2: SKILLS MAPPING

IS PART OF THE SIX WEBINAR SERIES: NYS P-TECH ORIENTATION

ALL OF THE WEBINARS, INCLUDING THE AUDIO RECORDINGS, CAN BE ACCESSED AT:
<https://www.bcnys.org/webinars>

June 2019

