

## Employability Skills: Measuring Hard-to-Measure 21<sup>st</sup> Century Competencies

### Purpose

The U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE) provides consecutive efforts to support success in college and careers. Employability skills, along with academic and technical skills, are an essential component of college and career readiness. They are the general skills, including applied academics, effective relationships, and workplace skills, that are necessary for success in the labor market – for all industries and at all career levels.

The [Employability Skills Framework](#) (Framework) organizes the skills required for success in the labor market into three different categories:

- ✓ applied knowledge (applied academic skills and critical thinking skills);
- ✓ effective relationships (interpersonal skills and personal qualities); and
- ✓ workplace skills (technology use, systems thinking, communications skills, information use, and resource management).

The interactive Framework accelerates policymakers, educators, and workforce trainers the ability to:

- ✓ compare the skills identified by various instructional standards and assessments;
- ✓ understand key considerations for selecting an employability skills assessment;
- ✓ create a customized assessment comparison worksheet; and
- ✓ view practical examples of employability skills instruction and assessment.

### Project Outcomes and Benefits

In order to align the Hard-to-Measure 21<sup>st</sup> Century Competencies measurement efforts with the Employability Skills Framework, the U.S. Department of Education, Office of Career, Technical, and Adult Education continues its investments in employability skills.

Activities conducted during the project period include:

- Convening an expert panel to identify steps for developing measures applicable to Employability Skills;
- Identifying existing measures related to career, technical, and adult education in extant repositories;
- Creating and disseminating materials in support of the Employability Skills Framework; and
- Seeking employer and industry association validation of the Employability Skills Framework.

**Resources and Tools You Can Use:** <http://cte.ed.gov/employabilityskills/>

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