Upskilling, Reskilling and Learning Agility

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UPSKILLING, RESKILLING AND LEARNING AGILITY

10-31-2019
WHAT WE KNOW …

• TECHNOLOGICAL DEVELOPMENTS WILL RESULT IN BOTH NEED FOR NEW SKILLS AND JOB LOSS OR REPLACEMENT
• SOME BUSINESS UNITS WILL BE DISPROPORTIONATELY IMPACTED IN THE NEXT 5-10 YEARS
• IMPACT DEPENDS ON RATE OF TECHNOLOGY ADOPTION
**SOME FOUNDATIONAL DEFINITIONS …**

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<th>Upskilling</th>
<th>Reskilling</th>
<th>Learning Agility</th>
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<tbody>
<tr>
<td><strong>What it is</strong></td>
<td>Expand capabilities of existing talent (Stable job, need to grow to stay relevant or advance)</td>
<td>Evolve talent we have into talent we (or other companies) need (New skills)</td>
<td>Maintain “fluid” talent resources</td>
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<td><strong>Role of Tech</strong></td>
<td>Augmentation</td>
<td>Automation</td>
<td>Automation and Augmentation</td>
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<td><strong>Why we do it</strong></td>
<td>• Increase productivity</td>
<td>• Corporate responsibility</td>
<td>• Innovation and competitive edge (agility as a strategic advantage)</td>
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<td>• Close specific skill gaps</td>
<td>• Develop a strategic talent pipeline</td>
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<td>• Increase retention through development / career opportunities</td>
<td>• Reduce downsizing – maintain positive culture</td>
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<td><strong>Examples</strong></td>
<td>• Finance employees learn how to code to automate finance tasks</td>
<td>• Reskill claims adjusters to another LOB</td>
<td>• Employees engaged in continuous learning discover a new technology or approach</td>
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<td>• Claims adjusters leverage data to make decisions</td>
<td>• Reskill Financial analysts to become Underwriters</td>
<td>• Employees in one role gain skills to enable them to be considered for other new or evolving roles</td>
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<td>• Reskill restaurant customer service to become nurses</td>
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<td>• Reskill employees with tech savvy/ data skills to become programmers/ data analysts</td>
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<td><strong>Possible solution space</strong></td>
<td>• Certificate programs (MOOC, higher ed)</td>
<td>• Higher ed: degrees and certifications</td>
<td>• Rotational role development</td>
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<td>• Apprenticeship programs</td>
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<td>• Social learning</td>
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<td>• FOW Learning channel (e.g. data science, critical thinking)</td>
<td>• Career coaching</td>
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Our Mission

Our mission is to improve lives by forging clearer and more purposeful pathways between education and employment.
CareerX: Empower your workforce. Power their career.

Your employees need more than education benefits. They need to discover their potential.

CareerX is an evolving career exploration experience designed to forge a stronger pathway between employees, education, and employment. By helping your employees uncover their skills and interests, set career goals, and access content to help them get there, our goal is to help unlock your organization’s potential to recruit, retain and engage a powerful workforce.
Building upon their Archways to Opportunity initiatives, McDonald’s needed a way to drive their crew members to resources and benefits ultimately impacting store-level turnover and building their reputation as America’s Best First Job.

In a partnership between McDonald’s, CAEL (Council for Adult and Experiential Learning) and Strada Education Network, we created a custom digital app experience that creates a conduit between crew member and company benefits through:

**Skills Exploration.**  
A short quiz provides insights into work style and skills to uncover strong-match careers.

**Access to Benefits Information.**  
Watch motivational video content and connect to the Archways program to discover benefits like tuition assistance.

**Career Pathing.**  
Understand career progression to selected roles and industries, inside and outside the organization.

**Personalized Advising.**  
Crew members can access career coaching via 1:1 advising meetings.

The Problem: “Help us connect our workforce to our benefits and career pathways.”
As many as **44 million** working-class Americans could be left behind in the workforce of the future.

Our CareerX vision is to design an interactive and engaging experience that helps your employees develop a vision for their future.

- Uncover their current skills - and the skills they need to move forward
- Understand internal career and benefits opportunities
- Match them to in-demand careers
- Provide engaging content that builds knowledge and confidence
- Offer in-platform career coaching

**33%** of adults without degrees say they are most likely to look to employers for courses and training.

Source: Strada-Gallup Education Consumer Survey 2019
Base: U.S. Adults 18-65 with less than an associate degree and who are not currently enrolled. N=8,849

**What could this mean for you?**

- Insights into employee skills and gaps
- Reduction in turnover
- An engaged, motivated workforce
- Positive brand association and the ability to recruit high-potential talent
We need your help.

The CareerX concept is in the research and discovery phase of development.

To create meaningful, scaleable change in the workforce that addresses your talent needs, we are interviewing employers like you to best understand your challenges and priorities.

To schedule a 30-minute interview, contact lacey.mccann@stradaeducation.org.

As a thank you for your time, we will make a $100 donation to a non-profit charity of your choice.

Strada Education Network is a national social impact organization dedicated to improving lives by forging clearer and more purposeful pathways between education and employment. The Network engages partners across education, nonprofits, business and government to focus relentlessly on students’ success throughout all phases of their working lives. Together, we address critical college to career challenges through strategic philanthropy, research and insights, and mission-aligned affiliates. Learn more at StradaEducation.org.
Our Mission: “Ignite and Nurture Ethical Scientific Minds that Advance the Human Condition”

- IMSA innovates the future of science, technology, engineering and math education.
- Academics create a strong and diverse pipeline of talented students at its residential academy in Aurora, Illinois for 10th through 12th grade students.
- 20% time: devoted to student determined pursuits
- 75% students: formal student inquiry research
- Entrepreneurship & Innovation
- Educator Development
- Student Enrichment
- Knowledge Capital
- Partnerships

Center for Teaching and Learning
- STEM K-12 Programming
- Educator Development

Academics

Student Inquiry and Research (SIR)

Center Partners with IMSA to Help Educate Computer Science Students

Niche

Illinois Mathematics and Science Academy

112 Best Public High Schools in America
Data Visualization Embedded in Literature

- WHAT DO YOU NOTICE?
- WHAT IS HAPPENING?
- WHAT IS NOT HAPPENING?
STUDENT SKILL GAPS: WHAT WE HEAR

• STUDENTS NEED TO BE ABLE TO ARTICULATE RELEVANT EXPERIENCE & IMPACT CREATED, ON RESUME AND LINKEDIN PROFILE
• LACK OF SELF -CONFIDENCE IN STUDENTS IS A SIGNIFICANT BARRIER IN PREPPING STUDENTS FOR JOBS
• STUDENTS NEED TO CREATE MORE EVIDENCE OF SKILL.
• COMPLETING A COURSE/DEGREE WITH A FEW INTERNSHIPS IS NOT ENOUGH TO DEMONSTRATE SKILLS AND INDICATE PERFORMANCE
• VOLUNTEERING EXPERIENCES, TEACHING ASSIGNMENTS, FREE LANCE WORK (SPECIFIC TO AREA OF STUDY) SHOWS PASSION AND EVIDENCE OF SKILL
• EMPLOYERS WANT TO SEE WORK SAMPLES ESP CODES. ARE STUDENTS THINKING OF ACCOUNTS ON PLATFORMS LIKE GITHUB TO DEMONSTRATE THEIR WORK?
• SCHOOLS SHOULD BE THINKING OF PARTNERSHIPS WITH COMPANIES THAT OFFER THESE KIND OF EXPERIENCES – E.G. PARKER DEWEY, HACKATHON COMPANIES (DEVPOST) , CREATE OPPORTUNITIES FOR REMOTE MICRO INTERNSHIPS THROUGHOUT THE YEAR
• SCHOOL ASSIGNMENTS SHOULD BE ALIGNED WITH REAL WORLD WORK.
• ARE THEIR OPPORTUNITIES TO ENGAGE CORPORATE PARTNERS TO COLLABORATE ON CREATING RELEVANT SCHOOL ASSIGNMENTS THAT WOULD PREPARE STUDENTS FOR 21ST CENTURY JOBS?

Source: Shweta Srivastava, Microsoft. For “Preparing Students for Future Work” Panel Discussion at Executive Learning Exchange, Chicago, October 2019