

ENGAGE. CONNECT.

TIPS & TRENDS FROM THE NATIONAL CENTER FOR COLLEGE & CAREER TRANSITIONS

December 5, 2019

Greetings!

There's a LOT happening at NC3T - Hans has released a new set of Pathways design resources (detailed below); we have a new resource coming out, Career Smart Classrooms, to introduce career content across the school; and Seamless WBL, our work-based learning and advisory board management system, continues to grow. Since our latest Seamless release happened this week, we'll highlight that in this newsletter, and we'll introduce the other developments in the next few newsletters.

If you've been getting our newsletters and emails, you know that Seamless WBL is an online app that helps you find and manage partners, set up and run quality work-based learning activities, manage your advisory boards, and provide full reporting on work-based learning across your school, district, or region.



As of December 1, we've expanded on that offering to include the following features:

- A new Job Board, allowing employers to list specific opportunities (internships, etc.) that students can search
- Improved management of advisory boards, including the ability to add educators and administrators to boards and to track meeting attendance
- The ability to create formatted advisory board sign-in sheets, with school logo and a customizable headline
- Students can now log hours spent on work-based learning activities
- Create custom tags to identify employers and partners (previously limited to the 16 Career Clusters)
- And, in January, the addition of a Student Learning Agreement tool, allowing educators to build custom learning agreements through a point-and-click interface.

Interested in learning more? Visit the [Seamless WBL website](#) or sign up for one of our [online walkthroughs!](#)

Brett

The CCL In.Sight Blog

Have you read the latest posts from [The CCL In.Sight Blog](#)? Hans and Brett share thoughts and information on Career Connected Learning. Read a recent blog post:

Why Do Employers Require College Degrees?

Rick Hess, Director of Education Studies for the American Enterprise Institute, is one of the best-known and most prolific voices on education in the country. He has recently started releasing short videos on various hot-button issues in education, which you can find through his Twitter feed, <https://twitter.com/rickhess99>.

One of his recent videos focused on the dilemma of employers requiring college degrees, particularly when those degrees aren't aligned with the level of skill required for a specific job. He notes that nearly two-thirds of employers have admitted rejecting applicants who had the required skills and experience for a job, simply because they lacked a four-year degree; he further highlights the fact that employers are now requiring college degrees for jobs that previously did not require them, even though the knowledge and skills required to do those jobs hasn't changed. Of course, requiring candidates to earn unneeded college degrees takes a tremendous toll on them, with people spending tens of thousands of dollars (or more!) and years of their lives in order to earn these credentials.



[Read the full post here.](#)

And remember, if you want to receive these blog posts as they're published, just [subscribe to the blog](#) and we'll do the rest!

NEW from NC3T: The Pathways Design Suite!

If you're interested in developing individual Pathway Programs or integrated Pathways Systems across your school, district, or region, the Pathways System Design Suite, written by Hans Meeder and now available from NC3T, is an indispensable resource for you. This suite of resources includes:



- **The Pathways System Decision Guide** - This is a step-by-step guide to help your leadership team make the key decisions that lead to a world-class Career Pathways System. The Pathways System Decision Guide gives you the confidence that you and your team address all of the important design decisions that need to be made in creating a career pathways system, scaled to fit your needs.
- **The Pathway Program Design Guide** - This is a simple-to-follow guide for designing a Pathways Program or upgrading an existing CTE program into a Pathway Program. The Design Guide is built around 10 elements of high-quality careers and each element is directly linked to guidance from the Perkins Act.
- **The Pathways System Resource Kit** - The Pathways System Resource Kit is a collection of forms, templates, talking points, and fact sheets that your leadership team can draw upon as you work through the Decision Guide to design, develop, and promote your pathways initiative.

[Visit the NC3T bookstore](#) to order one or all of these essential tools!

FYI - Information You Can Use

[Are we doing enough to develop creativity in students?](#)

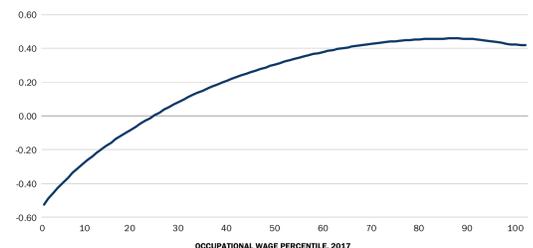
Aside from creativity, employers are seeking candidates with complex problem-solving skills, critical thinking, people management, and the ability to coordinate with others. A new report from Adobe analyzes the skills employers say they need most, and it also takes a hard look at why job applicants don't promote these skills more on their resumes. Could it be that the soft skills gap leaves many applicants lacking these all-important talents? Adobe analyzed 2 million job postings and 2 million resumes, conducting a gap analysis across 18 diverse and in-demand career fields. That research found that soft skills such as creativity, collaboration, and communication are critical to hiring managers as they evaluate job applicants. But applicants with strong soft skills-also called employability skills-are hard to find, which begs the question: why?



Full article: <https://www.ecampusnews.com/>

[What jobs are affected by AI? Better-paid, better-educated workers face the most exposure](#)

Artificial intelligence (AI) has generated increasing interest in "future of work" discussions in recent years as the technology has achieved superhuman performance in a range of valuable tasks, ranging from manufacturing to radiology to legal contracts. With that said, though, it has been difficult to get a specific read on AI's implications on the labor market. In part because the technologies have not yet been widely adopted, previous analyses have had to rely either on case studies or subjective assessments by experts to determine which occupations might be susceptible to a takeover by AI algorithms. What's more, most research has concentrated on an undifferentiated array of "automation" technologies including robotics, software, and AI all at once. The result has been a lot of discussion-but not a lot of clarity-about AI, with prognostications that range from the utopian to the apocalyptic. Given that, the analysis presented here demonstrates a new way to identify the kinds of tasks and occupations likely to be affected by AI's machine learning capabilities, rather than automation's robotics and software impacts on the economy. By employing a novel technique developed by Stanford University Ph.D. candidate Michael Webb, the new report establishes job exposure levels by analyzing the overlap between AI-related patents and job descriptions. In this way, the following paper homes in on the impacts of AI specifically and does it by studying empirical statistical associations as opposed to expert forecasting.



Full article: <https://www.brookings.edu/>

[How To Partner With Local Schools To Stock Your Talent Pipeline](#)

Rockwell Automation called for innovations from American kids ages eight through 17 years old in its "You Make It Challenge," and three finalists will vie for the top prize in November. Louisa Wood, from Bayside, Wisconsin, suggested applying A.I. and sensors to sump pumps to cut basement flooding. Makai Samuels-Page of Atlanta designed an "anti-bully backpack" with a camera that would record in live time. And Michael Wilbourne of Roanoke, Virginia, conceived of a micro-flush toilet with an above-ground chamber to make third-world sanitation easier and cheaper. Through their schools, the finalists all will receive a company grant to the local FIRST youth robotics program, and the winner will get a \$7,500 "maker's kit." So while the Milwaukee-based factory-automation giant won't be turning their inventions into products, maybe the three youngsters will consider Rockwell Automation as a potential employer someday. "The persistent threat to the industry that we have to address is that there's going to be a shortage of people with advanced manufacturing skills and interest in going to manufacturing companies," says Rockwell Automation CEO Blake Moret. "We have to address it early with STEM-based education, starting when future workers are very young."



Full article: <https://chiefexecutive.net/>

Manage work-based learning across your school or district!

Interested in finding new partners, managing your work-based learning initiatives, running your advisory boards, and having access to real-time reporting on work-based learning? Join us for a walkthrough of **Seamless WBL** to see how we can help you with the following:

- Help educators find and manage partners
- Set up and manage work-based learning activities ranging from guest speakers to apprenticeships
- Run your advisory boards, including setting up meetings and providing members with a document library
- Provide employers and students with dedicated portals to view work-based learning activities and download and upload materials
- Run reports on work-based learning activity by educator, school, district, partner, or students



And we have even more exciting features in the works for our Phase 3 release in December!

If you'd like to learn more, there are several sessions available in December for a brief online walkthrough. **[Register for one of these sessions here](#)**, or visit the **[Seamless WBL website](#)** to get information on features and pricing.

About the National Center for College and Career Transitions (NC3T)

K-12 education and the adult workforce are inextricably linked; and, as even the most casual observer understands, we currently face real challenges on both fronts. **NC3T** was created to help educators, policymakers and community leaders design integrated college and career pathway systems that provide students with purpose and direction, and provide them the knowledge and skills they'll need to secure their futures and the futures of the communities in which they live.

If you're interested in connecting students to the workforce in some way, including through out-of-school initiatives, targeted in-school channels (CTE, academy models), or developing a comprehensive community-wide or regional strategy that all partners can get behind, please contact Hans Meeder (**Hans@NC3T.com**) or Brett Pawlowski (**Brett@NC3T.com**) to talk further.

National Center for College and Career Transitions (NC3T)
Columbia, MD
www.NC3T.com



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