

Work and Career Readiness

This guide to research, reports, opinions, and data concerning Work and Career Readiness and the Skills Gap is meant to further the discussion of how to progress our labor market and labor force into the 21st Century. This conversation includes stakeholders from all perspectives of the Labor Market: Businesses, Workers, Educational Institution (traditional and non-traditional), and Workforce Development Partners. This document is meant as an introduction to the debate that has been present since at least the late 90's and resurfaced with mainstream intensity during and after the most recent recession.

The conversation being had regarding whether or not there are gaps in our labor market pipeline and what solutions will fill those gaps hinges on several major questions, not the least of which is, "How do we define Skills Gap/Work Readiness?" These questions, as do many of these resources, take place at a very macro level. Often times the authors frame case studies as if they are generalizable at a national level and sometimes they are. While some of the issue is national or even global, much of a skills gap takes place at a state or even regional level: ensuring that communities are producing workers capable of the jobs required by historic business partners through communication and compromise with regard to training programs and skill standards.

This list of resources is broken down and organized by category for ease of use. First in the list are the Research resources. These articles are mostly data, cases, perspectives, evidence, or definitions for the causes Skills Gap and issues with Work Readiness.

Last you will find the Solutions that have been proposed by think tanks, professional organizations, commentators, experts, researchers, and more casual observers. Though some have more convincing evidence than others, none have been seen to be a silver bullet. Between these two sections you will find the articles and publications, which seem to equally provide evidence and suggest a solution. The distinction between these categories is debatable and blurry at best.

To provide slightly more clarity each article has been organized into sub-categories each one representing one of three primary stakeholders in this debate: Businesses (Bus), Educational Organizations (Edu), and the Supply of Labor (Labor), which includes both workers and workforce development organizations. You will see these sub-categories denoted in parentheses with the abbreviations Bus, Edu, and Labor. The sub-categories were not added to suggest that readers look for Sub-categories but were added to provide the reader with a frame of reference for the author's intended audience.

The conversation, like the research that went into it, is multi-faceted and as complex as the people and organizations it affects. By working across industry and sector it is possible to strategically build the dynamic workforce, which will drive our businesses, our careers, and our country into the future.

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Title	Source/Website	Category
1. A Better Measure of Skills Gaps	http://www.act.org/research/policymakers/pdf/abettermeasure.pdf	Research (Bus/Edu/Labor)
2. America's Skills Shortage	Feb 2006 by Rex Davenport	Research (Edu/Labor)
3. Bridging the Skills Gap (Voc Training)	The Business Review, Cambridge Corporate Report Wisconsin The Capital Times	Research (Bus/Edu/Labor)
4. Certificates: Gateway to Gainful Employment...	http://cew.georgetown.edu/certificates/	Research (Edu/Labor)
5. Critical Skills Needed and Resources for the Changing Workforce	http://www.shrm.org/research/surveyfindings/articles/documents/critical%20skills%20needs%20and%20resources%20for%20the%20changing%20workforce%20survey%20report.pdf	Research (Bus/Labor)
6. Computer Skills that are Necessary for the Workplace	http://blog.wonderlic.com/computer-skills-that-are-necessary-in-the-workplace	Research (Edu/Labor)
7. Developing Human Capital: Meeting the Growing Global Need for a Skilled and Educated Workforce	http://mcgraw-hillresearchfoundation.org/wp-content/uploads/2011/12/DevelopingHumanCapital.pdf	Research (Bus/Edu/Labor)
8. Eliminate the Skills Gap	http://www.astd.org/Publications/Magazines/TD	Research (Bus/Labor)
9. The Expansion of Online Job Training Programs Can Break the Unemployment Cycle	http://mytrainingnow.com/uncategorized/the-expansion-of-online-job-training-programs-can-break-the-unemployment-cycle/	Research (Edu)
10. Findings of 2010 Global Career Brainstorming Day	http://www.careerthoughtleaders.com/wp-content/up/CTL-Brainstorming-White-Paper.pdf	Research (Bus/Edu/Labor)
11. Greener Skills: How Credentials Create...	http://www.cows.org/_data/documents/1124.pdf	Research (Edu/Labor)
12. How Adult Education Can Help Close the Skills Gap	http://www.huffingtonpost.com/randy-trask/how-adult-education-can-h_b_1917081.html	Research (Edu/Labor)
13. How Job Seekers Can Bridge Workplace Skills Gaps	http://www.ajc.com/news/business/how-job-seekers-can-bridge-workplace-skills-gap/nQNmz/	Research (Bus/Labor)

<u>Title</u>	<u>Source/Website</u>	<u>Category</u>
14. Is there or is there not a skills gap? AND The Skills Gap Revisited	http://www.trainingindustry.com/blog/blog-entries/is-there-or-is-there-not-a-skills-gap.aspx AND http://www.trainingindustry.com/blog/blog-entries/the-skills-gap-revisited-(1).aspx	Research (Bus/Edu/Labor)
15. Jobless Numbers: Good News for State, Not so Much for Binghamton	http://www.wicz.com/news/2005/viewarticle.asp?a=24967	Research (Bus/Labor)
16. National Skills Coalition: WIA 2011 Cometary	http://www.nationalskillscoalition.org/federal-policies/workforce-investment-act/	Research (Labor)
17. New NY Education Reform Commission Update by Gov. Andrew Cuomo	http://yonkersinsider.wordpress.com/2013/01/09/news-from-new-york-state-governor-andrew-cuomo-5/	Research (Edu)
18. New Skills Demanded from Tomorrow's Workers	http://www.hermangroup.com/alert/archive_9-5-2012.html	Research (Edu/Labor)
19. New Survey Highlights Skills Gap in Labor Market	http://money.usnews.com/money/blogs/outside-voices-careers/2011/11/04/new-survey-highlights-skills-gap-in-labor-market	Research (Bus/Labor)
20. New York Profile on Adult Learners	http://www.cael.org/pdfs/ALF-State-Profiles/NEW-YORK.pdf	Research (Edu/Labor)
21. Occupational Outlook Quarterly	US DoL/US Bureau of Labor Statistics	Research (Labor)
22. OECD Study to Compare Postsecondary CTE in 18 Countries AND Skills Beyond School: The OECD review of postsecondary vocational education and training	http://www2.ed.gov/news/newsletters/ovaconnection/2012/09272012.html AND http://www.oecd.org/edu/highereducationandadultlearning/47223977.pdf AND http://www.oecd.org/edu/highereducationandadultlearning/Skills%20Beyond%20School%20flyer%20%20October%202012%20ENG.pdf	Research (Bus/Edu/Labor)
23. Q4 2012 Manpower Employment Outlook Survey (US)	http://www.manpower.us/DefaultFilePile/MEOS/FINAL_MEOSQ42012.pdf	Research (Bus/Edu/Labor)
24. Research Supports Hiring 'Mismatch'	http://talentmgt.com/articles/view/research-supports-hiring-mismatch	Research (Bus/Labor)

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25. SHRM Research: Changes in the Workforce	http://www.shrm.org/Research/SurveyFindings/Articles/Documents/12-Achieve-Changes%20in%20the%20Workforce_FINAL.pdf	Research (Bus/Edu/Labor)
26. Skills Gap Helps Keep Many Job Openings Unfilled	http://articles.chicagotribune.com/2011-12-05/business/ct-biz-1205-skills-gap-20111205_1_job-openings-skills-gap-career-advisory-board	Research (Bus/Labor)
27. Skills Gap Hobbles US Employers	http://www.ft.com/cms/s/0/6d586922-21f0-11e1-8b93-00144feabdc0.html#axzz2HVjaTb6m	Research (Bus/Labor)
28. The Skills Gap is Real – and Widening	http://blog.wonderlic.com/the-skills-gap-is-real-and-widening	Research (Labor)
29. The Skills Shortage	http://talentmgt.com/articles/view/the-skills-shortage/	Research (Bus/Labor)
30. Study Forecasts Looming Talent Shortage	http://talentmgt.com/articles/view/study-forecasts-looming-talent-shortage	Research (Bus/Labor)
31. Tests for Undergraduate Programs	http://studentaid.ed.gov/prepare-for-college/tests	Research (Edu)
32. Unemployment: A Jobs Deficit or a Skills Deficit	Business Perspectives 12.1 (Fall, 1999): 2 by Herman, Alexis M. Dollars & Sense 292	Research (Bus/Edu/Labor)
33. What is “Career Ready”?	https://www.acteonline.org/uploadedFiles/Publications_and_Online_Media/files/Career_Readiness_Paper.pdf	Research (Bus/Edu/Labor)
34. What’s the Real Reason for the Skills Gap in the US?	http://blog.talentmgt.com/2012/01/27/what%E2%80%99s-the-real-reason-for-the-skills-gap-in-the-u-s/	Research (Bus)
35. 21 st Century Skills for 21 st Century Jobs	http://digitalcommons.ilrnell.edu/cgi/viewcontent.cgi?article=1153&context=key_workplace	Research/Solutions (Bus/Edu/Labor)
36. A Tour of EARN	http://askearn.org/	Research/Solutions (Bus)
37. Aligning Industry Needs with...	www.familiesandwork.org	Research/Solution (Bus/Edu)
38. Building Tomorrow’s Workforce	http://shrmli.org/wp-content/uploads/2011/09/Leadership-Workforce-Ready.pdf	Research/Solutions (Bus/Labor)

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39. Current-Generations Youth Programs	http://www.rand.org/content/dam/rand/pubs/occasional_papers/2008/RAND_OP215.pdf	Research/Solutions (Labor)
40. Key Considerations for Serving Disconnected Youth (July, 2011)	http://www.aypf.org/publications/documents/DY%20Paper%207.19.11.pdf	Research/Solutions (Edu/Labor)
41. Parent Primer (by FL DoE)	http://www.fl DOE.org/workforce/pdf/parent_primer06.pdf	Research/Solutions (Edu/Labor)
42. US DoE Adult College Completion Tool Kit	http://www2.ed.gov/about/offices/list/ovae/resource/adult-college-completion-tool-kit.pdf	Research/Solutions (Edu/Labor)
43. Bridging the Skills Gap (Co & Tech Sch)	The Capital Times, Wisconsin, by Todd Finkelmeyer	Solution (Bus/Edu/Labor)
44. Closing the Great Skills Divide	http://talentmgt.com/article/s/view/closing-the-great-skills-divide	Solutions (Bus)
45. Community Colleges to Help New York Employment?	http://www.wbng.com/news/local/community-colleges-to-help-new-york-employment-170618256.html	Solution (Edu)
46. How Should Colleges Prepare Students to Succeed in...	http://www.aacu.org/leap/documents/Re8097abcombined.pdf	Solutions (Edu)
47. Improving Employment and Earnings for TANF Recipients	http://www.mdrc.org/sites/default/files/Improving%20Employment%20nd%20Earnings%20for%20TANF%20Recipients.pdf	Solutions (Labor)
48. Instead of Whining About the Skills Gap, Use Training to Close It	http://www.fastcompany.com/1795506/instead-whining-about-skills-gap-use-training-close-it	Solutions (Bus/Edu/Labor)
49. KET Adult Learning	www.ketadultlearning.org	Solution (Edu/Labor)
50. Learning Express	http://www.learningexpressllc.com/	Solutions (Bus/Edu/Labor)
51. Manual for Effective Front-Line Services to Youth	http://www.doleta.gov/youth_services/pdf/toolkit%202007-manual.pdf	Solutions (Edu/Labor)
52. Old and New Models for Tackling the Skills Gap	http://www.linkedin.com/today/post/article/20121018192139-10842349-old-and-new-models-for-tackling-the-skills-gap	Solutions (Bus/Labor)
53. Please Invade My Space	http://talentmgt.com/article/s/view/please-invade-my-space	Solutions (Bus)

<u>Title</u>	<u>Source/Website</u>	<u>Category</u>
54. Raising College and Career Readiness for Out of School Youth and Adults	NYATEP Presentation, Dec 4, 2012 by Robert Purga (ACCES-Adult Education, NYSED)	Solutions (Edu/Labor)
55. Teachable Fit: A New Approach for Easing the Talent Mismatch	https://www.manpower.com.au/documents/White-Papers/2010_Teachable-Fit-Framework.pdf	Solutions (Bus)
56. When Work Works: Flex	www.whenworkworks.org	Solution (Bus)
57. Young Entrepreneurs Academy	http://yeausa.org	Solutions (Labor)