North Carolina Community College System

Workforce Preparation Activities and Employability Skills

Career Credit Leadership Institute

March 26, 2019 Raleigh NC
Integrated Education and Training-Workforce Preparation (Final WIOA regulations at 34 CFR §463.35 )
Integrated Education and Training is a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.”
Workforce Preparation Activities Help An Individual Acquire A Combination of Skills and Competencies

<table>
<thead>
<tr>
<th>Skills</th>
<th>Competencies</th>
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<tbody>
<tr>
<td>Basic Academic</td>
<td>Utilizing Resources</td>
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<td>Obtaining skills necessary for successful transition into and completion</td>
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<td>of postsecondary education or training, or employment</td>
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<td>Other employability skills that increase an individual’s preparation for</td>
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<td>the workforce.</td>
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Workforce Preparation Activities

SKILLS

Basic Academic Skills

- Critical Thinking
- Digital Literacy
- Self-Management

COMPETENCIES

- Utilizing Resources
- Using Information
- Working with Others
- Understanding Systems

Skills necessary for successful transition and completion of postsecondary education or employment

Skills and Competencies overlap and are mutually reinforcing
Workforce Preparation Activities

• Instructional training materials and activities (syllabi and lesson plans) are developed by faculty and staff teams (College and Career Readiness, Curriculum, Continuing Education/HRD), other college personnel.

• Instructional training materials and activities (syllabi and lesson plans) are developed in cooperation with employers, industry associations, and other workforce development resource personnel.
NCCCS Employability Skills Project
Eight Planned Competency Modules

Effective Relationships
- Cultural Sensitivity
- Interpersonal Skills
- Reliability and Dependability

Applied Knowledge
- Critical and Analytical Thinking
- Problem Solving and Decision Making

Workplace Skills
- Communication
- Team Work
- Time and Resource Management
Acronyms and Terms

• **AEFLA** - Adult Education Family Literacy Act (Title II)

• **Co-or Concurrent Enrollment** — Refers to an eligible individual’s participation or enrollment in multiple activities or programs that occur simultaneously, not sequentially, for the purpose of accelerating the attainment of educational and training outcomes.

• **WIOA** - Workforce Innovation and Opportunity Act

• **Workplace adult education and literacy activities:** WIOA § 203(16): adult education and literacy activities offered by an eligible provider in collaboration with an employer or employee organization at a workplace or an off-site location that is designed to improve the productivity of the workforce.