

Skills: Linking Education and Career

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Agenda

- Skills
- Employer Analytics
- Education and Integration of Skills
- Connecting the dots

Skills

Knowing skills empowers people to make informed decisions, pursue meaningful opportunities, and continually grow and develop throughout life!

Learning skills is a dynamic and ongoing process through formal education, practical experience, self-directed learning, trainings and more.

No single universal source experts within aspecific fields, professional organizations, educational institutions, and industry standards bodies play a role I establishing criteria for identifying and evaluating skills within respective domains and evolution of the skills.

High School Diploma/GED

Job postings requiring HS Diploma/GED as minimum education

Top Qualifications

Qualification

Valid Driver's License

Cardiopulmonary Resuscitation (CPR) Certification

Basic Life Support (BLS) Certification

First Aid Certification

Commercial Driver's License (CDL)

Certified Nursing Assistant (CNA)

Food Handler's Card

Forklift Certification

ServSafe Certification

Certified Pharmacy Technician

Job Posting Analytics

Job Postings Overview

23.71M

Unique Postings

74.05M Total Postings

628,941

Employers Competing

1.44M Total Employers

29 Days

Median Posting Duration

Regional Average: 28 Days

3 : 1

Posting Intensity

Regional Average: 3 : 1

Annual

Hourly

Advertised Salary

There are 9.195M advertised salary observations (39% of the 23.708M matching postings).

\$19.29/hr

Median Advertised Salary



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	1,908,247	8%	2,187,100	2%	+15.0%	Growing
Warehousing	1,398,465	6%	1,392,429	1%	+13.0%	Growing
Selling Techniques	1,182,408	5%	1,838,725	2%	-1.2%	Lagging
Housekeeping	1,168,043	5%	285,127	0%	+13.3%	Growing
Auditing	1,166,538	5%	2,752,202	2%	+21.8%	Rapidly Growing
Data Entry	1,067,160	5%	2,048,542	2%	+2.6%	Lagging
Marketing	961,787	4%	8,983,126	8%	+23.0%	Rapidly Growing
Cash Register	934,771	4%	585,094	1%	+21.4%	Rapidly Growing
Billing	928,491	4%	1,552,188	1%	+20.0%	Growing
Forklift Truck	892,972	4%	478,527	0%	+5.5%	Stable

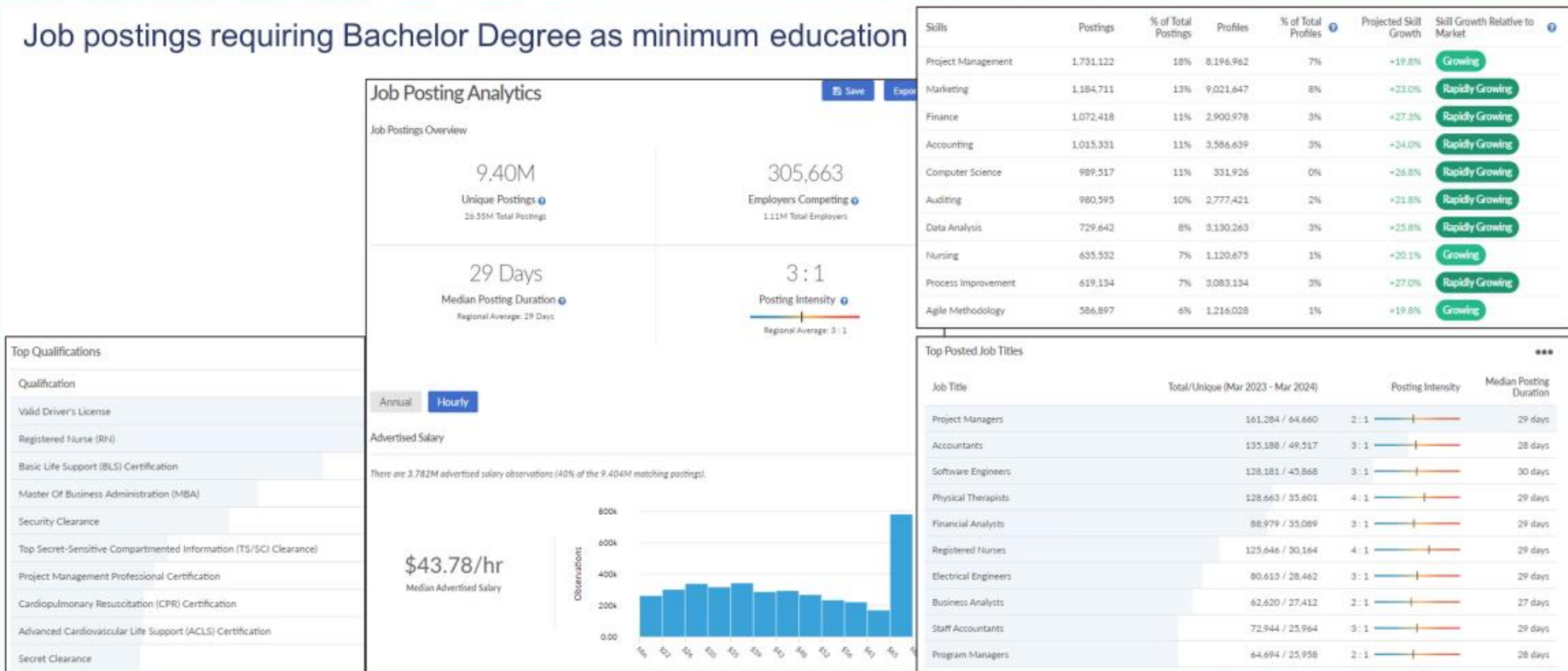
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	9,168,815	39%	17,609,246	16%	+5.2%	Stable
Communication	8,326,985	35%	6,936,319	6%	+3.6%	Lagging
Management	5,383,794	23%	13,669,883	12%	+5.3%	Stable
Sales	4,570,317	19%	15,532,611	14%	+7.8%	Stable
Operations	4,214,378	18%	8,248,595	7%	+8.1%	Stable
Detail Oriented	3,051,380	13%	556,246	0%	+7.1%	Stable
Leadership	2,730,712	12%	11,733,102	10%	+8.5%	Stable
Lifting Ability	2,696,392	11%	29,342	0%	+10.6%	Growing
Problem Solving	2,517,590	11%	2,017,047	2%	+11.3%	Growing
Computer Literacy	2,412,871	10%	202,108	0%	+3.2%	Lagging

Employer Analytics

Education Level

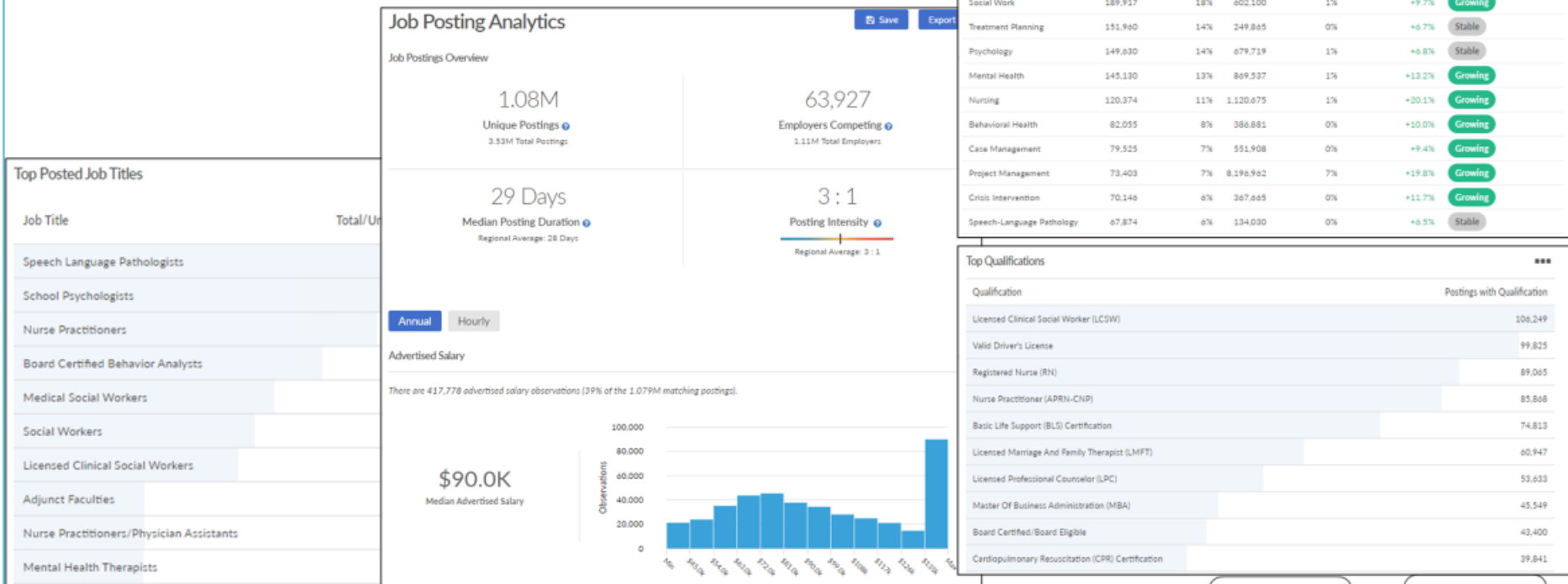
Bachelor Degree

Job postings requiring Bachelor Degree as minimum education



Master Degree

Job postings requiring Master Degree as minimum education



Skill Mapping

Student Learning

Where are the skills coming from?

UOPX Skill **terms** are mined from:

- Employer Analytics ([Lightcast](#))
- Programmatic Accreditation requirements
- Industry SME's

UOPX Skill **descriptions** are mined from:

- Employer Analytics ([Lightcast](#))
- Programmatic Accreditation requirements
- Industry SME's
- Job Responsibilities
- Subject Matter Experts (SME's)



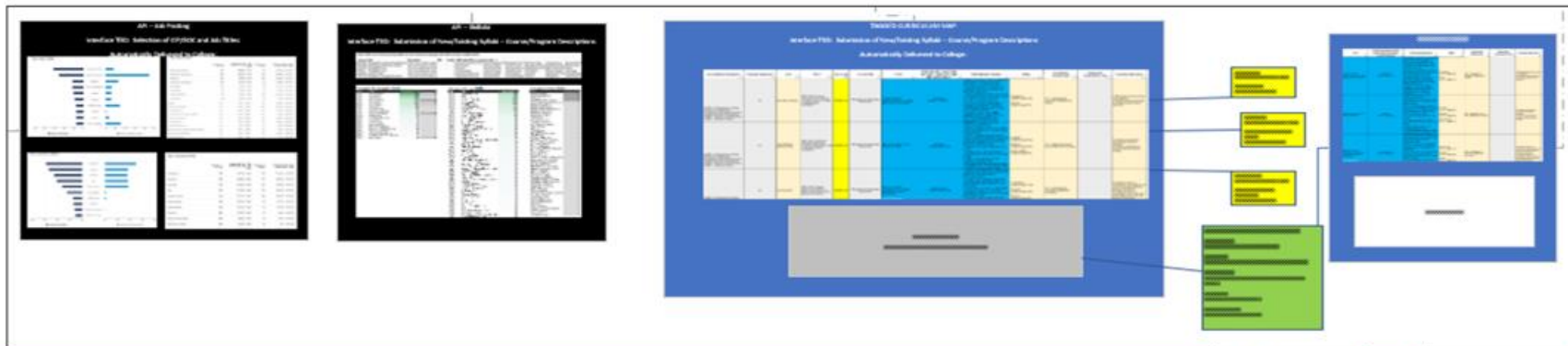
Skill Mapping

Program CIP/SOC/JOB and credential level provide unique “fingerprints” mapping back to employer needs, programmatic accreditation standards, and faculty inputs

SKILLS EVALUATED BY COURSE

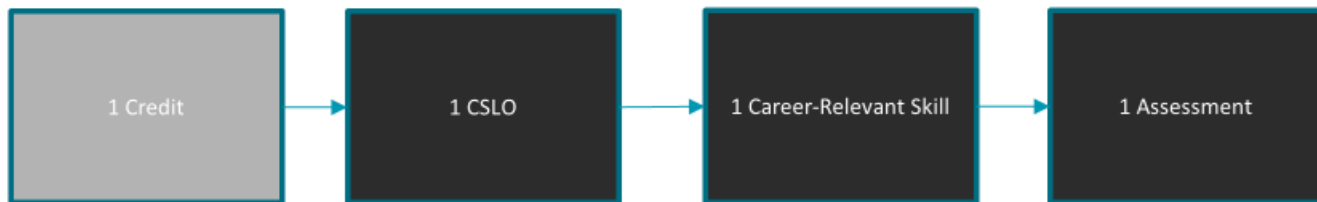
The Skills Dashboard displays skills evaluated in each course of the MBA program. Each evaluated skill falls under one of five skill categories, or program student learning outcomes, for the MBA.

Category	Management	Operations	Leadership	Communication	Decision Making
Skills	Business Administration	Business Strategies	Human Resource Management	Organizational Structure	Performance Management
	Organizational Culture	International Economics	Innovative Leadership	Change Management	Economic Theories
	Digital Transformation	Business Risk Management	Organizational Performance	Business Research	Cost Benefit Analysis
	Capital Budgeting	Business Valuation	Value Creation	Process Analysis	Capital Structures
	Financial Market	Information Visualization	Competitive Advantage	Marketing Communications	Predictive and Qualitative Analysis
	Marketing Strategies	Value Chain		Strategic Planning	Marketing Analysis
	Training and Development	Dynamic Business Process Management			SWOT Analysis
	Entrepreneurship				



Assessment and Learning

- Each Credit Hour has one Course Student Learning Outcome Articulated
- Each CSLO is associated to a Career-Relevant Skill using job friendly language
- The Assessment evaluates students on the degree to which they are showing evidence of attaining the CSLO/Career-Relevant Skill



MBA

Strategic Leadership



<https://youtu.be/bXPpofBxYI7si=uSHoHtT31qzU07vp>

MBA

Strategic Leadership



Strategic Leadership

Issued by [University of Phoenix](#)

Course Outcomes (CLSOs that are aligned to assessments)

The earner understands the impact of leadership style preferences on the alignment of business strategies with operational needs, can implement systems that allow organization to monitor and improve employee performance, and analyzes strategies used to implement positive organizational change.

Validation

Foundational

Months

Validation = evidence (assessments)

Skills

Business Strategies

Change Management

Performance Management

Additional skills from aligned assessments



What students created when completing assessments



Earning Criteria

Align operational needs with business strategies.

Earners will successfully complete MGT/526 with a grade of 85% or higher.

Align human resource systems with business strategies.

Earners will successfully complete ORG/535 with a grade of 85% or higher.

Develop strategies and tactics to implement positive organizational change.

Earners will successfully complete LDR/535 with a grade of 85% or higher.

Related



General Studies
Team Building & Collaboration

Team Building & Collaboration



MBA
Training and Development

Training and Development



MBA
Organizational Structure

Organizational Structure

Counseling

Crisis Support



Counseling

Crisis Support



Crisis Support Badge

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Course Outcomes (CSLOs) that are aligned to assessments

The earner is able to support individuals and families in crisis situations through identifying and providing culturally relevant resources, assessing needs of those affected by a crisis or traumatic situation and developing safety plans for those in need. The earner is able to provide this support following the ethical guidelines of the profession and as an advocate and steward of the profession.

[Learn more](#)

Validation

Intermediate

Months

Validation = evidence (assessments)

Skills

Assessment Of Suicide Risk

Crisis advocacy

Crisis Counseling

Crisis Intervention

Crisis Management

Crisis Safety Planning

Identify Ethical Issues

Needs Assessment

Additional skills from aligned assessments

What students created when completing assessments

Earning Criteria

Created culturally relevant resource packets for communities experiencing a traumatic situation. Completed suicide risk assessments for individuals in crisis. Developed safety plans for individuals in crisis.

Completed CCMH/515CA-Legal, Ethical, and Professional Issues in Counseling

Completed CCMH/558 -Crisis Intervention and Trauma

If CSLO is aligned to external accreditation

Standards

[The Council for Accreditation of Counseling and Related Educational Programs \(CACREP\)](#)

2.F.1-Professional Counseling Orientation and Ethical Practice

[Council for Accreditation of Counseling and Related Education \(CACREP\)](#)

2.F.5 - Counseling and Helping Relationships

[Council for Accreditation of Counseling and Related Education \(CACREP\)](#)

2.F.7 - Assessment and Testing

Comprehensive Learner Record (CLR)

The goal as an educational institution is to collect the data from the learning and experience and export so individuals/employers can select “what” they need.

People collect skills throughout their entire life; skills that can be used and applied based on need



Ability to filter and apply skills to needs:

- Job/Career
- Education/Learning

Take the skills acquired and allow the employer or person to select and apply skills to gaps

Questions?

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SESSION PRESENTER



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