

The Career Readiness/Skills Gap issues



Abstract:

There is a problem in worldwide but more prevalent in the US with Career Readiness and the growing Skills Gap.

US students are not Career Ready upon leaving High School and this is the cause of the growing Skills Gap. Between dwelling School Career Counselors and Schools not financially motivated help Students be Career Ready, employers are screaming out for skilled labor and it's falling on deaf ears.

But it's not only Students, it also decades of former students who are now the workforce of which 85% hate their jobs.

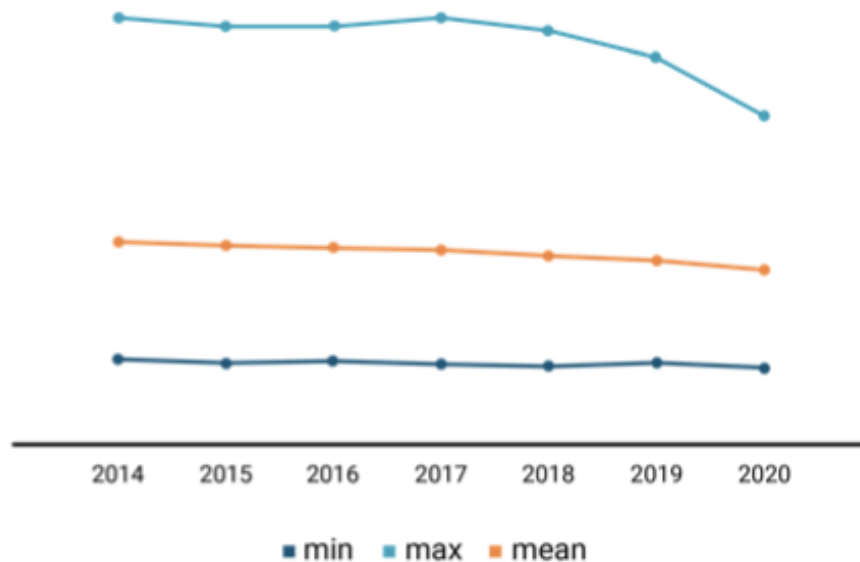
This also goes further with Veterans returning to civilization and with Recidivics returning to life outside prison.

Introduction:

Career Readiness of US K12 students is in a downward spiral, increasing the Skills gap and here's why:

- 1) The ASCA recommends a 250-to-1 ratio of students to school counselors, the national average today is actually 415-to-1 for the 2020–2021 and in California it's 1024:1
- 2) Each student, if they are lucky enough to see a Career Counselor, gets 12mins.

National Trends in School Counselor to Student Ratios for K-12



(Condition of Career Readiness in the US – Coalition for Career Development Center)

- 3) US K12 Schools are funded on student attendance on the first day of the new School term, not on Student Success on the last day. There is no motivation for K12 schools to have Students succeed.
- 4) In 1970, 10% of California's budget went to higher education and 3% to prisons. In 2010, 11% went to prisons and 8% to higher education.
- 5) Only 25% of high school graduates in 2011 met all 4 ACT college-readiness benchmarks. 41% of graduating Asians and 4% of African Americans met all 4 benchmarks.
- 6) In 2012, only 1 of 4 graduating seniors were prepared for college coursework.
- 7) 22% of all public high school students in the US don't graduate on time, and 32% of the 78% that do graduate aren't college ready.
- 8) A U.S. high school student drops out every 26 seconds.
- 9) Each dropout costs the nation about \$292,000 in lost earnings, taxes and productivity over a lifetime.
- 10) Each dropout class costs the nation \$325 billion in lost contributions, which is equal to the combined GDP of Kansas, Utah, Nebraska, and Alaska every year.

The Coalition for Career Development says: A national focus on career readiness is emerging due to a triple threat to states' future economic competitiveness. These threats include increased job displacement due to advances in technology, "the great resignation" fueled by a global pandemic, and an aging workforce. The future outlook of our U.S. economy is strongly dependent on business and industry's ability to access a supply of new talent. To brighten this outlook, the World Economic Forum recommends that, in part, human capital investments must focus on education and career readiness strategies that more effectively align skills being learned to the skills needed in a future world of work. And, more importantly, schools need to recognize that in addition to academic knowledge, the world of work increasingly demands that youth develop strong and durable human skills and advanced technology skills.

Because of inadequate self-exploration, career exploration, career planning, and skills development, many students leave high school without a clear plan for their future. As a result, many flounder. About a third of high school graduates don't go to college right away and often struggle to find meaningful work. And even many of those who do go to college lack direction and drop out. Only 60% of first-time undergraduates finish a four-year degree within six years, and only 30% of students at community colleges earn an associate's degree within three years. As a result, the U.S. has the highest college dropout rate in the industrialized world. Student loan debt has soared to \$1.5 trillion, almost triple the level in 2007, and students with loans carry a crippling average balance of \$37,000.

These factors also contribute to a labor force/ industry skills gap crisis that over 90% of CEOs see as a serious problem. Quality career development programs address the skills gap by building stronger connections between school and work so that youth are able to gain access to work-based learning opportunities that equip them with the skills needed in today's economy.

It should be noted that one of the biggest myths in America is that College will give you a better quality of life, this is not true, today a Plumber or Electrician makes 30% more than a 4 Year Degree (with no debt).

What good?

What is the good of:

- 1) Online sites matching you to a college
- 2) CTE
- 3) MOOC's (Coursera, Udacity, Guild, Udemy, etc.)
- 4) Colleges

if you don't know the Skills/Majors to take, because you don't know what Career that requires them.

WorkForce - 85% of Americans hate their jobs

A global poll conducted by Gallup has uncovered that out of the world's one billion full-time workers, only 15% of people are engaged at work. That means that an astronomical 85% of people are unhappy in their jobs. <https://www.staffsquared.com/blog/why-85-of-people-hate-their-jobs/>



While the media will blame it on Work/life Balance, Culture and employee engagement, the reality is, starting out from High School, they took jobs that were familiar to them (family, friends, environment etc.) as they too had no idea of who/what they would be upon entering the job market. This frustration, depression, in turn is the partial cause of Domestic Violence, Alcoholism, Drug dependency and Mental Health issues.

Veterans

50% of the Homeless population in the US are Veterans. While the Media will publish that the top 9 reason for Veterans Homelessness is:

1. poverty
2. unaffordable housing
3. traumatic brain injury
4. post-traumatic stress disorder
5. maladjustment to civilian life
6. unemployment after discharge
7. drug or alcohol abuse (especially opioid abuse)
8. military sexual trauma, and
9. intimate partner violence

Talk to any veteran and the reality is, that upon transitioning from a Service Member to a Veteran, there is no Career Guidance back in Civilization. They predominately walked into a US Force recruiting center in hope of finding a career in the service, however 50% of Defense

careers are not suitable for civilian life.

Recidivics

By the lack of rehabilitation programs in the state and federal prison systems, the chances of convicts releasing and returning back to prison increases rapidly. The lack of rehabilitation is one of the most leading causes to an offender's relapse or to a new crime that will be committed within 3 years from the offender's release. A rehabilitation program consists of cognitive models in addiction, treatment types, coping strategies, relapse prevention, basic learning information, counseling, criminal justice, and any step that can provide an individual with basic help to give them effective strategies to better themselves. According to Rina Palta a study was done on 108,000 inmates being released from prison within the years of 2005 and 2006. 67.5% of the inmate returned back to prison(November 2, 2010). *StudyMode*

The Financial Cost of Avoiding a Skills Gap Analysis

Put plainly, there is a large financial cost for businesses who are unable to find employees equipped with the skills that managers need. Research shows that skill gaps are currently costing the U.S. economy around \$13 billion per month and estimates that number will continue to rise with Deloitte citing an estimated \$2.5 trillion total cost over the next decade. This number is contributed to organizations not having a way to track and update internal skills. Not knowing what skills their talent possesses leads to mismatched job roles or duties and can inhibit informed recruiting and succession initiatives. With updated and relevant skills being even harder to source in the current workforce, this leads to large financial losses in delays and productivity.

The Performance Cost of Avoiding a Skills Gap Analysis

A skills gap analysis kickstarts the process of identifying each employee's current skill set and proficiency levels for their current role. If employees aren't meeting skill requirements for their job, productivity, and performance lowers. According to a recent survey, 70% of respondents stated that they viewed a drop in performance when skill gaps were present in their company. Low performance can affect many areas from increased workplace accidents to negative customer service interactions. Even worse, if companies don't perform a skills gap analysis, they may not realize the extent at which this is occurring and can't put into play the necessary development plans. This can directly affect employee retention as well for two reasons. The first is people are more likely to leave their job if they don't feel sufficiently equipped to perform their duties. The second is that the main reason employees cite for leaving a job is for lack of ability to develop professionally. Your people have a desire to have their skills understood and cultivated and the costs of putting this on the back burner range from decreased performance to them leaving entirely. This hurts the internal efficiency and trust of your organization as well incurs great financial costs.

Call to action (CTA):

Because TokuOra does this:

- Using our AI/ML/Psychology assessment to match Students, Veterans, Recidivics and Homeless to 1-3 Careers (in under 40 seconds)
- Show the user a video of the Careers
- Present a list of skills needed for the matched careers
- Provide links to courses/programs to be upskilled

We can solve all the aforementioned.

If you are a School Superintendent or Director of Instruction etc. and would like TokuOra to help your students, be Career Ready, please contact edu@tokuora.com with your school name, email and DDI, we will be in touch within 24hrs.

