

# Workforce Readiness

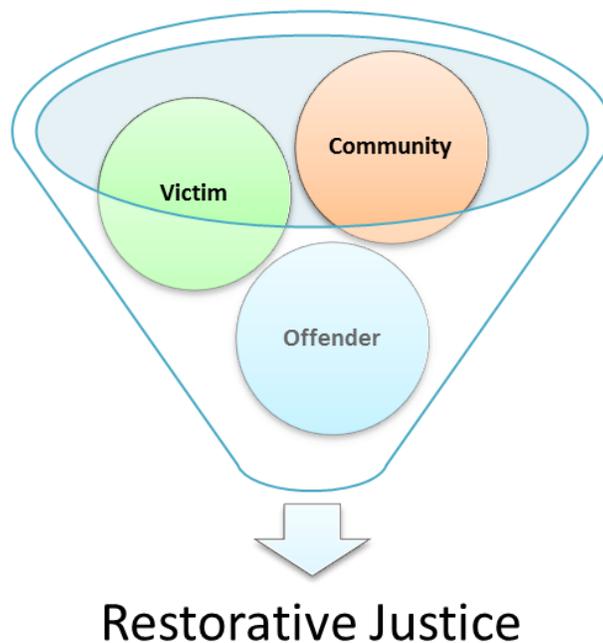
## What is it?

Ensure that today's and tomorrow's workforce has the skills, competencies and behaviors to succeed in 21st Century skills that can be applied in the workforce and in everyday life.

## Why is it important?

Four out of every ten new college students, including half of those in two-year institutions, take remedial courses. Many employers comment on the inadequate preparation of high school graduates. More than 80% of employers say recent high school graduates were deficient in "applied skills" such as communication, work ethic, critical thinking, and basic writing skills.

## Connection to Sanctions for Teen Court:



Workforce readiness sanctions build resiliency in youth while restoring relationships with the community and victim. As a result, youth gain skills and knowledge to help them be successful in future careers as well as reduce the likelihood of reoffending.

## Skills Needed for Success:

- **Communication**

How we give and receive information and express our ideas to those around us. Important for communicating to others as well as interpreting information from others. Ranked first among a job candidate's "must have" skills and qualities.

- **Enthusiasm & Attitude**

Employers look for prospective candidates they believe will complete tasks in an upbeat and cooperative manner. Individuals who are viewed as enthusiastic are known to resolve interpersonal conflict effectively and work productively with others.

- **Teamwork**

Ability for individuals to work effectively with others, including those from diverse groups and opposing view points while contributing their own ideas. Building relationships and working with other people using a variety of skills.

- **Networking**

"It's not what you know, it's who you know." Talking with a friends, family members, other professionals about your goals, interests and dreams. Occurs every time an individual participates in a school or social event, volunteer in the community, talk with neighbors, or start a conversation with someone at the store.

- **Problem Solving & Critical Thinking**

Ability to make informed decisions, solve problems, and take action as appropriate. Individuals need to be able to think on their feet, assess problems, use good judgment and find solutions.

- **Professionalism**

A combination of qualities such as: conducting oneself with responsibility, integrity, accountability, and excellence; possess strong communication and problem solving skills; and are ethical and team orientated.



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**Sources:**

<http://www.coshrm.org/workforce-readiness>  
U.S. Department of Education

2012 Critical Skills Survey  
U.S. Department of Labor: Soft Skills to pay the bills