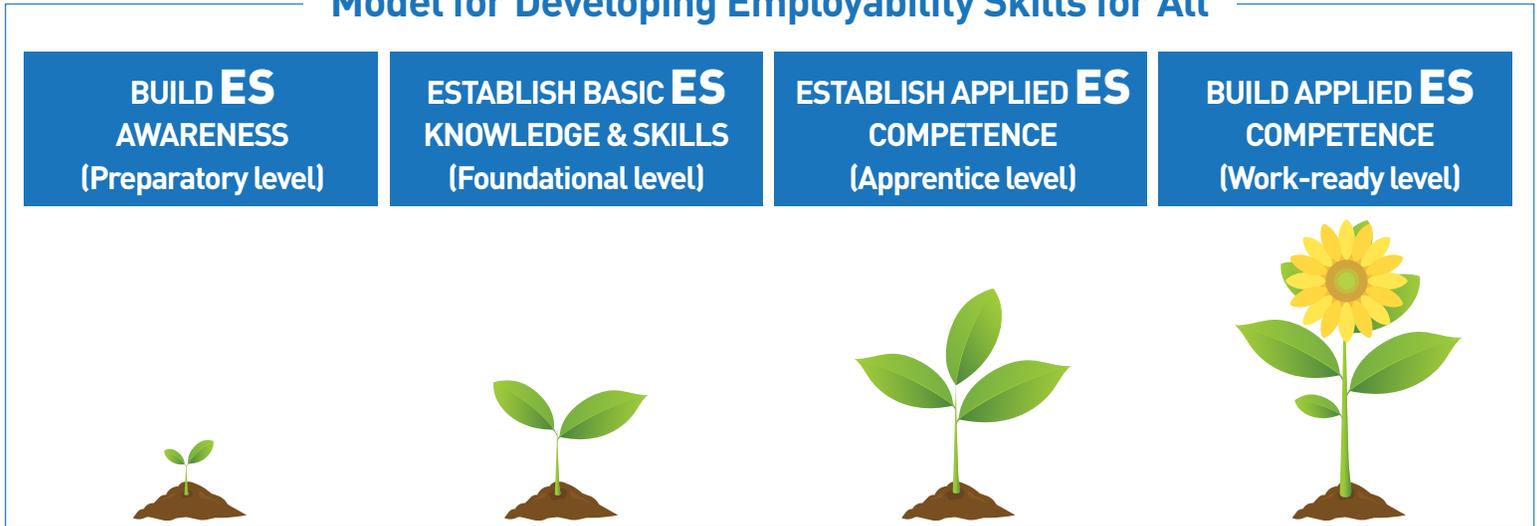


A Model For Developing Employability Skills (ES) in STEM Technician Fields

Employability skills are critical to success in the STEM technician workplace, but a 2-year study* by SRI Education indicates both educators and employers need to coordinate better to ensure that technicians have these skills. Below is a model of how these skills develop over time, which is based on interviews and a literature review. We also list suggested practices and program supports.

**Study focused on the fields of information technology and advanced manufacturing*

Model for Developing Employability Skills for All



Developmental Practices & Program Supports

EDUCATION

K - 12 Practices	Community College Practices
<ul style="list-style-type: none"> • Emphasize ES importance • Embed brief ES practice in class • Industry visits 	<ul style="list-style-type: none"> • Focused ES courses • Structured extended ES practice • Industry critiques • Specialized resume & job interview prep

WORKPLACE

Internship Practices	Job Practices
<ul style="list-style-type: none"> • Coordinated ES goals & reflection between school & workplace 	<ul style="list-style-type: none"> • Mentoring • Management training

Program Supports

- ES training for teachers, faculty, & managers
- Dedicated experts to facilitate school-work linkages
- Self-testing and candid feedback for students to learn ES strengths/weaknesses

Principal investigator: Louise Yarnall
 Co-PI: Julie Remold, Senior advisor: Ann Beheler

For more information, please contact:
louise.yarnall@sri.com

SRI Education™
 A DIVISION OF SRI INTERNATIONAL



This material is based upon work supported by NSF under Grant No. DUE #1700703. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of NSF.

Targeted ES Supports for Underrepresented Populations in the STEM Tech Workforce

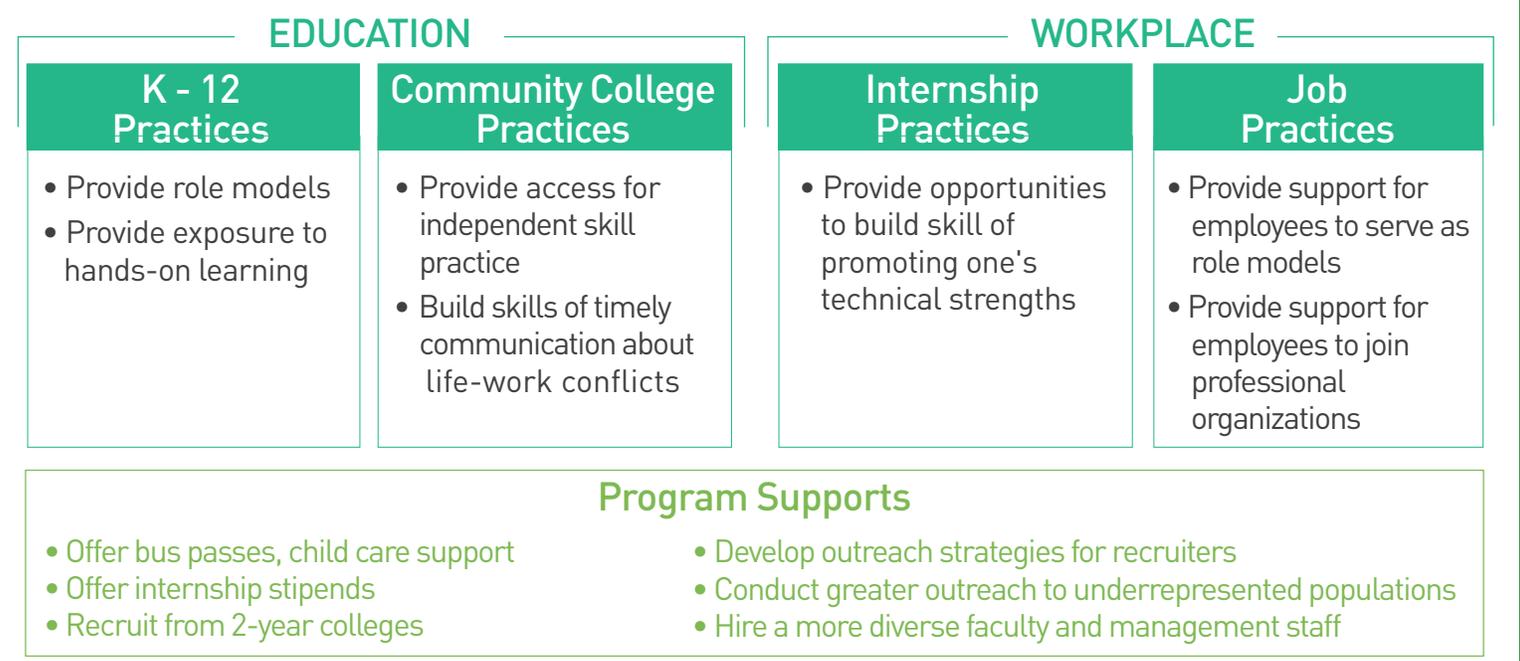
Women, African-Americans, and Hispanics are underrepresented in STEM technician fields, and the shortage of available workers is requiring more STEM technician employers to recruit from more diverse populations. Our research* indicates that both educators and employers could have more success by taking a more coordinated approach toward these populations. Below is a developmental model of the targeted employability skills that support these populations. We also list suggested practices and program supports.

**Study focused on the fields of information technology and advanced manufacturing*

Model for Building Targeted Employability Skills for Underrepresented Populations



Developmental Practices & Program Supports



SRI Education, a division of SRI International, is tackling the most complex issues in education to identify trends, understand outcomes, and guide policy and practice. We work with federal and state agencies, school districts, foundations, nonprofit organizations, and businesses to provide research-based solutions to challenges posed by rapid social, technological and economic change.

SRI Education™

A DIVISION OF SRI INTERNATIONAL



This material is based upon work supported by NSF under Grant No. DUE #1700703. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of NSF.