



What is “Broadskilling?”

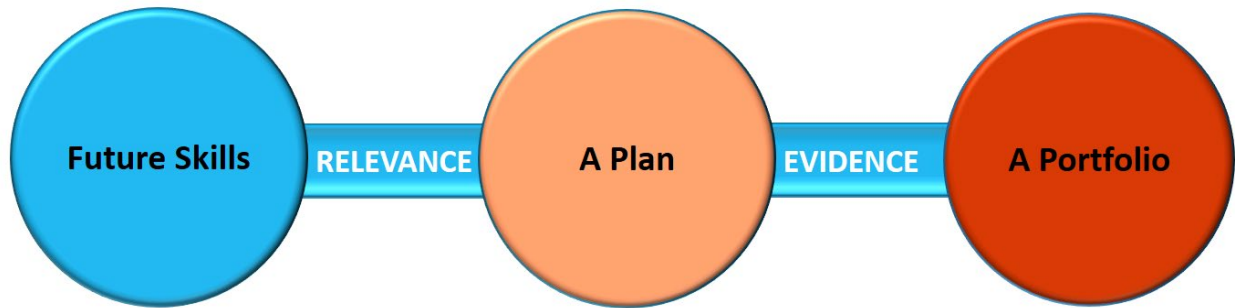


Illustration: Broadskilling Model © 2020

The best way to get the results you want (success in life!) is to create a plan, do the work you planned, evaluate the results, and refine the plan based on what you learn. The Broadskilling Project© is a guide to develop an informed point of view about the challenges and opportunities of future work, develop a plan to build relevant skills, then display evidence of your skills to potential employers.

The three dimensions of the Broadskilling model (see above) are an outgrowth of research and business insights provided by the author’s interactions with human resources executives from fortune 1000 companies. The concepts came from recognition of a pattern in insights related to the challenges and opportunities in the emerging future of work. Businesses are concerned about the gap between the skills demanded by the technical economy and the scarcity of those skills in the available workforce. This is referred to as the “skills gap.” Currently, companies are scrambling to get the skills required by re-skilling and upskilling workers, outsourcing technical work, and paying premium salaries to attract and retain people with the requisite skillsets.

Three patterns emerged in the author’s research into what it means to be “employable” in the future of work. The moniker “Broadskilling” was an outcome of a discussion with a Chief Information Officer who observed that what today’s students require “Broadskilling” to lay the foundation to be relevant to the future of work. Hence, the birth of the Broadskilling Project. Why is it a project? Two reasons:

1. The Broadskilling project is never complete. Learning is continuous in the rapidly changing future of work. The model will continue to evolve as new insights come into play.
2. YOU do the work. The project is targeted to enable today’s students. Career awareness is vital. The difference today is that a career plan must include work in each of the three dimensions described in the Broadskilling framework.

How will Broadskilling help me?

Doing your own Broadskilling research project will enable you to:

1. Impress employers with your ability to articulate an informed point of view future work
2. Building undeniably relevant skills sets that are in-demand by employers
3. Strong evidence of skills, to attract the attention of employers.



How do I get started?

1. Use the following research tasks to create your own employability plan.
2. Use the curated information resources on www.broadskilling.com to find answers.
3. Create your own plan to be relevant in the emerging technical economy by producing a plan with three sections:
 - a. An informed point of view about the future of work
 - b. A career development plan to build relevant skills to be employable in the technical economy
 - c. A specific plan to display evidence of skills and experience to potential employers

Start with Dimension 1: “Future Skills”

Goal: Develop an informed point of view about the future of work
<ul style="list-style-type: none">• Understand how emerging technologies are shaping the future of work.• Determine the benefits and possibilities of emerging technologies.• Identify the impact and risks of automation to current occupations.• Explore career clusters you find interesting.• Identify specific skillsets required to thrive in the future of work, to include people, business process and technology capabilities.
DELIVERABLE: Once you have demonstrated and articulated a specific point of view from the work you've done, move on to the next step.

Dimension 2: “A Plan”

Goal: Define a personalized plan to build relevant skills to be employable
Develop a Career Plan: <ul style="list-style-type: none">• Select career specific skillsets to develop to be relevant to the future of work, including:<ul style="list-style-type: none">○ Technology skills○ People / interpersonal skills○ Entrepreneurship skills○ Knowledge & processes unique to a selected industry• Research a specific career cluster
Define a Skill Development Plan: <ul style="list-style-type: none">• Explore pathways to develop the targeted skillsets in the selected career cluster, to include:<ul style="list-style-type: none">○ Self-paced/personalized learning○ One-the-Job Training○ Apprenticeships○ Certifications○ College/University pathways• Determine the cost vs benefit (tradeoffs) of each skill development pathway.• Determine Your Preferences, Aptitudes, and Values.• Identify and participate in a personality inventory to understand how you perceive the world and your preferences (e.g. Meyers Briggs)• Identify an aptitude inventory to identify your strengths (e.g. Clifton Strength Finder)• Define your ethical and moral code that will guide your decision making.



Define the interpersonal skills required to thrive in a world of digital communication, virtual work, collaborative team work, and expectations of high availability.
Define a plan to take care of your own physical, mental, spiritual and emotional needs in an increasingly fast paced, challenging economy?
DELIVERABLE: Define a specific career development plan comprised of the selected career cluster, industry, skill sets and personal/interpersonal skills identify in your “plan to be relevant.”

Dimension 3: “A Portfolio”

GOAL: Create and display evidence of skills and experience to potential employers
<ul style="list-style-type: none"> ○ Start by writing your resume ○ Create an “internal project resume” listing specific skills and roles you have done. This is your personal list of specific examples of skills. The intention is to create an internal list of examples you will later cite when preparing for interviews and /or writing targeted role-specific cover letters. Be sure to include examples of skills, project management, supervision, equipment or applications you used. ○ Identify online platforms available to display your portfolio of skillsets to employers (e.g. LinkedIn, Github, Blogs, Youtube videos/podcasts/site in which your work is featured, Your own/other websites). ○ Build your online presence, using the research you have done. ○ Update your portfolio consistently to display evidence of your progress and new skill sets.
DELIVERABLE: An internal project resume and online portfolio displaying evidence of your skill sets

Have you completed your Broadskilling research? Remember, in today’s economy, you will not rest on one specific degree or certification. You are expected to be a continuous learner, adapting to changes in the evolving technical economy. Use the Broadskilling project to maintain your employability by continuing to build relevant skill sets as the future emerges. Visit www.broadskilling.com for updated resources.