

Durable

Skills

PROFESSIONAL DEVELOPMENT for our COUNSELORS

first job review

THINK

What were the top 3 skills you
learn in your first job?

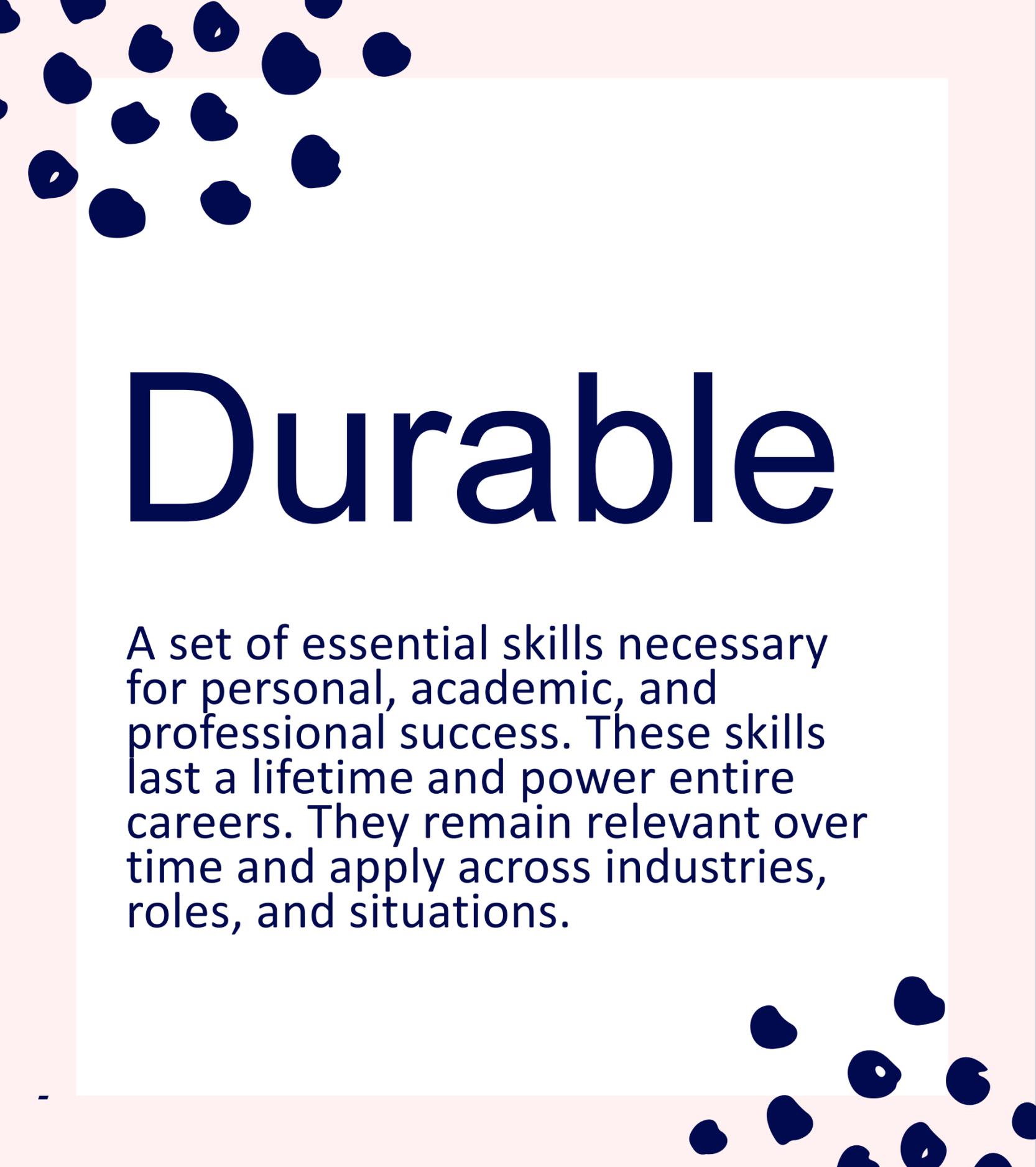
Let's Discuss!

Which of the skills
we discussed are
DURABLE

first job review

SHARE

What skills did you learn that transferred from your first job?



Durable

A set of essential skills necessary for personal, academic, and professional success. These skills last a lifetime and power entire careers. They remain relevant over time and apply across industries, roles, and situations.

WORKPLACE

Specific to the job/task

DURABLE

Transferable for entire life

Where it all began

ADVANCE  **CTE**

State Leaders Connecting Learning to Work

The Research

on Durable Skills

YOUSCIENCE

Skills

AMERICA
SUCCEEDS

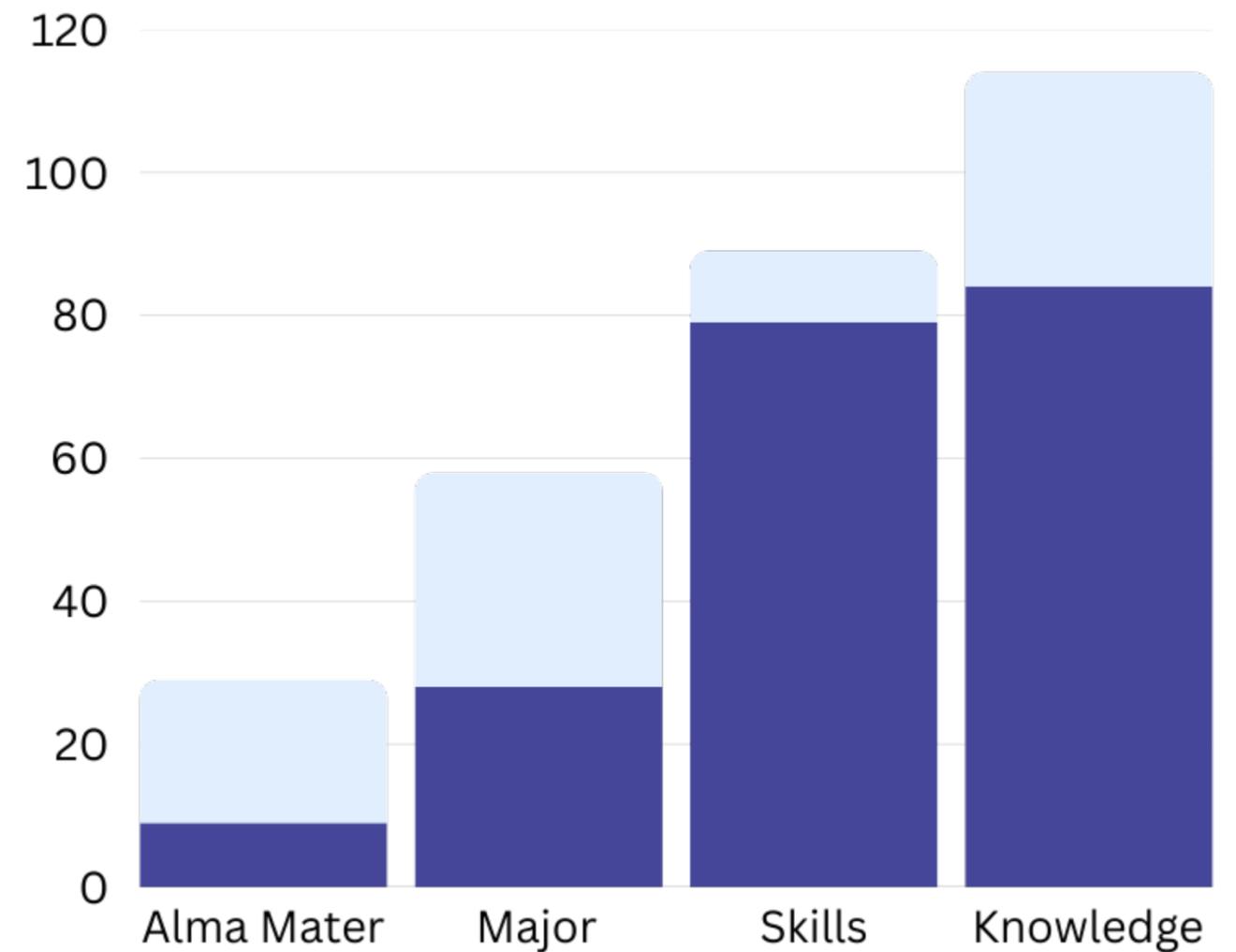
Academic

LIGHTCAST

Industry

YouScience

What factors are
“Very Important”
to hiring managers?





Which course did they take?

America Succeeds

Academic Research

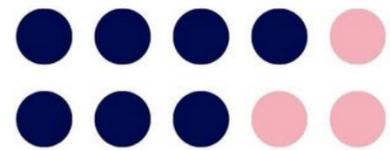
WHO

America Succeeds is a non-profit education advocacy organization committed to improving educational opportunities, outcomes, and equity by harnessing the influence and acumen of the business community in accelerating systems change.

MISSION

To compare what employers want with what education is producing

Key Research

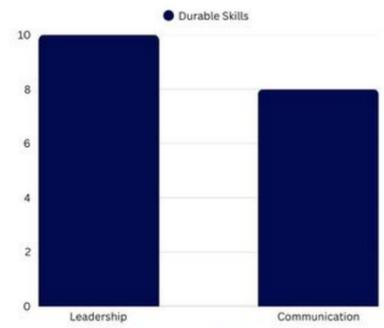


7 of the 10

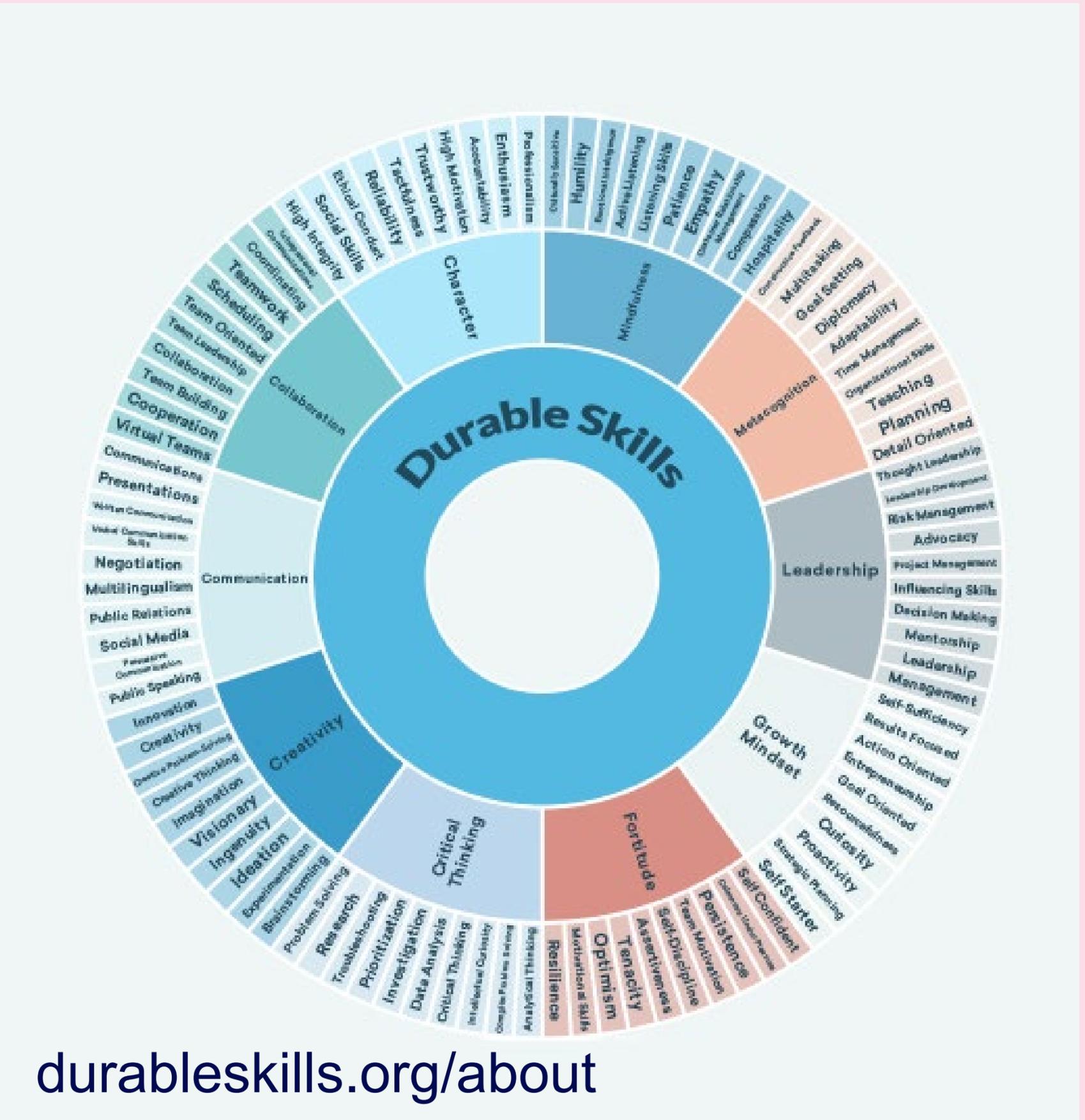
Most-requested skills were Durable Skills

The **TOP 5** Durable Skills were requested **4.7x** More than the top 5 Hard skills

Almost **45M** US postings requested **Communications**



Leadership & Communication competencies are in highest demand (50% +)



durableskills.org/about

Lightcast Data

Where does Lightcast
get its data?
Click [here](#) or
scan QR code.



2.5 Billion
Current and historical job
postings

400
Million
Career
Profiles

22,000
Colleges &
Universities

Key Research

Top 100 Skills in Demand by Utah Employers

[Lightcast Data Spreadsheet](#)



Top 100 Skills in Demand By Utah Employers				
Skill	Postings in Jan 2021	Postings in Jan 2025	Change	Percent Change
Communication	9,978	13,611	3,633	36%
Leadership	3,507	5,865	2,358	67%
Operations	3,955	6,034	2,079	53%
Management	6,399	8,278	1,879	29%
Problem Solving	3,313	4,606	1,293	39%
Sales	5,357	6,582	1,225	23%
Project Management	1,595	2,673	1,078	68%
Coordinating	1,858	2,813	955	51%
Detail Oriented	4,672	5,615	943	20%
Organizational Skills	1,783	2,703	920	52%
Microsoft Office	1,988	2,907	919	46%
Planning	2,229	3,133	904	41%
Decision Making	861	1,751	890	103%
Presentations	1,226	2,111	885	72%
Customer Service	9,005	9,814	809	9%
Effective Communication	826	1,558	732	89%
Writing	2,951	3,657	706	24%
Workflow Management	717	1,403	686	96%
Microsoft Excel	2,068	2,745	677	33%

CTE Director Input

What do you think
should be included in
Utah's durable skills
list?



Durable Skills

Please Provide Feedback

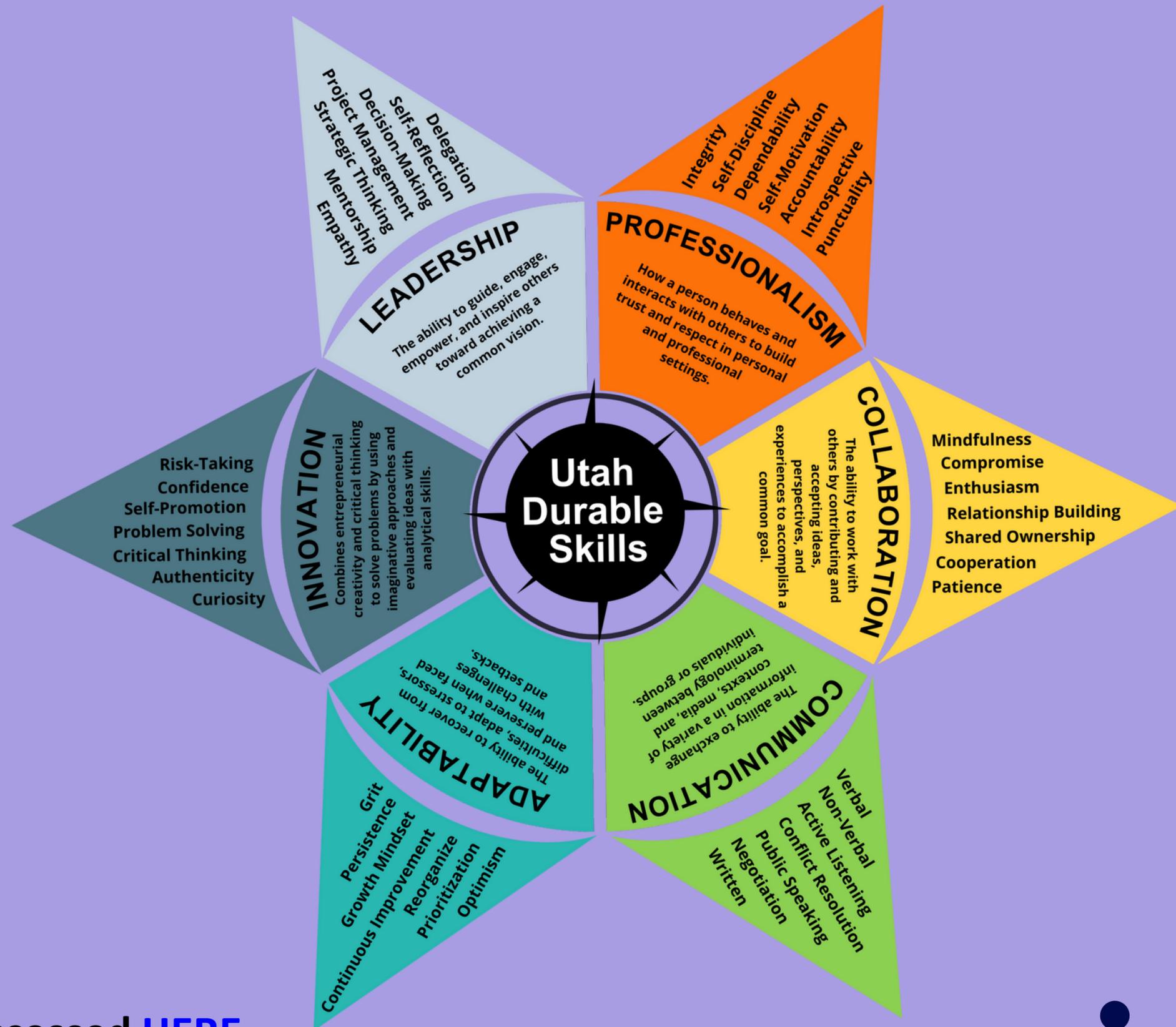
Read through the groupings below and determine an overarching name or title for each category. In addition, add suggestions on the groupings or individual skills.

- Accountability
- Ethical standards and Conduct
- Professionalism
- Timelines
- Cleanliness

- Relationship building
- Team Work
- Coordinating
- Scheduling
- Collaboration

- Writing
- Communication
- Interpersonal Com.
- English Language
- Negotiation
- Presentations

Utah Durable Skills



Google Folder with all images can be accessed [HERE](#).



UTAH DURABLE SKILLS



PROFESSIONALISM

How a person behaves and interacts with others to build trust and respect in personal and professional settings.
INTEGRITY, SELF-DISCIPLINE, DEPENDABILITY, PUNCTUALITY, ACCOUNTABILITY, INTROSPECTIVE, SELF-MOTIVATED

COLLABORATION

The ability to work with others by contributing and accepting ideas, perspectives, and experiences to accomplish a common goal.
MINDFULNESS, COMPROMISE, ENTHUSIASM, COOPERATION, SHARED OWNERSHIP, RELATIONSHIP BUILDING, PATIENCE



COMMUNICATION

The ability to exchange information in a variety of context, media, and terminology between individuals or groups.
VERBAL, NON-VERBAL, WRITTEN, ACTIVE LISTENING, CONFLICT RESOLUTION, PUBLIC SPEAKING, NEGOTIATION

ADAPTABILITY

The ability to recover from difficulties, adapt to stressors, and persevere when faced with challenges and setbacks.
GRIT, PERSISTANCE, GROWTH MINDSET, PRIORITIZATION, CONTINUOUS IMPROVEMENT, REORGANIZE, OPTIMISM



INNOVATION

Combines entrepreneurship, creativity, and critical thinking to solve problems by using imaginative approaches and evaluating ideas with analytical skills.
RISK-TAKING, CONFIDENCE, SELF-PROMOTION, CURIOSITY, PROBLEM SOLVING, CRITICAL THINKING

LEADERSHIP

The ability to guide, engage, empower, and inspire others toward achieving a common vision.
DELEGATION, SELF-REFLECTION, DECISION-MAKING, MENTORSHIP, PROJECT MANAGEMENT, STRATEGIC THINKING



UTAH DURABLE SKILLS



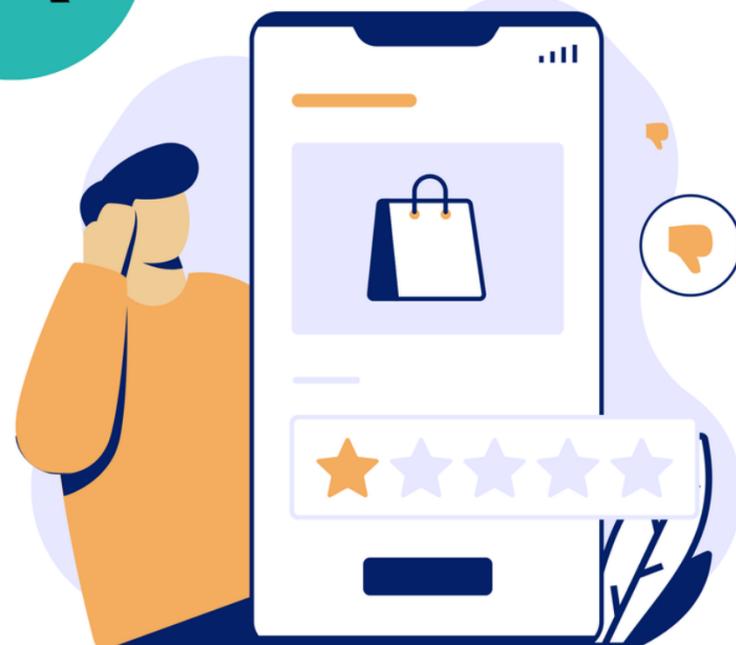


ADAPTABILITY

The ability to recover from difficulties, respond to stressors, and persevere when faced with challenges and setbacks.



Characteristics Include:
Continuous Improvement
Growth Mindset
Persistence
Reorganize
Prioritize



Example

A small business receives a negative review on its customer service. How would you respond to demonstrate adaptivity?

Teacher Email

- Why it Matters
- Practical Teaching Ideas
- Opportunities to share successes



COLLABORATION

The ability to work with others by contributing and accepting ideas, perspectives, and experiences to accomplish a common goal.

Characteristics include:

Relationship Building
Cooperation
Compromise
Shared Ownership
Patience
Mindfulness
Enthusiasm



Example

When working with others, differences of opinion often arise. How do you resolve conflicts with others? How can you demonstrate the ability to compromise when making group decisions?



Student Flyer

- Skill Definition
- Characteristics
- Student Examples

Join NOW!



SCAN HERE



**Ensure you are on all relevant
listservs**

Next Steps



What are the expectations for your teachers!

STRAND 1

Characteristics of an Entrepreneur

Students will identify the role and characteristics of an entrepreneur.

Standard 1

Explore the role of the entrepreneur within the economy.

- Define and differentiate between an
 - **Entrepreneur:** An individual who undertakes to start and run their own business with the intention of making a profit.
 - **Entrepreneurship:** Activity of setting up a business, taking on financial risks in the process.
 - **Intrapreneur:** Valued labor trait where an individual behaves like an entrepreneur within an organization.
- Identify the characteristics and ethics involved in entrepreneurship
 - Common characteristics:
 - Hard Working
 - Risk Taker
 - Inquisitive
 - Goal & Action Oriented
 - Creative
 - Understand the risk and rewards associated with entrepreneurship
 - Explore the risks and rewards within the entrepreneurial venture. Cover the
 - Financial
 - Career
 - Family/Social
 - Liability
 - Satisfaction
 - Explore the importance of failure within the entrepreneurial venture.
 - Growth Mindset to learn from each failure and grow from it

Performance Skills

Students will use critical thinking to explore the advantages and disadvantages of being an entrepreneur. They will identify characteristics of successful entrepreneurs through a report, SMART goal, or business plan.

STRAND 2

Lean Canvas Model

Students explore the Lean Canvas model or the use of a business plan to understand the factors that lead to the success of an entrepreneurial venture.

Standard 1

Demonstrate idea generation through innovation and problem-solving.

Update to the Strands & Standards

Performance and Durable Skills

- **Collaborate** with a client to compare and contrast transportation services for a variety of clients from different pricing categories. Include transportation to events, accommodations, and the airport.
- **Communicate** your knowledge of the cruise industry by acting as a travel advisor for a variety of clients who want to go on a cruise. Explore cruise, cabin, and excursion options for families, couples, and retirees wanting to go to different destinations. Be sure to include the identification needed to board and enter different countries.

On You Science

Questions

Scenario questions in the main exam.

What do we know?

What do students know?

Accountability

- Performance and Durable Skills Check Box
 - For EACH student you will have to check the box, a second box will pop-up to remind you of what you are agreeing to. You need to clear that box.

What Does

DURABLE

SKILLS

Look Like in

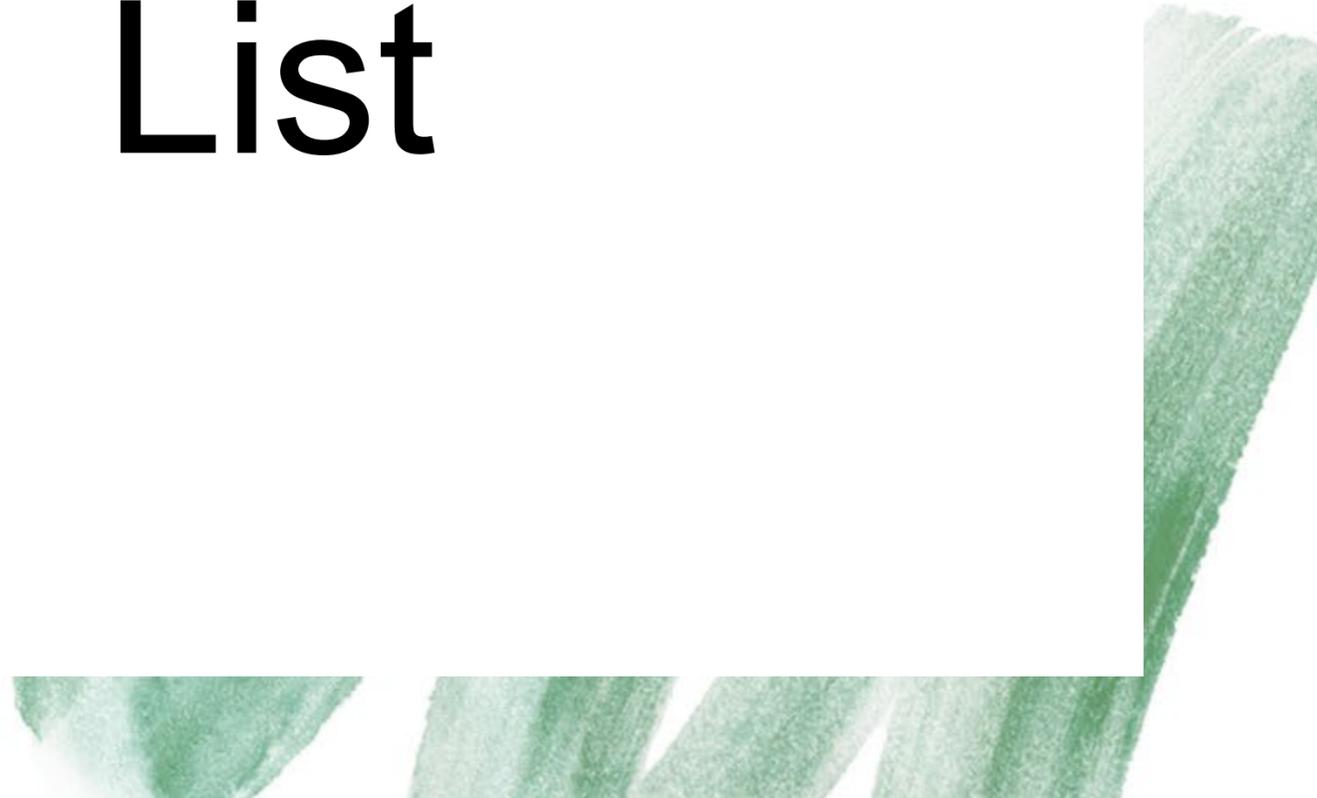
Post-Secondary

UVU DURABLE SKILLS





UVU
Durable Skills
List



Durable Skills in Courses

- **Faculty Summer Institute – Supported time for faculty to complete a durable skills project**
- **Faculty Externships – Two weeks in industry to observe technical and durable skills currently being used**
- **Developing a Best Practices Repository – Faculty created modules, reflection questions and examples organized in a central location**

UVU Innovation Academy



Embedding
Durable Skills

Professional
Mentorship

Experience
Fellowship

Exceleerate

Summer Program for Incoming UVU Students

- Course embedded project from an external partner
- Teams create a deliverable
- Receive feedback and present externally
- Weekly career and skills workshop sessions

Email for more information : Amanda.Diaz@uvu.edu



You are already developing durable skills every day.
The shift is naming them explicitly so students can
articulate them in applications, resumes,
scholarships and interviews.