



MAKING YOURSELF INDISPENSABLE - BUILDING CAREER DURABILITY

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Future-Ready Skills Day

July 9, 2020

TODAY'S LANDSCAPE

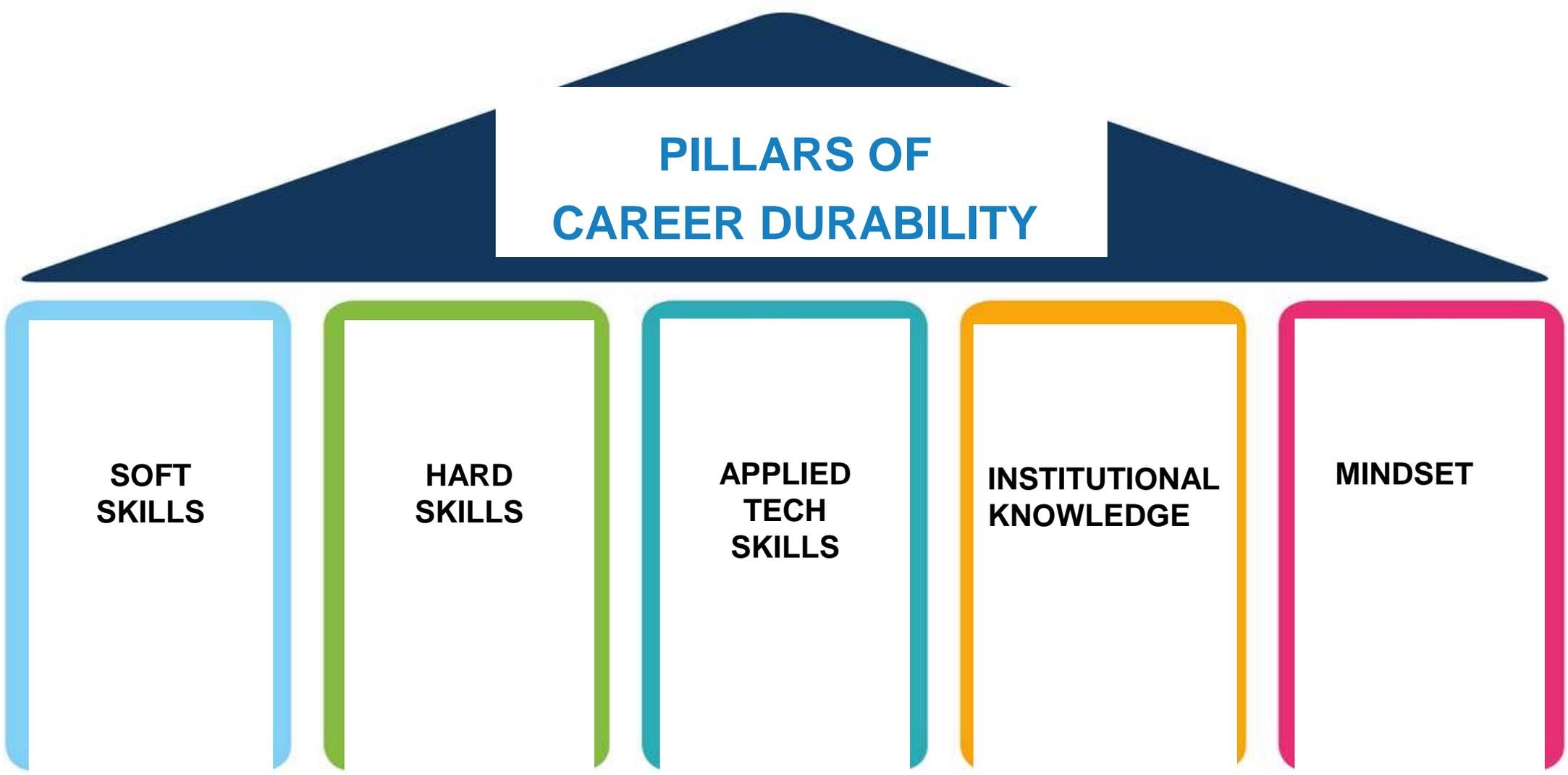


- 1 in 4 respondents said they were thinking of changing careers due to COVID-19
- Of those employed, 31% were concerned that a lack of either hard skills or certifications made them vulnerable.
- Respondents were almost equally worried about a lack of soft skills or network, with 27% citing these areas of concern.
- Almost half said that they have confidence in their capabilities as they relate to keeping or finding jobs.
- 39% of respondents who were currently working or intending to find work do not plan on doing anything to boost their employability.

CAREER DURABILITY

Acquiring the skills, mindset, and knowledge to be an engaged and productive member of the workforce – continuously.





The diagram is shaped like a house. The roof is a dark blue triangle with a white rectangular area in the center containing the title. Below the roof are five vertical pillars of different colors, each containing a skill category. The pillars are light blue, green, teal, orange, and pink.

PILLARS OF CAREER DURABILITY

**SOFT
SKILLS**

**HARD
SKILLS**

**APPLIED
TECH
SKILLS**

**INSTITUTIONAL
KNOWLEDGE**

MINDSET

SOFT SKILLS

- **What they are:** Interpersonal attributes that you need to collaborate successfully with others at work.
- **Why they're important:** As machines take over more work tasks over the next 10 years, soft skills like empathy, intuition, diplomacy, judgment, and problem solving will set human employees apart.
- **How you might get them:** Mentorship, personality assessments/recommendations, reading (*How to Win Friends and Influence People*, *7 Habits*), on-the-job experience.



HARD SKILLS

- **What they are:** Teachable skills in a specific area for which learning can be measured (i.e. you either know it or you don't).
- **Why they're important:** If you're applying for a given job, employers will expect you to be able to perform the requisite functions (e.g. if you're a phlebotomist, you must know how to insert an IV).
- **How you might get them:** Degree programs, online courses, certifications/microcredentials, employer training.





In DeVry CAB's recent research, 70% of employers said proof of ATS made job candidates stand out!

APPLIED TECH SKILLS

- **What they are:** The ability to leverage people, processes, data, and devices to do a job more efficiently.
- **Why they're important:** In all occupations, technology exists to augment human work. But do you know what that is and how to use it? (e.g. data analytics, application development).
- **How you might get them:** Online courses, employer training, mentorship, solo exploration and investigation.

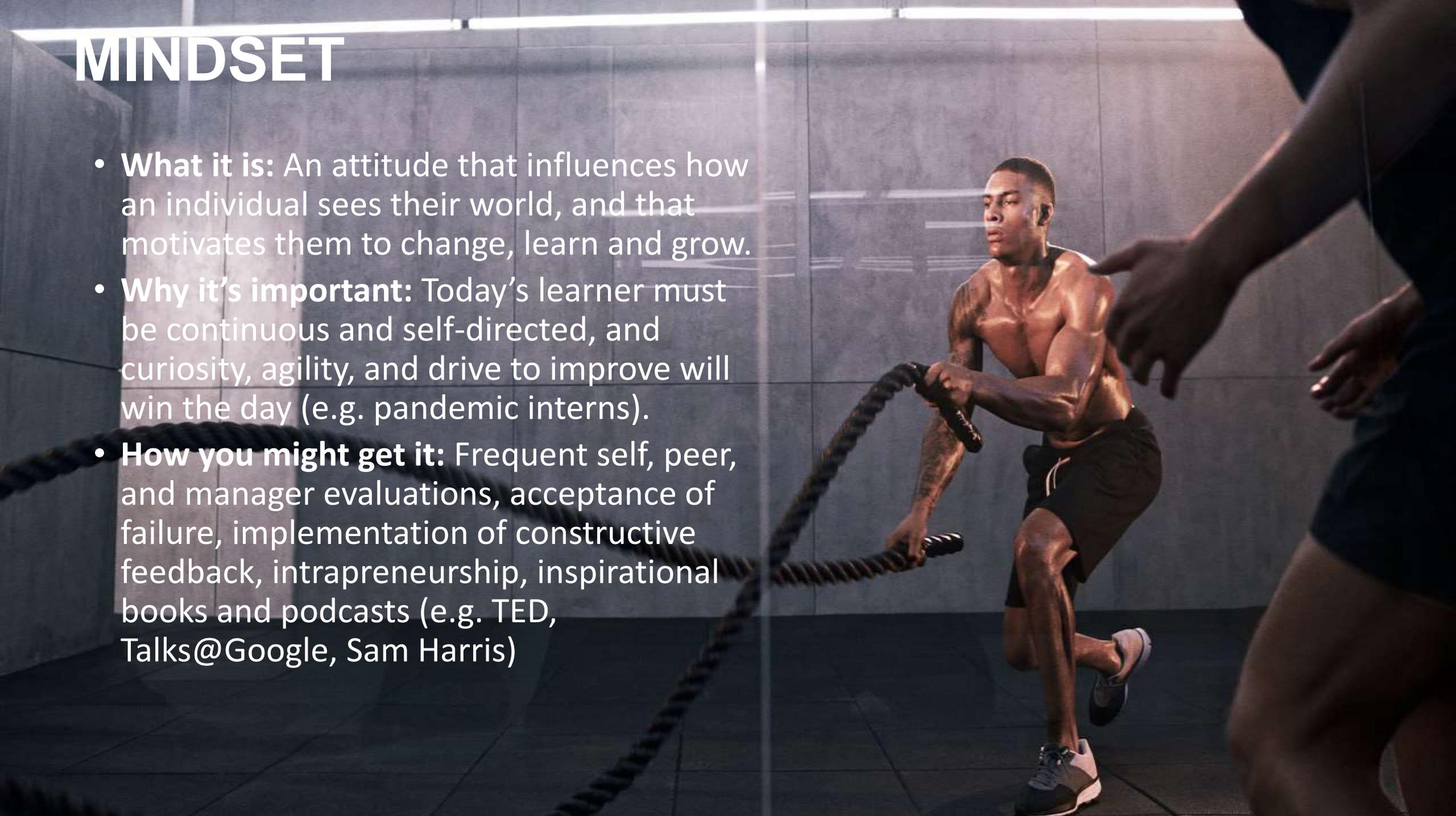
INSTITUTIONAL KNOWLEDGE

- **What it is:** The job or industry specific expertise gained through experience and/or tenure.
- **Why it's important:** Organizations are facing a brain drain caused by the retiring Boomers. Some things can only be learned by facing similar scenarios multiple times over a career lifespan (i.e. BNSF railroaders).
- **How you might get it:** Stay at one company or in one industry but gain cross-functional and adjacent expertise via job shadowing, informational interviewing, and volunteering.



MINDSET

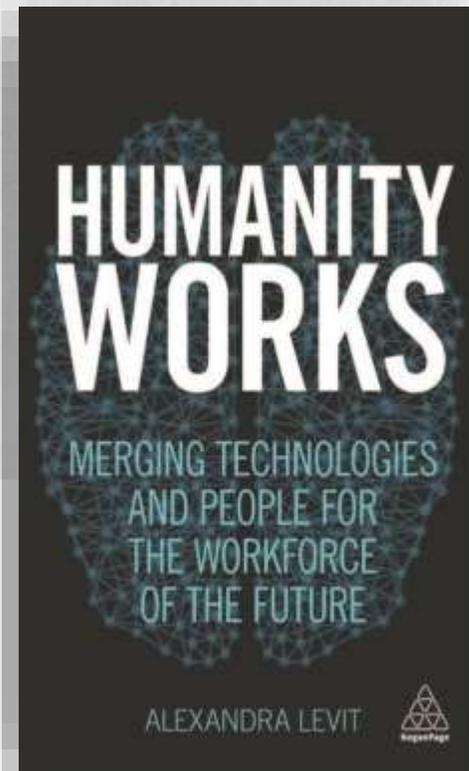
- **What it is:** An attitude that influences how an individual sees their world, and that motivates them to change, learn and grow.
- **Why it's important:** Today's learner must be continuous and self-directed, and curiosity, agility, and drive to improve will win the day (e.g. pandemic interns).
- **How you might get it:** Frequent self, peer, and manager evaluations, acceptance of failure, implementation of constructive feedback, intrapreneurship, inspirational books and podcasts (e.g. TED, Talks@Google, Sam Harris)



IDEAS FOR MAINTAINING DURABLE VALUE

- Be a **futurist**: Think about what's coming next in your profession or industry and where you need to fill gaps.
- Prepare for **superjobs** - or jobs that combine tasks from previously separate roles (e.g. customer experience architect).
- Take advantage of employer-driven **upskilling** and **reskilling** efforts.
- Tap into your **rivers of information** - or identifying the right mix of training resources.
- Communicate **examples of all 5 pillars** on your resume and in interviews.
- Hone your **crisis management skills** (COVID-19 will not be the last disruption).





THANK YOU!

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