

Grade Six – Grade Eight Employability Skills Standards

Introduction to Indiana’s Employability Skills Standards

Indiana’s Employability Skills Standards allow students to be prepared for the ever-changing needs of today’s workforce. These standards are to be implemented in the 2019-2020 school year. The expectation is for students to work through the standards in multi-subject areas. As students move through grade levels, they will work with and experience the standards at those grade bands (K-2, 3-5, 6-8, 9-10, and 11-12). The standards are based on the National Employability Skill Standards from the Office of Career, Technical, and Adult Education (OCTAE), the Indiana Department of Workforce Development’s Employability Skills Benchmarks, and the Governor’s Work Ethic Certificate. The standards are arranged within four key areas: Mindsets (M), Work Ethic (WE), Learning Strategies (LS), and Social and Emotional Skills (SE).

Mindsets (M) <i>The established set of attitudes impacting self-growth.</i>	
1. Lifelong Learning Demonstrate willingness to work and learn, and continually apply new knowledge.	6-8.M.1 Apply new strategies based on lessons learned from feedback.
	6-8.M.2 Engage in feedback with peers to seek growth and learning opportunities from others.
2. Self-Confidence Possess belief in own ability to succeed and assert self when necessary.	6-8.M.4 Demonstrate continuous growth in self-understanding.

Work Ethic (WE) <i>A set of values centered on the importance of doing work and reflected especially in a desire or determination to work hard.</i>	
3. Self Discipline Demonstrate self-control and behave in accordance with rules with minimal direction.	6-8.WE.1 Demonstrate understanding of potential consequences of responsibility.
	6-8.WE.2 Apply conflict resolution skills to de-escalate situations and resolve differences.
4. Independence Successfully carry out expectations with minimal supervision.	6-8.WE.3 Complete tasks or activities with some prompting and guidance.
5. Perseverance Demonstrate endurance, and capacity to complete tasks.	6-8.WE.4 Understand failure as an opportunity for growth.
6. Time Management / Organization Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.	6-8.WE.5 Understand how to meet long-term goals by developing short term goals.
7. Adaptability Manage transitions and adjust to changing situations and responsibilities.	6-8.WE.6 Apply knowledge, skills, and attitudes required to adjust to change, while continuing to achieve in school and activities.

<p>8. Integrity Act in a trustworthy and honest manner.</p>	<p>6-8.WE.7 Understand and employ strategies for resisting pressures to engage in dishonest or unethical activities.</p>
<p>9. Professionalism Demonstrate skills and behaviors appropriate for school and work environments.</p>	<p>6-8.WE.8 Provide evidence of meeting school expectations which are similar to success in workplaces (i.e., attendance, tardiness, homework completion, following policies, etc.).</p>

Learning Strategies (LS) *Processes and tactics students employ to aid in the cognitive work of thinking, remembering or learning.*

<p>10. Effective Communication Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.</p>	<p>6-8.LS.1 Communicate information to audiences in a variety of formats (i.e., large and small group presentations, e-mail communication, interview setting, etc.).</p>
	<p>6-8.LS.2 Speak to and have conversations with peers and adults to express ideas while respecting differing opinions.</p>
<p>11. Aptitude Awareness Identify and communicate individual interests and skills that align related coursework and experiences to potential career paths and to in-demand occupations.</p>	<p>6-8.LS.4 Identify possible career choices and high school course selection using self-assessment (including an appraisal of strengths, interests, and values).</p>
	<p>6-8.LS.5 Understand how effective work habits and personal characteristics demonstrated in school transfer to occupational settings.</p>
	<p>6-8.LS.6 Develop a career plan by identifying a program of study which will lead to further education, training, and/or employment.</p>
<p>12. Decision-Making Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.</p>	<p>6-8.LS.7 Evaluate decisions and discuss the use of alternatives in decision-making situations.</p>
<p>13. Initiative Apply self-motivation and self-direction to work and learning.</p>	<p>6-8.LS.9 Complete assignments, projects, and activities with minimal to no redirection from teachers, mentors, or supervisors.</p>
	<p>6-8.LS.10 Take an active participation in the learning process.</p>
<p>14. Attention to Detail Achieve thoroughness and accuracy when accomplishing a task.</p>	<p>6-8.LS.11 Complete activities and assignments thoroughly and accurately.</p>
<p>15. Problem Solving Apply critical and creative thinking skills to resolve problems.</p>	<p>6-8.LS.12 Use prediction and evaluation skills to develop potential solutions.</p>

Social and Emotional Skills (SE) *The process through which the knowledge, the attitudes, and the skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions is acquired.*

<p>16. Regulation Recognize and manage one’s emotions.</p>	<p>6-8.SE.1 Able to recognize the different stressors and common stress responses.</p>
<p>17. Connection Demonstrate the ability to network with others through social awareness and cultural sensitivity.</p>	<p>6-8.SE.2 Demonstrate an awareness of the needs and rights of others.</p>
	<p>6-8.SE.3 Demonstrate an understanding of different cultural practices and others' worldviews.</p>
<p>18. Collaboration Work well with others in a team.</p>	<p>6-8.SE.4 Begin to apply empathic listening skills to enhance the understanding of what the other person is saying.</p>