

## Michael L. Brown . . .

- Founder and CEO, SkillsNET® Enterprises and SkillsNET® Europe
- Occupational Skills and Competency Framework International Thought Leader

### Skills Infrastructure Development Evangelist and Practitioner since 1986....

- ◆ US National Skill Standards Board and Industry Cluster formation
- ◆ Texas Skill Standards Board and Skills System designer
- ◆ US Navy Skill Management System (SMS) and Technical Competency Framework
- ◆ Contributor to EU TRACE, ePortfolio, EQF, and eCompetence Projects
- ◆ Information Officer, IEEE LTSC

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## Employability Through My Lens

- Shift of power: talent *rocks*
- Go to the opportunity, regardless location
- Portability of Employability on increase
- More pressure than ever on VET & Certification Bodies
- Currency of People Readiness Indicators
- Flat thought is everywhere!
- Technology outpacing Policy and Social Awareness
- “E” in elearning is Employability
- Repurposed Talent getting lost in the system

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## My Goals at iLearn Paris 2007

Skills and competence content utility to  
Employability framework

Instill a sense of community and urgency to  
address inherit issues

Encourage you to join the Employability framework  
effort and share your knowledge and experience

Provide ground truth feedback to those that skip  
across the skill & competency pond like a rock

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## FLAT “thinking” is everywhere...



- Standards and Specification efforts
- **Common language for Work, Worker, Workplace, Career and Learning**
- Job formation (job-duties-skills-ability-competence) becoming more common
- **Accredited certifications common language for capability**

Companies look beyond traditional org and recruiting models  
 Go for best talent, regardless location  
 Moving the work to the talent – across continents  
 Mobile Professionals are highest demand

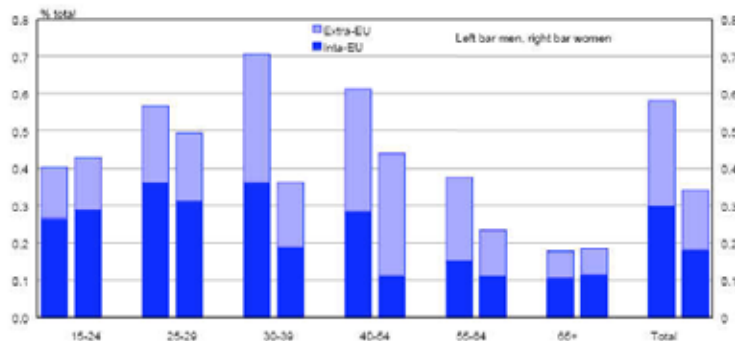
## Employability **supply** and **demand** model changing!



No Borders, No Limits, No kidding!

## Career Mobility on Increase

Men and women by age group commuting intra-EU and extra-EU in the Union, 1999/2000



Extra-EU = commuting outside the Union

Intra-EU = commuting inside the Union.

Mobility and Migration Update, 2001/0082, Employment and Social Affairs DG, Unit A1, 2002 (Studies Management and Research Tool (SMART))

## Employability Key Dimensions

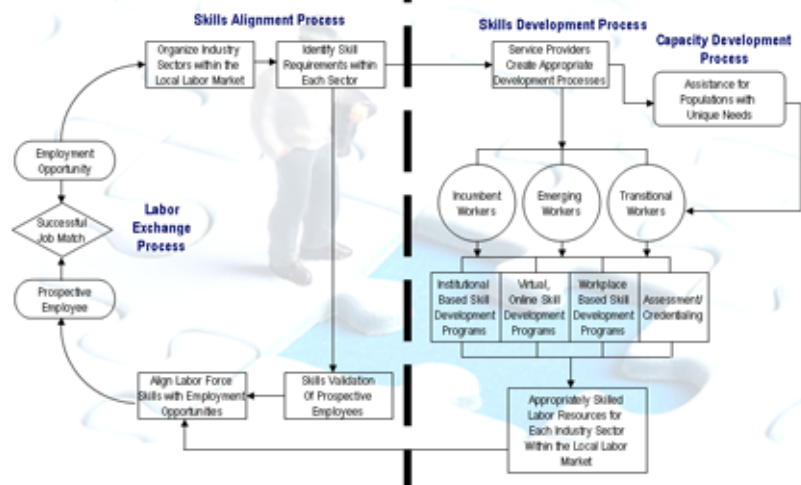
### Job/Role Requirements and People Capability



Decisions, Decisions, where will my career take me next?

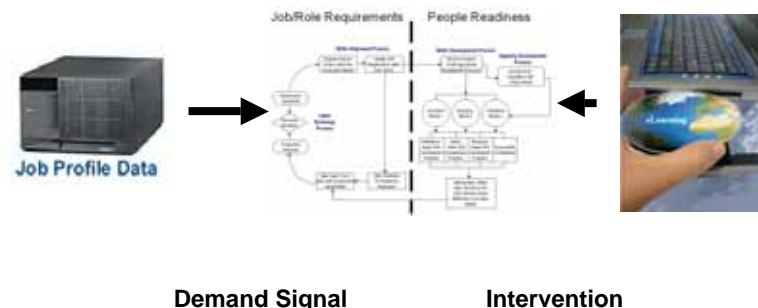
## Employability Framework

### Job/Role Requirements | People Readiness



## Skills and Competence Content

### Starts with job profile content!



Demand Signal

Intervention

## Alignment Planning

Best plans can trip without job and people content alignment



### Design Considerations:

- Privacy Protection
- Accredited Certification
- Emerging standards – specifications
- Public Sector services
- Job localization
- People preferences
- Opportunity
- Luck.....

It starts and ends with the profiles

## Skills and Competence Content Alignment



Source: SkillsNET Research

## Rewards and Sustain Use

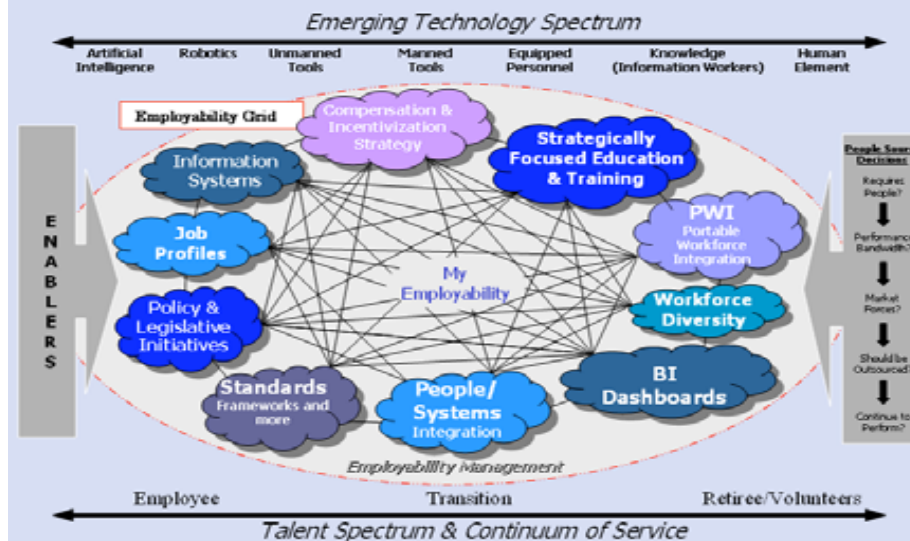


Individuals	Employers	PES Centers	Education
Interest Alignment Capability Indicator Assessments Certifications eResumes eLearning Benchmarking Mobility Indicator	Skills Alignment Enterprise Skills Library Job/Skill Profiling Skill Matching Virtual Transcripts Assessments Talent Yellow Pages Talent Placement Performance Learning Real-time LMI	Skills Alignment Local / Regional Library Job/Skill Profiling Skill Matching Assessments Local labor capacity Customized Training Accountability Measures Real-time LMI	Customized Training Core Curriculum Academic Skills mapped to work Test Items Instructional Guides Lesson Plan building Accountability Measures E-Learning design Student assessment

Source: SkillsNET Research

### Use and re-use

## Employability Ecosystem



## Find your place in the world economy



Employability is a roller coaster ride!

### e-Employability



- Job Profiling
- Portfolio
- Tacit Knowledge
- Background data
- Experience Validation
- Certifications
- Learnability
- Availability
- Learning
- Analytics
- Certification



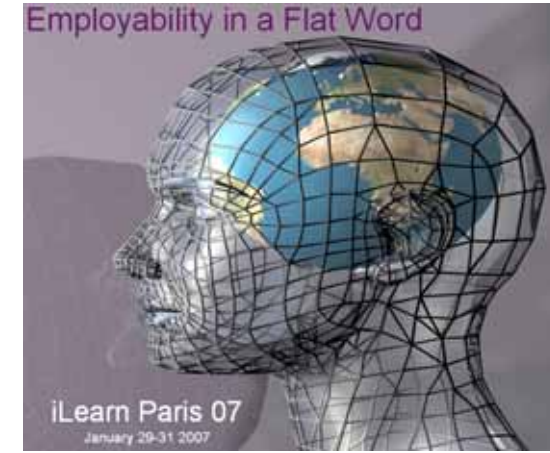
### Flat World Opportunities



Standout out in the crowded Talent Pool



Employability in a Flat World



Thank you and Questions?