



Skills Map will Construct the Future of Education

INTRODUCTION

At recent events such as SXSW and ASU+GSV conferences, skills mapping is being seen as a potential solution to connecting employer needs with learner pathways. This relatively new concept has been gaining interest among our partners who are looking for further information about it.



Here's a quick overview:

In two minutes, get a grasp of the following information.

What is the purpose of a skills map?

An essential framework for educational programs is a skills map, which is a grid that plots three or more variables. These variables encompass the skills, the degree of proficiency of those abilities, and how they can be applied to job roles in a professional setting.



What is a representation of capabilities?

A skills map for a business program could indicate the advancement of skills that are required for marketing, finance, sales occupations or entrepreneurship occupations. It would organize all of the vital skills for these career paths and rank them according to levels of expertise that are compatible with career goals. A very good map would demonstrate shortcuts or alternate routes that could lead to different roles. Additionally, it might demonstrate how the skills are connected to more traditional learning objectives or courses.

What is the role of educators in using skill maps as a way to match students with courses while taking into consideration the varying levels of skill development among them?

Western Governors University (WGU) has a strong commitment to skill mapping, as it serves as a blueprint for program design, as well as providing students with a roadmap to achieving proficiency in certain tasks. Kacey Thorne, the Director of Program Architecture at WGU, spoke to Inside Higher Ed recently, discussing the need to take into account other variables such as mindset and context when mapping skills.

At the Hult International Business School, we discovered that they are creating skills maps. From this, they have created a tool called the Dream Job Mapper which places the current abilities and proficiency of the learner next to the skills and proficiency required for their desired job. Hult uses a 4-level scale (Novice, Capable, Adept, Independent) to define competencies and suggest pathways to strengthen those abilities.

The following illustration displays a skills map for a business program:

An example of a skills map for a business program

Fox School of Business has created the RoadMap "fitbit for business school" to keep tabs on students' progress throughout the program.

The Fox School of Business at Temple University has a RoadMap that has been studied for a while at the Lab. This dashboard is constructed based on input from employers and it offers graduate students a visual representation of their progress throughout the program. Christine Kiely, the Associate Vice Dean, believes that a single grade for a single course does not provide a complete picture of development.

A lot of the Lab's collaborators are pondering skills mapping.

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Our 21st Century Skills Badge Toolkit Survey revealed that 78% of participants wanted to be more intentional with teaching 21st century skills. Skills mapping is a great way to make these skills more visible and create pathways to career goals. The Lab isn't expecting every institution to create their own map. Instead, their aim is to find a point of convergence, and the Tee Up the Skills initiative is working on identifying key skills bundles for entry-level roles to contribute to the US Chamber of Commerce Foundation's efforts. Another key step is to assign a level of mastery for instructional designers and learners to utilize as a development plan.



Tara Lifland, the Lab designer, would be delighted to hear from anyone interested in helping with national prototypes. She can be reached at her email address: tlifland@eddesignlab.org.

Using a different structure, this text conveys the same meaning: Instead of relying solely on luck, having a strategy and working hard provides a better chance of success. The likelihood of achieving success is greater when effort is applied even if there is still an element of luck involved.

Fox School of Business at Temple University has developed the RoadMap, a dashboard that provides graduate students with a visual representation of their progress throughout the program. This was created based on input from employers, and it is designed to give students a better understanding of their development.

The Ed Design Lab is studying skills mapping and has received feedback from collaborators who are interested in being more intentional when teaching 21st century skills. The Lab is working on creating key skills bundles for entry-level roles which can be used as a development plan.





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