Considering the Whole Learner:

Better preparation for success

for Workforce Professionals
Our Presenters

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The Common Model: ELA and Math
Is this model still useful for preparing individuals for success?
Success is Multidimensional

If success is multidimensional, shouldn’t readiness for school and work focus on a diverse set of knowledge and skills?
Beyond Academics: ACT’s Holistic Model of Education and Work Success
ACT’s Holistic Model of Education and Work Success

- Core Academic Skills
- Cross-Cutting Capabilities
- Behavioral Skills
- Education & Career Navigation

Education and Work Success
ACT’s Holistic Framework

**Core Academic Skills**: knowledge and skills necessary to perform essential tasks in core academic content.
ACT’s Holistic Framework

**English Language Arts:** Literacy skills related to comprehension and capacity for use of written and oral language.

**Mathematics:** Relating and transforming numeric and symbolic quantities, including applications to data sets, patterns, space, and change.

**Science:** Gathering and interpreting observations, experimental data, and disciplinary content knowledge in order to predict and explain phenomena.
Cross-Cutting Capabilities: general knowledge and skills necessary to perform essential tasks across academic content areas.
ACT’s Holistic Framework

**Collaborative Problem Solving:** social and cognitive knowledge, skills, and strategies to collaborate with a group to solve a problem.

**Learning Skills:** strategies and methods to effectively facilitate and manage learning.

**Technology and Information Literacy:** using technology knowledge and skills to effectively acquire and apply information.

**Thinking and Metacognition:** employing modes of thinking that apply to a broad range of contexts.
Cross-Cutting Capabilities Framework

Designed to supplement core academic skills, enhance learning, and help students transfer knowledge to applied settings

**Academic Settings**
- Follow directions
- Application in same context as learning
- Tasks often self-contained, small number of steps
- Tasks in one domain rarely tap skills from other domains

**Applied Settings**
- Think critically, question why, look for potential problems
- Applications come outside of the learning context
- Tasks are open and require many steps of information gathering
- Tasks require integrating together different skills
ACT’s Holistic Framework

- Employers that routinely hire veterans have come to appreciate standardization military offers in the work functions

- Holistic framework extends this military best practice of well-defined skills

- Design and deployment of industry recognized credentials
  - Crucial timing in credential progress nationally
ACT’s Holistic Framework

**Behavioral Skills**: interpersonal, self-regulatory, and task-related behaviors important for adaptation to and successful performance in education and workplace settings.
ACT’s Holistic Framework

Acting Honestly: valuing and adhering to ethical and moral standards of behavior, as well as personal level of humility.

Getting Along Well with Others: interacting positively and cooperating with others; generally kind, friendly, and tactful.

Keeping an Open Mind: open-mindedness and curiosity about a variety of ideas, beliefs, people, and experiences.
ACT’s Holistic Framework

**Maintaining Composure:** working on staying calm, serene, and able to manage emotions effectively.

**Socializing with Others:** preferred level of social interaction, behavior in interpersonal situations, and optimism.

**Sustaining Effort:** developing diligence, effort, organization, self-control, and compliance.
<table>
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<tr>
<th>Performance Level Descriptors for Overcoming Challenges</th>
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<tr>
<td><strong>Highly Effective (6.85)</strong></td>
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<tr>
<td>• Uses multiple relevant resources to overcome difficulties in completing tasks (e.g., instruction manuals, coworker advice, web resources)</td>
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<td>• Always tries alternate approaches to solve a problem or accomplish a task when the first attempt does not work</td>
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<td>• Always willing to attempt challenging tasks and persevere through frustrations</td>
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<tr>
<td><strong>Effective (5.76)</strong></td>
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<td>• Sometimes tries alternate approaches to solve a problem or accomplish a task when the first attempt does not work</td>
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<td>• Attempts challenging tasks and generally only asks for help when frustrated</td>
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<td><strong>Somewhat Effective (4.35)</strong></td>
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<td>• Makes only limited use of additional resources to help him/her overcome difficulties in completing tasks</td>
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<tr>
<td>• Will attempt challenging tasks if needed, but generally seeks assistance whenever difficulties arise</td>
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<tr>
<td><strong>Not Effective (2.63)</strong></td>
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<td>• Does not attempt challenging tasks or gives up at the first sign of difficulty</td>
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<td>• Usually gives up easily after one failed attempt at a problem or task</td>
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<tr>
<td>• Does not use additional resources to help him/her overcome difficulties in completing tasks</td>
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<tr>
<td>• Rarely tries alternate approaches to solve a problem or accomplish a task when the first attempt does not work</td>
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Quantifiable Screening Tool for Employers:

• Employer frustration of behavioral skills missing in job candidates
  – Often unable to define specific needs
  – Specifics needed to create effective screening mechanisms or training interventions

• Common language and user-friendly format
  – help employers improve how they define and measure the presence of behavioral skills
ACT’s Holistic Framework

**Education & Career Navigation Skills**: A domain in the ACT Holistic Framework focused on what individuals know about themselves and their environments, and how they use this information to make choices, plan actions, and move along their education and career paths.
ACT’s Holistic Framework

Self-knowledge: understanding of one’s abilities, interests, skills, values, attitudes, and beliefs

Environmental Factors: education/work knowledge (e.g., types of colleges, work settings) and experiences, as well as the supports and barriers (e.g., financial, family, school resources) that influence education or work progress

Integration: exploring and using knowledge about oneself and the environment to evaluate options, and make good fit choices and action plans

Managing Career & Education Actions: carrying out plans (e.g., job search, college application), checking for progress, and making adjustments when needed
Research on Education and Career Navigation

- Education and career navigation factors (interests, attitudes, aspirations, self-efficacy, and supports) contribute to important outcomes (obtaining employment, job performance, satisfaction).

- In a 2016 survey of workforce supervisors (n= 371), 67% rated navigation factors as important for preparing workers for success.
ACT’s Holistic Framework

• Ed/Career navigation crucial to empower individuals seeking to escape systemic poverty

• Career Pathways can be powerful, but individuals must be guided on navigation to use the resources

• Stronger detail in proposals for training projects and other grants
Example: ACT’s Holistic Model of Work Success

- Specific Content Knowledge (ELA, Math, Science)
- Technology and Info Literacy
  - Collaborative Problem Solving
  - Critical Thinking
- Goal Striving
  - Cooperation
  - Flexibility
- Education & Work Knowledge Experience
  - Fit (Congruence)

Employment
Advantages of ACT’s Holistic Framework

- **Comprehensive** – recognizes broad range of skills needed for college and career readiness
- **Integrative** – has potential to organize personalized results and insights for users in a coherent way
- **Actionable** – addresses the “so what?” (alignment to valued outcomes) and “what’s next” (connecting current K&S to training)
- **Developmental** – outlines progressive learning across key developmental and transition periods in K – career continuum
- **Authoritative** – includes authoritative and research-based content
Current Applications of Holistic Framework

• Assessments and selection tools
• Training
• Professional development
• Performance management
• Accountability
• You tell us!
Find more at:
act.org/research
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Thank You For Attending!

Find more info and resources about ACT’s Holistic Framework at:

act.org/research

If you have more questions about ACT’s Holistic Framework contact:

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Next Month’s Webinar
Covering All the Angles of Student Success:
Using Many Sources to Inform Admissions and Enrollment Practices