

Michigan Talent Architecture Coalition
Core Employability Skills Competency Crosswalk
Manufacturing, Energy, and Construction Industries

DRAFT

				CES - National Network	CEWD	USDOL ETA	Common Career Technical Core Career Ready Practices	Talent 2025 West Michigan Employability Skills Framework	JAMA/AMC	Herman Miller Academy Skills4Success	Access for All	Michigan NCRC	Partnership for 21st Century Learning	Pure Michigan Talent Connect Soft Skills
Definitions Available?	Definitions Available?			yes	yes	yes	yes	yes	unknown	yes	unknown	yes	yes	yes
Rubric Available?	Rubric Available?			unknown	yes	varies	unknown	unknown	unknown	Yes	unknown	yes	yes	unknown
	Definition													
Core Employability		Proposed New Title	Proposed New Definition											
Problem Solving	Demonstrating the ability to apply critical thinking skills to solve problems by generating, evaluating, and implementing solutions	Problem Solving	Applies critical thinking skills to solve problems by generating, evaluating, and implementing effective solutions.	x	x	x	x	x - Problem solving and ingenuity	x	x		x	x	x
Critical Thinking	Using logical thought processes to analyze and draw conclusions	Critical Thinking	Uses logical thought processes to properly define challenges or problems, gather and interpret evidence, and draw reasoned conclusions.	x	x	x - critical and analytical		x - Problem solving and ingenuity		x		x	x	x
Teamwork (Collaboration)	Demonstrating the ability to work effectively with others	Collaboration	Works effectively together to accomplish goals. Demonstrates respect of cultural and individual values. Listens to and considers ideas from others.	x	x	x	x	x - Teamwork and Citizenship		x - collaboration		x	x	x
Communication	Maintaining open lines of communication	Communication	Connects and engages with others orally, nonverbally or in writing using the appropriate communication vehicle and timing. Actively listens, contributes, and considers differing perspectives.	x	x	x - listening and speaking	x			x		x	x	x
Adaptability/Flexibility	Displaying the capability to adapt to new, different or changing requirements	Adaptability	Adjusts to new, different or changing requirements with a positive attitude and a willingness to learn.	x	x	x		x - flexibility and resilience		x			x	x
Technology Literacy		Technology Literacy	Effectively uses digital devices such as smartphones, tablets, laptops, desktop PCs and related software to convey and retrieve information.										x	
Customer Focus	Actively looking for ways to identify market demands and meet customer or client needs	Customer Focus	Actively seeks to meet and exceed customer/client expectations or needs at all times.	x	x	x		x - Customer Service Orientation						
Personal and People Skills						x - interpersonal skills			x - work/life skills		x - essential employability			
Integrity	Treating others with honesty, fairness and respect	Integrity	Treats others with honesty, fairness and respect. Works effectively with people of diverse backgrounds. Exercises personal ethics, follows rules and laws, and understands personal and legal responsibility.	x	x	x	x - ethics, integrity and effective mgt							
Respect	Working effectively with others who have diverse backgrounds			x	x		x - using cultural competence	x - Teamwork and Citizenship		x - global thinking		x-diversity		x
Ethics	Describing the importance of personal ethics and legal responsibility				x					x - Ethical Citizenship				x
- Professionalism	Maintaining a professional demeanor at work			x	x	x		x - Attendance and Punctuality						x - work ethic

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- Reputation	Maintaining a high degree of personal ethics and behaviors	Positive Personal Brand	Displays responsible behaviors at school and work. Maintains a professional demeanor and positive reputation. Is reliable, trustworthy, and productive.		x			x - Drug Free and Crime Free						
- Dependability and Reliability	Displaying responsible behaviors at school and work			x	x	x		x - Responsibility		x - Personal Accountability			x	x
Recommend Eliminating														
Conflict resolution												x		x
Creative Thinking						x	x - creativity and innovation						x	x
Ability to Learn	Incorporating classroom and on-the-job training into work performance				x	x - active learning								
Self Development	Demonstrating a commitment to self development and improvement				x	x - willingness to learn							x	x - initiative
Job Search Methods and Tools						x								
Decision Making	Applying critical-thinking skills to solve problems encountered in the workplace			x	x	x								
Responsible and contributing citizen and employee							x			x Ethical Citizenship			x	
Following Directions	Receiving, understanding, and carrying out assignments with minimal supervision				x									
Applied Knowledge (Industry Specific)														
Business Fundamentals	Having fundamental knowledge of the organization and industry			x	x	x			x - intro to lean theory		x			
Planning/organizing/scheduling	Planning and prioritizing work to manage time effectively and accomplish assigned tasks			x	x	x								
Safety and First Aid					x				x		x + Miosha			
Industrial Electricity Fundamentals	basic concepts and safety								x					
Materials/Metallurgy									x					
Basic Hand Tools and Ergonomics											x - Strength and Ergonomics			
Checking, Examining and recording						x								
Measurement Tools and Gauges									x					
Blueprint Reading									x		x			
Mechanical comprehension														
Spatial perception														
Plan education and Career Path aligned to career goals							x							
Academic Skills														
Reading	Understanding written sentences and paragraphs in work related documents			x	x	x	x				x	x - reading for information		
Mathematics	Using mathematics to solve problems			x	x	x	x		x		x	x - applied mathematics		

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Locating Information							x - valid and reliable research strategies				x	x - locating information		
Science	Knowing and applying scientific principles and methods to solve problems					x								
Writing	Using standard English to clearly communicate thoughts, ideas, and information in written form													