

SAN DIEGO MESA COLLEGE

Work-Based Learning

Employer Engagement Survey Glossary of Terms:

Career Readiness - Connections with industry professionals over an extended period of time. These activities integrate academic learning in the classroom with applied competences learned in the workplace.

Career Services - Student Services dedicated to creating access for diverse career readiness resources and events for students that includes: Careers Exploration, Employer Resources, Career Readiness Events, Campus Fall and Spring Job Fairs, Faculty and Staff Resources, Internships, Online Job and Internship board (Job Network), Job Search/Preparation, and Major Exploration

Employer Engagement - Providing ongoing outreach with employers, community organizations, and industries that build mutually beneficial partnerships to expand the number and quality of professional learning opportunities improving Mesa College students' career readiness and creating a pipeline of qualified and diverse talent for the workforce.

Work Based Learning - A continuum of experiential learning strategies and activities designed to bridge students' educational learning with valuable real-work experience. Students will gain progressive exposure and interactions with industries and employers to explore career opportunities and develop workplace skills.

21st Century Skills - The knowledge, work habits, and character traits necessary for workers to succeed in today's rapidly changing work environment.

Top Ten 21st Century Skills*

1. **Adaptability** - Being open to new experiences by trying out different work environments, roles, and tasks.
2. **Analysis/solution mindset** - Examining information and data using critical thinking skills and considering different ways to solve a problem.
3. **Collaboration** - Working with a diverse team, encouraging skills of others, and ability to manage conflict.
4. **Communication** - Articulation of thoughts and ideas verbally and writing in a professional manner, using appropriate content, using non-verbal communication to make things clear.
5. **Digital fluency** - Computer basic skills, use of online tools, hardware, and software to find data, information, answer questions, or help solve a problem.
6. **Entrepreneurial mindset** - Self-motivation, risk-taking, and seeking new knowledge, skills, ideas, and greater work responsibility.

7. **Empathy** - Developing healthy relationships with people from diverse backgrounds and cultures using active listening, asking questions to understand what the other person is feeling, being honest, and mirroring nonverbal communication to build trust.
8. **Resilience** - Setting priorities and goals, anticipating possible consequences, developing back-up plans, learning from feedback, and believing in personal growth.
9. **Self-awareness** - Knowing of one's skills and strengths, actively improving weaknesses, maintaining self-discipline, taking personal responsibility, and attempting to grow in a professional manner.
10. **Social/diversity awareness** - Valuing diversity in the workplace, developing relationships with people of different backgrounds, and seeking out new ideas from others.

*Derived from foundation for California Community Colleges and the New World of Work (NWoW) initiative, and is aligned with the Doing What Matters for Jobs and the Economy framework, which works to establish California Community Colleges as essential catalysts for expanding the state's workforce and closing the skills gap.

<https://foundationccc.org/News-Room/News-Archives/2017-Archive/Mozilla-recognizes-21st-Century-Skills-Badges-as-promising-practice>