Career- and *Civic-Readiness Skills* Overlap

Skills named by National Association of Colleges and Employers (NACE) emphasize career-readiness; skills named by the Association of American Colleges and Universities (AAC&U) emphasize civic-readiness. Many of the skills in these two lists mirror each other, showing that we can educate students simultaneously to be creative, collaborative, and effective employees *and* citizens.

Background
- NACE's *Career Readiness* document focuses on "competencies for a career-ready workforce." NACE distinguishes between "skills" and "competencies," but we will use the terms synonymously.
- *A Crucible Moment,* focusing on involvement in the democratic process (rather than business), is "a framework for twenty-first century civic learning and democratic engagement."
- The comparison below matches over-lapping behaviors identified by NACE (left-hand column) and *A Crucible Moment* (right-hand column), based on NACE's eight categories. In that right-hand column,
    - Bracketed notes contextualize phrasing or repeated skills
    - Verbs are adapted from, or added to, the beginning of each original sentence
    - Semi-colons separate items that are noted individually in the original document

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NACE's *Career Readiness*   AAC&U's *A Crucible Moment*

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Career & Self-Development: Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

• Professionally advocate for oneself and others.	• Demonstrate responsibility to a larger good.

Communication: Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

• Understand the importance of, and demonstrate, verbal, written, and non-verbal/body language, abilities.	• Show strength in written, oral, and multi-media communication.
• Employ active listening, persuasion, and influencing skills.	• Seek, engage, and be informed by multiple perspectives.
• Frame communication with respect to diversity of learning styles, varied individual communication abilities, and cultural differences.	• Engage in deliberative dialogue and bridge building across differences.

Critical Thinking: Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information

• Make decisions and solve problems using sound, inclusive reasoning and judgment.	• Engage in public problem-solving with diverse partners; critical inquiry, analysis, & reasoning.
• Gather and analyze information from a diverse set of sources and individuals to fully understand a problem.	• Gather and evaluate multiple sources of evidence.
• Accurately summarize and interpret data with an awareness of personal biases that may impact outcomes.	• Understand one's sources of identity and their influence on civic values, assumptions, and responsibilities to a wider public.
• Effectively communicate actions and rationale, recognizing the diverse perspectives and lived experiences of stakeholders.	• [Understand one's sources of identity and their influence on civic values, assumptions, and responsibilities to a wider public.]

Equity & Inclusion: Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.

• Solicit and use feedback from multiple cultural perspectives to make inclusive and equity-minded decisions. • Advocate for inclusion, equitable practices, justice, and empowerment for historically marginalized communities. • Seek global cross-cultural interactions and experiences that enhance one's understanding of people from different demographic groups and that leads to personal growth.	• Integrate knowledge, skills, and examined values to inform actions taken in concert with other people. • Work for tolerance; equality; justice. • Develop a knowledge of diverse cultures, histories, values, and contestations that have shaped US and other world societies.

Leadership: Recognize and capitalize on personal and team strengths to achieve organizational goals.

• Seek out and leverage diverse resources and feedback from others to inform direction. • Motivate and inspire others by encouraging them and by building mutual trust.	• Practice collaborative decision-making. • Compromise, be civil, and develop mutual respect.

Professionalism: Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

• Act equitably with integrity and accountability to self, others, and the organization.	• Demonstrate moral discernment and behavior. • [Act in a way that promotes] equality; ethical integrity.

Teamwork: Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

• Listen carefully to others, taking time to understand and ask appropriate questions without interrupting. • Effectively manage conflict, interact with and respect diverse personalities, and meet ambiguity with resilience. • Collaborate with others to achieve common goals.	• Demonstrate respect for freedom and human dignity; Show empathy; Demonstrate open-mindedness. • [Engage in deliberative dialogue and bridge building across differences.] • [Practice collaborative decision-making.]

Technology: Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals. **No overlap.**

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October 2022