

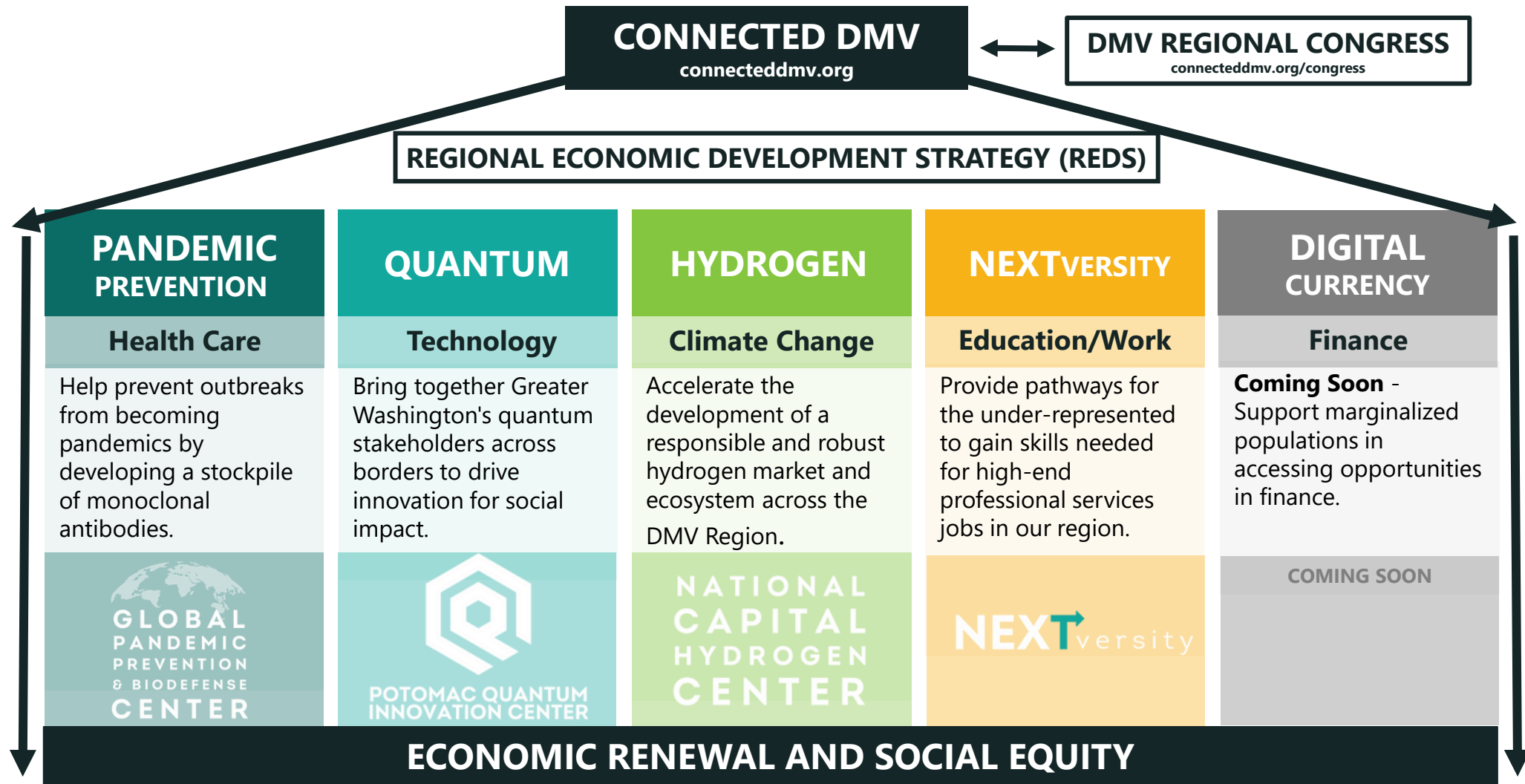
# NEXT<sup>→</sup>versity

## Connecting Talent with Employment through Apprenticeships

NOVEMBER 2022



# HOW WE WORK TOGETHER



# VISION, MISSION, SCOPE

## VISION:

**Enable** a high-end employment services organization that operates as a 501(c)(3), delivering innovative regional education to employment solutions while providing a high impact ESG opportunity for industry participants

## MISSION:

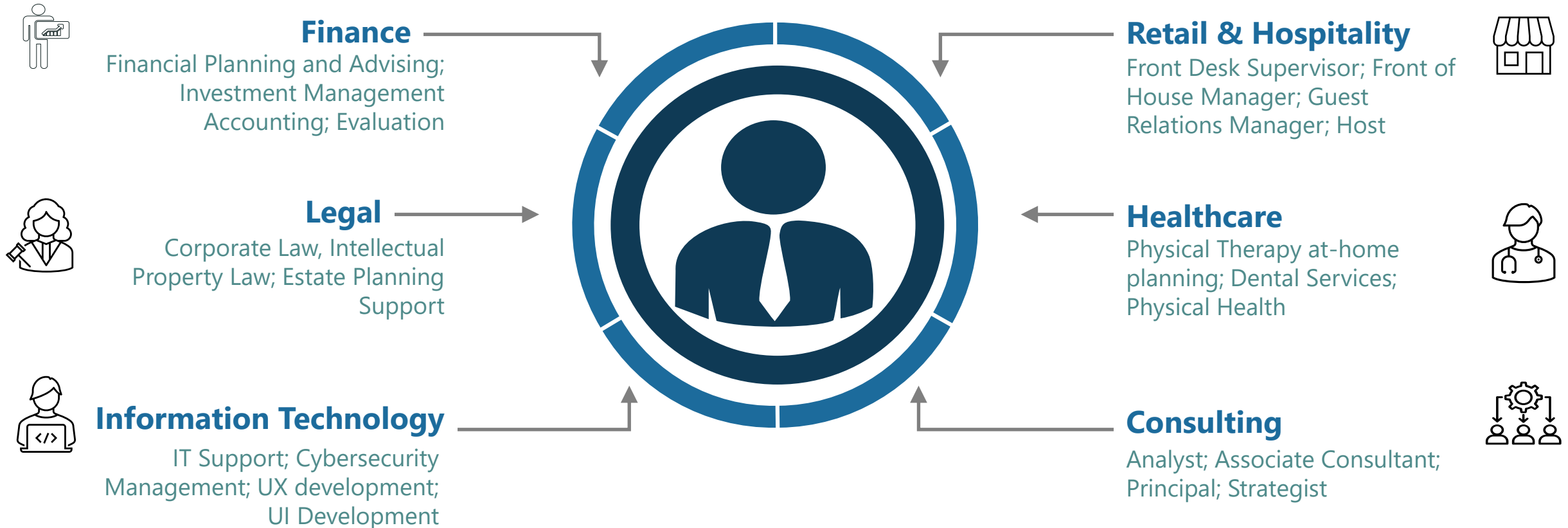
**Develop** new regional workforce pathways for marginalized and excluded populations through experiential learning opportunities in partnership with education and local service organizations

## SCOPE:

**Implement** innovative and accelerated career pathway programs that provide under-represented populations with the knowledge and know-how to obtain viable jobs within the region to meet the workforce demands.

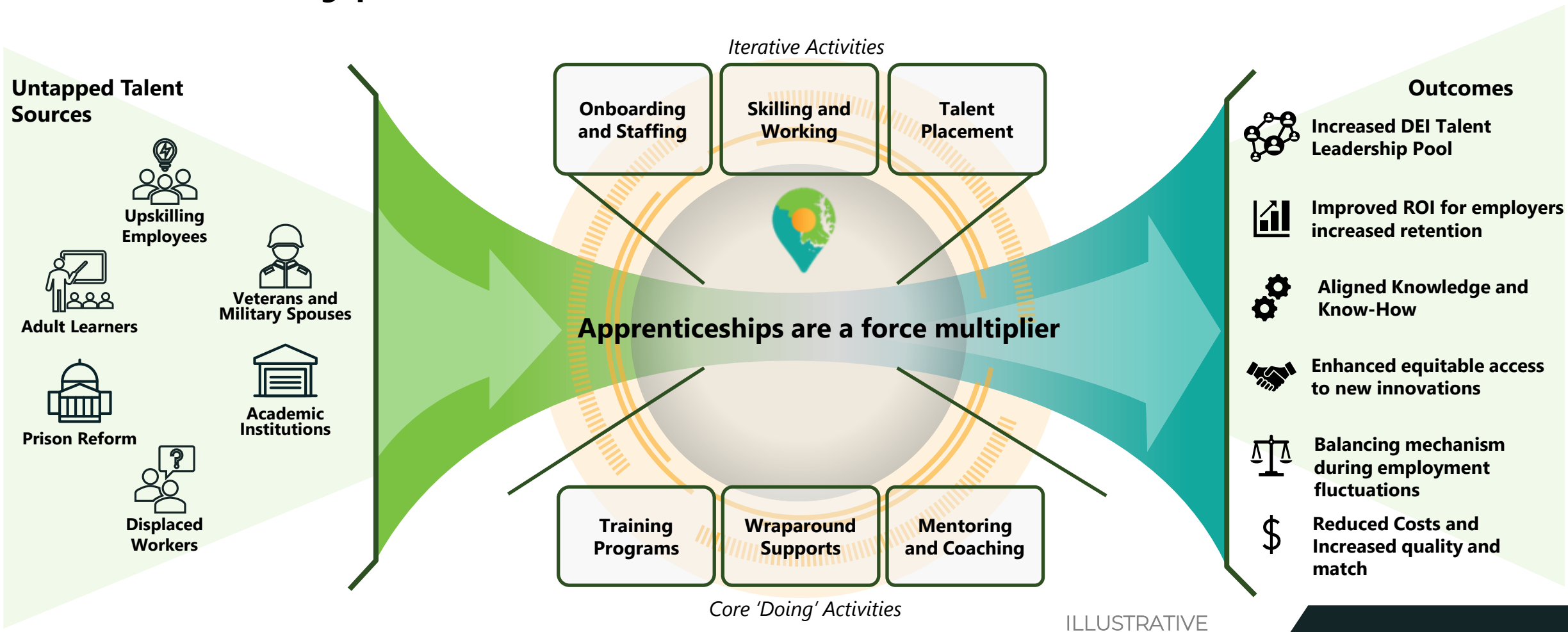
# PROFESSIONAL SERVICE INDUSTRIES AND ROLES

Professional services refers to a **business, department, or individual whose core output is a service or expertise, rather than a manufactured product**. Examples include accounting, consulting, and legal services.



# NEXTVERSITY ECOSYSTEM

NEXTiversity will deliver innovative solutions for regional talent development by leveraging cross-sector connections to fill gaps in the workforce



# T-SHAPED PROFESSIONAL FRAMEWORK

## 21ST CENTURY SKILLS



The T-Shaped Professional framework offers a visualization of the skills and knowledge most useful when solving problems in a profession.



NEXTiversity will focus on developing the 21<sup>st</sup> Century skills most needed in a professional work environment and transferable across industry domains.



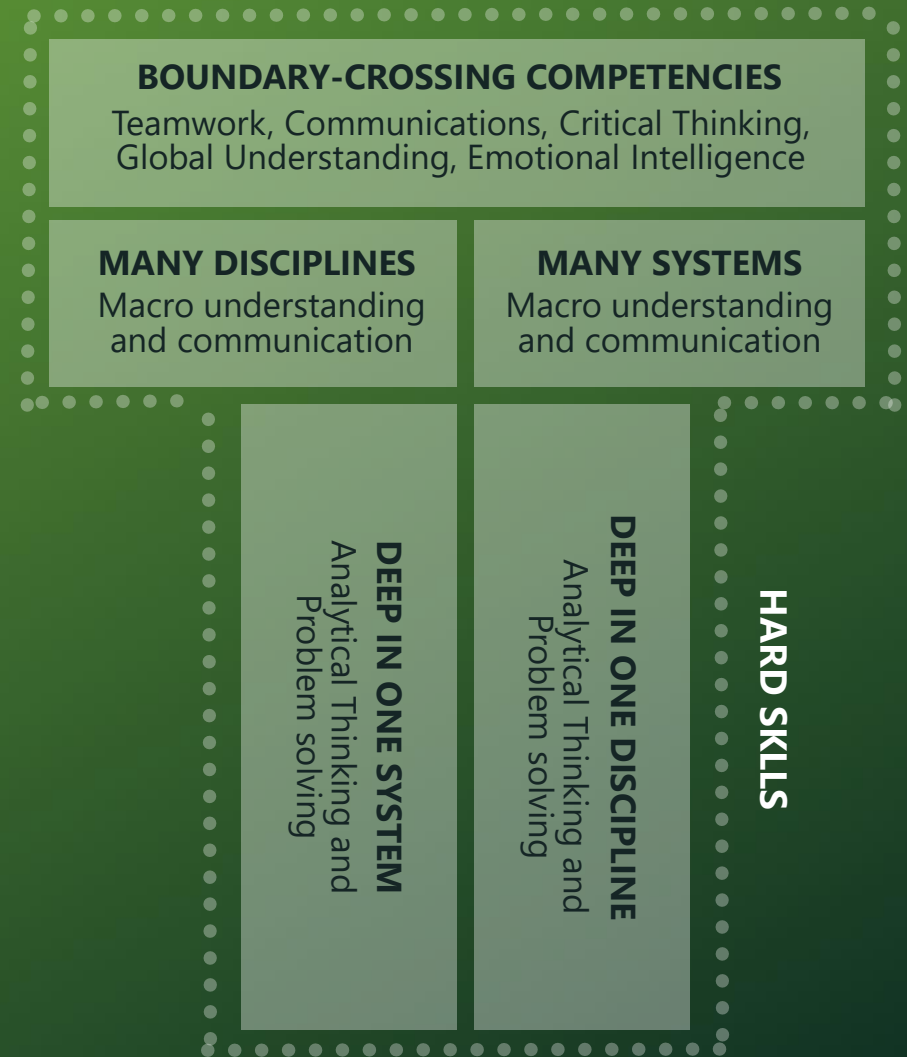
Hard skills are demonstrable and quantifiable; individuals with hard skills complete a proficiency assessment to prove their capacity in each hard skill – usually provided through educational institutions.



21<sup>st</sup> Century skills can be difficult to measure objectively. They are often called soft skills or people skills, and include empathy, negotiation, and communication. Judging a person's 21<sup>st</sup> Century skills is historically subjective and qualitative. They are most often learned through mentoring and experience.



Together, hard skills and 21<sup>st</sup> Century skills create a holistic and well-balanced employee who is agile, can adapt to ambiguity, and can move laterally and up industry domains.



# NEXTVERSITY PROGRAM: THREE PHASES

Dec '22-May '23

## OVERVIEW:

- Survey to 500 Orgs
- Components of Successful Partnerships
- Evaluate the Output
- Skills that Map to Applied Learning
- Industry Commitments
- Research and Analysis

**SURVEY INSTRUMENT**

## OUTPUTS:

- SWAT/SOAR Analysis
- Theory of Change
- Theory of Action
- Top 10 Prof Services Skills
- Coalition of the Willing

June '23 – Aug '23

## OVERVIEW:

- In person, Two-Day Program
- 50-80 cross-sector invitees from five industries
- Aligning on taxonomies, definitions, skills across PS Industries
- Current Challenges and Policies

**IMMERSION WORKSHOP**

## OUTPUTS:

- Policy Framework
- Measures and Metrics of Success
- Experiential Learning Activities
- Marketing for Explorer Program

Fall '23 – Spring '24

## OVERVIEW:

- 30 PGCC students majoring in Business
- Two-week summer program
- Overview of PS skills and competencies needed to succeed
- PS Job roles and Responsibilities
- Build Network with Industries

**EXPLORER PROGRAM**

## OUTPUTS:

- SWAT/SOAR Analysis
- Theory of Change
- Theory of Action
- Top 10 Prof Services Skills

# NEXTVERSITY PROFESSIONAL SERVICES EXPLORER PROGRAM

CRITICAL THINKING SKILLS

EMOTIONAL INTELLIGENCE

COMMUNICATIONS FOR PROFESSIONAL SERVICES  
(2 WEEKS)

INTRODUCTION TO PROFESSIONAL SERVICES

## COMMUNICATIONS FOR PROFESSIONAL SERVICES

- Introduction to Comms Skills
- Communication strategy
- Communication structures
- Oral communications
- Listening skills
- Giving feedback
- Written communications
- Receiving feedback
- Summary and Next Steps

	Day 1	Day 2	Day 3	Day 4	Day 5
Week 1 (virtual)	<ul style="list-style-type: none"> <li>• Program Introduction</li> <li>• Communication Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Strategy (continued)</li> <li>• Communication Structures</li> </ul>	<ul style="list-style-type: none"> <li>• Oral Communications</li> <li>• Listening Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Giving Feedback</li> <li>• Written Communications</li> </ul>	<ul style="list-style-type: none"> <li>• Written Communications (continued)</li> <li>• Receiving Feedback</li> </ul>
Week 2 (PGCC & company sites)	<ul style="list-style-type: none"> <li>• Week 2 Overview</li> <li>• Communications Strategy &amp; Structures - recap</li> </ul>	<ul style="list-style-type: none"> <li>• Visit - Company 1</li> <li>• Visit - Company 2</li> <li>• Reflection and discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Oral Communications</li> <li>• Listening Skills</li> <li>• Giving Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Visit - Company 3</li> <li>• Visit - Company 4</li> <li>• Reflection and discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Written Communications</li> <li>• Receiving Feedback</li> <li>• Summary &amp; Next Steps</li> </ul>



<b>Co-Chairs</b>	Mary Brady <b>The Economic Club of Washington DC</b>	Dr. Anne Kress <b>Northern Virginia Community College</b>	Dr. Falecia Williams <b>Prince George's Community College</b>	
<b>Public Sector</b>	Dr. Ed Pacchetti <b>US Department of Education</b>	Paul DesJardin <b>Metropolitan Washington Council of Governments</b>	Walter Simmons <b>Employ Prince George's, Inc.</b>	Dave Remick <b>Alexandria/Arlington Regional Workforce Council</b>
	Anthony Featherstone <b>Worksource Montgomery</b>	Chris MacLarion (ex officio) <b>Maryland Dept of Labor</b>	Suzanne Towns <b>DC Workforce Investment Council</b>	
<b>Industry</b>	Beca Driscoll <b>Accenture</b>	Monica Dalwadi <b>Baker Tilly</b>	Jim Dyke <b>McGuire Woods</b>	Mario Acosta-Velez <b>Verizon</b>
	Quentin Sa'Lay <b>Comcast</b>	Anne Parmer <b>Celerity</b>		
<b>Academia</b>	Dr. Marilyn Hamilton <b>University of the District of Columbia</b>	Allison Fansler <b>KIPP DC</b>	Dr. Jonathan Gagliardi <b>Northern Arizona University</b>	
<b>Community &amp; Philanthropy</b>	Dr. David Soo <b>Jobs for the Future</b>	Allison Gerber <b>Annie E Casey Foundation</b>	Hon Anthony Williams <b>Federal City Council</b>	Nick Schacht <b>Society for HR Management (SHRM)</b>
	Jennie Niles <b>CityWorks DC</b>	Stu Solomon <b>Connected DMV</b>	David Croom <b>Aspen Institute</b>	Khari Brown <b>Capital Partners for Education</b>
	Dr. Courtney McBeth <b>Strada Education</b>	Kai Drekmeier <b>InsideTrack</b>	Rachel Hirsch <b>CAEL</b>	



# COMMUNITY SUPPORT FOR NEXTVERSITY

**RACHEL HIRSCH**



**Pinkston.**



# NEXT STEPS – WHERE WE NEED HELP



## WORKING GROUPS

**Identify people for WG**

**4 Working Groups:**

- Data/Reporting/Measures
- Policies/Taxonomies/Definitions
- Program Design & Development
  - Wraparound Supports



## FUNDRAISING

**Industry Sponsors:**

- Explorer Program:  
\$1700/student
- Giving Tuesday



## MARKETING CAMPAIGN

**Social Media  
Conferences**

# NEXT<sup>→</sup>versity

**Thank You!**

Sarah Bauder  
sarahbauder@connecteddmv.org

Mimi Yeh  
mimiyeh@connecteddmv.org

