

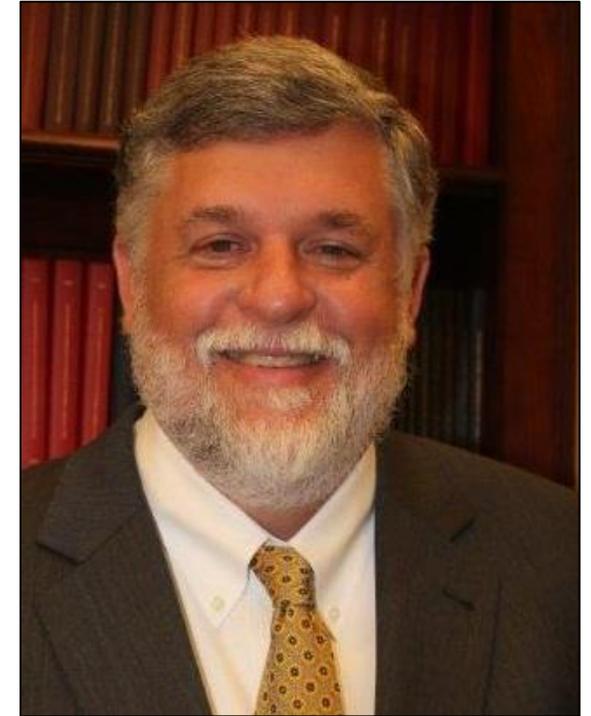


Professional Development Webinars for Educators
Summer 2020



Steve Shepelwich

Steve is a senior community development advisor at the Federal Reserve Bank of Kansas City – Oklahoma City Office. Steven leads the Branch efforts to promote economic development and fair and impartial access to financial services in Oklahoma’s low- to moderate-income communities and manages the District’s workforce development program areas. In this role, Steven has lead a research and outreach initiative on the District’s unbanked market, organized national conferences on innovations in consumer financial services, asset-based approaches in rural development and workforce development strategies.



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Opportunity to Earn Graduate Credit

Emporia State University (ESU) is offering graduate credit opportunities with relevant and engaging extended learning.

Access a schedule of events and how to participate through Google Classroom:
<https://bit.ly/37n43Pi>

For questions, contact:

Rob Catlett

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Bekah Selby

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Preparing Students for a Workforce in Transition: Equipping Educators with Tools and Resources - July 29



Gigi Wolf

Gigi Wolf is a Senior Economic Education Specialist for the Federal Reserve Bank of Kansas City where she assists in curriculum development, facilitates professional development for regional educators, builds partnerships with like-minded organizations, manages content for the national Federal Reserve education website and coordinates programs for teachers, students and the public.



Federal Reserve Bank of Kansas City



Robin Smith

Robin Smith is Senior Director at The DeBruce Foundation, where she directs operations and programs expanding pathways to economic growth and opportunity. She has 30 years of experience in public policy research and practice, including over two decades with The Urban Institute in Washington, DC.



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NEW Career Education Resources from Fed

**Presented by Gigi Wolf
July 2020**



Overview

- Expanded partnership on workforce development initiatives
- Research available at www.Investinwork.org
- Our career education contribution/focus

New Resources:

- Skilled Trade Pays lesson
- Opportunity Occupations Teaching Tips 2.0
- Workforce Development Infographics series
- Fed Opportunity Occupations videos
- 21st Century Careers student programs

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Opportunity Occupations

Jobs that pay a good wage without requiring a four-year college degree



Opportunity Occupations Revisited Report

For detailed analysis and data, view the [2019 report](#)



Fact Sheets

Top opportunity occupations data for the nation's largest 121 metro areas available at [fact sheets](#)



Opportunity Occupations Monitor Tool

Online [tool](#) that compares opportunity occupation data across states and metros areas

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Skilled Trade Pays

Overview: Students analyze charts and graphs detailing the scope of opportunity occupations within the United States and through video, meet real-life individuals working in these industries. Students then investigate a specific opportunity occupation and work collaboratively to construct a visual of what they learned to present to the class.

Concepts: Opportunity occupations, wages, labor market, human capital

Grade: 9-12

Time: Three class periods (55-60 minutes each) with additional work outside of class



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Skilled Trade Pays

Day One

Economic polarization in the U.S. economy, sometimes described as the hollowing out of the middle class, is likely to be at the core of many of the economic and social challenges our country will encounter over the next several decades.

Technological advancement, including automation, is thought to be an important driver of labor market polarization, but increased levels of global trade and lower rates of unionization are also thought to be factors. Moreover, while the current economic expansion might be historic in length, job growth has favored the college educated, and the presence of middle-wage jobs has diminished in urban areas as low-wage work has grown.

As a result of the confluence of these market forces, a plethora of research initiatives have been pursued to better understand and address these labor market dynamics. We define an opportunity occupation as one that is characterized by a high degree of opportunity employment — jobs accessible to workers without a bachelor's degree and typically paying above the national annual median wage (adjusted for differences in regional price levels). In this report, we advance our research on opportunity occupations and add to the broader literature by incorporating new data, making methodological improvements, and investigating research questions, including the following:

- Which occupations offer the most opportunity employment for sub-baccalaureate workers?
- What share of total employment can be classified as opportunity employment?

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Skilled Trade Pays

Day One

Table 1. Largest Opportunity Occupations (2017)

Occupation Title	Opportunity Employment	Share of Sub-Baccalaureate Job Ads	Distribution of Total Occupational Employment		
			Opportunity Employment	Higher Wages, Bachelor's Degree Required	Lower Wages
Registered Nurses	1,374,014	65.9%	65.9%	34.1%	0.0%
Heavy and Tractor-Trailer Truck Drivers	1,032,790	100.0%	93.1%	0.0%	6.9%
Bookkeeping, Accounting, and Auditing Clerks	581,455	58.8%	52.8%	37.4%	9.8%
Maintenance and Repair Workers	491,285	100.0%	54.0%	0.0%	46.0%
Carpenters	457,460	100.0%	91.7%	0.0%	8.3%
Electricians	453,790	100.0%	100.0%	0.0%	0.0%
Licensed Practical and Licensed Vocational Nurses	446,360	100.0%	100.0%	0.0%	0.0%
Supervisors of Office and Administrative Support Workers	433,025	38.9%	39.5%	60.5%	0.0%
General and Operations Managers	432,315	24.6%	26.0%	74.0%	0.0%
Sales Representatives, Wholesale and Manufacturing	426,495	39.5%	40.3%	59.5%	0.3%
Police and Sheriff's Patrol Officers	405,652	89.0%	87.9%	12.1%	0.0%
Sales Representatives, Services, All Other	370,776	44.9%	45.0%	53.8%	1.2%
Supervisors of Retail Sales Workers	368,040	64.9%	45.1%	21.3%	33.7%
Automotive Service Technicians and Mechanics	338,550	100.0%	76.9%	0.0%	23.1%
Plumbers, Pipefitters, and Steamfitters	313,670	100.0%	99.7%	0.0%	0.3%
Secretaries and Administrative Assistants	284,418	73.6%	17.7%	5.1%	77.2%
Construction Laborers	270,250	100.0%	40.2%	0.0%	59.8%
Computer User Support Specialists	262,827	53.1%	52.6%	47.1%	0.3%
Supervisors of Construction Trades and Extraction Workers	254,647	65.9%	65.3%	34.7%	0.0%
Executive Secretaries and Executive Administrative Assistants	227,786	46.0%	47.3%	52.7%	0.0%
Securities, Commodities, and Financial Services Sales Agents	225,101	70.8%	66.9%	32.1%	1.0%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	221,640	100.0%	100.0%	0.0%	0.0%
Supervisors of Mechanics, Installers, and Repairers	204,586	65.4%	65.5%	34.5%	0.0%
Supervisors of Transportation and Material Moving Workers	204,286	71.8%	72.0%	28.0%	0.0%
Supervisors of Production and Operating Workers	202,699	53.5%	53.5%	46.5%	0.0%

Sources: Authors' calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BEA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016)

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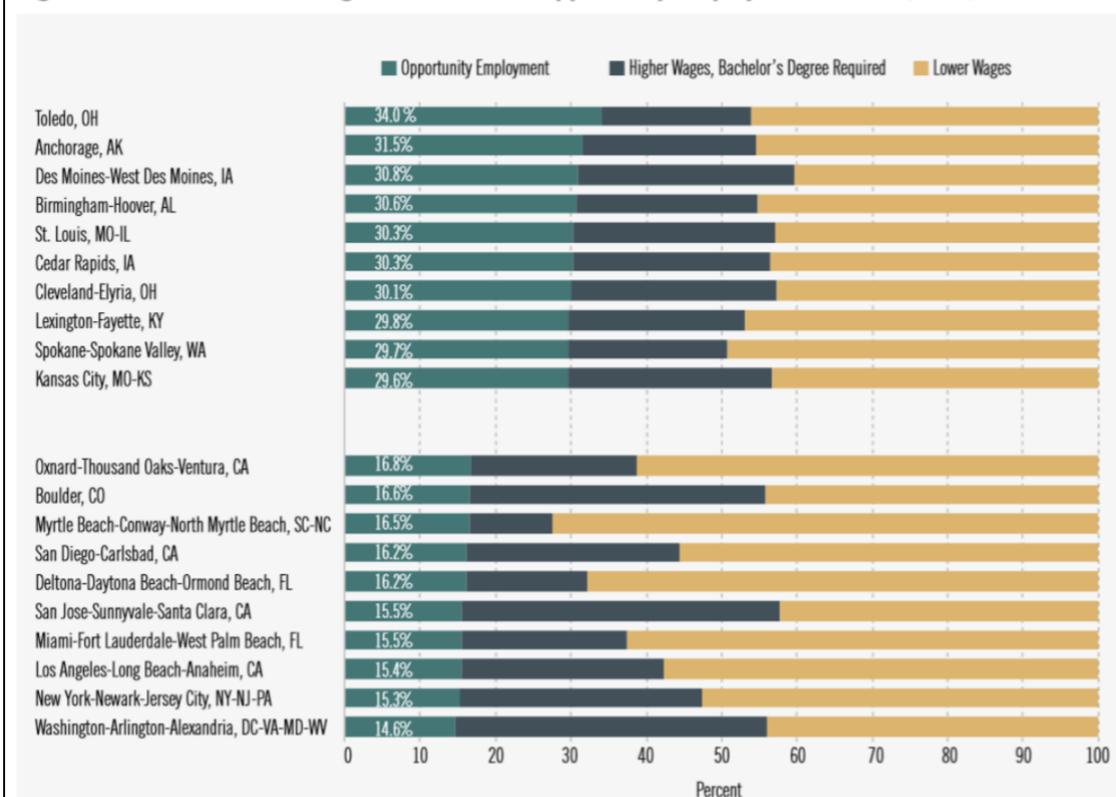
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Skilled Trade Pays

Day One

Figure 6. Metro Areas with Highest and Lowest Opportunity Employment Shares (2017)



Sources: Authors' calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BEA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016)

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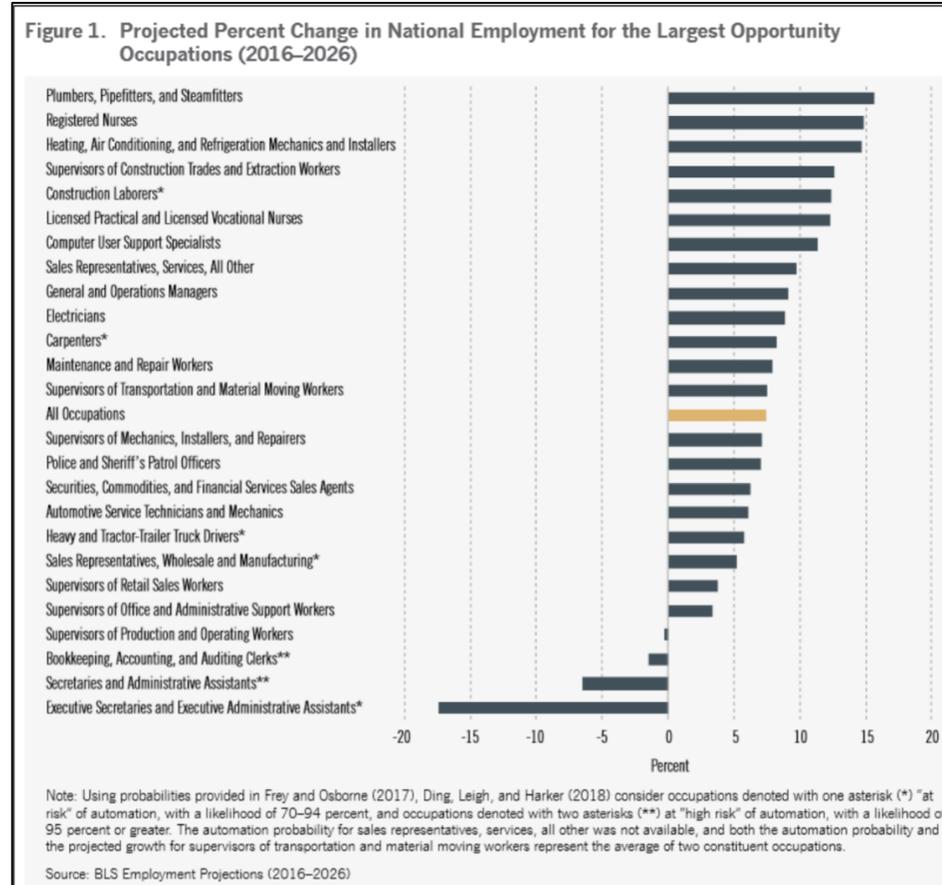


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Day One



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Opportunity Occupations: Kendra's Story

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Opportunity Occupations: Brian's Story

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Day Two

	Firefighter \$49,620/year	Dental Hygienist \$74,820/year	Building Inspector \$59,700/year		
Flight Attendant \$56,000/year	Mail Carrier \$58,760/year	Surgical Technologist \$47,300/year		Carpenter \$46,590/year	Preschool Teacher \$30,520/year
Air Conditioning Installer \$47,610/year	Chef/ Head Cook \$48,460/year	Construction Worker \$34,810/year	Roofer \$39,970/year	Real Estate Agent \$50,300/year	House Painter \$38,940/year
			Lab Technician \$52,330/year		

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Skilled Trade Pays

Albuquerque, New Mexico

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

- | | |
|---|--|
| 1 REGISTERED NURSES
Annual Median Wage: \$72,700
Opportunity Employment: 7,600 | 2 HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
Annual Median Wage: \$39,000
Opportunity Employment: 3,700 |
| 3 GENERAL AND OPERATIONS MANAGERS
Annual Median Wage: \$98,800
Opportunity Employment: 2,900 | 4 SUPERVISORS OF RETAIL SALES WORKERS
Annual Median Wage: \$37,200
Opportunity Employment: 2,800 |
| 5 SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS
Annual Median Wage: \$50,900
Opportunity Employment: 2,700 | 6 ELECTRICIANS
Annual Median Wage: \$47,000
Opportunity Employment: 2,000 |
| 7 POLICE AND SHERIFFS
Annual Median Wage: \$51,200
Opportunity Employment: 2,000 | |
| 9 PLUMBERS, PIPEFITTERS, AND STEAMFITTERS
Annual Median Wage: \$59,900
Opportunity Employment: 2,000 | |

Kansas City, Missouri/Kansas

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

- | | |
|---|---|
| 1 SECRETARIES AND ADMINISTRATIVE ASSISTANTS
Annual Median Wage: \$35,400
Opportunity Employment: 18,000 | 2 REGISTERED NURSES
Annual Median Wage: \$64,500
Opportunity Employment: 16,300 |
| 3 HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
Annual Median Wage: \$45,700
Opportunity Employment: 16,000 | 4 ASSEMBLERS AND FABRICATORS
Annual Median Wage: \$38,300
Opportunity Employment: 14,900 |
| 5 MAINTENANCE AND REPAIR WORKERS
Annual Median Wage: \$37,500
Opportunity Employment: 9,400 | 6 BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Annual Median Wage: \$39,700
Opportunity Employment: 7,400 |
| 7 CONSTRUCTION LABORERS
Annual Median Wage: \$38,600
Opportunity Employment: 7,200 | |
| 9 GENERAL AND OPERATIONS MANAGERS
Annual Median Wage: \$105,200
Opportunity Employment: 5,800 | |

Tulsa, Oklahoma

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

- | | |
|---|--|
| 1 REGISTERED NURSES
Annual Median Wage: \$60,000
Opportunity Employment: 6,500 | 2 HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
Annual Median Wage: \$41,500
Opportunity Employment: 5,700 |
| 3 BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Annual Median Wage: \$39,700
Opportunity Employment: 4,200 | 4 SUPERVISORS OF RETAIL SALES WORKERS
Annual Median Wage: \$34,700
Opportunity Employment: 3,700 |
| 5 WELDERS, CUTTERS, SOLDERERS, AND BRAZERS
Annual Median Wage: \$44,700
Opportunity Employment: 3,300 | 6 LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
Annual Median Wage: \$41,500
Opportunity Employment: 2,400 |
| 7 SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS
Annual Median Wage: \$49,400
Opportunity Employment: 2,200 | 8 GENERAL AND OPERATIONS MANAGERS
Annual Median Wage: \$95,600
Opportunity Employment: 2,100 |
| 9 MACHINISTS
Annual Median Wage: \$44,100
Opportunity Employment: 2,100 | 10 SALES REPRESENTATIVES, SERVICES
Annual Median Wage: \$46,200
Opportunity Employment: 2,000 |

Boulder, Colorado

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

- | | |
|---|---|
| 1 REGISTERED NURSES
Annual Median Wage: \$74,900
Opportunity Employment: 2,200 | 2 MAINTENANCE AND REPAIR WORKERS
Annual Median Wage: \$37,500
Opportunity Employment: 9,400 |
| 3 BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Annual Median Wage: \$44,900
Opportunity Employment: 1,100 | 4 SALES REPRESENTATIVES, SERVICES
Annual Median Wage: \$53,300
Opportunity Employment: 900 |
| 5 COMPUTER USER SUPPORT SPECIALISTS
Annual Median Wage: \$57,500
Opportunity Employment: 900 | 6 SUPERVISORS OF RETAIL SALES WORKERS
Annual Median Wage: \$46,800
Opportunity Employment: 700 |
| 7 AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
Annual Median Wage: \$44,500
Opportunity Employment: 700 | 8 SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING
Annual Median Wage: \$64,500
Opportunity Employment: 700 |
| 9 GENERAL AND OPERATIONS MANAGERS
Annual Median Wage: \$133,700
Opportunity Employment: 700 | 10 MASSAGE THERAPISTS
Annual Median Wage: \$41,800
Opportunity Employment: 600 |

Omaha, Nebraska

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

- | | |
|---|---|
| 1 HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
Annual Median Wage: \$39,400
Opportunity Employment: 12,900 | 2 REGISTERED NURSES
Annual Median Wage: \$72,700
Opportunity Employment: 7,600 |
| 3 CARPENTERS
Annual Median Wage: \$40,900
Opportunity Employment: 4,100 | 4 MAINTENANCE AND REPAIR WORKERS
Annual Median Wage: \$37,500
Opportunity Employment: 9,400 |
| 5 BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Annual Median Wage: \$37,500
Opportunity Employment: 3,800 | 6 GENERAL AND OPERATIONS MANAGERS
Annual Median Wage: \$89,800
Opportunity Employment: 2,800 |
| 7 ELECTRICIANS
Annual Median Wage: \$48,300
Opportunity Employment: 2,700 | 8 SUPERVISORS OF RETAIL SALES WORKERS
Annual Median Wage: \$38,300
Opportunity Employment: 2,700 |
| 9 SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS
Annual Median Wage: \$52,800
Opportunity Employment: 2,300 | 10 PLUMBERS, PIPEFITTERS, AND STEAMFITTERS
Annual Median Wage: \$59,900
Opportunity Employment: 2,200 |

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Skilled Trade Pays

VISUAL 2: EXAMPLE

Section One - Use Handout 4: Opportunity Occupation Fact Sheets to complete this section.

- **My opportunity occupation is:** Vocational Nurse
- **Geographic location(s):** Oklahoma City, OK
- **Annual median wage(s):** \$40,700

Note: Be sure to include ALL cities where your job is located.

Section Two – Go to <https://www.bls.gov/ooh/> to complete this section.

- **Wage range:** Lowest 10 percent earned less than \$33,680, and the highest 10 percent earned more than \$62,160
- **Job outlook/projected growth:** Projected to grow 11 percent from 2018 to 2028 because of... (include reason)
- **States where this job is common:** TX, CA, NY, FL, OH, LA, GA, IL, TN, NC, VA, PA, MA
- **Largest employers:** Nursing and residential care facilities; hospitals; offices of physicians; home healthcare services; government
- **Primary responsibilities:** Monitor patients' health by checking their blood pressure; administer basic patient care and comfort; discuss the care they are providing and listen to patients' concerns; report patients' status and concerns to registered nurses and doctors; keep records on patients' health; reinforce teaching done by registered nurses; help to deliver, care for, and feed infants; collect samples for testing and do routine laboratory tests; feed patients who need help eating; give medication or start intravenous (IV) drips per state regulations; supervise and direct other LPNs or LVNs and unlicensed medical staff
- **Similar occupations:** Medical assistants; surgical technologists; nursing assistants and orderlies; physical therapist assistants and aides; occupational therapy assistants and aides; psychiatric technicians and aides; registered nurses
- **Human capital (skills, training, education) needed:** Certificate or diploma from an approved educational program that combines nursing, biology, and pharmacology; supervised clinical experience; must pass the National Council Licensure Examination (NCLEX-PN); compassion; detail oriented; interpersonal skills; patience; physical stamina; good speaking/communication skills

Section Three – Work with your group to complete this section based on your collective opinions.

Then, determine how best to summarize and visually display the information gathered (using text, images, charts, graphs, color, etc.). Prepare to present the infographic information to the class. Keep the scoring rubric in mind.

OKLAHOMA CITY, OK

New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines **opportunity employment** as jobs accessible to workers without a bachelor's degree and typically paying above the national annual median wage (\$37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called **opportunity occupations**. Nationally, the research finds that 21.9 percent of total employment can be classified as opportunity employment – a figure that varies great across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today's economy.

TOP 10 OPPORTUNITY OC

1	REGISTERED NURSES Annual Median Wage: \$62,500 Opportunity Employment: 9,100
3	BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS Annual Median Wage: \$36,800 Opportunity Employment: 6,100
5	SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS Annual Median Wage: \$51,100 Opportunity Employment: 4,100
7	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES Annual Median Wage: \$40,700 Opportunity Employment: 3,700

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HANDOUT 5: OPPORTUNITY OCCUPATION EXPLORATION	
<p>Section One</p> <ul style="list-style-type: none"> • My opportunity occupation is: • Geographic location(s): • Annual median wage(s): <p><i>Note: Use Handout 4: Opportunity Occupation Fact Sheets to complete this section. If your opportunity occupation can be found in more than one city, include the range from lowest to highest. (Example: \$45,000 in Tulsa, OK to \$62,500 in Boulder, CO)</i></p>	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Administrative Assistant</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Plumber</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Assembler/ Fabricator</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Police Officer</p>
<p>Section Two <i>(Use back as needed)</i></p> <ul style="list-style-type: none"> • Wage range: • Job outlook/projected growth: • States where this job is common: • Largest employers: • Primary responsibilities: • Similar occupations: • Human capital (skills, training, education) needed: <p><i>Note: Go to U.S. Bureau of Labor Statistics website, https://www.bls.gov/oooh/, to complete this section.</i></p>	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Automotive Mechanic</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Registered Nurse</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Bookkeeper/ Accountant</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Sales Representative (Wholesale/Manufacturing)</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Electrician</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Tractor-Trailer Truck Driver</p>
<p>Section Three <i>(Use back as needed)</i></p> <ul style="list-style-type: none"> • How does this opportunity occupation benefit the labor market overall? • What makes this opportunity occupation more appealing than other opportunity occupations? 	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Massage Therapist</p>
	<p>OPPORTUNITY OCCUPATION CARD</p> <p>Welder</p>

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VISUAL 1: OPPORTUNITY OCCUPATION PROJECT GUIDELINES

Goal: As a group, create and present an infographic to the class that summarizes the information compiled about your opportunity occupation.

Steps:

1. Based on the job you receive on your Opportunity Occupation Card, complete Handout 5: Opportunity Occupation Exploration.
2. Use Handout 4, the Fact Sheets, to complete section one.
3. Then go to the U.S. Bureau of Labor Statistics website to complete section two (link provided on your handout).
4. Complete section three based on your group's collective opinions.
5. Determine how best to visually display the information gathered (using text, images, charts, graphs, color, etc.).
6. Create a one-page infographic that summarizes information about your opportunity occupation.
7. Present the final infographic to the class in three minutes or less.
8. Turn in completed Handouts 2 and 5 (everyone) and final infographic (group).

SCORING RUBRIC	Fair (1-3)	Good (4-6)	Excellent (7-10)
Completion of Handout 5	Completed a portion of handout accurately or didn't turn it in	Completed handout with some accuracy and grammar/punctuation errors	Completed handout accurately with correct grammar and punctuation
Infographic content	Included a portion of requested content	Included most of requested content	Included all requested content
Infographic design	Layout included text, minimal images/charts and no color variation	Layout included images/charts and text with minimal color variation	Layout included images, text and several charts/graphs with effective use of various colors
Infographic clarity	Information was difficult to interpret	Information could be interpreted somewhat	Information could be easily interpreted
Presentation	Shared little information, involved one group member and/or not easy to understand	Shared some information, involved some group members and/or easy to understand	Shared all information, involved all group members and/or easy to understand



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Skilled Trade Pays

Day Three



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PROJECT EVALUATION SHEET

Opportunity Occupation: _____

Group Score	Fair (1-3)	Good (4-6)	Excellent (7-10)	Notes
Infographic content				
Infographic design				
Infographic clarity				
Presentation				
Total (_____ out of 40 possible pts.) x 2 = _____ FINAL GROUP SCORE				

Student Name	Individual Score for Handouts			Individual Score x 2	Final Group Score (from above)	Total Individual Score
	Fair (1-3)	Good (4-6)	Excellent (7-10)			

SCORING RUBRIC	Fair (1-3)	Good (4-6)	Excellent (7-10)
Completion of Handouts	Completed a portion of handout accurately or didn't turn it in	Completed handout with some accuracy and grammar/punctuation errors	Completed handout accurately with correct grammar and punctuation
Infographic content	Included a portion of requested content	Included most of requested content	Included all requested content
Infographic design	Layout included text, minimal images/charts and no color variation	Layout included images/charts and text with minimal color variation	Layout included images, text and several charts/graphs with effective use of various colors
Infographic clarity	Information was difficult to interpret	Information could be interpreted somewhat	Information could be easily interpreted
Presentation	Shared little information, involved one group member and/or not easy to understand	Shared some information, involved some group members and/or easy to understand	Shared all information, involved all group members and/or easy to understand

HANDOUT 2: STUDENT ASSESSMENT (PARTIAL)

Student name _____

Day One – Summary (Include terms – opportunity occupation and wages)

Day Three – Human Capital Overview

Day Three – Opportunity Occupation Highlights

Administrative Assistant _____ Plumber _____

Assembler/Fabricator _____ Police Officer _____

Automotive Mechanic _____ Registered Nurse _____

Bookkeeper/Accountant _____ Sales Representative _____

Electrician _____ Tractor-Trailer Truck Driver _____

Massage Therapist _____ Welder _____

Of all the opportunity occupations introduced within the lesson, which one would you choose to pursue and why?

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Skilled Trade Pays

Voluntary National Content Standards in Economics:

- Income
- Economic growth

National Standards for Financial Literacy:

- Earning Income

Common Core Standards:

- English Language Arts

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Teaching Tips 2.0

Teaching Tips 2.0 Opportunity Occupations

Teaching Tips is a resource that integrates current banking issues and research into your classroom with Federal Reserve research.



Teacher Resources

Student Activities

A Federal Reserve System initiative called “opportunity occupations” examines the impact of jobs that don’t require a four-year college degree, yet typically pay above the national annual median wage. The research conducted shows that opportunity occupations not only are an important part of the nation’s economy, but many careers in that employment sector are poised for solid growth. Access to more information about the initiative can be found at [Investing In America’s Workforce: Opportunity Occupations](#).

[Reading Synopsis](#) ▲

[Video Synopses](#) ▲

[Links and Resources](#) ▲

[About Teaching Tips 2.0](#) ▲

This resource offers a range of interdisciplinary activities centered on nonfiction reading about career education. The activities align with the topic and include data for students to calculate and analyze, multimedia for students to view and respond to and questions at two levels of complexity for students to answer. Additionally, economic and personal finance vocabulary and extension activities are provided. After students have read the text, teachers can assign any of the stand-alone activities. Through these, students can build their cognitive and critical thinking skills while supporting their learning in English language arts, math, economics and personal finance.

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Teaching Tips 2.0

Vital Vocabulary:

- Community Development Financial Institution
- Human Capital
- Income
- Labor Market
- Opportunity Employment
- Opportunity Occupations
- Wages
- Workforce Development

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Teaching Tips 2.0

Opportunity Occupations: Good pay; no degree required

Topics: News



Story by Debra Skodack; Photography by Gary Barber; Videography by Brett Smith and Kevin Wright

APRIL 15, 2020 | Spring 2020 | A Federal Reserve System initiative called "Opportunity Occupations"

TEN Article
Opportunity Occupations: Good Pay; No Degree Required

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Teaching Tips 2.0

Opportunity Occupations: Joining the Workforce



Financial Innovations Roundtable: Investing in Workforce Development Is Investing in People

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Teaching Tips 2.0

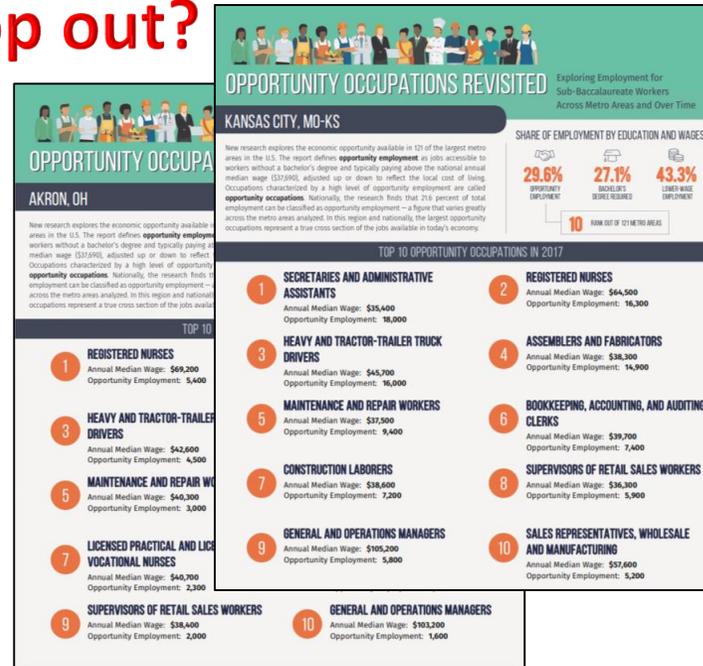
Facts and Figures

Why do 30% of college freshmen drop out?

Calculate 6.8% interest for a 4-year degree totaling \$38,500

Opportunity employment make up 22% of job market

Percentage change of median annual wage from 2017 to 2019. What will it be in 2021?



Create graph of employment figures and percentage differences

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Teaching Tips 2.0

Extension Exercises

Develop an infographic about an opportunity occupation, write comparative summary using a partner's infographic

Research and create job ads for opportunity occupations in your state

Create a video describing an opportunity occupation of your choice and why it's important to the labor market

Investigate opportunity occupations through the monitor tool and explain differences in level of opportunity employment

Interview someone in an opportunity occupation in your community

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preparing students for a workforce in transition

Infographics Series

Employability Skills: A Toolkit for Success



Employability, or 'soft' skills, are core qualities that are useful in any career path you choose. As your job grows or changes, developing these traits can help you be more successful and marketable in a competitive job market.

10th District Opportunity Occupations

Road Less Traveled: Opportunity Occupations

Organization

Ways to Build Organization:

- Set reminders to help you keep track of tasks and meetings
- Establish steps to complete a goal or a big assignment

Careers: Accountant, Administrative Assistant, Editor, Event Planner, Statistician

Reliability

Ways to Build Reliability:

- Be on time to class and appointments
- Follow through on a commitment or provide a solid reason why you can't

Careers: Court Reporter, Dental Hygienist, Electrician, Funeral Director, Truck Driver

Federal Reserve Bank of Kansas City



ECON ED
from THE FED

preparing students for a workforce in transition

Fed Opportunity Occupations

Positions:

- Asset Management Specialist – IT Technology Support
- Information Security Technician – Application & Development
- Customer Support Specialist - Wholesale Operations
- Cash Operations Specialist – Cash Services
- Facilities Technician – Facilities Management
- Law Enforcement Officer – Law Enforcement

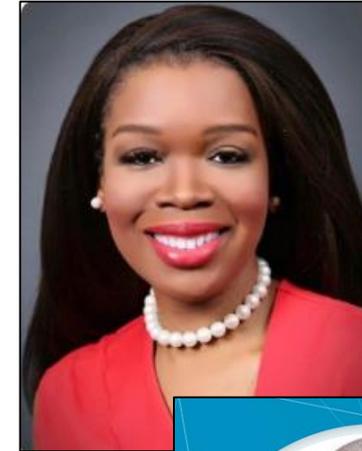
Federal Reserve Bank of Kansas City



21st Century Careers Programs

Student Webinar Series:

- A Portrait of Leadership – **Oct. 6**
- Today's Leadership Landscape – **Oct. 15**
- Skills for Success – **Oct. 21**
- Opportunity Occupations – **Nov. 19**
 - With video series



Mayor Eileen Weir



President Esther George

Federal Reserve Bank of Kansas City



Davyeon Ross



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Stay Tuned....More Resources to Come!

- 2020-2021 Teacher Talk Planner – opportunity occupation theme
- 21st Century Careers: Opportunity Occupation video series
- Black Female Entrepreneurs Teaching Tips 2.0
- Race and Economics teacher PD – September 17
- Cultural relevance lesson series
 - Black Wall Street
 - Socioeconomics
 - Race/ethnicity
 - Gender
- Evening at the Fed – districtwide webinar
- COVID and the economy resources

Federal Reserve Bank of Kansas City



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Expand Career Exploration with
Agility Tools

JULY 29, 2020



DeBruce
FOUNDATION

TODAY

- Introduce The DeBruce Foundation
- Explain Our Theory of Change
- Review Three Agility Tools
- Share Upcoming Innovations & How to Connect

WHAT WE DO:
The DeBruce Foundation
expands pathways to
economic growth and
opportunity.

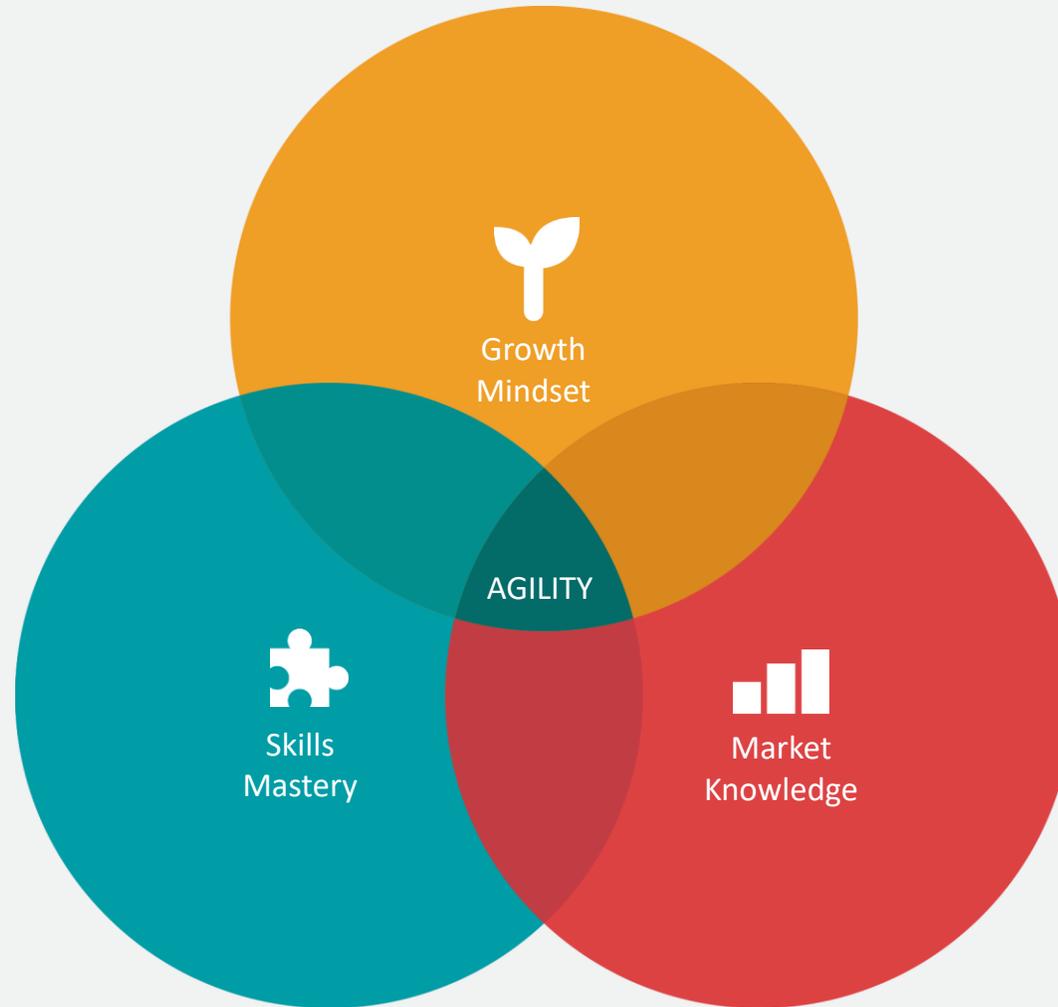


Expanding Career Pathways Through Agility

- Flexibility – Agility implies a person may succeed in a diverse set of options within and across career domains
- Innovation – Agility implies a person can build new or improved strengths
- Problem Solving – Agility implies a person can assess a situation to address a challenge

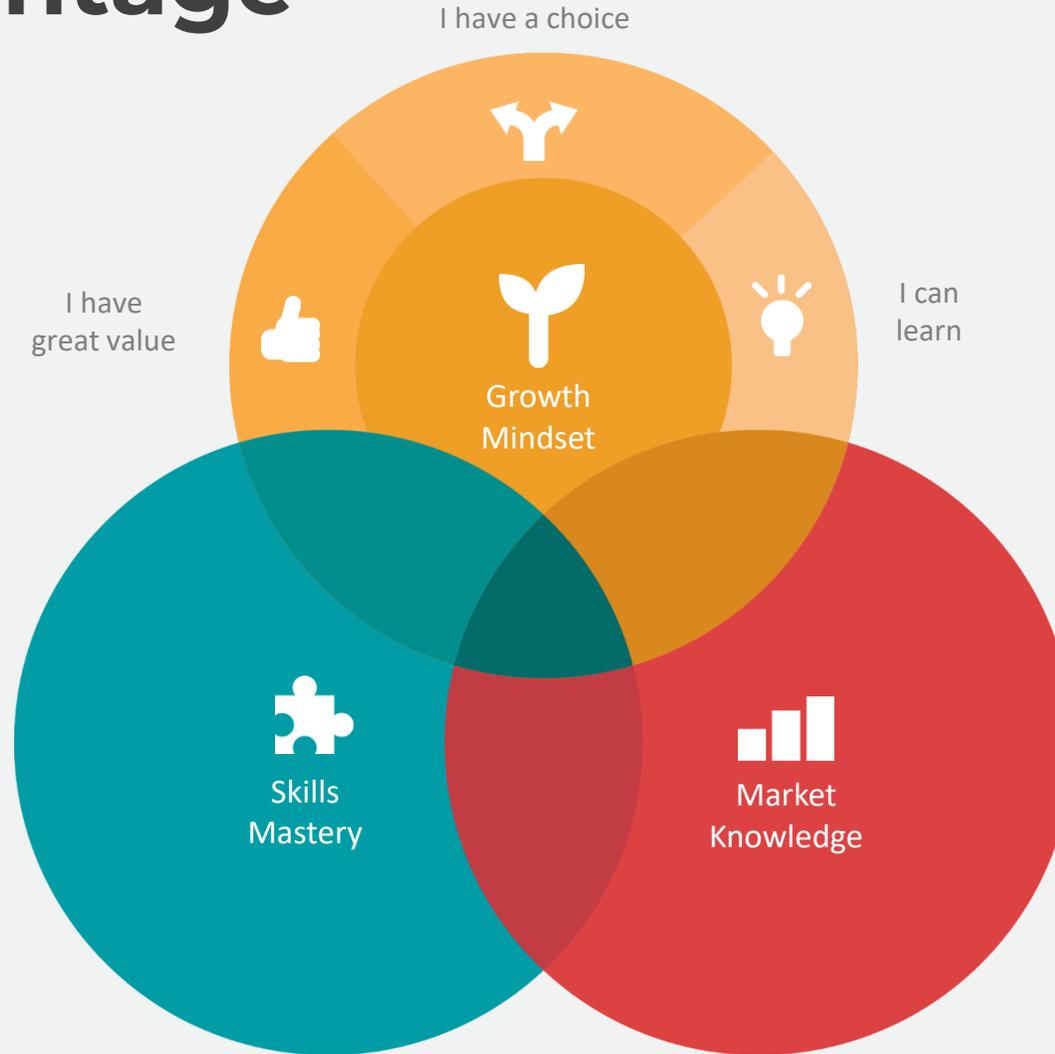
AGILITY Advantage

Career
Development
Model



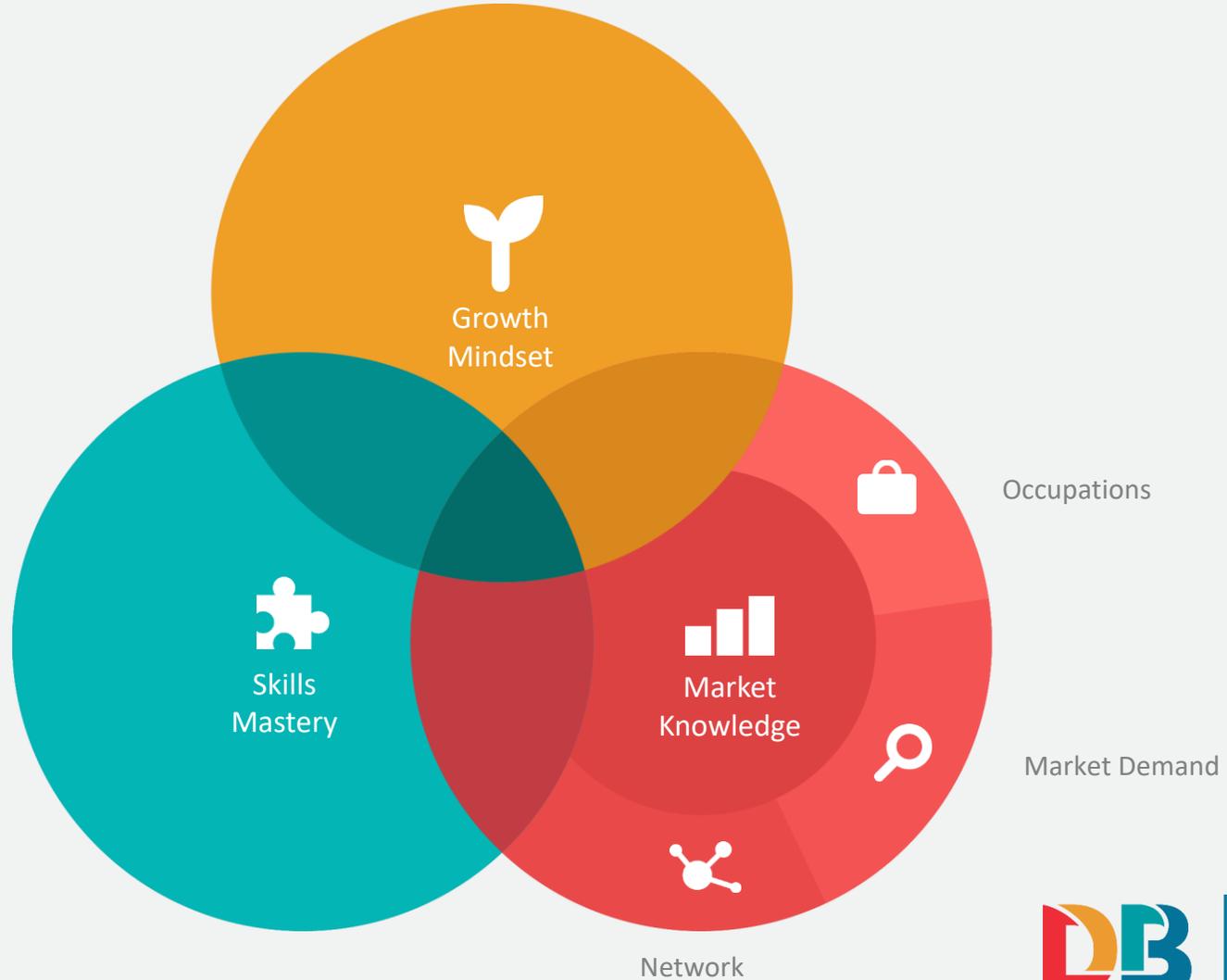
AGILITY Advantage

Career
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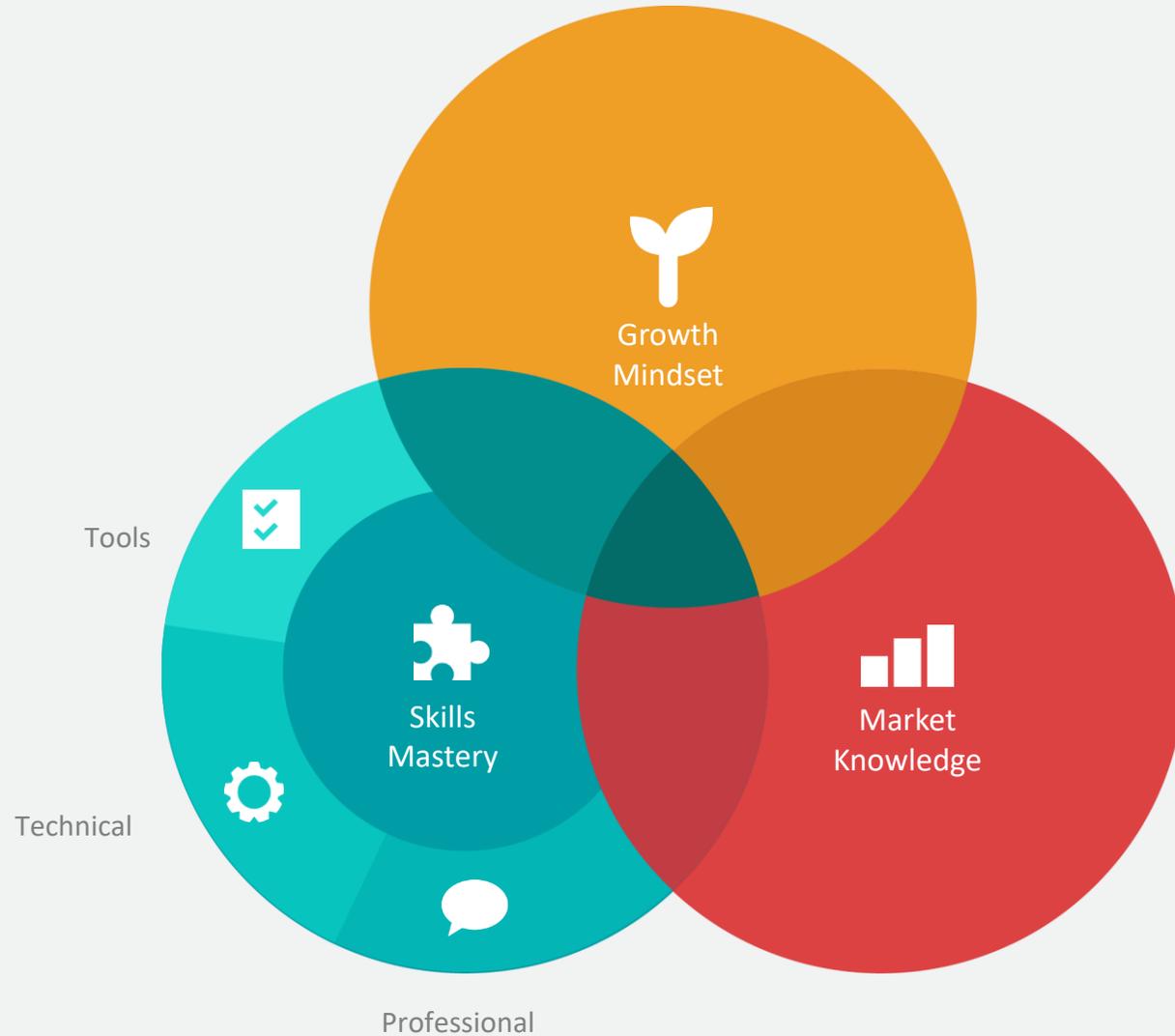
AGILITY Advantage

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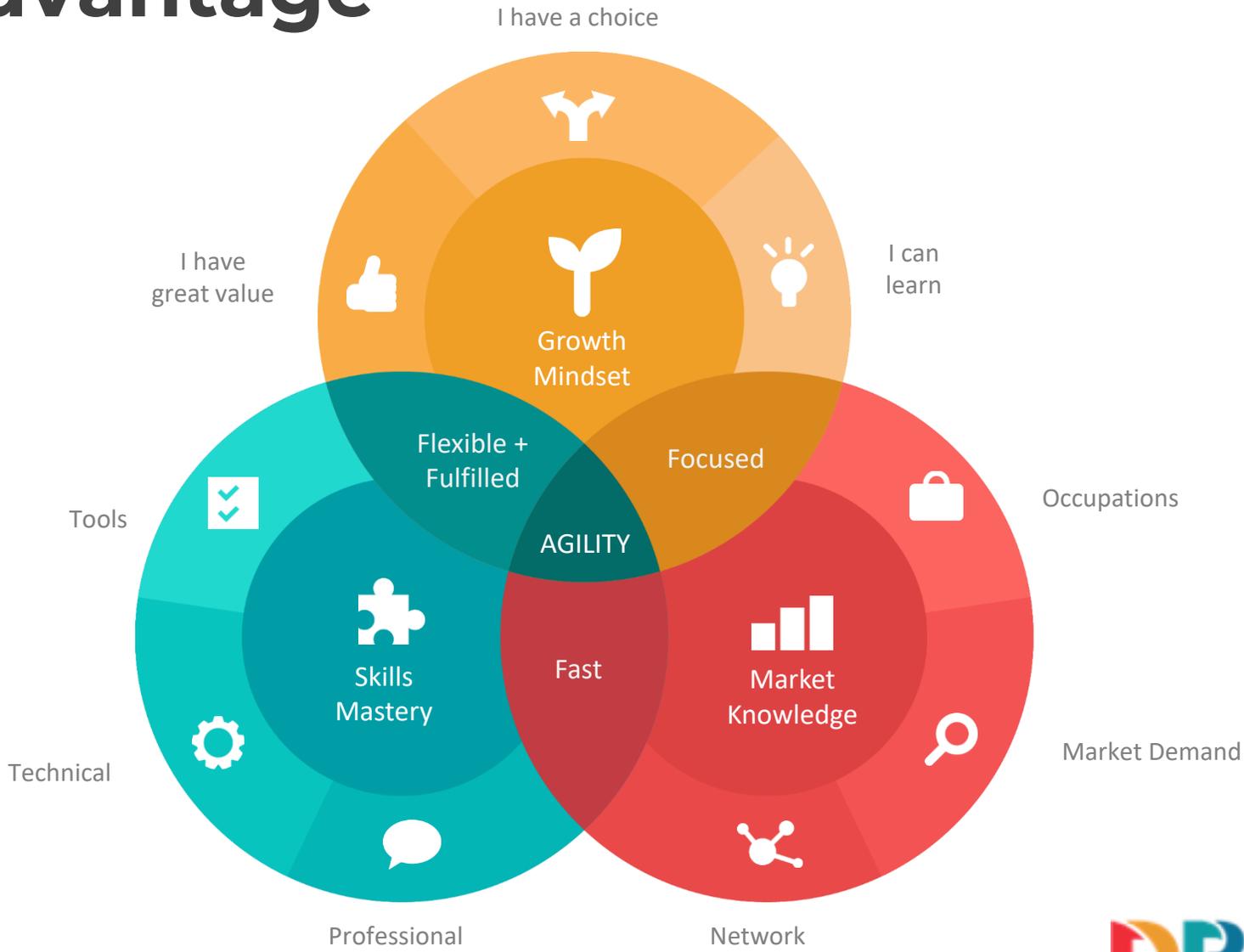
AGILITY Advantage

Career
Development
Model



AGILITY Advantage

Career
Development
Model



WHY IS IT IMPORTANT TO ACTIVATE AGILITY ADVANTAGE?

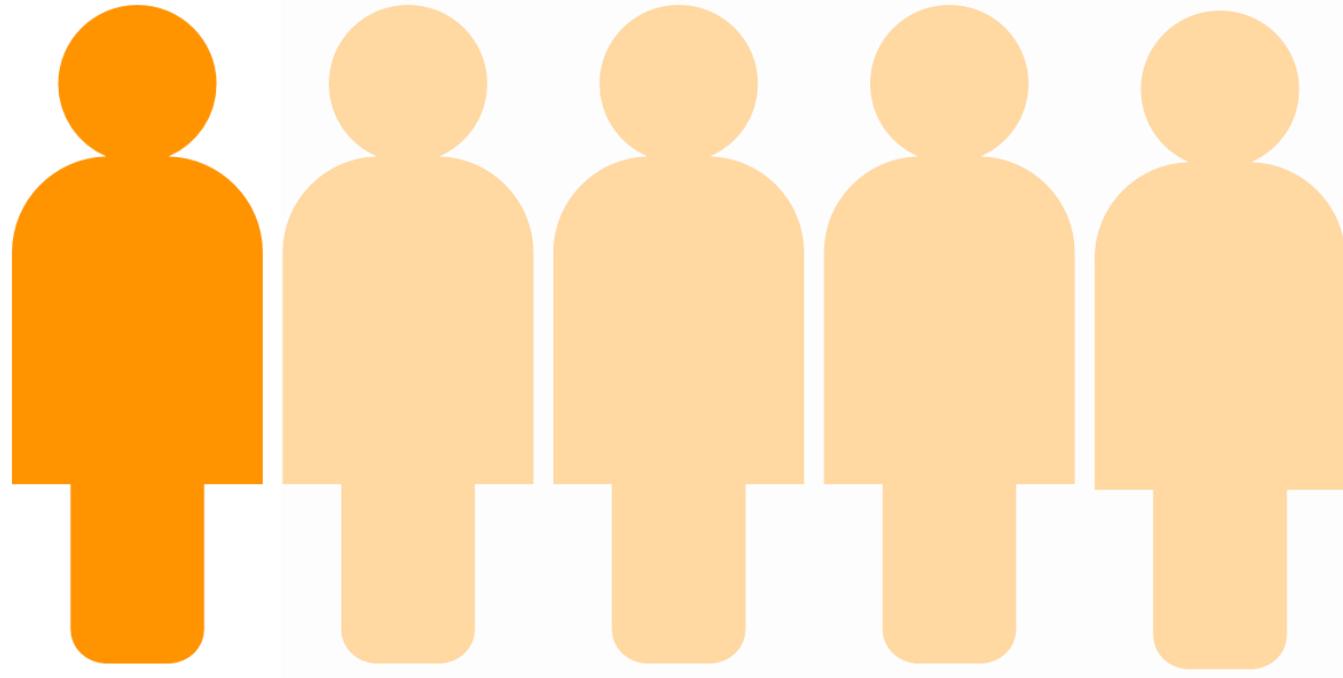
95% of high schoolers consider 5 or fewer careers.

The US college drop out rate is 40-60%.

Lack of career direction is one of the top reasons for dropping out.

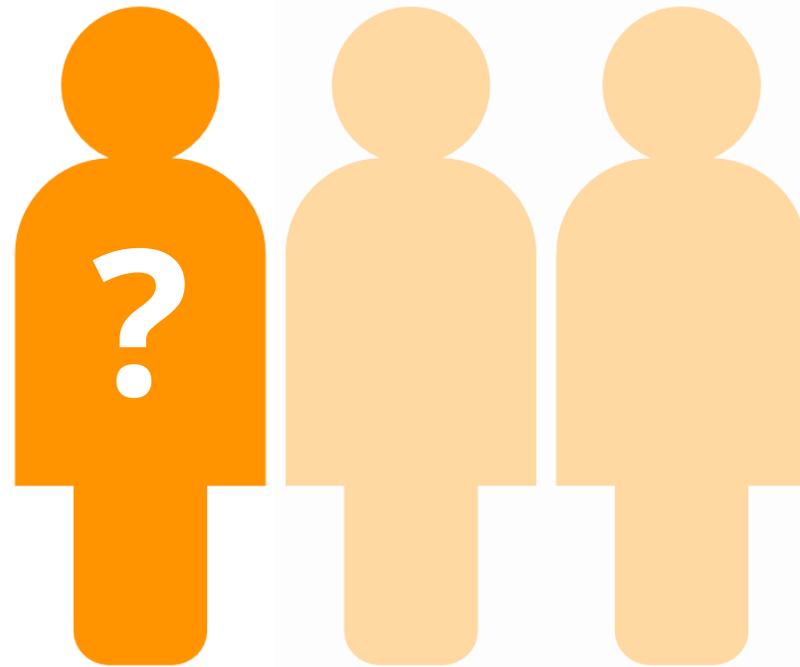


TOO MANY YOUTH ARE DISENGAGED FROM THE CAREER PREPARATION PROCESS



1 in 5 youth say they have not really spent time thinking about their career at all

TOO MANY YOUTH ARE DISENGAGED FROM THE CAREER PREPARATION PROCESS



1 in 3 youth have little to no idea how to prepare for a career

AGILITY TOOLS *Agilities.org*

- **Agile Work Profiler** uses what you like to do and what you do well to discover your Agilities.
- **Career Explorer** tools use the Agilities to learn about income, preparation, work activities, and demand for different careers.
- **Draw Your Future with Agilities** leverages your strengths to describe your current reality, desired future, and the necessary steps to achieve your goals.



**Agile Work
Profiler**

[Agilities.org](https://agilities.org)



**Career
Explorer**

[Agilities.org](https://agilities.org)



AGILITIES – THE DNA OF JOBS

AGILITIES.ORG



We analyzed
US Bureau of
Labor Statistics
data on over
1,000 jobs



It turns out
all jobs use the
same 10 work
activities
in different
amounts



You can learn
any of them,
and have some
you like best and
are best at doing

THE 10 AGILITIES OF WORK





Agile Work Profiler

Expanding Career Pathways

AWARENESS

AFFIRMATION

ACTIVATION

THE AGILE WORK PROFILER

AGILITIES.ORG



DISCOVER
STRENGTHS
& PASSIONS 

 RESEARCH-
BASED &
TESTED

FREE TO THE
PUBLIC 

 ONLY TAKES 10
MINUTES

The Agile Work Profiler has a unique value proposition for individuals

CAREER TOOLS...

MEASURE DIFFERENT THINGS...

TO MEET DIFFERENT GOALS



Agile Work Profiler

Your interests and strengths in doing actual work activities

Expand your options to see many career pathways to your success



Myers-Briggs

Your preferences in using your perception and judgment

Become aware of your perceptions and appreciate others' ways



CliftonStrengths

Your preferred thinking, feeling, and behavior styles

Be more engaged, happier at work, manage teams better



OAD

Your personality compared with successful people

Reduce turnover and increase productivity



Career Explorer

Agilities.org

AWARENESS

AFFIRMATION

ACTIVATION

Users Can Explore and Compare Careers By Agility

Developed By



Career Explorer Tools

Each tool below will help you explore a new aspect of Agilities in Careers. Try them all!

The 10 Agilities of Work

Get familiar with the 10 Agilities of work



Agilities Job Decoder

See the Agilities and details of one occupation



Agilities Comparison

Compare Agilities of three occupations at once



Occupation Explorer

Discover more occupations using Agilities



Opportunity Explorer

Discover which jobs are in high demand locally



Education Explorer

Get a snapshot of postsecondary options in KC



The 10 Agilities of Work

Get familiar with the 10 Agilities of work



THE 10 WORK AGILITIES

Agilities are groups of work tasks that are used across all occupations in different amounts. You can develop any Agility through experience and education.

Agilities

- Mentor, coach, teach, and evaluate others
- Provide others opportunities to learn
- Encourage people to improve knowledge and skills

Developing Others

- Find unique ways to solve problems
- Create new or repurpose existing solutions
- Develop novel strategies to implement and execute plans

Innovating

- Improve quality, safety, or effectiveness



Agilities Job Decoder

See the Agilities and details of one occupation



Note: Covid-19 has greatly impacted the US Economy. Forecasts and current employment levels provided here reflect pre-Covid expectations.

AGILITIES JOB DECODER

Pick an occupation from the drop down list to see that occupation's details.

Web Developers

Choose Occupation

Web Developers

National Annual Median Wage

KC Annual Median Wage

Typical Education

Ranked Agilities

\$75,600

\$71,900

Bachelor's Degree

1	Innovating
2	Working with Information
3	Organizing
4	Managing
5	Selling and Communicating
6	Developing Others
7	Inspecting
8	Judging and Estimating
9	Operating Objects
10	Serving and Caring

Description

Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software designed to facilitate the creation of Web and multimedia content.

Detailed Work Activities

Analyze project data to determine specifications or requirements.
Collaborate with others to develop or implement marketing strategies.
Collaborate with others to resolve information technology issues.
Conduct research to gain information about products or processes.
Configure computer networks.
Create databases to store electronic data.
Create electronic data backup to prevent loss of information.
Design websites or web applications.
Develop computer or information security policies or procedures.
Develop diagrams or flowcharts of computer operations.

Alternate Title

Computer Graphic Artist
Computer Graphic Designer
Designer
Front End Developer
Front End Engineer

Source: DeBruce Foundation and US Bureau of Labor Statistics, Mid-America Regional Council, JobsEQ

Occupation Explorer

Discover more occupations using Agilities



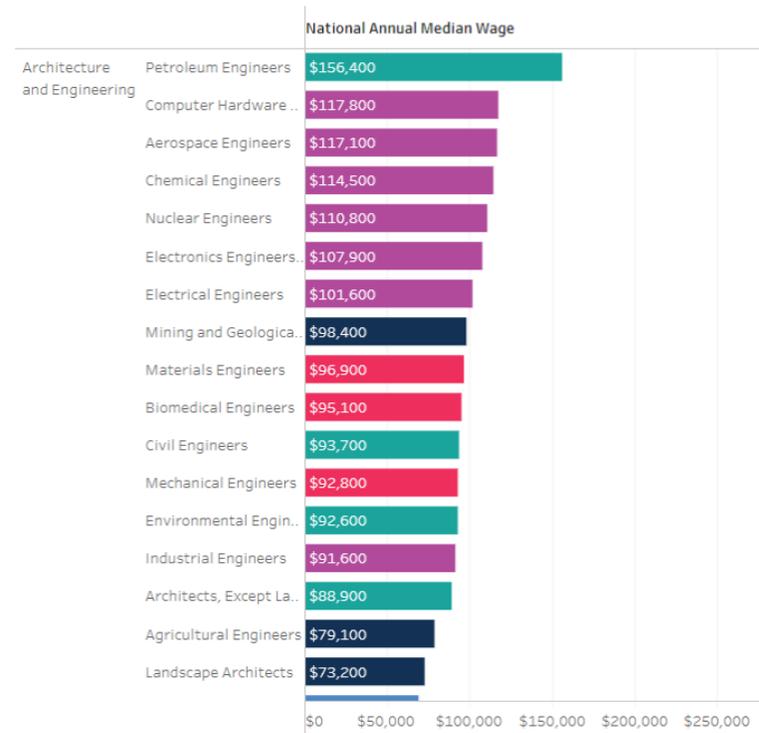
Note: Covid-19 has greatly impacted the US Economy. Forecasts and current employment levels provided here reflect pre-Covid expectations.

OCCUPATION EXPLORER

Looking for more career ideas?

Click on an Agility to see specific occupation descriptions, including income and education information.

Occupation examples listed by #1 Agility



Sources: Bureau of Labor Statistics, Mid-America Regional Council, JobsEQ.

Opportunity Explorer

Discover which jobs are in high demand locally



Note: Covid-19 has greatly impacted the US Economy. Forecasts and current employment levels provided here reflect pre-Covid expectations.

KC Metro or National
National

OPPORTUNITY EXPLORER

Explore the opportunities that are in demand in 2020.

Total Employed Nationally in 2020	1 Yr Forecast of New Jobs to be Added	KC Annual Median Wage	National Annual Median Wage	Typical Education
136,294,799	16,066,062	\$57,217	\$60,356	SOME COLLEGE COURSES

Percentage of Jobs in 2020 (National) by Agility



1 Year Forecast of Jobs to be Added Nationally in 2020 (colored by Agility)



Source: Mid-America Regional Council, JobsEQ. For more great stats visit www.marc.org
*Jobs displayed account for an estimated 95% of total jobs.

Agilities Comparison

Compare Agilities of three occupations at once



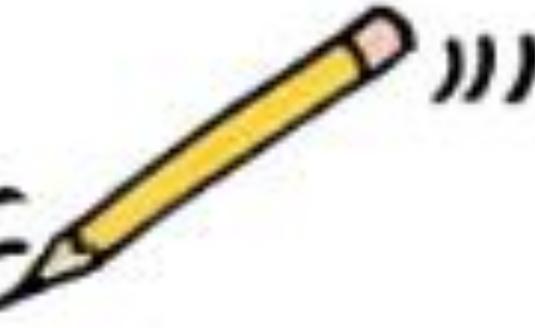
Note: Covid-19 has greatly impacted the US Economy. Forecasts and current employment levels provided here reflect pre-Covid expectations.

AGILITIES COMPARISON

Compare Agilities Across Occupations.
Pick occupations to compare.

Occupation 1		Occupation 2		Occupation 3	
Aerospace Engineering and Operations Technicians		Actuaries		Advertising and Promotions Managers	
\$69,000		\$116,300		\$133,100	
Post-Secondary Certificate		Bachelor's Degree		Bachelor's Degree	
1	Operating Objects	1	Working with Information	1	Innovating
2	Working with Information	2	Developing Others	2	Selling and Communicating
3	Managing	3	Innovating	3	Organizing
4	Selling and Communicating	4	Selling and Communicating	4	Inspecting
5	Innovating	5	Organizing	5	Managing
6	Organizing	6	Managing	6	Working with Information
7	Judging and Estimating	7	Judging and Estimating	7	Developing Others
8	Developing Others	8	Inspecting	8	Serving and Caring
9	Inspecting	9	Operating Objects	9	Operating Objects
10	Serving and Caring	10	Serving and Caring	10	Judging and Estimating

Source: DeBruce Foundation and US Bureau of Labor Statistics, Mid-America Regional Council, JobsEQ

DRAW YOUR FUTURE 
with  Agilities

DISCOVER

DRAW

DECIDE

DRAW YOUR FUTURE 
with  Agilities



GUIDED VIDEO TUTORIAL

AGILITIES.ORG

- What do your Agilities look like in your **current reality**?
- How can you use your Agilities to **address challenges**?
- What Agilities can help you achieve your **bold steps**?

AGILITIES.ORG

1. Agile Work Profiler = Assessment
2. Career Explorer = Interactive Tools
3. DYF/A = Video Tutorial



DeBruce
FOUNDATION

[DEBRUCE.ORG](https://debruce.org)



DeBruce
FOUNDATION

RSMITH@DEBRUCE.ORG



THANK YOU FOR YOUR WORK WITH
STUDENTS!

QUESTIONS?

ECON ED FROM THE FED





@KansasCityFed



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[KansasCityFed.org/Education](https://www.kansascityfed.org/Education) and
[KansasCityFed.org/community/workforce](https://www.kansascityfed.org/community/workforce)

