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.
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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Federal Reserve Bank of Kansas City
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.
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.
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
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

Federal Reserve Bank of Kansas City
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

*Federal Reserve Bank of Kansas City*
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?
### Table 1. Largest Opportunity Occupations (2017)

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>Opportunity Employment</th>
<th>Share of Sub-Baccalaureate Job Ads</th>
<th>Opportunity Employment</th>
<th>Higher Wages, Bachelor’s Degree Required</th>
<th>Lower Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>1,374,014</td>
<td>65.9%</td>
<td>65.9%</td>
<td>34.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>1,032,790</td>
<td>100.0%</td>
<td>93.1%</td>
<td>0.0%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>586,656</td>
<td>58.8%</td>
<td>52.9%</td>
<td>37.4%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>411,285</td>
<td>100.0%</td>
<td>54.0%</td>
<td>0.0%</td>
<td>46.0%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>457,630</td>
<td>100.0%</td>
<td>91.7%</td>
<td>0.0%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Electricians</td>
<td>453,790</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>446,300</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>433,025</td>
<td>38.9%</td>
<td>39.5%</td>
<td>60.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>432,315</td>
<td>24.6%</td>
<td>26.0%</td>
<td>74.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>426,495</td>
<td>39.5%</td>
<td>40.3%</td>
<td>59.5%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Police and Sheriff’s Patrol Officers</td>
<td>405,652</td>
<td>89.0%</td>
<td>87.9%</td>
<td>12.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sales Representatives, Services, All Other</td>
<td>370,716</td>
<td>44.9%</td>
<td>45.0%</td>
<td>53.8%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Supervisors of Retail Sales Workers</td>
<td>368,040</td>
<td>64.9%</td>
<td>45.1%</td>
<td>21.3%</td>
<td>37.7%</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>338,550</td>
<td>100.0%</td>
<td>76.9%</td>
<td>0.0%</td>
<td>23.1%</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>313,670</td>
<td>100.0%</td>
<td>99.7%</td>
<td>0.0%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>284,418</td>
<td>73.6%</td>
<td>17.7%</td>
<td>5.1%</td>
<td>77.2%</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>270,250</td>
<td>100.0%</td>
<td>40.0%</td>
<td>0.0%</td>
<td>59.8%</td>
</tr>
<tr>
<td>Computer User Support Specialists</td>
<td>262,837</td>
<td>53.1%</td>
<td>52.6%</td>
<td>47.1%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>254,647</td>
<td>65.9%</td>
<td>65.3%</td>
<td>34.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Executive Secretaries and Executive Administrative Assistants</td>
<td>227,786</td>
<td>46.0%</td>
<td>47.3%</td>
<td>52.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Secretaries, Clerks, and Financial Services Sales Agents</td>
<td>225,101</td>
<td>70.8%</td>
<td>66.9%</td>
<td>32.1%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>221,140</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Supervisors of Mechanics, Installers, and Repairers</td>
<td>204,586</td>
<td>65.4%</td>
<td>65.5%</td>
<td>34.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Supervisors of Transportation and Material Moving Workers</td>
<td>204,286</td>
<td>71.8%</td>
<td>72.0%</td>
<td>28.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Supervisors of Production and Operating Workers</td>
<td>202,999</td>
<td>53.5%</td>
<td>53.5%</td>
<td>46.5%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Skilled Trade Pays

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

<table>
<thead>
<tr>
<th>Metro Area</th>
<th>Opportunity Employment</th>
<th>Higher Wages, Bachelor's Degree Required</th>
<th>Lower Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toledo, OH</td>
<td>42.3%</td>
<td>31.5%</td>
<td>26.2%</td>
</tr>
<tr>
<td>Anchorage, AK</td>
<td>39.6%</td>
<td>35.5%</td>
<td>25.9%</td>
</tr>
<tr>
<td>Des Moines-West Des Moines, IA</td>
<td>39.0%</td>
<td>36.8%</td>
<td>24.2%</td>
</tr>
<tr>
<td>Birmingham-Hoover, AL</td>
<td>37.6%</td>
<td>38.6%</td>
<td>23.8%</td>
</tr>
<tr>
<td>St. Louis, MO-MO</td>
<td>35.7%</td>
<td>38.9%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Cedar Rapids, IA</td>
<td>33.0%</td>
<td>40.3%</td>
<td>26.7%</td>
</tr>
<tr>
<td>Cleveland-Elyria, OH</td>
<td>30.1%</td>
<td>39.9%</td>
<td>29.0%</td>
</tr>
<tr>
<td>Lexington-Fayette, KY</td>
<td>33.9%</td>
<td>39.2%</td>
<td>26.9%</td>
</tr>
<tr>
<td>Spokane/Spokane Valley, WA</td>
<td>29.9%</td>
<td>37.3%</td>
<td>32.8%</td>
</tr>
<tr>
<td>Kansas City, MO-KS</td>
<td>28.6%</td>
<td>36.7%</td>
<td>34.7%</td>
</tr>
<tr>
<td>Oxnard-Thousand Oaks-Ventura, CA</td>
<td>18.6%</td>
<td>18.6%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Boulder, CO</td>
<td>16.6%</td>
<td>16.6%</td>
<td>16.6%</td>
</tr>
<tr>
<td>Myrtle Beach-Conway-Myrtle Beach, SC-NC</td>
<td>15.5%</td>
<td>15.5%</td>
<td>15.5%</td>
</tr>
<tr>
<td>San Diego-Carlsbad, CA</td>
<td>14.5%</td>
<td>14.5%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Deltona-Daytona Beach-Ormond Beach, FL</td>
<td>13.6%</td>
<td>13.6%</td>
<td>13.6%</td>
</tr>
<tr>
<td>San Jose-Sunnyvale-Santa Clara, CA</td>
<td>12.6%</td>
<td>12.6%</td>
<td>12.6%</td>
</tr>
<tr>
<td>Miami-Fort Lauderdale-West Palm Beach, FL</td>
<td>11.6%</td>
<td>11.6%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Los Angeles-Long Beach-Anaheim, CA</td>
<td>10.6%</td>
<td>10.6%</td>
<td>10.6%</td>
</tr>
<tr>
<td>New York-Norwalk Jersey City, NY-NJ-PA</td>
<td>11.6%</td>
<td>11.6%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Washington-Arlington-Alexandria, DC-VA-MD-WV</td>
<td>12.6%</td>
<td>12.6%</td>
<td>12.6%</td>
</tr>
</tbody>
</table>


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Skilled Trade Pays

Figure 1. Projected Percent Change in National Employment for the Largest Opportunity Occupations (2016-2026)

Note: Using probabilities provided in Frey and Osborne (2017), Ding, Leigh, and Herken (2018) consider occupations denoted with one asterisk (*) “at risk” of automation, with a likelihood of 70-94 percent, and occupations denoted with two asterisks (**) “high risk” of automation, with a likelihood of 95 percent or greater. The automation probability for sales representatives, services, all other is not available, and both the automation probability and the projected growth for supervisors of transportation and material moving workers represent the average of two constituent occupations.

Source: BLS Employment Projections (2016-2026)
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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
- Carpenter: $46,590/year
- Preschool Teacher: $30,520/year
- Flight Attendant: $56,000/year
- Mail Carrier: $58,760/year
- Surgical Technologist: $47,300/year
- Roofing: $39,970/year
- Real Estate Agent: $50,300/year
- Air Conditioning Installer: $47,610/year
- Chef/Head Cook: $48,460/year
- Construction Worker: $34,810/year
- Lab Technician: $52,330/year
- House Painter: $38,940/year
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ECON ED from THE FED
preparing students for a workforce in transition
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 aids; occupational therapy assistants and aids; 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.

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# Skilled Trade Pays

## Handout 5: Opportunity Occupation Exploration

### Section One
- My opportunity occupation is:
- Geographic location(s):
- Annual median wage(s):

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 $52,330 in Boulder, CO)

### Section Two
(Use back as needed)
- Wage range:
- Job outlook/projected growth:
- States where this job is common:
- Largest employers:
- Primary responsibilities:
- Similar occupations:
- Human capital (skills, training, education) needed:


### Section Three
(Use back as needed)
- How does this opportunity occupation benefit the labor market overall?
- What makes this opportunity occupation more appealing than other opportunity occupations?

<table>
<thead>
<tr>
<th>Opportunity Occupation Card</th>
<th>Occupational Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant</td>
<td>Plumber</td>
</tr>
<tr>
<td>Assembler/Fabricator</td>
<td>Police Officer</td>
</tr>
<tr>
<td>Automotive Mechanic</td>
<td>Registered Nurse</td>
</tr>
<tr>
<td>Bookkeeper/Accountant</td>
<td>Sales Representative</td>
</tr>
<tr>
<td>Electrician</td>
<td>Tractor-Trailer Truck Driver</td>
</tr>
<tr>
<td>Massage Therapist</td>
<td>Welder</td>
</tr>
</tbody>
</table>
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Voluntary National Content Standards in Economics:
• Income
• Economic growth

National Standards for Financial Literacy:
• Earning Income

Common Core Standards:
• English Language Arts
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.

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.
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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Opportunity Occupations: Good pay; no degree required

TEN Article
Opportunity Occupations: Good Pay; No Degree Required
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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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.

**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

**10th District Opportunity Occupations**

**Road Less Traveled: Opportunity Occupations**

Federal Reserve Bank of Kansas City
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

Federal Reserve Bank of Kansas City
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
Expand Career Exploration with Agility Tools

JULY 29, 2020
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

Growth Mindset
AGILITY
Skills Mastery
Market Knowledge

DeBruce Foundation
AGILITY Advantage

Career Development Model

I have great value

Growth Mindset

I have a choice

I can learn

Skills Mastery

Market Knowledge

I can learn
AGILITY Advantage

Career Development Model

Growth Mindset

Skills Mastery

Market Knowledge

Network

Occupations

Market Demand

DeBruce Foundation
AGILITY Advantage

Career Development Model

Growth Mindset

Skills Mastery

Market Knowledge

Tools

Technical

Professional

DeBruce Foundation
AGILITY Advantage

Career Development Model

I have great value
I have a choice
I can learn

Growth Mindset
Flexible + Fulfilled
Focused

AGILITY
Skills Mastery
Fast
Market Knowledge

Technical
Professional
Network

Occupations
Market Demand
Tools

I have great value
I have a choice
I can learn

DeBruce Foundation
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 DIENGAGED 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.
AGILITIES – THE DNA OF JOBS

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

- Developing Others
- Innovating
- Inspecting
- Judging & Estimating
- Managing
- Operating Objects
- Organizing
- Selling & Communicating
- Serving & Caring
- Working with Information
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

<table>
<thead>
<tr>
<th>CAREER TOOLS...</th>
<th>MEASURE DIFFERENT THINGS...</th>
<th>TO MEET DIFFERENT GOALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agile Work Profiler</td>
<td>Your interests and strengths in doing actual work activities</td>
<td>Expand your options to see many career pathways to your success</td>
</tr>
<tr>
<td>Myers-Briggs</td>
<td>Your preferences in using your perception and judgment</td>
<td>Become aware of your perceptions and appreciate others' ways</td>
</tr>
<tr>
<td>CliftonStrengths</td>
<td>Your preferred thinking, feeling, and behavior styles</td>
<td>Be more engaged, happier at work, manage teams better</td>
</tr>
<tr>
<td>OAD</td>
<td>Your personality compared with successful people</td>
<td>Reduce turnover and increase productivity</td>
</tr>
</tbody>
</table>
Career Explorer
Agilities.org

AWARENESS | AFFIRMATION | ACTIVATION
Users Can Explore and Compare Careers By Agility

Developed By

DeBruce Foundation

Career Explorer Tools
Each tool below will help you explore a new aspect of Agilitities 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

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

- Improve quality, safety, or effectiveness

Developing Others

Innovating
### Web Developers

**National Annual Median Wage**: $75,600  
**KC Annual Median Wage**: $71,900  
**Typical Education**: Bachelor's Degree

<table>
<thead>
<tr>
<th>Ranked Agilities</th>
<th>Description</th>
<th>Detailed Work Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Innovating</td>
<td>Analyze project data to determine specifications or requirements.</td>
</tr>
<tr>
<td>2</td>
<td>Working with Information</td>
<td>Collaborate with others to develop or implement marketing strategies.</td>
</tr>
<tr>
<td>3</td>
<td>Organizing</td>
<td>Collaborate with others to resolve information technology issues.</td>
</tr>
<tr>
<td>4</td>
<td>Managing</td>
<td>Conduct research to gain information about products or processes.</td>
</tr>
<tr>
<td>5</td>
<td>Selling and Communicating</td>
<td>Configure computer networks.</td>
</tr>
<tr>
<td>6</td>
<td>Developing Others</td>
<td>Create databases to store electronic data.</td>
</tr>
<tr>
<td>7</td>
<td>Inspecting</td>
<td>Create electronic data backup to prevent loss of information.</td>
</tr>
<tr>
<td>8</td>
<td>Judging and Estimating</td>
<td>Design websites or web applications.</td>
</tr>
<tr>
<td>9</td>
<td>Operating Objects</td>
<td>Develop computer or information security policies or procedures.</td>
</tr>
<tr>
<td>10</td>
<td>Serving and Caring</td>
<td>Produce discussions on cybersecurity, education, and training.</td>
</tr>
</tbody>
</table>

**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*
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

<table>
<thead>
<tr>
<th>National Annual Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture and Engineering</td>
</tr>
<tr>
<td>Petroleum Engineers</td>
</tr>
<tr>
<td>Computer Hardware</td>
</tr>
<tr>
<td>Aeronautics Engineers</td>
</tr>
<tr>
<td>Chemical Engineers</td>
</tr>
<tr>
<td>Nuclear Engineers</td>
</tr>
<tr>
<td>Electronics Engineers</td>
</tr>
<tr>
<td>Electrical Engineers</td>
</tr>
<tr>
<td>Mining and Geologic</td>
</tr>
<tr>
<td>Materials Engineers</td>
</tr>
<tr>
<td>Biomedical Engineers</td>
</tr>
<tr>
<td>Civil Engineers</td>
</tr>
<tr>
<td>Mechanical Engineers</td>
</tr>
<tr>
<td>Environmental Engineers</td>
</tr>
<tr>
<td>Industrial Engineers</td>
</tr>
<tr>
<td>Architects, Except LA</td>
</tr>
<tr>
<td>Agricultural Engineers</td>
</tr>
<tr>
<td>Landscape Architects</td>
</tr>
</tbody>
</table>

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.

Opportunity Explorer
Explore the opportunities that are in demand in 2020.

<table>
<thead>
<tr>
<th>Total Employed Nationally in 2020</th>
<th>1 Yr Forecast of New Jobs to be Added</th>
<th>KC Annual Median Wage</th>
<th>National Annual Median Wage</th>
<th>Typical Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>136,294,799</td>
<td>16,066,062</td>
<td>$57,217</td>
<td>$60,356</td>
<td>Some College Courses</td>
</tr>
</tbody>
</table>

Percentage of Jobs in 2020 (National) by Agility

- Serving and Caring: 24%
- Selling and Communicating: 19%
- Judging and Estimating: 16%
- Managing: 10%
- Operating Objects: 12%
- Inspecting: 10%

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.marco.org

*Jobs displayed account for an estimated 2% 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.

<table>
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<th>Occupation 1</th>
<th>Occupation 2</th>
<th>Occupation 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering and Operations Technicians</td>
<td>Account</td>
<td>Advertising and Promotions Managers</td>
</tr>
<tr>
<td>$69,000</td>
<td>$116,300</td>
<td>$133,100</td>
</tr>
<tr>
<td>Post-Secondary Certificate</td>
<td>Bachelor's Degree</td>
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<td>Operating Objects</td>
<td>Working with Information</td>
<td>Innovating</td>
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<tr>
<td>2</td>
<td>Working with Information</td>
<td>Developing Others</td>
<td>Selling and Communicating</td>
</tr>
<tr>
<td>3</td>
<td>Managing</td>
<td>Innovating</td>
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Source: Deloitte Foundation and US Bureau of Labor Statistics, Mid-America Regional Council, LEFATE
DRAW YOUR FUTURE with Agilities
• 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
THANK YOU FOR YOUR WORK WITH STUDENTS!
QUESTIONS?
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