Where We’ve Been & Where We’re Going

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Who’s in The Room?

Workforce Landscape
New Yorkers without Disabilities: 8.4%
New Yorkers with Disabilities: 6/22
Nationally: 4.4%
NYS: 7/25/22

Unemployment Rate for PWD
Statewide Unemployment Rate

April 2019 to March 2020: 7.3%
April 2020 to March 2021: 11.3%

Source: Kessler Foundation and the University of New Hampshire Institute on Disability June 2022 National Trends in Disability Employment Report (nTIDE)

*PPT = Percentage Point
Since lockdown spring of 2020, hospitality sector wages have risen the most of all industries.

% change in average weekly wage for private sector workers between second quarter of 2020 and second quarter of 2021:

- Accommodation and food services: -8.4%
- Information: 12.8%
- Management of companies and enterprises: 12.8%
- Retail trade: 8.4%
- Professional and technical services: 7.9%
- Real estate and rental and leasing: 7.5%
- Administrative and waste services: 9.5%
- Health and social assistance: 0.3%
- Transportation and warehousing: 0.0%
- Manufacturing: 5.5%
- Construction: 5.7%
- Agriculture, forestry, fishing and hunting: -0.3%
- Mining, quarrying, and oil and gas extraction: 0.5%
- Other services, except public administration: 0.5%
- Arts, entertainment, and recreation: 1.9%

Note: jobs unclassified to any industry or sector not shown.
Source: Pew Research Center analysis of Quarterly Census of Employment and Wages.
There Are No Shortcuts

Most organizations still think like this:

- Building Skills
- Developing specific workforce skills to meet short-term needs
- Focusing on formal training and traditional education
- Rewarding based on work output
- Preparing the workforce with an internal focus

Cultivating capabilities first, skills second:
- Leveraging workers’ “passion of the explorer” to engage them in solving unseen and future problems
- Supporting learning the flow of work
- Rewarding based on capability development and value to the business
- Preparing the workforce with an eye toward what benefits both the organization and society

The Future:
- Most really want this:
  - Starting, capabilities first, skills second
  - Listening: allowing workers’ passion to engage them in solving unseen and future problems
  - Supporting learning the flow of work
  - Leveraging workers’ “passion of the explorer” to solve unseen and future problems

The Gap:
- The problem and opportunity

5 Shifts: Workforce development puts workers in the center
- Shared programs, short-term goals, and the organization as the center
  - Integrated programs: long-term goals, with workers at the center

TRANSFERABLE SKILLS
SOFT SKILLS
EMPLOYABILITY SKILLS
CAPABILITIES
EHC
**Employability Skills**

**EXAMPLES OF ENDURING HUMAN CAPABILITIES**

- **Breadth of perspective**: Insightful appreciation of any situation
- **Risk-taking**: Boldness in the face of ambiguity
- **Conceptual thinking**: Rapid grasp of complexity
- **Decisiveness**: Urgency in decision-making
- **Challenging fearlessness**: Breaking out
- **Inclusiveness**: Optimism in the capability of others
- **Self-belief**: Confidence in taking the lead
- **Social flexibility**: Naturally collaborative
- **Drive**: Relentless desire to excel
- **Resilience**: Mental toughness in difficult times

_- Following the “passion of the explorer”  ➡ Learning in the flow in work

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**The Past**

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The Future

• Integrated Programs
• Long-term goals
• Workers at the center

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