Graffiti Wall

Do you know what kinds of skills and qualities employers are looking for in the people they hire? Do you know the difference between a workforce skill and a technical skill? This activity gets youth to identify the workforce skills employers are seeking in new employees by discovering the skills they are gaining in their 4-H experiences and activities.

Youth Will Learn

*Workforce Skills:* Marketable personal qualities and abilities

Success Indicator: Youth will identify skills gained through 4-H experiences. Youth will differentiate between “technical skills” and “workforce skills.”

What You Need:

Time Involved: 20-40 minutes depending on group size
Suggested Group Size: Any
Materials Needed:
- Poster board, flip charts, or large sheets of paper
- Markers
- Workforce Facts sheet

Facilitator Tips:

The list of 4-H experiences can be generated a head of time or you may want to have the teens brainstorm about the different roles a 4-H member might have. If you pre-generate the list, you can write up each on a sheet of flip chart paper or poster board ahead of time.

The Activity

1. Create a list of 4-H experiences and write each on its own large sheet of paper: camp counselor, CARTEENS, Jr. Leader, Jr. Fairboard, club officer, Ambassador, Teen Leader.

2. Have youth go around to the various sheets of paper and using the markers write the skills they feel they have learned by being involved in the activities/experiences.
The Why, What and How of Workforce Readiness

Activity 1

3. Talk about the different types of skills needed to do a job. Differentiate between technical skills and workforce skills.
   - Technical skills – skills that are specific to a job, such as welding, baking bread, etc.
   - Workforce skills – skills that apply to many jobs, such as interpersonal skills, problem solving, etc.

4. To provide examples and better understanding, tell the youth a few technical skill/workforce skill associated with a specific job; have them tell you whether or not it is a technical/workforce skill and explain why.

5. Go through the lists they created on the posters and have them differentiate which skills listed are technical skills and which are workforce skills.

Talk It Over

Have a debriefing session where you discuss the items the teens wrote on the posters. Have the teens brainstorm as to how they could apply the skills they listed in different settings such as school, home, etc. Talk about which skills or qualities they wrote on the posters could be desired by a future employer and why.

Share

- What did you learn about yourself by doing this activity?
- What did doing this activity make you think about?
- What was the most challenging thing about this activity?

Process

- What skills listed on the posters surprised you? Why?
- What unexpected information did you discover when discussing the differences between technical skills and workforce skills?
- How are technical skills and workforce skills similar? How are they different?

Generalize

- How have you used the skills you listed at home or at school?
- Which skills do you use most often?

Apply

- How could you use the information you listed on the posters in the future?
- How do you think you could use the skills you listed to apply for college or job?

Workforce skills are the critical tools you need to succeed in the workplace -- and they are all skills that you can learn, cultivate, develop, and maintain over your lifetime.