



Life Design and the Employer Skills Gap

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Outline

- **What is the employer skills gap?**
- **What is life design? How does the process work?**
- **Life design process activity**
- **How can the process reduce the skills gap?**
- **How can you learn more about implementing life design?**



What Is the Employer Skills Gap?

- **Gap between the skills employers expect employees to bring to the workplace and the skills employees have**
- **What percentage of employers have trouble finding the skills they need?**



The Employer Skills Gap

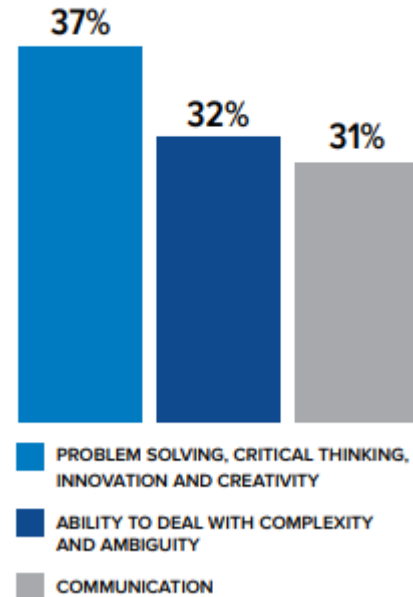
- **45% of small companies**
- **56% of medium-sized companies**
- **67% of large companies**



**What skills are
employers looking
for?**

**Before
COVID-19**

TOP 3 MISSING SOFT SKILLS

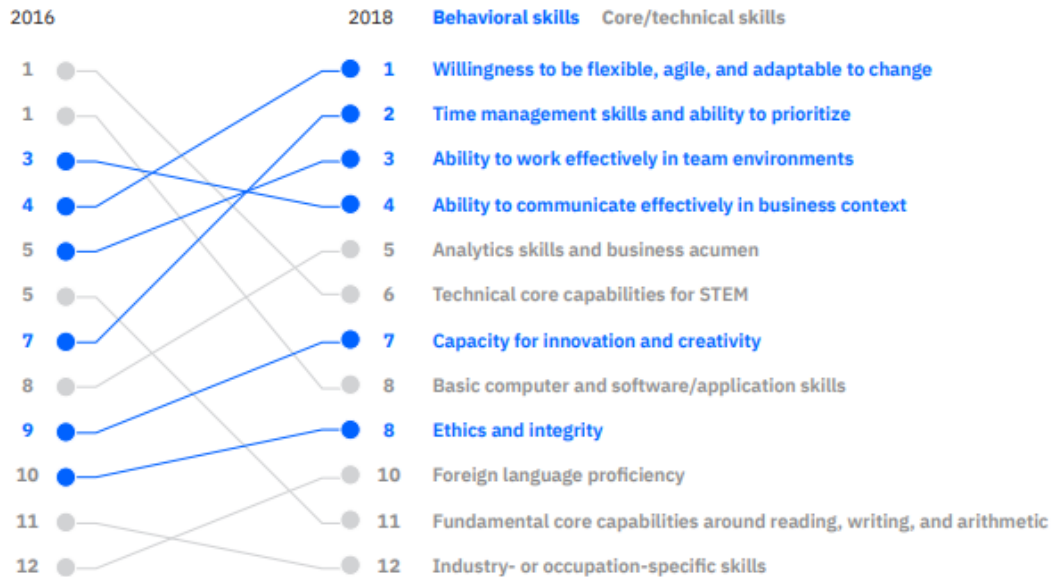


Source: Society for Human Resource Management, 2019

Before COVID-19

Figure 1

Executives now point to behavioral skills as the most critical for members of the workforce today



Sources: 2016 IBM Institute for Business Value Global Skills Survey; 2018 IBM Institute for Business Value Global Country Survey.



**Before
COVID-19**

- **Creativity**
- **Adaptability**
- **Collaboration**
- **Critical thinking**
- **Resiliency**

After COVID-19



Develop cognitive skills to ensure that critical players can respond to the need for redesign and innovation

Critical thinking and sound project management are needed in an atmosphere of increased autonomy brought on by remote work. Problem solving, creativity, and innovation are required to take on the challenges of a rapidly changing environment and business model. For example, in order to relocate production strategically, companies will have to rethink critical components of their supply chains, including sourcing and logistics, which will typically require enhanced creativity, innovation, problem solving, and project-management skills.



Strengthen social and emotional skills to ensure effective collaboration

Advanced interpersonal skills are needed to ensure that professional ties are kept strong despite distance. These skills will also be crucial for leaders trying to drive change and support their employees remotely.



Build adaptability and resilience skills to thrive during an evolving business situation

Support critical employees to build their self-awareness, self-confidence, and self-reliance so they can use new experiences as a source of learning. In addition, help them develop their personal tool kits to manage time, boundaries, and mental wellness to reinforce resilience.

Source: McKinsey & Co, 2020



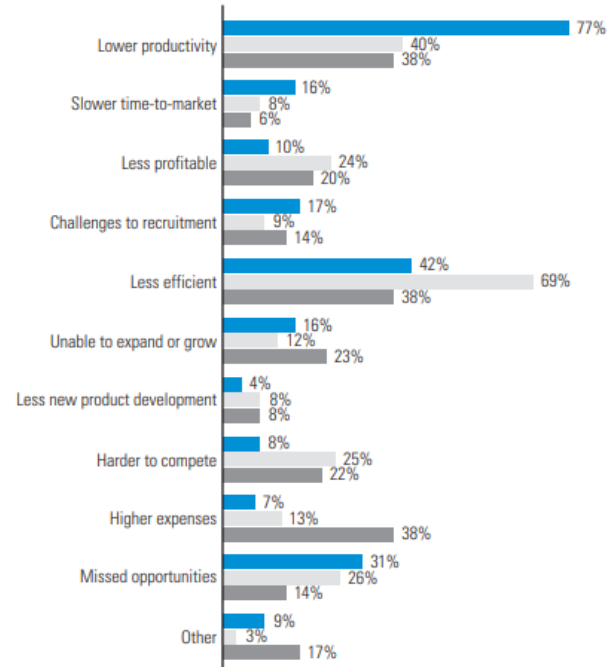
**After
COVID-19**

- **Creativity**
- **Adaptability**
- **Collaboration**
- **Critical thinking**
- **Resiliency**

Consequences of the Skills Gap

What are the business impacts of having a skills gap?

Respondents were asked to rank their top three choices.



Source: Association for Talent Development, 2012

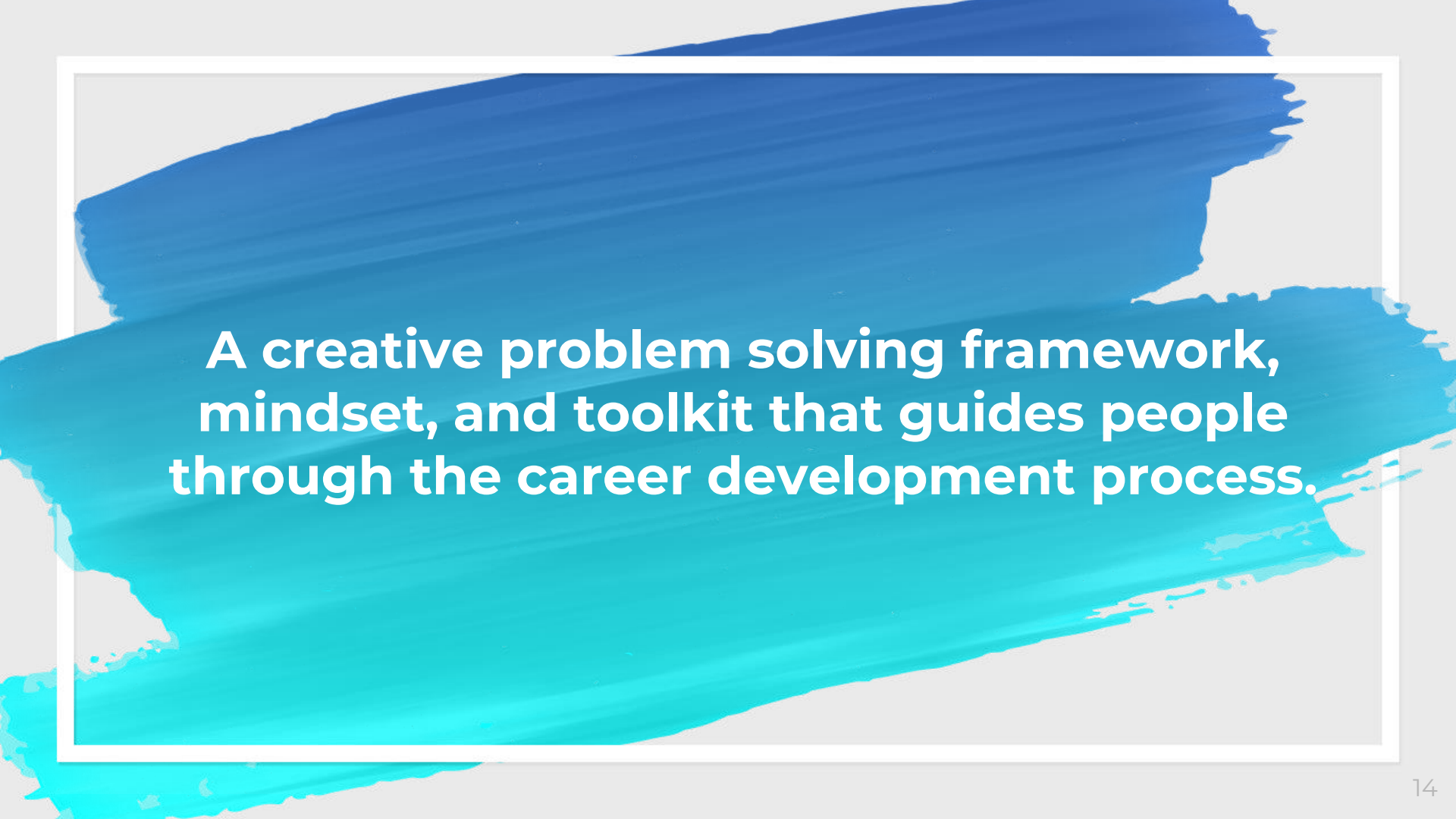


Consequences of the Skills Gap

- **Decreased productivity**
- **Less innovation**
- **Customer service is not as effective**
- **Economic losses**

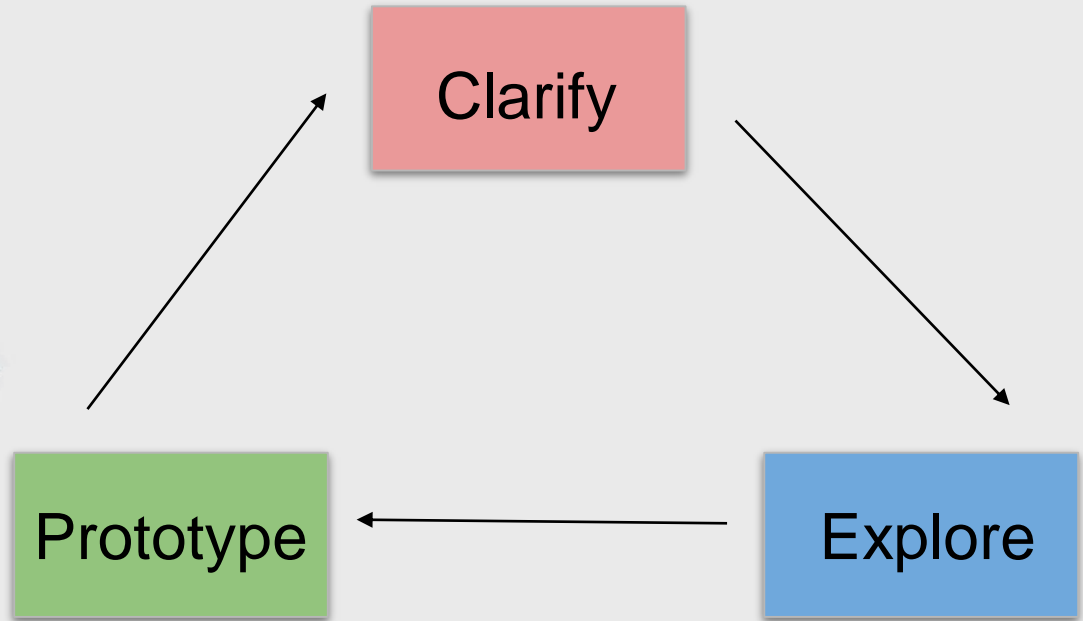


What is life design?



**A creative problem solving framework,
mindset, and toolkit that guides people
through the career development process.**

Life Design Process





Life Design Process

CLARIFY: What is important to me in life?

1. **Create Life Design Criteria**
2. **Clarify Life Design Criteria**

EXPLORE: What might be all the paths that could help me live those values?

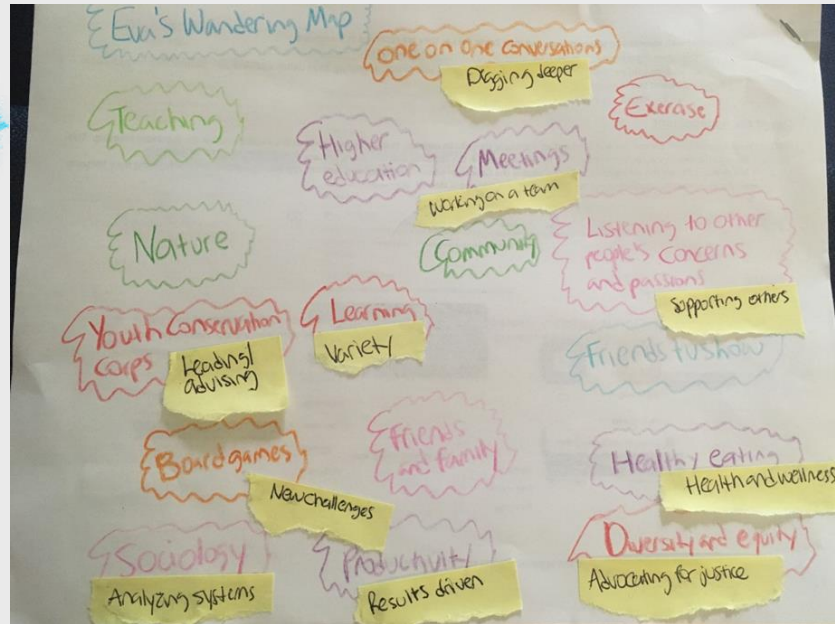
3. **Explore Possible Lives**
4. **Select Preferred Possible Lives**

PROTOTYPE: How might I test out my preferred possible lives?

5. **Create Experiments/Prototypes**
6. **Commit to Next Steps Experiments/Prototypes**

Clarify

- Empathy Interview
- Wandering Map
- Career Assessments





Explore

- **Brainstorm possible lives with peers**
- **Core principles:**
 - **Go for quantity**
 - **Seek wild and crazy ideas**
 - **Combine and build**
 - **Defer judgment**
- **Select top three**



Prototype

- **Opportunity to test possible lives through research, internships, volunteering, or skill-building exercises**
- **Develop an action plan with next steps**



Design Process Activity

Clarify Brainstorming Activity

- **First, write down two values that are important to you.**

List of values

Adventure	Faith	Kindness	Respect
Art	Family	Knowledge	Safety
Beauty	Freedom	Leadership	Self-confidence
Career	Happiness	Love	Self-development
Comfort	Health	Loyalty	Spirituality
Compassion	Honesty	Nature	Stability
Contribution	Independence	Peace	Success
Control	Influence	Pleasure	Truth
Creativity	Inner peace	Privacy	Wealth
Excellence	Justice	Reputation	Wisdom



Possible Lives Brainstorming Activity

- **What are two things you would like to do in your job this fall that would help you live these two values better? Take a few minutes to jot down some thoughts.**



Possible Lives Brainstorming Activity

- **Share your answers in the chat!**
- **Are there ideas that others shared that you can add to your list?**



Prototype Brainstorming Activity

- **Next, choose one idea. Take a few minutes to write down some thoughts on how you can work toward your new goal.**
 - **What could you ask your boss about?**
 - **What conversations could you have with student groups or colleagues?**
 - **What workshops could you take?**



Prototype Brainstorming Activity

- **Group share!**
- **What opportunities did you come up with?**
- **Write them down in the chat.**
- **What ideas can we share with each other?**



Taking Action

- **Write down next steps for your prototypes:**
 - **Tomorrow**
 - **One week from now**
 - **One month from now**
- **Who can you ask to be your accountability partner?**



The Benefits of Life Design!



Your Work

- **You just engaged in:**
 - **Radical collaboration**
 - **Creativity**
 - **Critical thinking**
 - **Skill-building**
- **That's why we believe in this process!**



How Does Life Design Address the Skills Gap?

- **The designer mindset promotes creativity**
- **Increased self-awareness**
- **Radical collaboration builds teamwork skills**
- **The entire process is built for learning to be adaptable and dealing with uncertainty**



How Does Life Design Address the Skills Gap?

- **Clarify** - Students learn how to reframe problems as questions
- **Explore** - Students assess how to identify and choose between multiple possibilities
- **Prototype** - Emphasis on lifelong learning and skillbuilding



Next Steps

- **What is one next step that you can take to learn more about implementing life design at your university?**
- **Write down an idea in the chat!**



Takeaways

- **Employers are looking for graduates who possess creativity, adaptability, critical thinking, and resiliency**
- **Life design is an iterative process that facilitates the development of these skills**



Questions?