

GEORGETOWN UNIVERSITY



Center
on Education
and the Workforce

McCourt School of Public Policy



Can we get there from here?

Skills transferability and disability

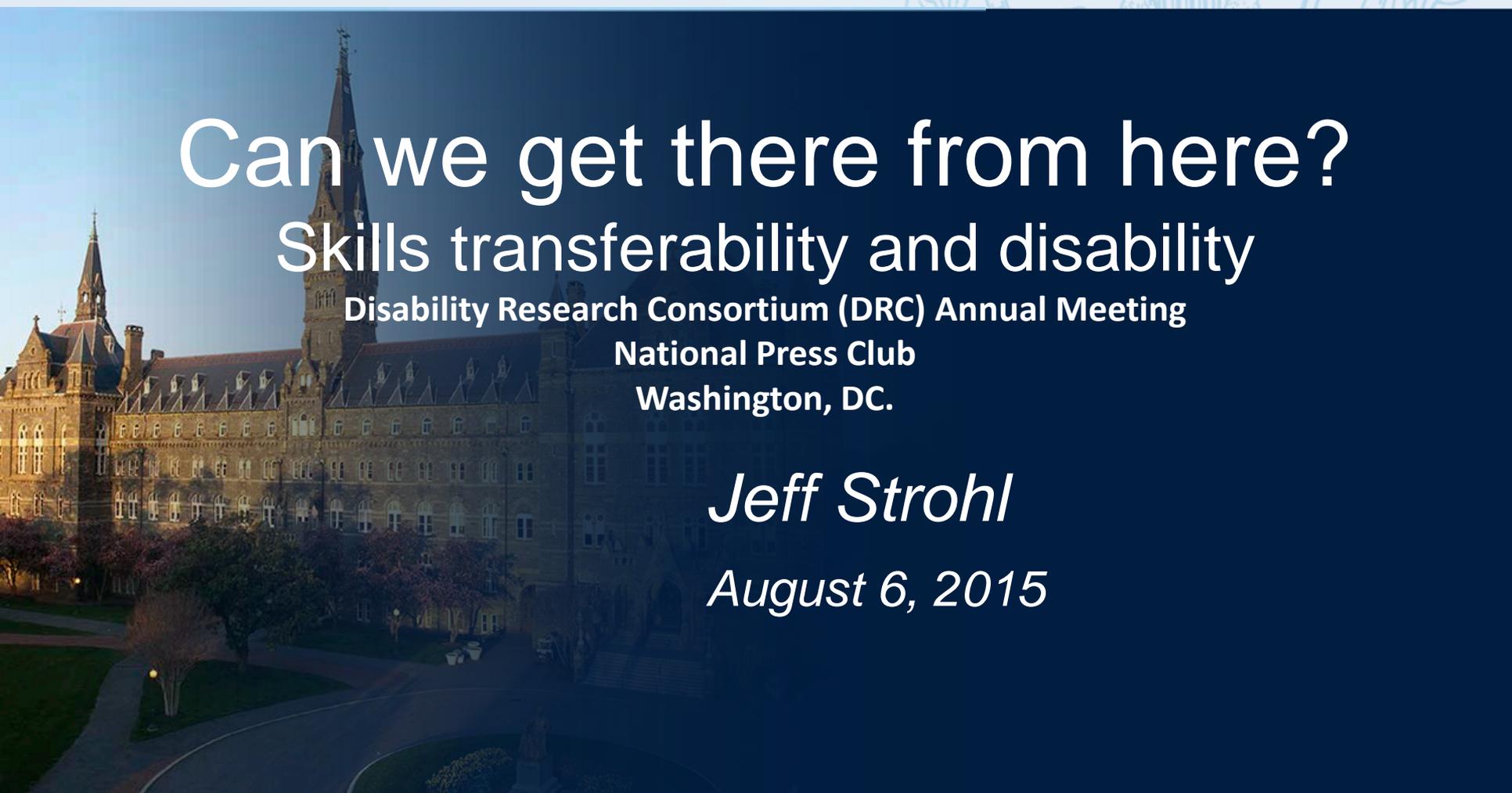
Disability Research Consortium (DRC) Annual Meeting

National Press Club

Washington, DC.

Jeff Strohl

August 6, 2015



The short story

Occupations can be grouped based on various attributes – the more they have in common the easier it is for someone to move between jobs.

These job clusters can be broadly aggregated but still grouped by how much training or education is required to become ready for the new occupation when faced with the need to change jobs.

Disability can be thought of as being similar to the dislocated worker problem.

In both cases the worker suffers a shock and needs to be 'relocated' in the economy.

Occupational Distance

The distance between where a worker was employed and where they can realistically be reemployed is defined by factors such as skills transferability and the degree of education and reskilling that is needed.

Job Clusters

Occupations often share similar requirements, skills, education, and experience. In these cases, occupational distance is short and moving between occupations, while never easy, requires less retraining.

O*NET

The Department of Labor has created a useful tool that enables us to compare, and to group, occupations by their required knowledge, skills, abilities (KSAs) as well as interests, education, experience and on-the-job training.

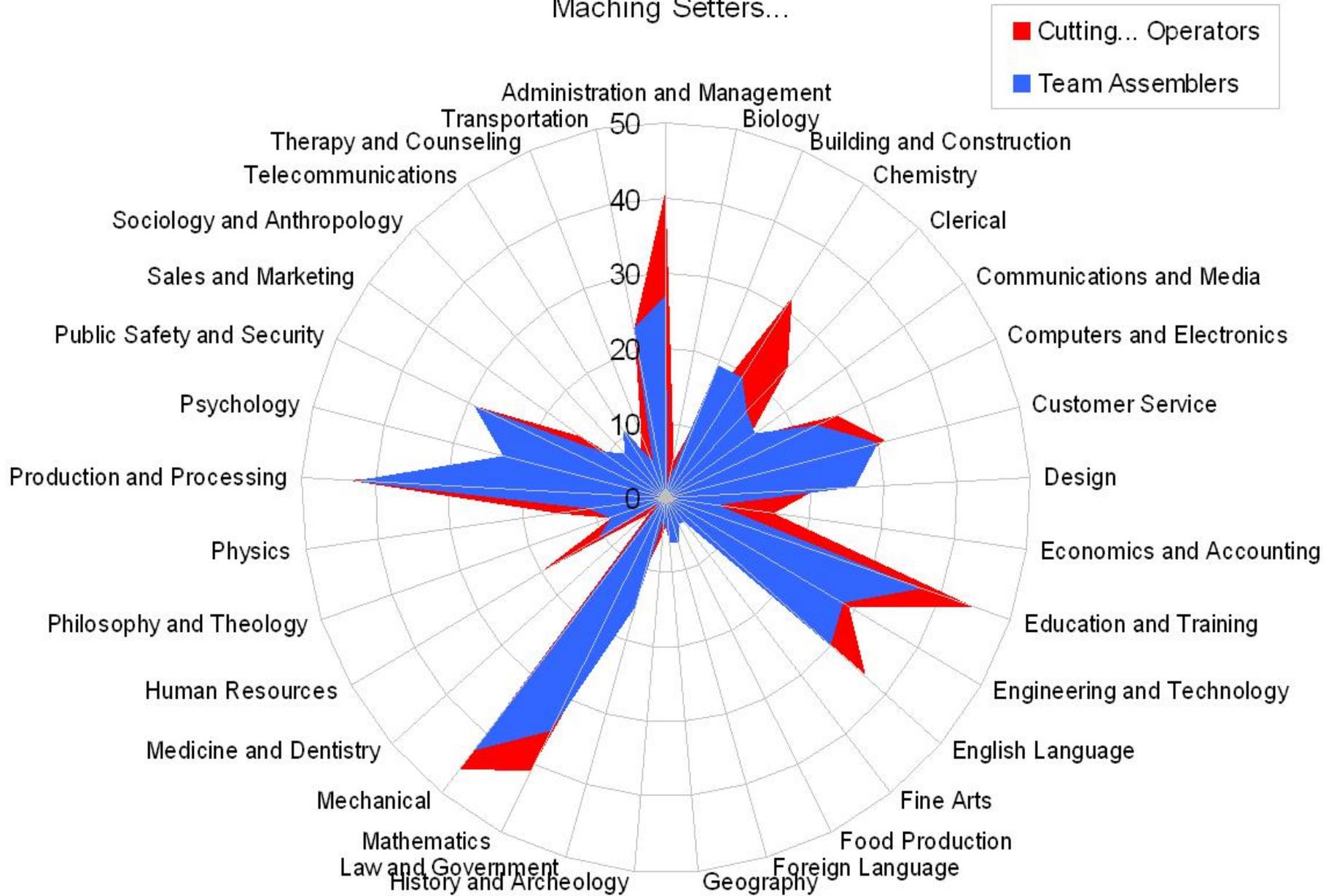
This is one way to measure transferability

O*NET provides us with ways to quantify occupational distance and skills transferability.

Vendors such as TORQ and EMSI (mostly using algorithms developed by the O*NET team) have pushed this envelop.

EMSI provides a good visual

Knowledge Competencies, Team Assemblers v. Cutting, Punching and Press Maching Setters...



The distance between occupations is not always short and job change is not always easy

Spatial reallocation is the easy(er) side of reemployment. When more serious employment shock occurs occupational distances are large and can only be covered by retraining or more education.

Minimizing Occupational Distance

Stackable Certificates and Occupational Competency Models are one way to think about how best to move someone who has suffered an employment shock to a new occupation with minimal intervention.

e:

Competency Model
house
Use Competency Models

Instructions

ly Asked Questions

Competency Model
adder/Lattice

Instructions for viewing the graphic

mouse over Occupation
7, 8, or 9 to search for
Occupational Competencies

mouse over any of the
Competency Blocks to see the

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Bioscience Competency Model

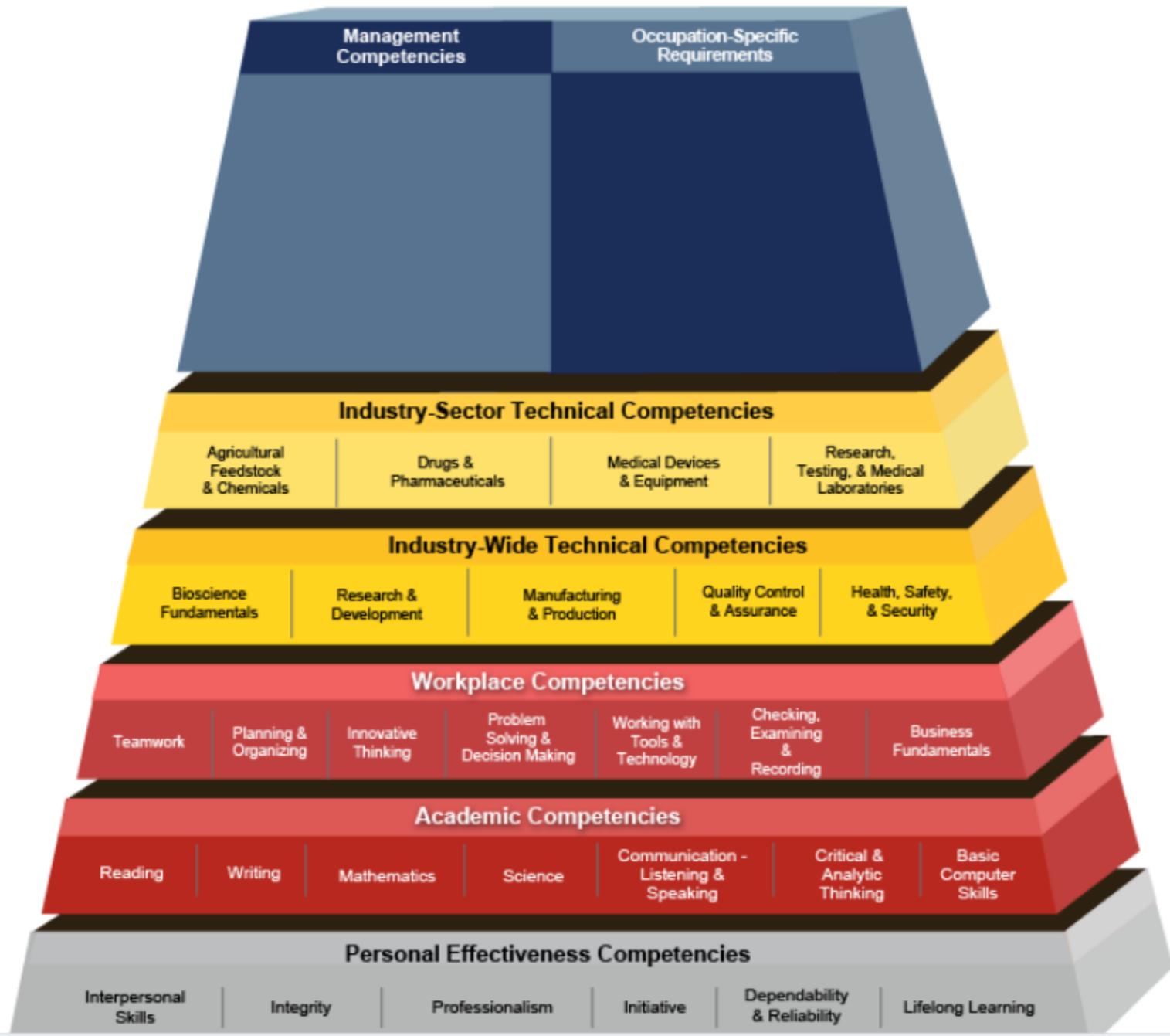
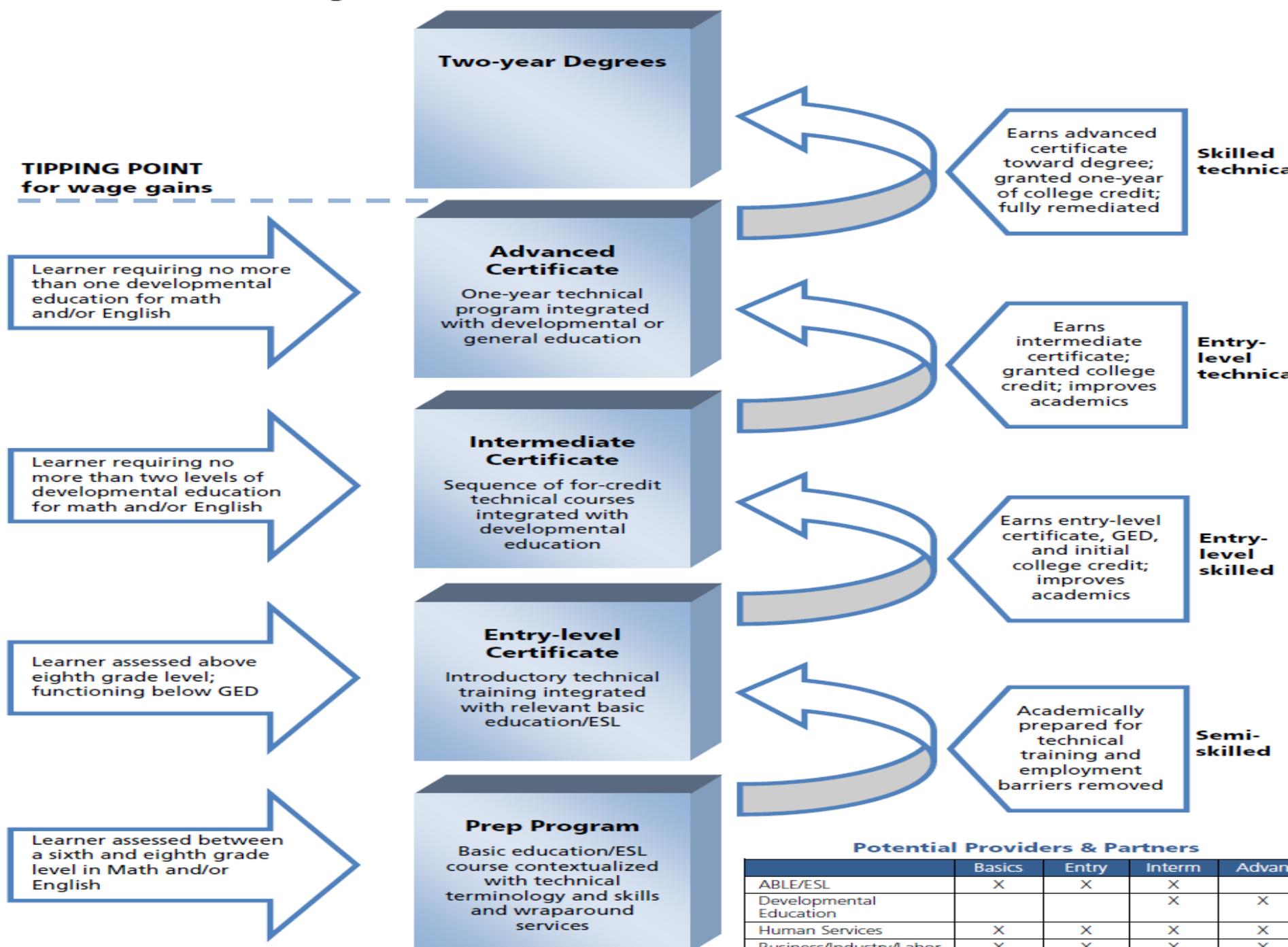


Figure 1. Ohio Stackable Certificates Schematic



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