

Global Workforce Initiatives

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Georgia Department of Education

Lack of Preparation for the Workforce



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- Two of the greatest challenges: *life* and *soft skills*
- Many entering the workforce have no or little actual work experience
- GaDoL: 69% of all first time hires lose their jobs because of *a lack of soft skills*
- 79% from high income achieve a bachelor's degree; 11% from the lowest income achieve a bachelor's degree
- 25% of all children in GA live in poverty
- 60% of all children in GA qualify for free and reduced lunch
- Unemployment rate is directly tied to education level



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International Trade in Georgia

- World's busiest and most efficient passenger airport
- Two deep-water ports
- The most extensive surface transportation network in the country
- More than 14,500 Georgia companies **exported \$39.4 billion in goods and services to 211 countries** and territories in 2014 (+4.9%)
- Georgia became the **11th-largest exporting state**, up from 12th in 2012.
- Georgia imports totaling nearly \$83.7 billion in goods, an increase of 11.5% over 2013

Source: www.georgia.org

Economic Impact of International Trade in Georgia



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- Promoting Georgia in strategic international markets is essential to keep Georgia **competitive**
- Companies that sell overseas create **twice as many jobs** as those only selling in the U.S. market, they grow an average of **18 percent faster**
- Their workforce is typically **10 to 15 percent more productive**
- International sales volume also helps **lower overall production costs** and leads to **increased profitability**
- Exporting is not just about increasing profits; it is also about **diversifying markets**, and gaining a competitive edge through global exposure to new technology, innovations and competition

Source: www.georgia.org



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International Companies in Georgia

- There are currently **3,063 international companies** in Georgia from more than 50 countries. **They employ 174,626 people.** There are **1764 companies affiliated** with these international businesses.
 - # 1: Germany - 495
 - # 2: Japan - 418
 - # 3: UK - 308
 - # 4: France - 258
 - # 5: Canada – 238
 - # 6: Netherlands – 143
 - # 7: Switzerland – 123
 - # 8: Sweden – 111

Source: georgiafacts.org

CTAE & World Languages = Partners Educating Georgia's Future Workforce



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HOW DOES IT WORK IN GERMANY?

Training in companies and schools

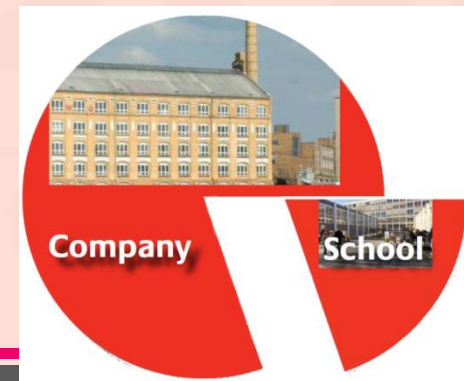
2 – 3.5 years training period

**on the job training
in companies**

- 3 - 4 days a week
- based on training contract between company and trainee

**theoretical training in
vocational schools**

- 1 - 2 days a week
- run by the state



Source: GACC South



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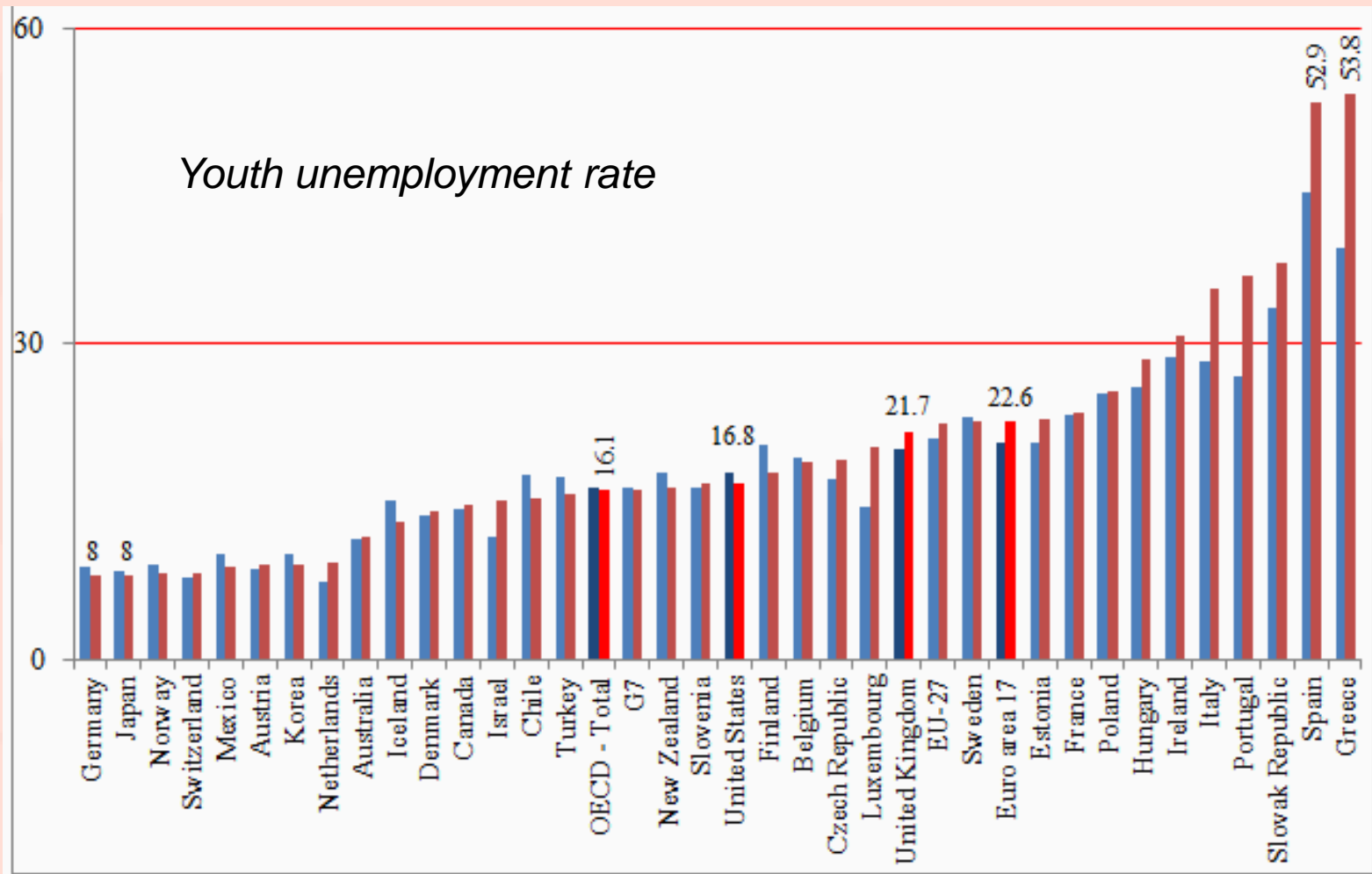
WHAT IS THE IMPACT?

Facts about the dual vocational training system

- Approximately 350 state-recognized training occupations of which 189 have been updated and of which 64 were newly developed since 1996
- 1.5 million trainees – 40% of them are females
- 55% of young people of the same age range start training within the dual system
- Approximately 469,000 companies provide training (about 22.5%)

Source: GACC South

WHAT IS THE IMPACT?



The German Example

- German investment in the US: \$209 billion (2013) = 7th largest foreign investor (mostly manufacturing: 36%)
- German affiliates employ over 620,000 workers in the US, almost half are manufacturing jobs
- Youth unemployment:
 - USA: approx. 17%
 - Germany: approx. 7-8%
- Apprentices:
 - USA: 358,000 / 320 million population
 - Germany: 1.5 million / 82 million population

Source: GACC South



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German American Business Outlook Survey

- The **2013 German American Business Outlook**, a survey conducted among German subsidiaries in the US, showed that the development of an educated workforce was one of the most important economic and political measures to improve the competitiveness of the United States in the long run.
- Of the German companies surveyed,
- **82%** face **difficulties** finding employees with the **right skill set**
- **85%** would welcome a **standardized certification system**
- **93%** rely on **in-house training**
- **58%** would **participate** in a German-style **dual vocational training program**

Source: GACC South



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VOCATIONAL TRAINING - BENEFITS

Benefits for the industry

- Secures skilled labor
- Pipeline for application process
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Companies have immediate impact on job specific qualifications
- Better performance

Benefits for young people

- Good prospects on the labor market
- Recognized certificate
- Income while getting trained
- Practical orientation
- Supports families that are not able to pay for college education, but want to give their children a profession
- Increase of motivation

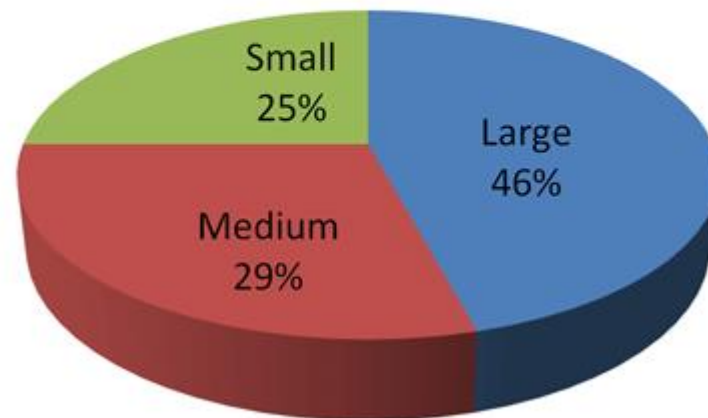
Source: GACC South

Businesses are Looking for Multi-Lingual Employees



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Companies seeking language programs, by size



small: < 100 FTEs; medium: 100-999 FTEs; large: > 999 FTEs

<http://www.transparent.com/white-papers/language-trends-in-corporate-sector.html>

Careers Using World Language Skills



World Languages = a Critical Need

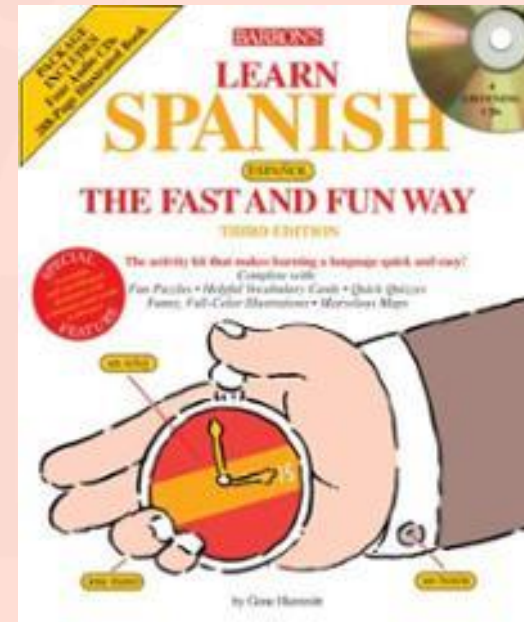


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- 18.5% nationwide
- 5% nationwide took an AP WL exam in 2013 (8 courses)
 - = ca. 200.000 (increase of 17% in the past 5 years)
 - Biggest increases: Spanish and Chinese
- 30.21% in Georgia

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The Nature of Learning a World Language



Pimsleur Approach
Order Online or Call 866-204-7138

The New York Times | 150 | Forbes

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Learn a Language Fast with Pimsleur: Start Speaking in 10 Days!

DISCOVER HOW IT WORKS - WATCH NOW



The World Leader in Audio-Based Language Learning

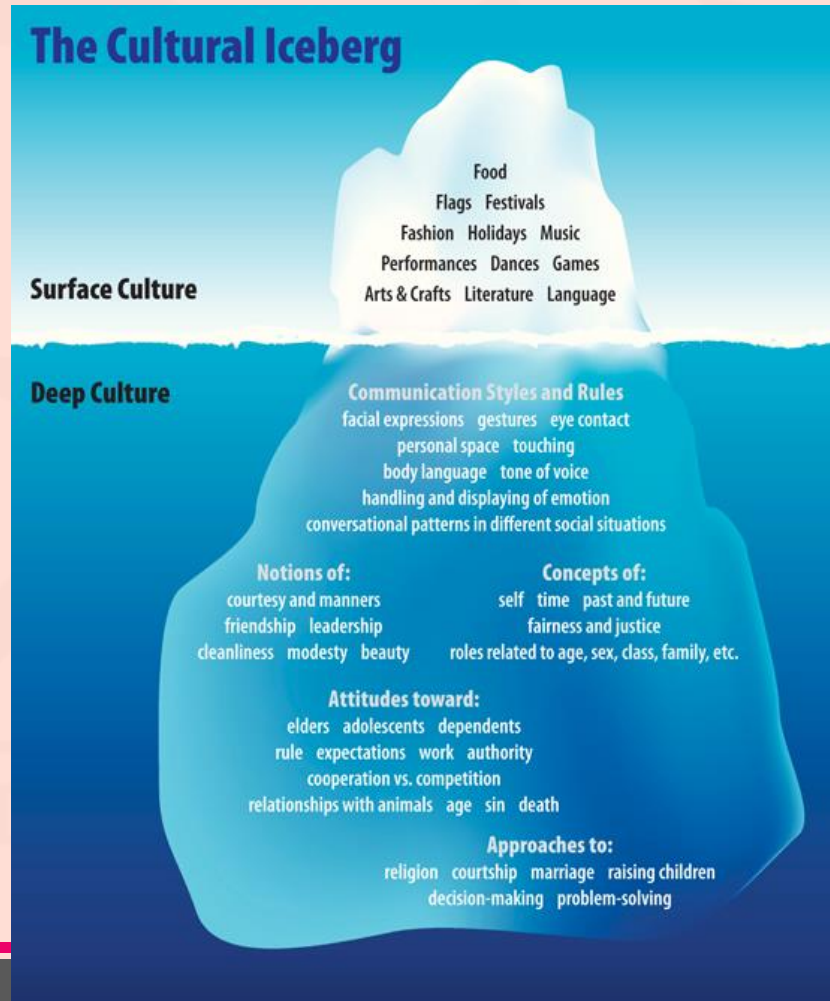
Use the Pimsleur Approach to speak a new language in only 10 days! Pimsleur courses took over 40 years to develop and perfect. Just sit back and listen while the audio does the work for you. Each CD has been scientifically sequenced to rapidly lock language material into your brain after just one lesson. You'll absorb your new language effortlessly without any reading, writing or computer use.

All of our courses come with a 30 Day, 100% Money Back Guarantee. If you're not absolutely thrilled with your new ability to learn a language and speak comfortably, simply return your course within 30 days for a full refund.

Teaching Cultural Competence



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Teaching International Skills



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10% of Conflicts
is due to difference
in opinion and
90% is due to
wrong tone
of voice.

Global Skills



International Skills are an Important Soft Skill for ALL Jobs



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- <https://www.teachingchannel.org/videos/building-global-citizens-asis>

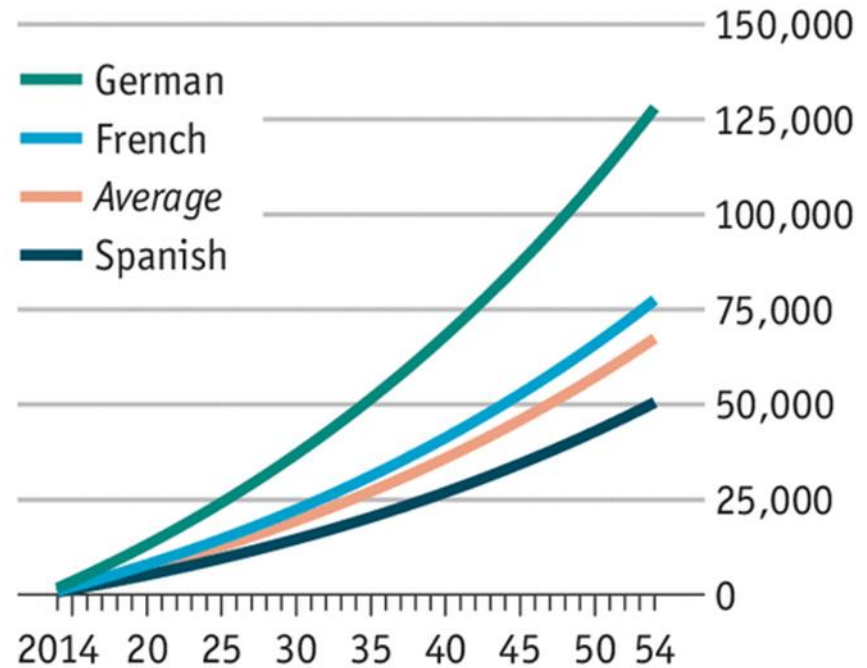
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Global Competence is a Job Soft Skill



Accumulated language bonuses

Forecasts, €



Source: *The Economist*

World Languages = a Critical Need



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- Excerpts from ACTFL's Global Competence Position Statement:
- Language learning contributes an important means **to communicate and interact** in order to participate **in multilingual communities at home and around the world**. Developing global competence is at the heart of the motivation to learn languages.



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International Skills Education in the Eyes of High School Students

- 74% say that they wish that the classes they took in high school had a more global, rather than just national, approach
- 38% of respondents say that world events were regularly discussed in their high school classes
- 12% indicate that they received instruction to help them understand the roots of global issues

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Objectives of ISDS

- In today's global marketplace, it is important for **students** to acquire the interdisciplinary skills they need to be **globally competent and competitive**.
- The International Skills Diploma Seal is awarded to graduating high school students who complete an **international education curriculum** and engage in **extracurricular activities and experiences** that foster the achievement of global competencies.
- It is a signal to **employers** and **higher education** institutions that a student is prepared to participate in the global economy.



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Requirements of ISDS

- Coursework in the following areas (8 credits total)
 - World Languages
 - (at least three credits in the same world language and/or ESOL)
 - International Focus
 - (at least four credits in courses determined to have an international focus, such as international economics, world/non—U.S. history, world geography, etc.)
- At least four extracurricular activities and experiences with global themes and/or in global contexts (e.g. exchange programs, international and language clubs, travel abroad)
- Twenty hours of community service involving a global/cross-cultural public service project
- Capstone presentation on the knowledge gained in the courses and activities listed above.



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More Information

- <http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/International-Skills-Diploma-Seal.aspx>
- Application
- List of suggested International Focus courses

Timeline

December 15:

- Deadline for schools to apply to become eligible to award the International Skills Diploma Seals to qualifying graduating high school seniors. Applications can be downloaded at:
<http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/International-Skills-Diploma-Seal.aspx>

February 1:

- Schools notified of application status

April 15:

- Schools evaluate credentials of interested candidates and report list of qualifying candidates to GaDoE

May:

- Schools award the International Skills Diploma Seal
- Awards Ceremony (TBD)



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Research Component

The Center for Urban Language Teaching and Research

CULTR endeavors to enhance the opportunities of urban and under-represented students to achieve the language proficiency and cultural competence required for success in the modern global marketplace.





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Dual Language Immersion (DLI)

- <http://www.11alive.com/story/news/education/2014/11/27/henry-county-mandarin-program/19594609/>



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