

# Calibrate Reviewer FAQs

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## What is Calibrate?

Calibrate is a new app built to help educators meet the needs of business and industry so students are more employable. This tool enables educators to identify and validate skill requirements directly with employers and align curriculum to address these needs.

## Why is Calibrate needed?

Job requirements are constantly changing and industry-skill requirements vary by region and differ between companies. Educators are facing a difficult challenge to keep curriculum relevant. In a recent study, 96% of Chief Academic Officers believed they were doing a good job preparing students for the workforce. However, only one out of three business leaders agreed. SkillsEngine built Calibrate as the solution to this problem.

## How does Calibrate help?

Calibrate guides curriculum development through the validation of Job Profiles. Educators create Job Profiles to identify the skills required by employers. Next, educators invite employers to review and provide direct feedback on the skills within that Job Profile. This feedback allows educators to complete the process by aligning their curriculum with employer-validated skills.

## What is a Job Profile?

Calibrate Job Profiles are living documents that represent the skills associated with a specific occupation. Job Profiles provide a collaborative setting in which educators and employers can partner to evaluate their current and future skill requirements. There are three primary components of a Job Profile:

- **Work Activities** – (hard skills) describe how units of time are organized on the job
- **Knowledge Domains** – principles, bodies of content, and facts representing areas of specialization
- **Soft Skills** – specific behaviors and characteristics that demonstrate general strengths and social skills

## What are we asking you to do?

Your role is to provide feedback on the skills in a Job Profile. Educators will invite you into Calibrate to participate in an online review of their Job Profile(s). This review process involves three steps:

1. **Review** the hard skills, knowledge areas, and soft skills included in the Job Profile
2. **Rank** skills by importance and remove any irrelevant skills within the Job Profile
3. **Contribute** and suggest additional skills that may be missing from the Job Profile

## How does this benefit you?

As an employer, industry advisor, or subject-matter expert, Calibrate gives you a voice to clearly communicate which skills meet the needs of your organization or industry. This is your opportunity to directly inform curriculum development, help equip students with skills that matter, and create more qualified graduates.

## Where can you learn more about Calibrate?

To learn more about Calibrate please visit [www.skillsengine.com](http://www.skillsengine.com)

### **About SkillsEngine**

*SkillsEngine's mission is to improve student employability outcomes. SkillsEngine operates within Texas State Technical College, a public not-for-profit higher-education institution, as a division of the Center for Employability Outcomes (C4EO). The Center is a response to the growing demand for skilled labor generated by rising incumbent retirements (baby boomers), global competition, and technology advances across industry sectors.*