



## THE SKILLS RUBRIC

The year-long experience is grounded in a Professional Skills Rubric, an artifact shared by the Interns, their Instructor, and their Manager, and referred to throughout the year.

Opportunity College developed this Skills Rubric in partnership with employer partners, high school educators, students. We also used research around “Career Readiness”, and were especially informed by frameworks provided by the National Association of Colleges and Employers (NACE).

We intend for the Skills Rubric to be a bridge between:

- (1) an educational tool that defines the “competencies” of career readiness; and
- (2) a performance evaluation framework that early-career professionals would encounter at most corporations.

Our intent is that this rubric is applicable to professional settings across industries and departments and is developmentally appropriate for high school-aged students.

There are eight domains in the Opportunity College Professional Skills Rubric.



Dependability



Problem Solving



Engagement &  
Building Relationships



Growth & Development



Interpersonal Skills:  
Participation &  
Communication



Career Exploration



Advocacy



Quality of Work