

# VE Career Readiness Framework



**Deloitte.**

The CRF incorporates the key competency dimensions that students develop through seven differentiated features of the VE experience.

## Assuming the Role

Students interview for departments, such as Finance and Marketing, and roles, such as CEO, VP, and Associate. Throughout the year, they execute against role-specific goals and are evaluated against these expectations.

## Global Perspective

VE participants interface with students from around the world virtually throughout the program and both virtually and in person at Trade Shows, developing cross-cultural awareness.

## Day-to-Day Business Dynamics

Students work individually, in departments, and as a firm to develop a strategy and plan, and roll up their sleeves to implement it. Each firm develops a distinct culture and faces unique challenges.

## Industry Partnerships

VE industry partners provide skills-based mentoring, serve as judges for business plan and other competitions, provide advice and feedback on deliverables, and offer job shadowing and/or internships to students.

## Competitions & Events

The National Business Plan and other competitions as well as the International Trade Show provide opportunities for students to actualize work, communications, technology and global business with opportunities to network with other VE firms and participants.

## VE Enablers

### Competency Dimensions

#### Leadership

Knowledge and capabilities required to establish direction, motivate self and others, assume accountability, and respond effectively to change.

#### Professional

Non-technical, transferable knowledge, skills, and abilities required to succeed in a professional environment

#### Functional

Core business skills needed to perform within a specific industry or business function

#### Technology

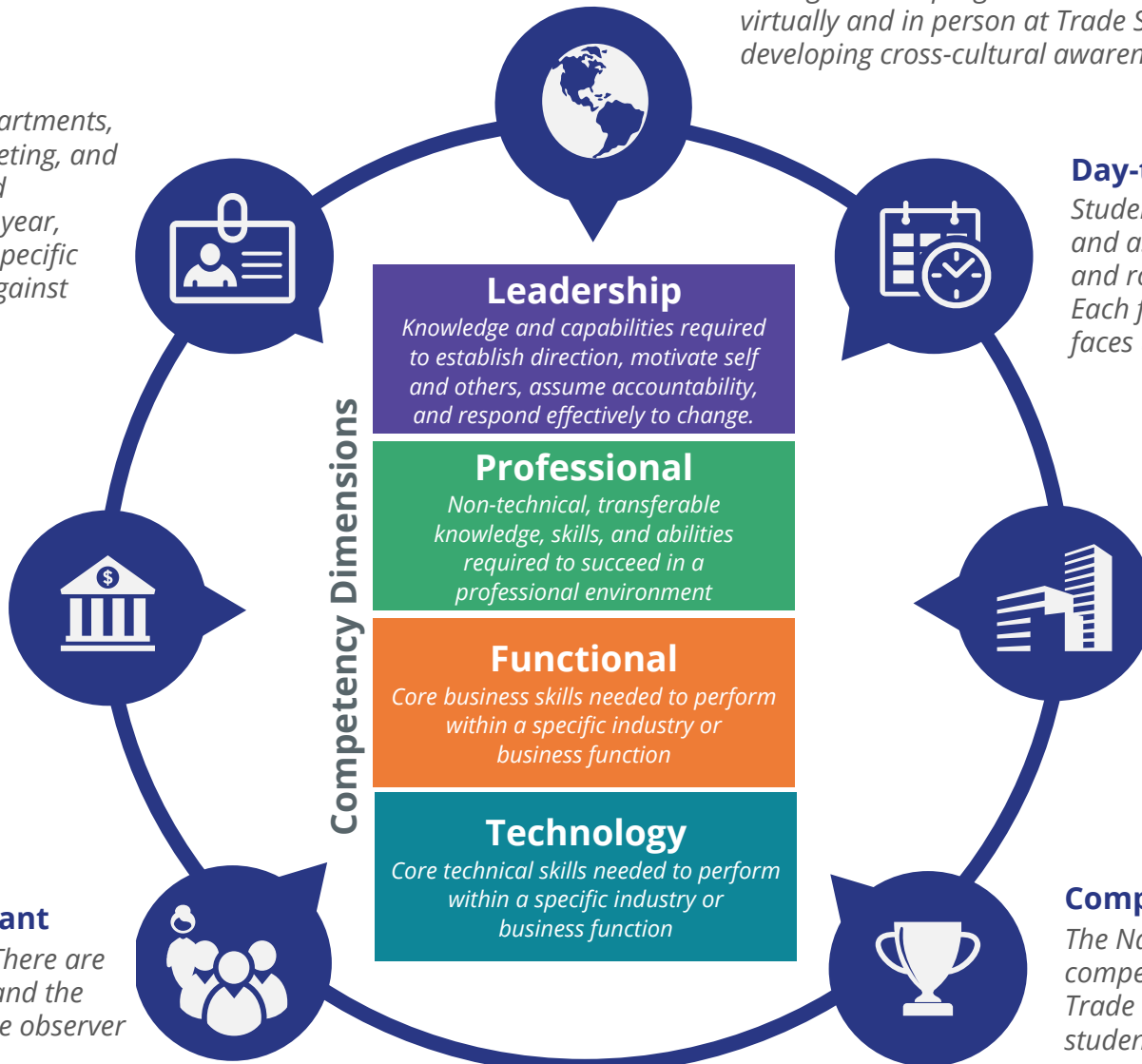
Core technical skills needed to perform within a specific industry or business function

## Virtual Economy

VE students buy and sell products and services, prepare their taxes, select insurance and retirement options, and experience financial market dynamics.

## Teacher as Consultant

VE is student-directed. There are no traditional lessons, and the teacher acts as an active observer and consultant.



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The competency model identifies four dimensions of knowledge, skills, and abilities that VE students develop throughout the program; each is comprised of several core competencies associated with that dimension.

## Competency Dimensions

### Leadership

*Knowledge and capabilities required to establish direction, motivate self and others, assume accountability, and respond effectively to change*

- Demonstrates intrapreneurship
- Coaches others and manages conflict
- Motivates others to act
- Adapts in an ambiguous environment
- Operates with purpose
- Brings positivity and presence
- Demonstrates bias towards action
- Promotes well being

### Professional

*Non-technical, transferable knowledge, skills, and abilities required to succeed in a professional environment*

- Communicates effectively
- Collaborates with others
- Demonstrates effective project management
- Demonstrates self-development and learning orientation
- Develops relationships and networks effectively
- Embraces diversity
- Embraces change
- Demonstrates curiosity
- Values ethics in decision making
- Demonstrates comfort with confrontation
- Engages in self care

### Functional

*Core business skills needed to perform within a specific industry or business function*

- Understands general business dynamics
- Understands and applies financial concepts
- Conducts research and analysis
- Demonstrates industry/function-specific skills
- Uses design thinking to solve problems
- Demonstrates analytical ability
- Applies logical structuring to problem solving
- Communicates through storytelling

### Technology

*Core technical skills needed to perform within a specific industry or business function*

- Uses Spreadsheet Tools
- Uses Word Processing Tools
- Uses Presentation Tools
- Applies Data Analytics
- Uses Industry / Function-Specific Technology
- Demonstrates Fluency with Communication and Collaboration Tools
- Recognizes Application of Emerging Technologies
- Applies Appropriate Technology to Task

Since 1996, VE has transformed the lives of 175,000+ young people through authentic business experiences that prepare them for fulfilling, financially secure futures. VE does this by partnering with schools, districts, and businesses across the United States to create educational pathways that align career education and work-based learning with academic standards-based education. Learn more at [veinternational.org](http://veinternational.org).

In 2020, Deloitte, on a pro bono basis, reviewed and updated VE's Career Readiness Framework, a process that included interviewing Educators, Current and Former Students, and Industry Leaders.