



# GAME OVERVIEW

Thanks to career video gaming innovations by Skillionaire Games, teaching students important soft skills is easier and more dynamic than ever. THE EMPLOYABLES is a free-to-play application supported by SBCSS that not only offers a safe, fun, and digital space for students to practice soft skills but also a means of connecting them to local career pathways in the Inland Empire.

By playing *The Employables*, players will encounter jobs in their region, play minigames that align with soft skill learning outcomes, and rise from new hire to executive.

## AVATAR CREATION:

For students to imagine a bright future for themselves, **they need to be able to "see" where their talents and interests can take them.** An avatar maker helps players identify with the game and put themselves in professional, aspirational environments. Players can customize their characters by choosing from a wide variety of skin tones, hair colors, hair-styles, outfits, and accessories.



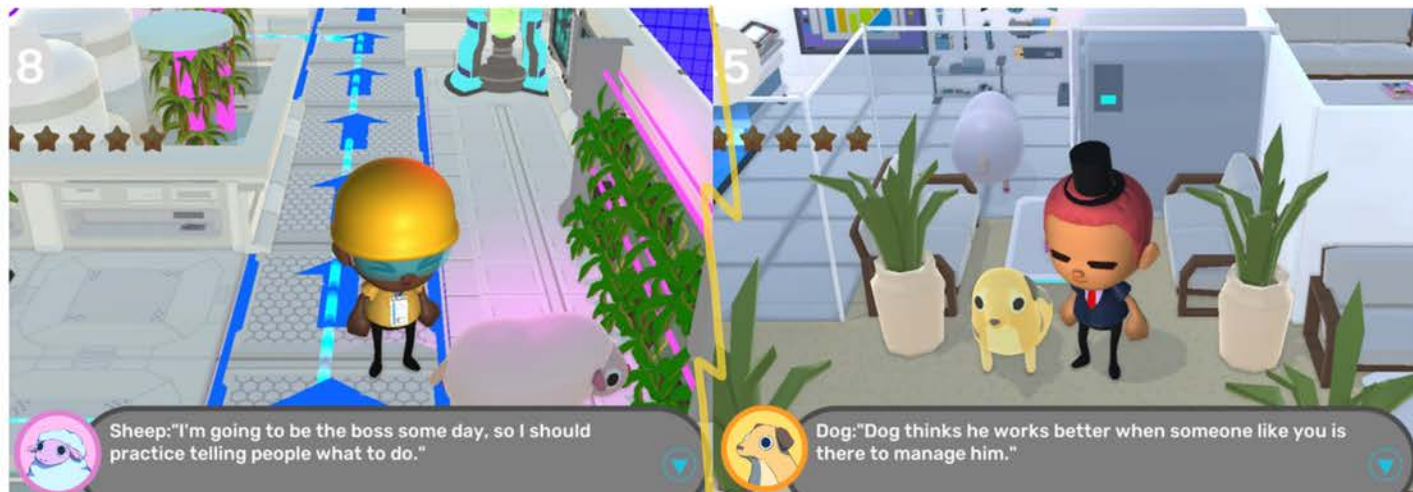




## STORYTELLING:

The player has been hired to join Menagerie Inc., a research and production facility for alternative energy solutions (inspired by the work of the Inland Empire). At Menagerie Inc., students can power the future!

There's just one problem: all the employees are animals, and they're lacking the soft skills only a human can provide. **As the player advances through three distinct sections of the game, they will progress from new hire to manager to executive, uplifting their team of critters with them.** By talking with their teammates, deciding how to react in special Level Events, and playing minigames focused on developing soft skills, the player will experience their own personal success story!



## ENVIRONMENTS/SECTIONS:

1

### THE PLANT:

alternative energy production,  
fulfillment, and logistics



2

### OPERATIONS BRANCH:

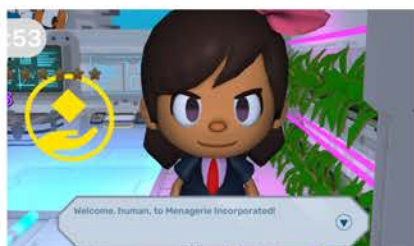
treehouse office for research,  
innovation, and operations



3

### THE GREENHOUSE:

glass executive office in the  
clouds





## CONCEPTS ADDRESSED IN GAMEPLAY:

- Soft skills:
  - analysis and decision making
  - leadership
  - attention to detail
  - collaboration and teamwork
  - critical thinking and creative thinking
  - decision-making
  - delegation and prioritization
  - disability awareness
  - efficiency
  - empathy and communication
  - environmental awareness
  - forward thinking
  - group dynamics and productivity
  - motivation, encouragement, and positivity
  - participation and teamwork
  - problem solving and adaptability
  - professionalism
  - quality and dependability
  - resource management
  - talent management
  - time management
  - understanding instructions and following directions
  - verbal and nonverbal communication, selling skills, and business etiquette



## LOCAL JOB BOARD:

In addition to soft skills, *The Employables* shares information about regional career pathways through a feature called the Job Board. By interacting with the game in various ways—from completing levels to trying on related outfits in the character customizer—the player will unlock new job board entries.

JOBS		
ADVANCED MANUFACTURING	LIGHT TRUCK DRIVERS	2,262 job openings; Associate Degree or Certificate required, average salary: \$44k/year; [Soft Skill: Work Ethic]
TRANSPORTATION & LOGISTICS	FIRST-LINE SUPERVISORS	1,292 job openings; Associate Degree or Certificate required, average salary: \$60k/year; [Soft Skill: Communication]
BUSINESS	PASSENGER VEHICLE DRIVERS	1,259 job openings; HS diploma required, average salary: \$35k/year; [Soft Skill: Work Ethic]
ENERGY, CONSTRUCTION & UTILITIES	SHIPPING	1,210 job openings; HS diploma required, average salary: \$35k/year; [Soft Skill: Work Ethic]
EDUCATION		





## MINIGAME CHALLENGES:

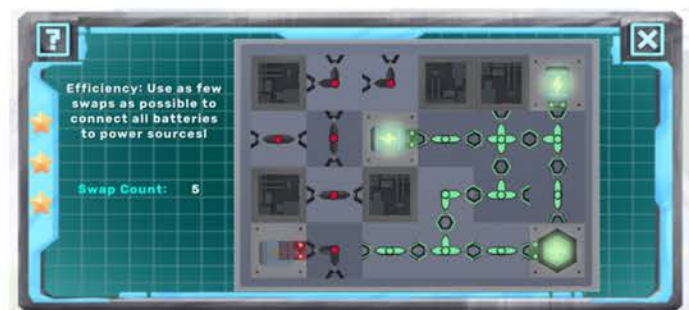
Minigames stations are interactable spaces of a level, and they are overseen by a critter employee (who can make the minigame easier or more challenging depending on the game and their personality). While every level features three minigame stations, **there are eight different minigame challenges in all, each one connecting to a particular soft skill.** Players earn stars per minigame depending on their level of success, which allows them to pass the level and also eventually achieve in-game badges.



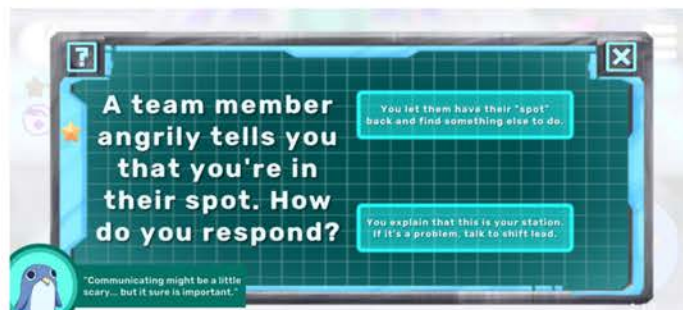
**Empathy game:** The player will analyze cartoon facial expressions to correctly interpret the mood. They may then need to apply their understanding to identify the best/worst reaction.



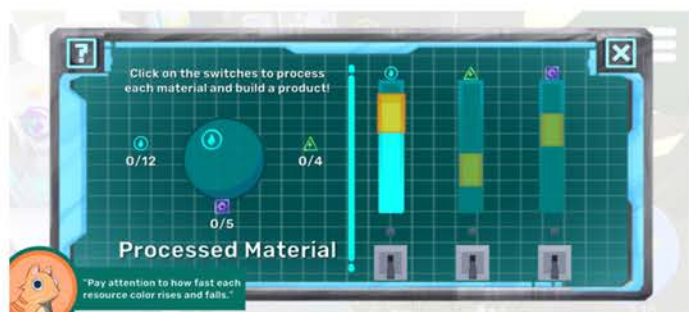
**Instructions game:** The player will examine a board featuring obstacles, an end goal, and a robot figure. Using step-by-step logic, the player breaks down the directions to deliver the robot.



**Efficiency puzzle game:** The player will assess, analyze, then solve a puzzle-like challenge in as few moves as possible. This minigame also encourages focus and thought in the player.



**Response game:** By selecting the best response to various prompts, the player will practice communication techniques and demonstrate an understanding of nuance and appropriate tone.



**Resource Management game:** Simulating the task of managing a limited amount of resources, the player must "balance" expenditure to build a new product while practicing attention and caution.

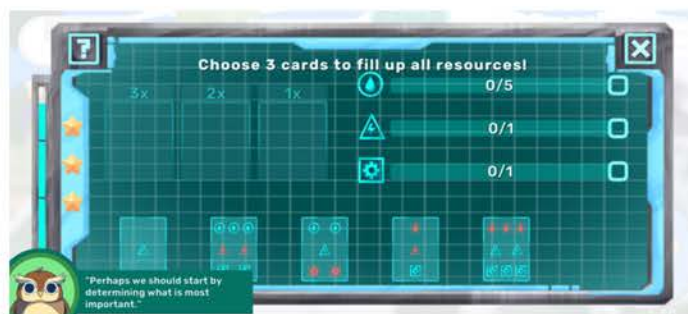


**Delegation game:** Tasked with delegating jobs, the player will identify strengths and weaknesses of critter characters in order to manage and organize them accordingly.





## MINIGAME CHALLENGES, continued:



**Prioritization game:** The player will analyze a “to-do list” then assign an order of priority to create a balanced spread of tasks.



**Interviewing/Hiring game:** The player will engage in an interview process for a specific job position, choosing strong questions to then compare and contrast candidates and discern the best fit.



## BADGING:

Players can earn six badges in *The Employables*. Each badge corresponds to a different mix of soft skills and thus reflects a certain amount of practice. The player's soft skill proficiency is measured by minigame success and in-game decision making.

**Soft Skillionaire:** rewarded upon completion of The Greenhouse (and therefore the game) and the achievement of all other badges

**Leadership:** rewarded upon completion of Environment 2. The player has practiced time management throughout, managed employees in minigames, and made leadership decisions

**Teamwork:** rewarded upon completion of The Plant. Teamwork is simulated through events and dialogue

**Work Ethic:** rewarded upon playing the game for 5 consecutive days

**Critical Thinking:** measured by the player's success in the efficiency, prioritization, and resource management games

**Communication and Empathy:** measured by player's dialogue choices and their success in the response and empathy games

On behalf of San Bernardino County Superintendent of Schools and Skillionaire Games, thank you for your support in connecting your students to life-changing careers through game-changing play!

The Employables adheres to all state and federal student and consumer data privacy laws and does not sell or otherwise use any user data for advertisement or profiling purposes. We do not allow third party access to user data. We have signed CSDPAs (California Student Data Privacy Agreement) from the affiliated platforms, and they are available for review upon request.