BILT Meeting February 9, 2016

Attendees:

Pamela Betts, San Jacinto College
Ann Beheler, Convergence Technology Center (CTC)
Jennifer Blalock, Collin College
John Burns, Century College
Nancy Cerritos, Wisconsin Indianhead Technical
Trisha Connor, CTC
Mark Conway, NetApp
Mark Dempsey, CTC
Vincente d'Ingianni, Binary Systems
Kim Ehlert, Waukesha County Technical
Rafat Elsharef, Milwaukee Area Technical
Ernie Friend, Florida State College Jacksonville
Joselle Gatrell, Anne Arundel CC
Michael Gibson, Calhoun Community College
Matt Glover, Le-Vel
Christopher Hasler, Waukesha County Technical
Dan Heighton, Clark State
Julie Hietschold, Collin College
John Huff, Polk State College
Tu Huynh, Comerica
Jimmie Joseph, Ferris State
Chris Kadlec, Georgia Southern
David Keathly, University of North Texas
Dante Leon, Renton
Steve Linthicum, Sierra College
Patrick Logue, South Plains
Rufus London, Gwinnett Technical College
Sean Harrington, Century College
Xin Tao Liu, Herzing University
Jay Long, G2G3

Stephen Koszewski, Lone Star College
Rajiv Malkan, Lone Star College
Jim Meeks, San Jacinto College
Debbie Miller, CTC
Belicia Miraval-Albornoz, El Centro College
Lynn Mortensen, Retired Raytheon
Brian Nelson, Lansing Community College
John Nguyen, CTC
Catherine Oleksiw, Measured Transitions LLC
David Pope, Ozarks
Lenny Portelli, Seminole State College
Susan Randall, Cleveland CC
Kurtis Sampson, Philips Health Tech
William Sanderson, Renton Technical College
Jim Simpson, Scottsdale Community College
Candy Slocum, InterLink (+1)
Jeffy Snyder, Sinclair
Brian Smith, Dell
Beth Stall, El Centro College
Helen Sullivan, CTC
Greg Teets, Clarke State
TJ Teoh, Herzing University
Christina Titus, CCTA
Gary Toretti, Sabre
Mike Vickers, Tallahassee CC
Keith Whitehead, Eastern Florida
Glenn Wintrich, Dell
Deidra Witt (Guest Speaker), Dell
Kim Yohannan, EMC

Next BILT Meeting:
Face to Face – Collin College
Tuesday May 10, 2016
8:30 AM - 2:00 PM CST

Executive Summary

Summary of 2/9/16 BILT meeting below. Full minutes follow this section.

Tiger Team report BICSI certificate
 Ann provided an update. Overall the Tiger Team analysis found that the labor market demand is not enough to support the effort. The demand supports more on the job training versus certification.

 HR Search Terms for Applicant Resumes
Deidra Witt, Senior Talen Acquisition Advisor for Dell was special guest speaker.
Deidra presented the key word search strategies used by recruiters in their talent search. Additionally, she provided examples of resumes and valuable insight around the appropriate resume content and layout. We thank Deidra for providing insight and spending time with us today.

Trends
Action: A Tiger Team will be put together to discuss multiple vendor virtualization. Mark Conway & Glenn Wintrich expressed interest in being part of the discussions.

Block Chain
Glenn Wintrich shared information on Block Chain. It is a tool that runs on existing hardware. When a transaction takes place, it sends it out to dozens/hundreds of computers at one time (do it once) and then stores it. The transaction is highly secure and highly distributed. Glen indicated this will not affect curriculum.

BILT advice to schools
Good discussions from the businesses around the value of the BILT. It is a Win Win for all. Skills today may not be required tomorrow. Business leaders provide what is going on in the industry and identify skills required so that colleges can update curriculum and produce career ready students.

The CTC can provide guidance on how to put together a BILT. It is high touch, not high tech.
Establishing a BILT at a local level is possible. It can happen, it just takes time.

Welcome and Introductions

Helen: Good morning and Thank you for joining us for the BILT Meeting. Roll call was taken.

Ann: Thank you so much for joining today. Let me start with saying that the BILT is the foundation for what we do with curriculum and everything else. We appreciate all that you are doing.

Tiger Team report: BICSI certificate

You asked us to look at BICSI. The Tiger Team met with a BICSI representative and did an analysis of the job demand. Basically it has been determined that we really do not have room in the curriculum. The labor market demand is not enough to support the effort. Joselle Gatrel indicated that she recently had similar discussions with faculty who indicated the labor market demand is not there. The demand supports more on the job training vs. certification.

HR Search Terms for Applicant Resumes

Glenn Wintrich introduced special guest speaker Deidra Witt, Dell Talent Acquisition Senior Advisor who presented talent keyword search and sample resumes for college students.

Deidra Witt - First we start with the job description that is usually written by the hiring manager for the open position, and the recruiter who is going to staff the position. The requirements for the job (the skills, experience, and education) are looked at by the recruiter to begin the search. A boolean keyword search string is made to find talent that corresponds with the requirements section of the job description. Boolean keyword search string example can be found on slide 2:

Requirements:
1. *5+ years of Software Development experience*
2. *2+ yrs of Java, and Oracle experience*
Keyword search string example for this particular job example:
3. Java AND Oracle AND develop* OR program* OR engineer

Slide 3 provides resume sample for college students with no experience, or some experience: (to the right)
- If a student has no work experience, he/she should list skills and what he/she has learned in coursework that will relate to the job they are applying for.
- List certifications, list education, list accomplishments that are academic but can be carried into a post-graduation position.
- Recruiters are looking for potential and relatable skills/knowledge/training/ education for entry level employees.
- List all related work experience.
- List projects that relate to experience in the field, both personal or completed as part of coursework.

Deidra indicated it is also important to include the above details on LinkedIn or other job search sites such as CareerBuilder & Monster.

Matt Glover: For an entry level position in Dell, what word would you enter in the stream?

Deidra: Very specific information would be entered around coursework & skills required for the position.

Ann Beheler: Where students have completed projects as part of their coursework, where should these be placed on the resume? Also where all other things are equal, would a student who had completed a project have an advantage over one who had not?

Deidra: You can include a separate section for projects or you can place it under a section titled Certifications and Projects. Regarding whether a student who completed a project would have an advantage, it depends. I would contact the student who did not complete a project and drill down further.

Question from the chat box: Where would students list experience from a competition?

Deidra: It depends on how you want to title your resume. Try to keep related things together.

Candy Slocum: What is the preferable number of pages for a resume?

Deidra: Keep the resume as minimal as possible and related to the occupation for which you are applying. In most cases, limit to 2 or 3 pages. Where a student is starting out, 1 page is acceptable.

Glenn: Students should tweak their resumes to align with each position for which they are applying. Always be truthful. Do not include experience from 6-10 years ago that does not apply.

Question chat box: Should you include the link to a project on your resume?

Deidra: It will depend on the project and how it relates to the position. Of course, the more valuable information you can provide the better.

Ann: Deidra we thank you so much. It was very informative. We appreciate your time and hopefully we can send you some great candidate.

Trends

Matt: We have seen a couple of trends repeated over and over. What I am seeing is elements of the SMAC up road (Social, Mobile, Analytics & Cloud). At the end of the day all of the technologies that come together have some kind of benefit to the business users. I am currently utilizing an artificial intelligence assistant (x.ai on web browser) who schedules all my meetings.

Question chat box: Is there a specific programming language related to AI that we need to teach?

Matt: It's all custom code. I will get the specific language or merge of languages.

Glenn: When people reference AI that casts a broad net. Machine learning which is not AI can be used in AI. Business process robotics uses machine learning & coding to automate business processes. You have to think about what is being done. Go out and Google machine learning languages & AI languages. You will see the differences and the direction in which programming languages are going.

Question chat box: What are the BILT's thoughts around virtualized network appliance training?

Matt: I love seeing grant money come in and change technology. Transform not just one college but many.

Ann: We have VLabs at Collin and along with Chris at Georgia Southern that are being made available. We know how to put it together, plus we have connections with the CSSIA grant at Moraine Valley. As part of the DOL grant, we created 250 additional labs which are free to all.

Glenn: Maybe we could have a train the trainer session for SDN or virtualization for the next Working Connections.

Ann: We did an SDN track at the Winter Working Connections. Contact Mark Dempsey for more information.

Mark Conway: We have been working on updating our certificates and performing a Job Task Analysis (identifying what skills companies are looking for).

COMMON SKILLS/THEMES
- Advanced knowledge of cloud technologies and work loads
- Networking / Infrastructure (software defined?)
- Virtualization (multi-vendor)
- Experience with AWS (virtualized & elastic compute)
- SAN / UNIX / IAAS / PAAS
- Object-based file systems/ block storage
- Open Source
- High Availability and DR
- Systems performance analysis and tuning
- Project Management / Technical & Business skills

Matt: Those are all important. My company is 7 years ahead of most other organizations. The folks I am hiring are not Cisco certified. They are application development folks. The distribution of work is changing as we speak.

Glenn: We need to consider multiple vendor virtualization. We need to start offering more classes of one instructor teaching for multiple colleges. As educators, we are not colleges. We are in the education business.

Ann: A given college has limited budget and can only do so much. I hear you. I think we need to talk about this in more detail between now and the May BILT meeting.

Glenn: Put me on the list to talk about this.

Block chain

Glenn: Will not affect curriculum. Bit coins are using block chain technology. It is a tool not a hardware. It runs on existing hardware. When a transaction takes place, it sends it out to dozens or hundreds of computers at one time (do it once) and then stores it. The transaction is highly secure and highly distributed. Key takeaway is distributed unchangeable data.   Example might be the bank loan process. The process might be reduced from 8 hours to minutes. It is going to change the way business is done.

BILT advice to schools

Ann: Let's transition to give advice about how to use the National BILT information. The CTC has a process on how to implement the BILT and can help you develop your BILT. We are talking on a national level. How do you get this localized? What do you recommend?

Matt: We have had this dialogue in the past and have spoken at webinars on this topic on things we can embrace. Having hiring managers in the BILT is paramount. If you have people who are there and see the students, it's really fun to see the words that we use in the BILT transform into the curriculum & colleges and to see it come out in the students and the BILT say wow I want to hire them.

Ann: We have a national list of KSAs that the BILT says is important to have. Would you say that those could be validated at a local level as a start?

Matt: Yes that is a good start. The KSAs must be built by the BILT members in the region. They know their region and all may not apply. Example, Juniper does not apply here.

Ann: The CTC knows how to put a BILT together. It is not a high tech approach. It is a high touch approach. Over time we have had some very engaged business leaders on a national level. Establishing at a local level is possible. It can happen, it will just take time.

Helen: Can we hear from other businesses on the value of the BILT?

Tu: The key word that Matt said is service. I think it is a new operating model. And there is transformation. We all have to retool. Skills today may not be the required skills tomorrow. It is important as business leaders that we let you know what is going on in the industry and identify the skills we need.

Lynn Mortensen: We are having a transformation in many technologies. There are a tremendous number of employees that we could hire with these certificate & AA degrees that could boost our communities. It is a Win Win for both sides. There are students placed in jobs that can sustain them

and we can lower the cost by hiring the right skills at the right cost. So for me it is important to continue to push that.

Kim Yohannan: It s important to work closely with the schools to provide what is needed. One of the things we want are students who have storage networking that we can invest less. It's like a Win Win. Your students want jobs and we are able to provide them. As a previous educator, you have to see what the companies struggles are and where they see that the trends are.

Ann: Another incentive might be that some of the smaller companies may want to connect with larger companies on your BILT as well.

Lenny Portelli: We do something different in regards to the BILT. We meet 3 times a year. The one in November we have about 25 attendees and we talk about our curriculum and what we can modify to make it better. We take trends from the National BILT meeting and ask them if this is affecting them as well so we can modify our curriculum. We host a 1 day Saturday conference with about 600-700 people. We get professionals in the room and tell them what we are doing and they tell us what is the latest and greatest.

Ann: We are not being rigid about how we do this. But if we can change the word from advisory to leadership, then the engagement tends to be stronger. Good idea on the conference. We may want to consider this.

Matt: The business leaders are not running the academic show. We are providing our real time experience so that we can provide real time experience to the students. If the business leaders make recommendations and the educators consistently say we cannot do that or do not have the money, then the business people will evaporate and not stay engaged. Students will come out that they do not want to hire.

Ann: Let's talk about next steps on the multiple vendor.

Tu: Do we have volunteers for a Tiger Team?

Mark Conway: I know I was stirring the pot on that. It is information I pulled from job descriptions. It's kind of the 80/20 rule. I do not think that the school has to define courses for each vendor. 80% are generally transferable, with 20% of a different vendor. Do not break the bank. Look at what concepts are common across and then tweak the other 20%.

Ann: Mark, would you participate on the tiger team.

Other

Ann: The next BILT meeting is in May (Face to Face). We will have a call-in for those who cannot attend in person. We will review the KSA analysis and distribute to all of you to take to your local BILTs. I will also talk about the next steps for our grant. We have a few smaller proposals going in. Focus includes: disabled students, wounded warriors, & limited English proficiency

Matt: I would like to re-enforce with a story. The IPhone was a huge success. Not because of the phone itself, but because of the cloud and the Apps. The same concept with education. Work on unifying the education format that everyone can adapt and you can change the world.

Ann: Any other comments for the good of the group?

Ann: Thank you for your time.