

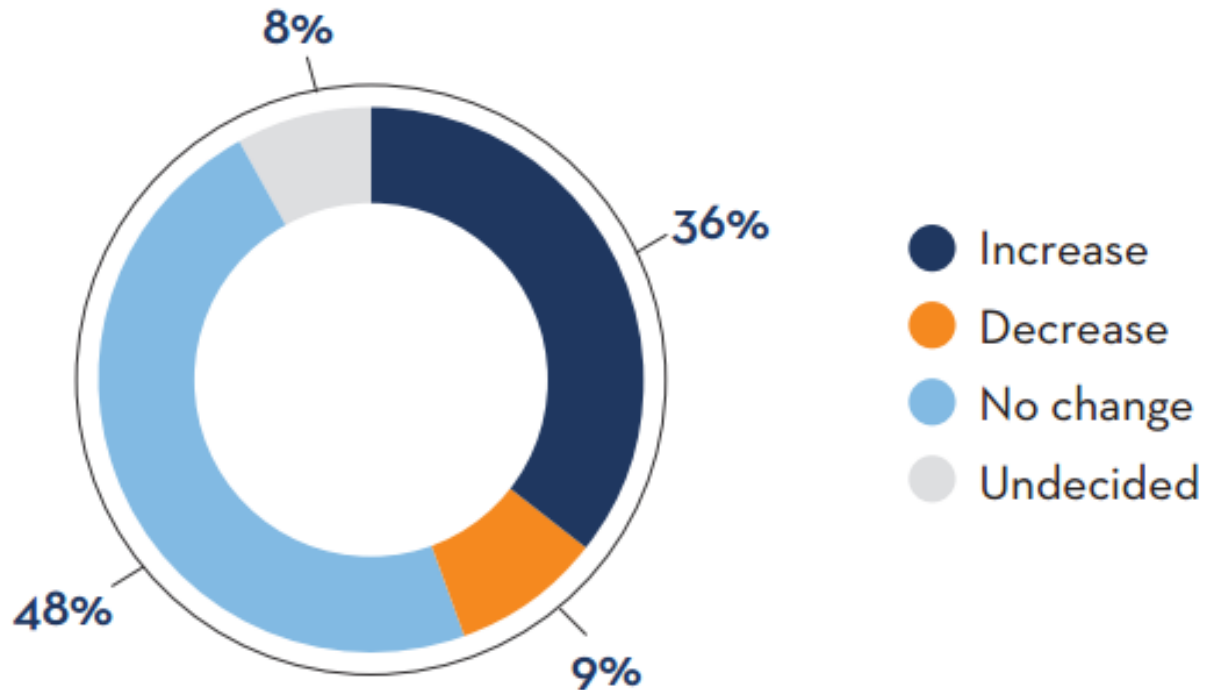
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Innovations Conference 2016

**IDENTIFYING SKILLS REQUIRED BY  
BUSINESSES SUCCESSFULLY LEADS TO  
STUDENT HIRING**

## CAREER BUILDER 2015 HIRING FORECAST

**DOES YOUR COMPANY, AT YOUR LOCATION, PLAN TO INCREASE, DECREASE OR MAKE NO CHANGE TO ITS NUMBER OF FULL-TIME, PERMANENT EMPLOYEES IN ALL OF 2015 COMPARED TO 2014?**



<http://careerbuildercommunications.com/pdf/careerbuilder-q1-2015-forecast.pdf> originally presented by John Colburn, Director, Skills for America's Future, Aspen Institute 01/20/15

## EDUCATION/BUSINESS MISMATCH

**96 percent** of college and university chief academic officers said they are extremely or somewhat confident in their institution's ability to prepare students for success in the workforce

just **11 percent** of business leaders strongly agree today's college graduates have the skills and competencies that their business needs.

John M. Eger, "Business and Education Executives Just Don't See Eye to Eye", Huffington Post, 04/12/2014 originally presented by John Colburn, Director, Skills for America's Future, Aspen Institute 01/20/15

# Setting the Context for BILT

Developed by National Convergence Technology Center  
National Science Foundation (NSF) Advanced  
Technological Education (ATE) Center led by Collin  
College

- 2004 forward
- Consortium with 50+ college and university partners
- Primarily in the area of networking infrastructure/mobility/data communications
- Developed to address the downturn in IT in the early 2000's
- Designed with lock-step cooperation with regional and now national business to ensure employment for graduates

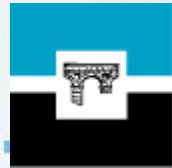


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# CTC Partners



National  
Convergence  
Technology  
Center



El Centro College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



COLLIN  
COLLEGE

**UNT** UNIVERSITY OF NORTH TEXAS™  
Discover the power of ideas.



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# The Typical Business Advisory Council

- ◎ Meets 1 or 2 times per year, sometimes the only time the reps are on campus
- ◎ Mixed level of knowledge in membership
- ◎ Advises regarding a program, sometimes just reviewing rather than leading
- ◎ BAC members often find their time split between regional colleges because each college has its own council



## Typical Result for Businesses

- ⦿ May be more of a “rubber stamp” relationship - (free lunch)
- ⦿ May or may not be truly engaged
- ⦿ May or may not be people at the right level to really help with your program
- ⦿ May result in programs that produce graduates that are not **tightly aligned** with business need



# Suggested Engaged BILT Model

- ⦿ Business and Industry **Leadership** Team (BILT)
- ⦿ Regional Council (ours is both national and local) advising multiple colleges
- ⦿ Meets quarterly, not 1-2 times per year
- ⦿ Right people on the council
  - ✓ High-level **technical** executives
  - ✓ First line managers
  - ✓ Technicians
  - ✓ HR representatives as long as they are not the sole reps for a company





# More than an Advisory Council

- ◎ Businesses LEAD the work and are part of the leadership team
- ◎ Appropriate name is Business & Industry Leadership Team (BILT)
  - *Leadership*, not Advisory



# Role of the Engaged BILT

- ◎ **One meeting per year** establishes or updates Knowledge, Skills, and Abilities needed from graduates (faculty determine how to address KSAs)
- ◎ **Other three meetings are via teleconference** and cover
  - Trends identified before need for skills to support the trend (time to develop curricula)
  - Forecast need for future employees
  - Grant reporting/feedback for accountability



# One In-Person Meeting Annually

- Curriculum aligned based on solid business-driven process originated in the U. S. Air Force
  - Modified DACUM to identify Knowledge, Skills, and Abilities needed from graduates (6 hr. process)
  - Faculty determine how to address KSAs through curriculum
  - Requirements updated annually



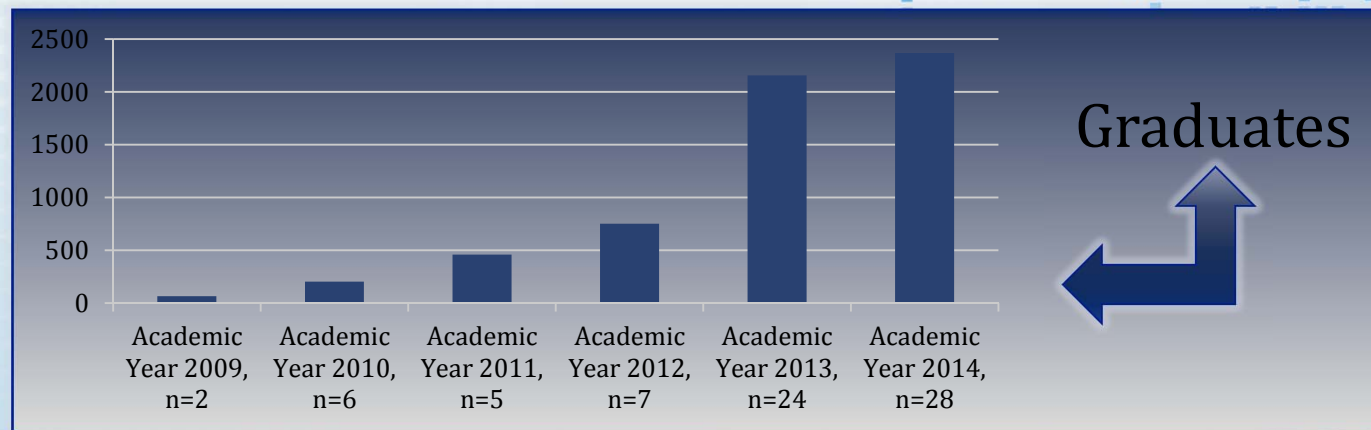
# National BILT Sets Stage

- ◎ KSA's are developed by the National BILT for mapping curriculum
- ◎ This KSA listing is used as the baseline set of skills to be validated and modified by local/regional BILTs



# Three Virtual Meetings Annually

- Trends identified
- Informal forecast of future employee need
- Program review (certificates/degrees)
- Review/approval of major grant activities/progress
- Other topics as appropriate



# BILT Member Engagements

- Involvement in recruiting events (job fair, on-campus events)
- Professional development for faculty
- Provide internships for students
- Provide externships/job shadowing for faculty
- Provide business mentoring for virtual internship/externship
- Interview workshops, mock interviews, speed networking event
- Guest speakers/panels (conferences, on-campus events)
- Co-author whitepapers
- Evaluate capstone presentations
- Host workplace events (recruiting, facility tours)
- Communicate open positions/seek student resumes
- Hire graduates



# Virtual Internship/Externships



- ◎ Alternative to traditional Internship for students
- ◎ Experience builder for both students and instructors
- ◎ “Soft skills” builder
- ◎ Strong business involvement



# Benefit to Students

- ◎ BILT members feel ownership of courses, certificates, and degrees and are
- ◎ BILT members are more engaged
- ◎ BILT members willing to mentor students
- ◎ BILT members ready to hire students because they know their skills
- ◎ BILT members know other colleagues who are willing to help





# Build/Reinvigorate Engaged BILT

- Determine your expectations of the members to bound time commitment
- Target specific businesses for membership
- Send printed letter and phone (not email)
- Use a script that specifies what you want from the businesses you contact
- **SHARE YOUR VISION**
- Emphasize WIN-WIN for the business member



# To Get Assistance:

The NSF National Convergence Technology Center (IT and Communications)

Join the **Convergence College Network** and obtain many benefits including mentoring

Details <https://www.connectedtech.org>



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# More Help: BILT & Other Needs

Collin is lead for the Centers Collaborative for Technical Assistance (NSF sponsored)

Webinars, best practices, and convenings are provided for DOL and NSF grantees and others leading workforce programs

For more information:

<http://www.atecenters.org/ccta>

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