The Hiring Process: A Student and Employer’s View

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Supported by:
The National Science Foundation
National Convergence Technology Center

• A National Science Foundation Center based in Frisco, TX at Collin College

• Created in 2004 to revitalize IT education in the North Texas region

• Became National in 2012

• Business Led
IT and Cyber-related NSF Centers

- Formed a consortium to leverage their expertise to submit a proposal to the United States Department of Labor for a $20 million consortium to improve Information Technology Offerings

- 7 colleges, 6 states

- 4 IT Specialty areas covered
  - Programming, database, business intelligence (including mobile app development)
  - Network infrastructure (Convergence and what others sometime call ICT)
  - Cyber-security
  - Geospatial technologies
IT and Cyber-related NSF Centers

CTC

CSSIA

BATEC

GEOTECH

NISGTC

IT and Communication Technology

Cyber Security

Mobile Apps Development

GIS
All Shared Work is Business Driven

- Business and Industry Leadership Team (BILT) – 4 National teams for 4 IT Specialties
- Each leads multiple institutions on curriculum, equipment, lab experiences, etc.
- Meets quarterly, not 1-2 times per year
- Right people on the council
  - High-level technical executives
  - First line managers
  - Technicians
  - HR representatives (so long as they are not the only representative for their company)
BILT is 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
- Works with colleges and universities alike
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 (allows time to develop curricula)
  - Forecast need for future employees
  - Grant reporting/feedback for accountability
Role of the Engaged BILT

- Involvement in recruitment events
- Professional development for faculty
- Provide internships for students
- Provide externships/job shadowing for faculty
- Provide business mentoring for virtual internship/externship
- Guest speakers
- Co-author whitepapers
- Evaluate capstone presentations
- Participate in panels at conferences
- Hire graduates
Virtual Internship/Externships

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

Sustaining Engagement

• High-touch Situation – annual phone calls at least
• Requires Win-Win
• Appreciation via Letters/calls, etc.
• Publicity
• Involvement
Mentoring

- My pleasure to mentor a 19-yr-old young lady, an art major, new to IT
- Over about a year
- Ultimately resulted in her being featured in the ATE Impact book (at our booth) and at our National Visiting Committee meeting where she met her current employer

http://youtu.be/kEEEhuSPFzU
Preparation for Interviewing – Not Trivial

• Students do not naturally know how to present themselves in an interview
• We can help so they present themselves in the best light – everything from posture, to composure, to dress, to makeup, to clarifying questions, etc.

http://youtu.be/lD3jKsS6Fkg
Hiring from the Employer’s View

- Why the BILT relationship matters
- What set our student apart
- Important characteristics that might be transferable messages to other students looking for jobs

http://youtu.be/Wpg6SB4cwsc