

# Updating National IT Industry Skill Standards and How Faculty and Employers Can Get Involved



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# FACT

- Educators believe their graduates are prepared for work
- Businesses do not agree
- Depending on the study, percentages vary
- Percentages on each “side” are not always the same, but the trends match
- Both businesses and educators want the graduates to be workforce-ready

# WHY ARE SKILL STANDARDS IMPORTANT?

Provide a blueprint for how the technical knowledge and skills in the IT high-performance workplaces are organized and how the roles of workers contribute to the success of the enterprise.

This project will also embrace a future focus

# WHY ARE SKILL STANDARDS IMPORTANT?

- EDUCATORS use skill standards to create curriculum that is relevant, current, and future-facing to better prepare students to meet employers' job requirements.
- This project will create outlines for model curriculum so that a broader range of educators can better-prepare students for the workforce

# WHY ARE SKILL STANDARDS IMPORTANT?

- EMPLOYERS use skill standards to improve communications about job openings so they hire the most qualified candidates to address their current and emerging needs, and to improve their internal training and development.

# WHY ARE SKILL STANDARDS IMPORTANT?

Make IT careers more accessible to students and employers because they provide transparency regarding the knowledge, skills, and abilities (KSAs) as well as the performance needed for success in the job market.

# ITSS 2020's PURPOSE

- Widen the pipeline of qualified IT workers



# ITSS 2020's PURPOSE

- CREATE a contemporary and future-facing set of IT Skill Standards for the most critical IT job clusters, led by employer subject matter experts (SMEs) nationally.
- ENLIST for each Job Cluster, 40+ subject matter experts to create the knowledge, skills, abilities, tasks, and performance criteria using a Modified DACUM and Follow-up web conferences and surveys



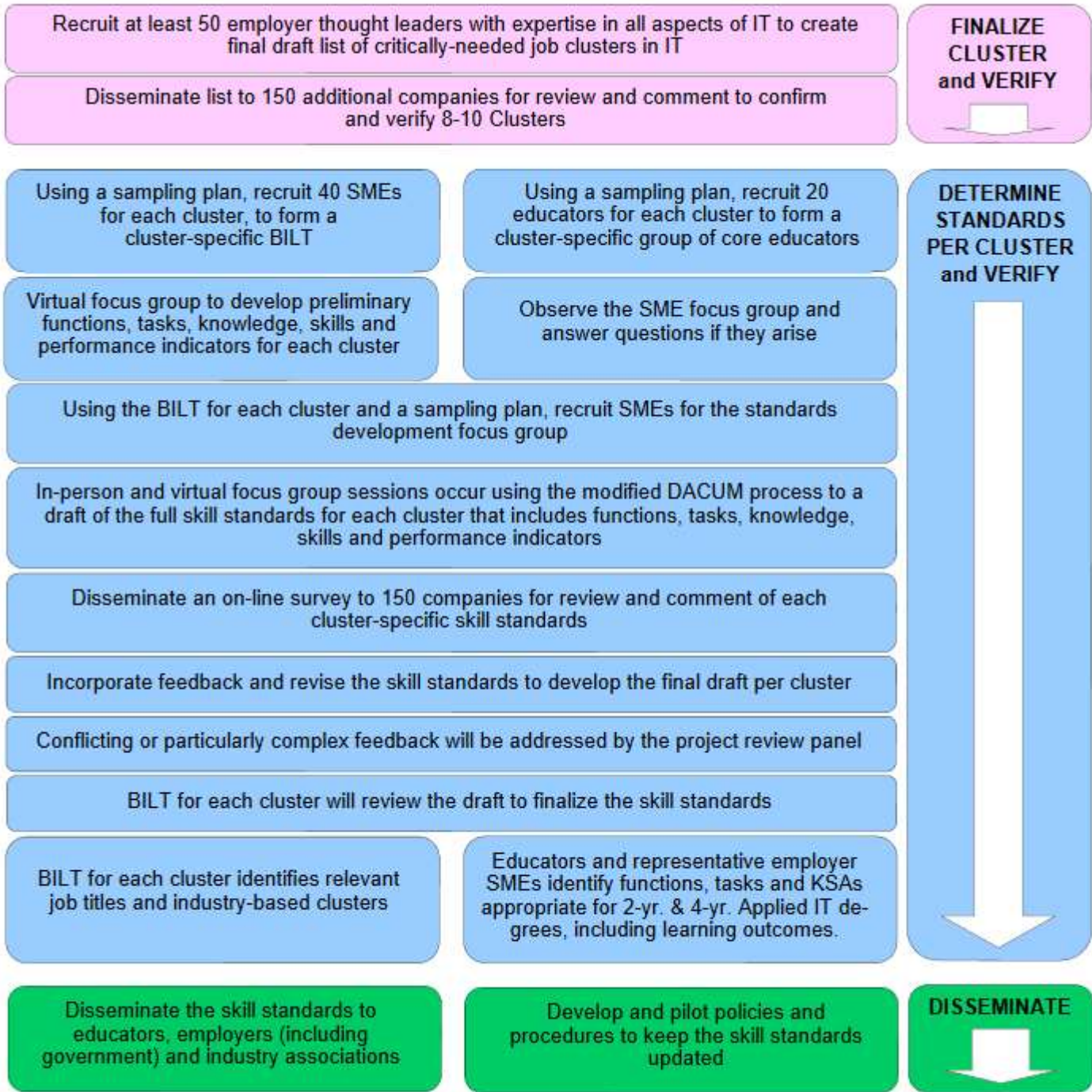
# ITSS 2020's PURPOSE

- STRATIFY the top 4-8 critical work functions for each cluster and will also provide a list of the certifications valued by employers as of publish date.
- DETERMINE which portions of the standards apply to 2-yr. and 4-yr. programs to facilitate ease of use in development of employer-aligned student learning outcomes and curriculum.

# ITSS 2020's PURPOSE

- ASSIST both employers and educators to more easily apply the standards.

The project will incorporate other existing skill standards (e.g. NICE and NIST) – no reinvention of the wheel.



# Thought Leader Subject Matter Experts

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- Have a broad and future-focused view of the IT industry
- Are aware of the job clusters that are most difficult to hire
- 50+ “future focused” SMEs will identify top 8-10 crucial IT job clusters



# Subject Matter Experts per Job Cluster

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- Business SMEs
- Educator SMEs



# Subject Matter Experts per Job Cluster

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- Business SMEs breakdown
  - 40 to 60 SMEs will participate in the modified DACUM process per job cluster using pro forma information as a starting point
  - 150+ additional SMEs will provide feedback on skill standards via survey

# Subject Matter Experts

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- Business SMEs also assist with...
  - identifying most in-demand 3-5 job descriptions per cluster and crosswalk skill standards to each
  - dissemination
  - providing ideas to sustain updates for job clusters.



# Subject Matter Experts

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- Educator SMEs breakdown
  - 20+ SMEs will participate in cluster identification as active listeners
  - 20+ SMEs will also participate in Skill Standards work per job cluster
  - Educator SMEs will assist in creating outlines for model curriculum that are readily usable, even by smaller institutions



# Subject Matter Experts

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- Educator SMEs also assist with...
  - crosswalk discussions for each cluster on what can be reasonably expected to be covered in 2-yr and in 4-yr Applied Technology Degrees
  - dissemination



# Rough Timeline

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- Sept 1, 2018 – funded by National Science Foundation
- February 2019 – virtual meetings with “thought leader” SMEs to identify and finalize the top IT job clusters
- Spring-Summer 2019 – first meetings with job cluster #1 SMEs to develop job skills
  - Start with pro forma list of critical tasks; job functions; knowledge, skills, and abilities

# Sustainability

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## Ongoing process

- piloting a crowd-sourcing approach to keep the job skills updated
- seeking industry financial support and leadership

# What Can You Do?

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- Sign up to get on our distribution list for skill standards so you can receive them as they are finalized
- Apply to be one of our educator SMEs
- Recommend appropriate employer SMEs
  - Thought leaders to identify the most critical 8-10 job clusters
  - SMEs who may be interested and able to participate in the IT Skill Standards 2020 and Beyond Skill Standards meetings

# Questions?

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