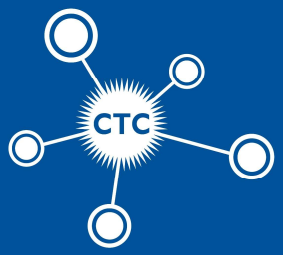
Supporting High School to Community College Pathways with High Employer Engagement

NCPN October 2021



NATIONAL CONVERGENCE TECHNOLOGY CENTER

AGENDA

TODAY'S TOPICS

Introduction and background

The BILT Model explanation

PANEL DISCUSSION with Dual Credit Colleges

Q&A

PRESENTERS

Ann Beheler,
PI for the National Convergence Technology Center
abeheler@collin.edu

Mark Dempsey
Assistant Director, National Convergence Technology Center
Collin College
mdempsey@collin.edu

Kyle Jones
Chair/Associate Professor, Computer Science and Information Technology
Sinclair College
kyle.jones4990@sinclair.edu

Douglas Hamm
Dean, Business, Technology and Hospitality
Lakeshore Technical College
douglas.hamm@gotoltc.edu

WHO WE ARE

NATIONAL CONVERGENCE TECHNOLOGY CENTER

Background

Collin College – Frisco TX

Funded by a grant from the National Science Foundation

Regional ATE Center starting fall 2004

National ATE Center starting fall 2012

Mission

Support IT infrastructure/ cybersecurity programs across the country and align curriculum with employer need

Community of practice – 86 colleges

All work is co-led by IT business leaders

Free professional development for IT faculty (20th year)

MAJOR GOAL FOR ALL TECHNICAL PROGRAMS

STUDENTS completing certificates and degrees and well-qualified for ready employment

BUSINESSES highly engaged

WHAT IS A BILT?

Business and Industry Leadership Team

A BILT is a business advisory council “on steroids” whereby employers co-lead the program.

The BILT model works with any technical program at any size college.

BENEFITS

WIN-WIN FOR EVERYONE

Employers connect with a pipeline of "workforce ready" candidates.

Faculty have assurance they're teaching the skills the workforce demands.

Students are first to be considered for internships and job openings.

Programs develop a pool of industry expert advisers to support all aspects of a program.

THE BILT MODEL ESSENTIALS

ASSEMBLE "single-discipline" BILTs rather than large multi-discipline groups

CONVENE quarterly (shorter trends meetings x3, longer KSA vote meeting x1)

SCHEDULE time during three shorter meetings for BILT to talk industry trends

INVITE faculty to attend the meetings to hear from employers first-hand

PRIORITIZE a detailed list of entry-level KSAs once a year via a vote

MAP the prioritized KSA list to current curriculum to make sure it aligns

GIVE regular feedback to the BILT regarding how their feedback was used

THE BILT MODEL ESSENTIALS

DIVIDE YOUR BILT

Leverage the know-how of your subject matter experts in their specific discipline.

THE BILT MODEL ESSENTIALS

DIVIDE YOUR BILT

Convene a "super-BILT" for broad program discussions and trends.

Build niche "sub-BILTs" to look at specific KSAs for a discipline area.

BILT MEETINGS EXAMPLE

SPRING Super-BILT trends meeting	SUMMER Super-BILT trends meeting	FALL Three sub-BILT KSA meetings
NETWORKING BILT PROGRAMMING BILT SECURITY BILT TOGETHER	NETWORKING BILT PROGRAMMING BILT SECURITY BILT TOGETHER	NETWORKING BILT PROGRAMMING BILT SECURITY BILT

THE BILT MODEL ESSENTIALS

CONVENE QUARTERLY

Avoid “out of sight, out of mind.”

Meetings don’t always have to be in-person.

Three shorter meetings for trends, one longer meeting for KSAs.

THE BILT MODEL ESSENTIALS

DISCUSS TRENDS

Shorter (not focusing on KSAs) meetings allow time for BILT members to share perspectives on industry trends.

Help keep educators better understand what's coming.

THE BILT MODEL ESSENTIALS

INVITE FACULTY

Instructors should be in the room to hear first-hand from BILT members.

Faculty available to ask and answer questions.

THE BILT MODEL ESSENTIALS

CONDUCT ANNUAL VOTE

Once a year, BILT members prioritize a detailed list of entry-level KSAs (knowledge, skills, and abilities) for 12-36 months into the future.

The vote and discussion is a structured, repeatable process.

THE BILT MODEL ESSENTIALS

MAP THE KSAs

Faculty meets to map the prioritized KSA to identify gaps in program curriculum.

Curriculum adjustments are guided by gaps.

THE BILT MODEL ESSENTIALS

GIVE FEEDBACK

Ensures BILT members feel heard and valued.

Share how you implemented their suggestions.

If you can't do what they ask, tell them – the BILT can sometimes offer solutions.

THE IDEAL BILT

CO-LEADS the program – more input means greater sense of ownership

IDENTIFIES entry-level KSAs and helps steer curriculum to **their** needs

SHARES sector trends and forecasts labor market demand

DEVELOPS invested relationships with colleges preparing their future employees

HELPS deliver "workforce-ready" graduates

MEET THE PANEL

Kyle Jones
Chair/Associate Professor, Computer Science and Information Technology
Sinclair College
kyle.jones4990@sinclair.edu

Douglas Hamm
Business, Technology and Hospitality
Lakeshore Technical College
douglas.hamm@gotoltc.edu

WHAT CAN YOU DO?

Leverage BILT-led content already being created

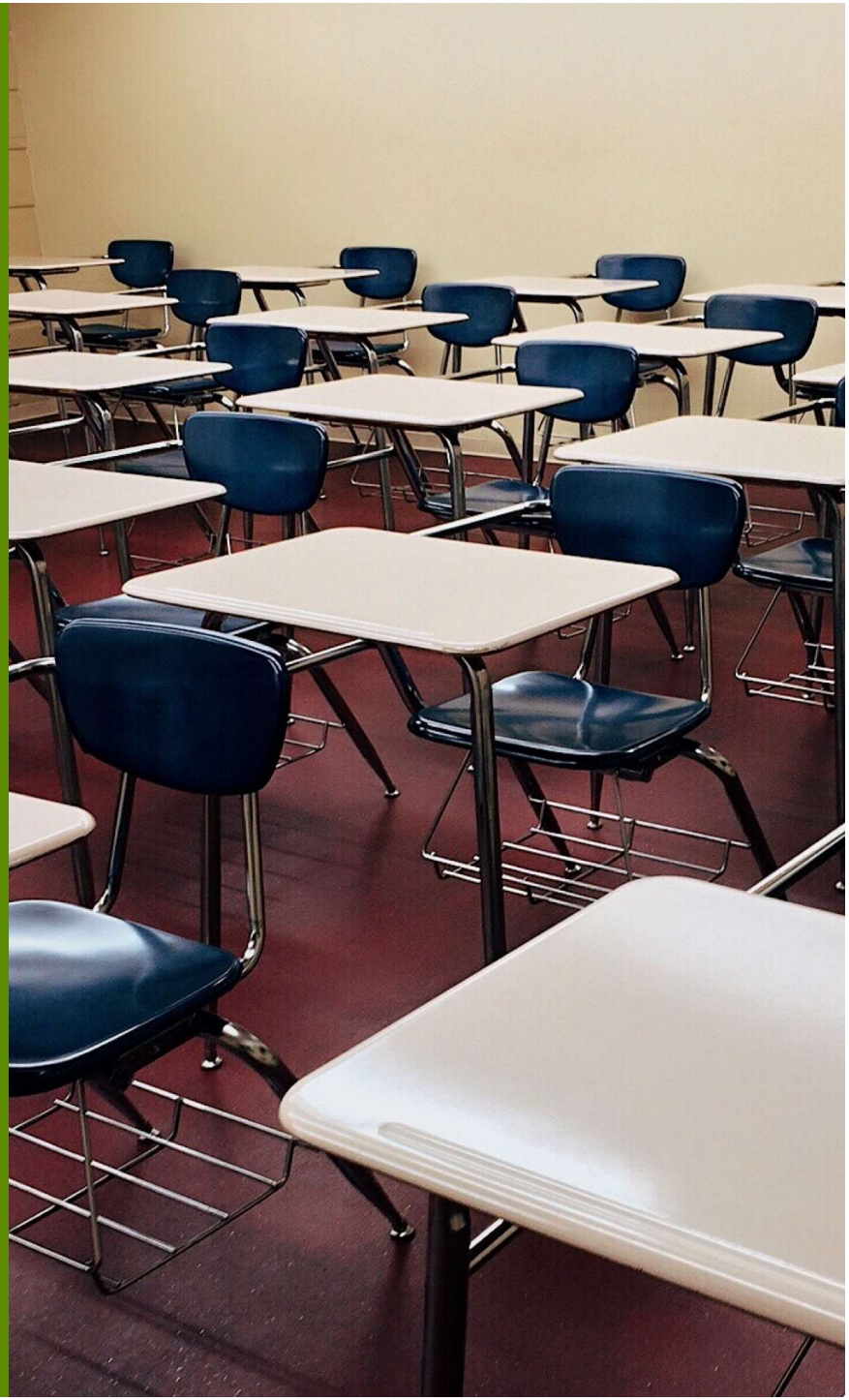
- Summaries of trends talks
- Annual KSA revisions

Strengthen local high school-community college relationships

- Invite high school faculty to attend BILT meetings
- Schedule live Zoom employer Q&A panel for students

Support high school faculty professional development

Join the CCN community



RESOURCES

"BILT Basics" webinar (60m)
bit.ly/BILTbasic

"Implementing the BILT Model" PDF
bit.ly/BILT-guide

"Your Annual Job Skills Validation Vote" webinar (10m)
bit.ly/jobskillsvote

"Setting Up Google Form and Spreadsheet for KSA Voting" PDF
bit.ly/KSAgoogletoolJun21

"Seven Essentials of the BILT Model" video (4m)
bit.ly/SevenBILTEssentials

"Understanding the KSA Worksheet" webinar (7m)
bit.ly/KSAlist2020

CONTACT US

Ann Beheler
abeheler@collin.edu

Mark Dempsey
mdempsey@collin.edu

Kyle Jones
kyle.jones4990@sinclair.edu

Douglas Hamm
douglas.hamm@gotoltc.edu

CTC website
www.connectedtech.org

This material is based upon work supported by the National Science Foundation under Grant No. 1700530. Any opinions, findings and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

This work is licensed under Creative Commons Attribution 4.0.
https://creativecommons.org/licenses/by/4.0/