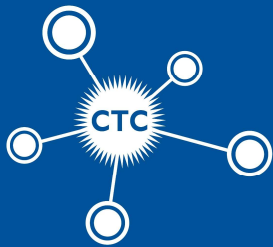


# Developing a Culture of Employer Engagement at Your CTE Program

Innovations March 2022



NATIONAL  
CONVERGENCE  
TECHNOLOGY CENTER



# AGENDA

## TODAY'S TOPICS

Introduction and background

The BILT Model explanation

CASE STUDY – BILT success

Q&A

# PRESENTERS



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# 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

**NETWORKING BILT  
PROGRAMMING BILT  
SECURITY BILT  
TOGETHER**

SUMMER  
Super-BILT  
trends meeting

**NETWORKING BILT  
PROGRAMMING BILT  
SECURITY BILT  
TOGETHER**

FALL  
Three sub-BILT  
KSA meetings

**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



# CASE STUDY – BILT SUCCESS

Lakeshore Technical College  
Cleveland, Wisconsin



# WHAT CAN YOU DO?

Leverage BILT-led content already being created

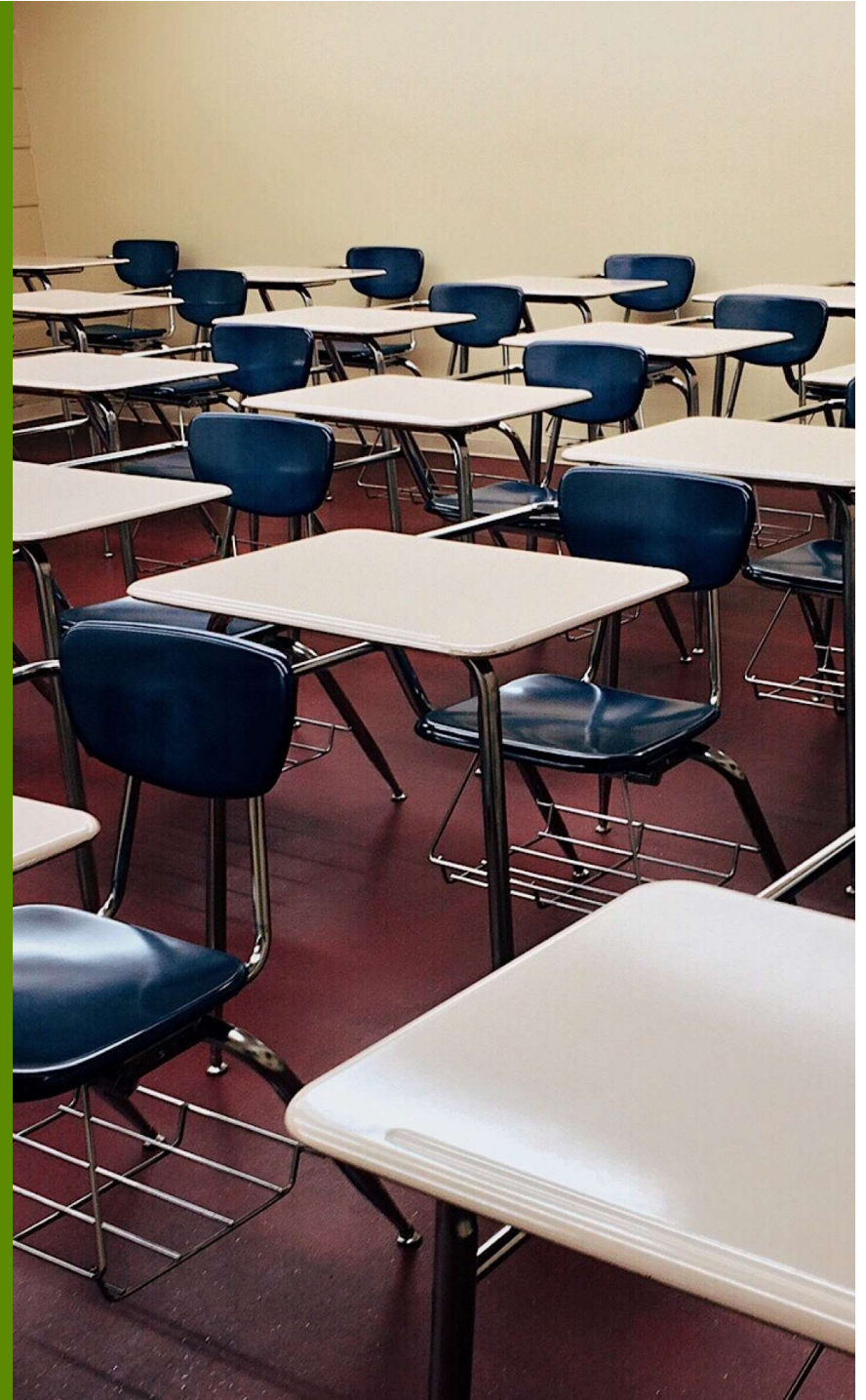
- Summaries of trends talks
- Annual KSA revisions

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](https://bit.ly/BILTbasic)

“Implementing the BILT Model” PDF

\*\*revised Jan 2022

[bit.ly/BILTimplementation](https://bit.ly/BILTimplementation)

“Your Annual Job Skills Validation Vote” webinar  
(10m)

[bit.ly/jobskillsvote](https://bit.ly/jobskillsvote)

“Setting Up Google Form and Spreadsheet for  
KSA Voting” PDF

[bit.ly/KSAgoogletoolJun21](https://bit.ly/KSAgoogletoolJun21)

“Seven Essentials of the BILT Model” video (4m)

[bit.ly/SevenBILTEssentials](https://bit.ly/SevenBILTEssentials)

“Understanding the KSA Worksheet” webinar  
(7m)

[bit.ly/KSAlist2020](https://bit.ly/KSAlist2020)



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