



Pathways Leadership Council

Hosts the *Signature* Event

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Science
Technology

Welcome

Dr. Jothany Blackwood and George H. Johnson III.
Co-Chairs, Pathways Leadership Council

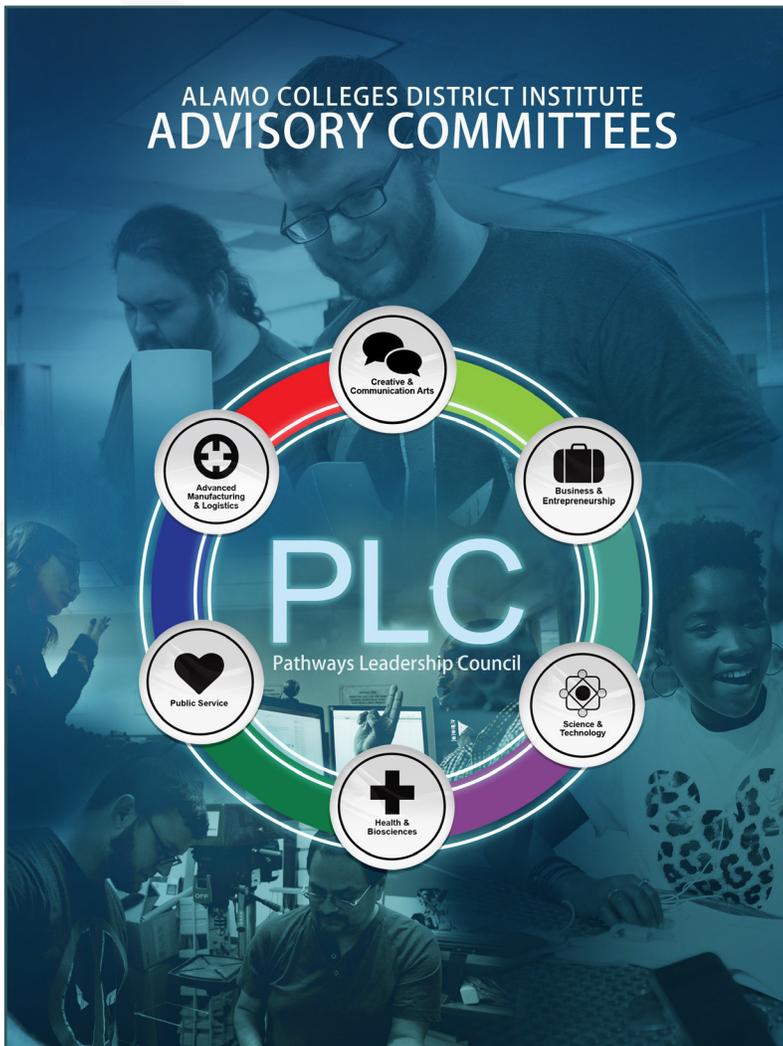
The Alamo Colleges District Institute Advisory Committee Inaugural Signature Event is led by the Pathways Leadership Council (PLC). The Council serves as the Steering Committee for this event and leads the planning, communication, alignment and assessment of the Alamo Institutes.

We had 23 employers and educational partners commit to serve as a member of an Institute Advisory Committee so we can work collaboratively to prepare our students for ongoing success. The event highlighted three of our six Institutes, which were Health and Biosciences, Advanced Manufacturing and Logistics, and Science and Technology. In spring 2019, we will host an event

for partners associated with Business & Entrepreneurship, Creative & Communication Arts, and the Public Service Institutes. Our faculty and student success staff will lead conversations back at the five colleges on the feedback and recommendations from employers and university partners.

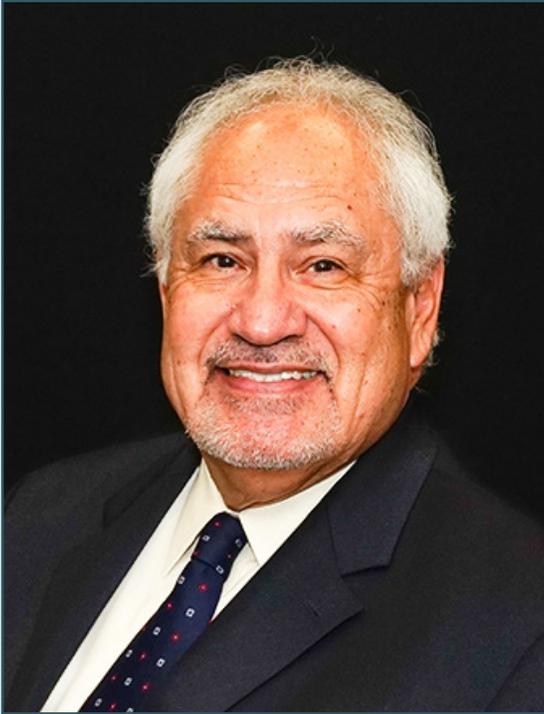
Executive Highlights from Employers and Partners:

- Employers emphasized students need technical abilities, as well as essential skills such as communication and critical thinking.
- Employers want employees who can translate knowledge in different areas so they are capable of performing multiple duties and multitasking.
- They need employees with a work ethic, that are professional and treat people well.
- To be competitive, students must have work experience outside of the classroom.
- Partners emphasized the need for ongoing, effective communication with faculty through these Advisory Committees.



Remarks from the Board of Trustees

Mr Joe Jesse Sanchez
Assistant Secretary, Alamo
Colleges District Board of Trustees



Speaking on behalf of the Board of Trustees, Mr. Joe Sanchez welcomed the participants to the first Institute Advisory Committee Signature Event. The Alamo Colleges District Board of Trustees has made the Alamo Institutes a priority as they recognize the value for students to identify and travel on a structured pathway that leads to employment and/or transfer to a 4-year university.

Mr. Sanchez shared the Board's ongoing support for the work being done on Pathways by faculty, student success staff and administrators across the five colleges.

He emphasized the Board's commitment to strengthening partnerships with employers and continuing to engage them with the District for the benefit of students. He also recognized both the Chancellor Emeritus Dr. Bruce Leslie and Chancellor Dr. Mike Flores as visionaries, decisive leaders and community builders.

Pathways Overview

Dr Bruce Leslie
Chancellor

Dr. Leslie shared the theme that students have better outcomes when they have connections and support from employers. He emphasized that when students determine their career interests early, they tend to do better in college. Also, when students are connected to their industry, they tend to complete their degree. He identified that Alamo Colleges has six Institutes with pathways that broadly define careers that students want to explore. These Pathways really serve to help students refine their decisions within the Institute.

Dr. Leslie highlighted that the District invited employers to share the skills our students must have as they enter the workforce, including soft, interview, and essential skills. He outlined that we would like to work with employers to provide internships, scholarships, and to be on the front line of hiring our students. So the Signature Event is a way for employers to take a deliberate action to engage with our students while they are still in school. The District looks forward to partnering with employers by creating career pathways for our students to continue to be competitive within their industry.



Vision for the Future

Dr. Mike Flores
Chancellor



Dr. Mike Flores, Chancellor of the Alamo Colleges District, highlighted that higher education levels the playing field for everyone. As demonstrated within the Brookings Institute data, the Alamo Colleges District helps address equitable access to education by serving all socioeconomic quartiles which is better than many other institutions. One essential aspect of student success is the clarification and affirmation of students through advising, exploration, workplace shadowing, and connection to internships with business and industry partners. An example of a successful model where this type of exploration occurs is the AMT program.

The power of this model is that we created relationships between praxis and theory by providing our students with experiential learning opportunities in partnership with our business and industry.

This model is an example of the type of work we must continue to engage in to support our students and their ability to experience social mobility.

VISION

Advisory Committee Orientation

Jim Perschbach
President and CEO Port San Antonio

Mr. Perschbach opened with examples of how industry partners have successfully collaborate with higher education to create a workforce pipeline. Those examples included Lockheed Martin and Boeing, Toyota and the Cyberspace industry.

Mr. Perschbach encouraged us to continue to pool our resources and work together without creating silos.

He pointed out the need to capitalize on our industry and higher education expertise to create a process to design and inform curriculum development to meet the demands for a skilled workforce in Bexar County and its surrounding areas.



Breakout Sessions

Each Institute Advisory Committee had a trained facilitator with years of experience leading Advisory Committees. Each hour long session engaged regional employers, faculty, student success representatives and administrators around four guiding questions.

Employer feedback and recommendations were captured electronically and shared with our stakeholders at each of the colleges following the event. The primary role of the Alamo Colleges District stakeholders was to serve as active listeners and to lead conversations at the colleges about the feedback from employers and university partners.

A timekeeper was in each session to ensure dialogue covered the four guiding questions and to ensure the committee reconvened for closing remarks about next steps.

Institute Discussions

Health and Bio Sciences

What is the future of your industry?

Employers want employees who can translate knowledge in different areas so they are capable of performing multiple duties and multitasking. This is key as people may be hired in one role but the future needs of the organizations may mean they have to work across areas.

So there is an emphasis on multitaskers that can adapt to future needs. Employers need individuals who are ready to start day one with the necessary technical skills to meet the needs of the organization.

They would like to work with the Alamo Colleges District so that their future employees are not burdened with high amounts of debt after graduation. They are also in need of cross trained employees who are capable of performing multiple duties as organizations are having to do more with less and they need responsive employees who can work in that environment.



What does a graduate of the Alamo Colleges District need to be ready "Day1"?

Employers feel that, in addition to their technical abilities, future employees need to have a mastery of what have traditionally been referred to as soft skills. Employers identified those soft skills as essential skills because the ability to communicate and to be a critical thinker are a necessity. Employees need students to be able to transition from theory in the classroom to practice in the industry. And it was also emphasized employees need to be able to anticipate, communicate, and act upon knowledge learned.

Institute

What will put a graduate from the Alamo Colleges District at the top of your applicant pool?



Healthcare industry employer needs are diverse and changing daily. Employers are looking for a diverse workforce that reflects those dynamics and can deliver unique skills, follow policy and procedure, and work both independently and within a team.

Future employees need to be integrated as team members that are able to understand and follow rules, think critically, perform basic math, and have strong communication abilities.

Employees must also have a strong ability to multi-task, a drive to be creative, and a willingness to be flexible.

A key path to employment in the healthcare industry is through an internship or preceptorship. These are very helpful in allowing an employer to identify talent for hiring. Employees must also exhibit a willingness to perform multiple tasks and an enthusiasm to do what it takes to get the job done.

What is an effective process for communicating changes in your industry to the Alamo Colleges?

Employers would like to continue to be included in these events and to meet more frequently. The need for consistent and ongoing communication with the Alamo Colleges District was clear. They would also like to include more education and industry partners on the advisory board.

Employers feel that a deeper study and a needs assessment should be performed to include market projections.

Employers also recommended to communicate with human resources departments to develop curriculum that is aligned with job descriptions.

Logistics and Advanced Manufacturing

What is the future of your industry?

Throughout the conversation with business and industry partners, the following common themes emerged: Teamwork/collaboration, work experience to include internships, strong work ethic and professionalism, and basic computer and technical skills.

Business and industry partners shared the importance of developing skills such as creativity, communication, and teamwork. Employers also stressed emphasis on these skills even as online education continues to grow.

Skills necessary for the future of the industry include items such as Auto-CAD, 3D Modeling, Linux and Basic Programming. They also emphasized skills in Robotics, Analytics, Electronics, and Technical Writing were important.



What does a graduate of the Alamo Colleges District need to be ready "Day1"?

Business and industry partners stressed that in order for graduates to be ready on 'Day 1,' two areas of marketable skills are essential: basic computer skills and basic professional skills.

Basic Computer Skills included foundational skills specific to the position, excel knowledge and formulas, and how to navigate and organize electronic files.

Basic Professional Skills included communication, problem solving, emotional intelligence, professionalism, teamwork, receptivity to feedback, accountability, strategic thinking, and problem solving.

What will put a graduate from the Alamo Colleges District at the top of your applicant pool?

For graduates to be competitive throughout the application process, they must have work experience in and outside of the classroom to include items such as: application of course content into real world experiences, internships, case studies, and special projects. It was emphasized by some employers that students really needed to have work experience to be considered competitive.

Throughout the interview process, candidates must also be able to demonstrate strong work ethic and professionalism.

Candidates must also dress appropriately, have a strong resume, represent themselves professionally, and be able to engage with employers and display appropriate etiquette.



What is an effective process for communicating changes in your industry to the Alamo Colleges?

The business and industry partners emphasized the need for ongoing, effective communication with faculty through venues such as advisory committees. This will ensure communication of changes from the Advanced Manufacturing and Logistics industry to the Alamo Colleges District.

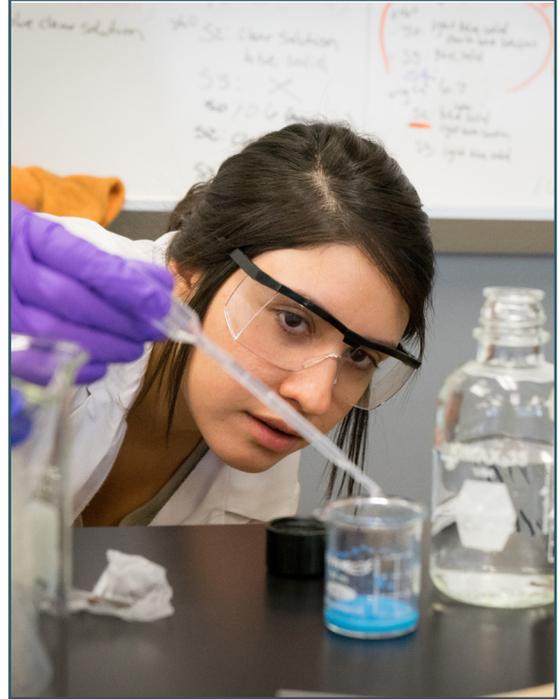
Additionally, industry partners articulated an interest in hosting faculty members via venues such as externships, job shadowing, and site visits as professional development.

Science and Technology

What is the future of your industry?

Focus on enhanced technological infrastructure capabilities, such as, cybersecurity, customer service, intellectual property development, and workflow solutions. Future candidates will need to have to a broad array of technical skills that are transferable across different companies that will support industry needs.

Future industry focus identified by business partners include: Biotechnology, microbiological and regenerative products, intellectual property , networking enterprise, customer service, managing end-to-end network & security, storage retrieval, smart-grid technology, and audio/video software/ hardware.



What does a graduate of the Alamo Colleges District need to be ready "Day1"?

Employers from the four industries shared the characteristics they desire and look for in future employees. The list is not surprising as it includes essential skills for all aspects of business and industry. At the top were skills that are embedded in the colleges institutional learning outcomes, for example critical thinking and communication skills.

In addition, clearly the employers are looking for our students to exhibit ethical behavior and a strong work ethic, such as showing up on time and working well with others. From a technical aspect, they expect students to possess program specific skills and be able to translate/transfer classroom learning to a real work environment.

Employers emphasized the following Essential Skills: Strong Work Ethic, Communication Skills (Oral & Written), Real Job Experience, People Skills, Technical Skills (program Skills and Critical Thinking).

What will put a graduate from the Alamo Colleges District at the top of your applicant pool?

University partners shared it is important that students understand class as a job and that they exhibit professionalism.

It is key that students know how to translate being professional in terms of writing, behavior, presentation, confidence and/or willingness to wrestle through a situation to find results that impact productivity.

This question and the one above it were discussed together so the response is blended.



What is an effective process for communicating changes in your industry to the Alamo Colleges?

Employers identified some key effective processes to communicate the various changes in the industry to the Alamo Colleges District. Key processes identified to build effective continuity were:

- A designated portal for employers and ACD faculty/staff
- Industry generated webinars
- Industry panels for students
- A student skills checklist that incorporate technical, clinical, and personal skills
- Ensure an open door policy
- Have an identified counterpart at each of the Colleges of the Alamo Colleges District

Next Steps

Dr. George Raileys
Vice Chancellor for Academic Success



Dr. Railey shared his appreciation for the robust discussion that took place, and the opportunity to receive feedback and recommendations from leading employers and our educational partners.

He acknowledged that our partners' time, expertise and willingness to partner with the Alamo Colleges District was invaluable to working with the colleges to better prepare students to meet the needs of employers.

He also thanked the faculty and student success representatives who participated in these strategic conversations and will carry these discussions to each of the colleges.

All participants will receive a summary document of the Signature Event in a few weeks.

In spring 2019, the Alamo Colleges District will host our next Signature Event with the Institutes for Business & Entrepreneurship, Creative & Communication Arts, and Public Service.

Next Steps



**Thank You
for your
Participation**



**NORTH SAN ANTONIO
CHAMBER**



General Dentistry

Federal Law Enforcement

DOCumentation



ALAMO
COLLEGES
DISTRICT



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