

# Business & Industry Leadership Team

## BILT



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## National Convergence Technology Center

- National Science Foundation Center of Excellence in Convergence Technology (CTC) is based at Collin College, Frisco, TX (2012-2022)
- BACCC has been a major partner throughout
- BayICT Partnership is BACCC's BILT
- The CTC works with a wide range of business leaders from across the nation to determine the Knowledge, Skills, and Abilities that they want “workforce ready” graduates to possess for the future
- BILT information is disseminated nationally to colleges and universities, including 80 who share curriculum and guidance with one another through a “mesh” network



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## BACCC Regional Hub

- Regional Hubs, like BACCC's, are being formed to take over the leadership begun by the CTC
- All work is based on the Business & Industry Leadership Team (BILT) that provides strong co-leadership for all aspects of programs that create right-skilled job candidates for the many IT and Cybersecurity open positions



## MAJOR GOAL FOR ALL HIGHER EDUCATION PROGRAMS and EMPLOYERS

- STUDENTS complete certificates and degrees and are well-qualified for ready employment or transfer
- EMPLOYERS are highly engaged and want to hire students

Implementing the Business & Industry Leadership Team (BILT) Model helps to meet both goals, and it's proven effective.



## ESSENTIAL ELEMENTS OF BILT MODEL

- Businesses must co-lead programs (not whole departments or divisions), typically via **quarterly** meetings
  - **Prioritize Knowledge, Skills and Abilities (KSAs)** they want graduates to have 12-36 months into the future
  - Predict **Labor Market Demand**
  - Predict **trends and receives feedback** at other meetings
  
- Faculty must
  - **Cross reference** KSAs to existing curriculum
  - **Update** curriculum to address KSAs needed by businesses
  - Provide businesses with **feedback** regarding implementation



## ESSENTIAL ELEMENT CO-LEADERSHIP

- Employers report they are more likely to hire graduates from programs for which they have curricular leadership responsibility
  
- Employers report they will assume this role (and more) if
  - Their time is respected
  - There is a method for ensuring that their input is consistently and seriously considered by the faculty members
  - They consistently receive feedback on their recommendations



## IDEAL BILT MAKE-UP

- Key people on the BILT
  - High-level technical executives
  - Futurists
  - First-line hiring managers
  - Technicians
  
- HR representatives, usually not the sole reps for a company
  
- Faculty are ex-officio members; they listen and ask questions; they cross-reference prioritized KSAs to curriculum to determine changes.



## THE BILT FROM THE CHAIRMAN

ADVISORY



BUSINESS LED



### Differentiators between a business advisory council vs. BILT

- |                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                    |
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| <ul style="list-style-type: none"> <li>• Industry Advised</li> <li>• Suggested KSA</li> <li>• Business is suggesting enhancements to curriculum</li> <li>• Business is not vested in long-term success of programs</li> <li>• Ignored advice erodes business commitment</li> </ul> | <ul style="list-style-type: none"> <li>• Industry Led</li> <li>• Required KSA</li> <li>• Curriculum must be recognized by the BILT</li> <li>• Business has “skin-in-the-game”</li> <li>• Business has the opportunity to reduce OJT (On-the-Job-Training)</li> <li>• Business has the ability to “Give Back” to the community in a multi-generational life changing way</li> </ul> |
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## SERVING ON BILT – DRIVING VALUE

We are in the business of employing the future of America.

STUDENT



➔

EMPLOYEE




**BILT - What is in it for me?**

<div style="writing-mode: vertical-rl; transform: rotate(180deg); font-weight: bold; font-size: 1.2em;">PROFESSOR</div> <ul style="list-style-type: none"> <li>Delivering relevant, industry sought after skills</li> <li>Students more prepared to enter the workforce</li> <li>Early business engagement exposes students with business perspective &amp; taxonomy (Mentoring, internships, externships and business graded capstone courses)</li> </ul>	<div style="writing-mode: vertical-rl; transform: rotate(180deg); font-weight: bold; font-size: 1.2em;">BUSINESS LEADER</div> <ul style="list-style-type: none"> <li>Entry-level employees with “hit-the-ground-running” skills</li> <li>Ability to tangibly give back to the community</li> <li>Ability to tap eager talent in transitioning to the workforce</li> <li>Time value realized and appreciated</li> </ul>
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## MEETINGS

- Building and Maintaining a Thriving BILT is a HIGH-TOUCH activity
- Facilitating/holding the BILT meetings
  - Annual KSA analysis meetings have always been held in a hybrid mode with those who are able face-to-face in the room WITH a conference phone and web-meeting software for others (usually one 2.5 – 4 hour meeting per year)
  - Trends meetings are 3 times per year and have always been held remotely with web-meeting software
- Emphasis is on enlarging the pipeline of right-skilled job candidates!



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## QUESTIONS?

BILT resources from the National Convergence Technology Center on “Business tab”

<http://connectedtech.org>

- 60-minute “BILT Basics” webinar [bit.ly/BILTbasic](http://bit.ly/BILTbasic)
- 10-minute “Job Skills Validation Vote” webinar [bit.ly/jobskillsvote](http://bit.ly/jobskillsvote)
- “An Inside Look at the BILT” brochure [bit.ly/BILTinside](http://bit.ly/BILTinside)
- 20-minute “Using Google Tools” webinar [bit.ly/KSAGooglevideo](http://bit.ly/KSAGooglevideo)

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