



Pathways Leadership Council
Hosts the *Signature* Event

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Science
Technology

Welcome

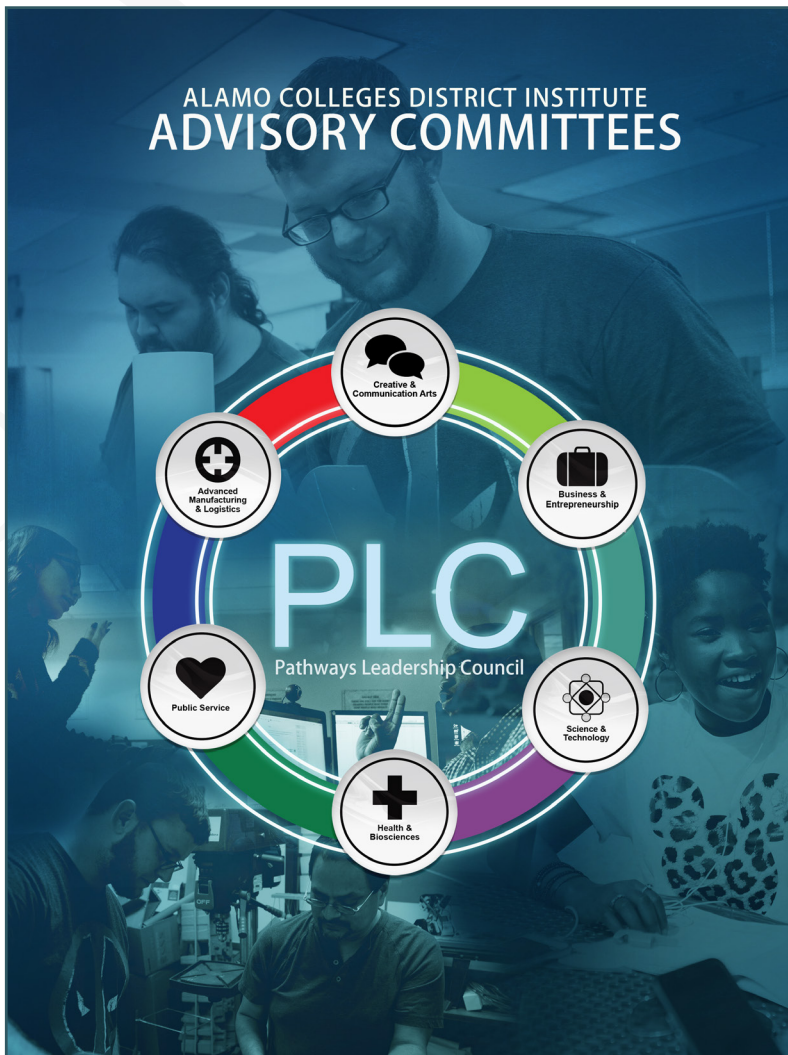
Dr Jothany Blackwood and George H Johnson III.
Co-Chairs, Pathways Leadership Council

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. On September 28, 2018 we hosted our inaugural Signature Event that focused on the Health and Bio Sciences, Logistics and Advanced Manufacturing, and Science and Technology Institutes. Twenty-three employers and educational partners committed to serve as a member of an Institute Advisory Committee so we can work collaboratively to prepare students for ongoing success.

The 2019 Spring Signature Event will highlight Business & Entrepreneurship, Creative & Communication Arts, and the Public Service Institutes. Our faculty and student success staff will then lead conversations at the five colleges on the feedback and recommendations from employers and university partners.

Executive Highlights from Employers and Partners:

- Employers emphasized students need to acquire technical abilities, as well as essential skills, such as communication and critical thinking.
- Employers want employees that can translate knowledge across different areas so they are capable of performing multiple duties and multitasking.
- There was an emphasis on employees being professional, demonstrating a work ethic and treating 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 for the Alamo Colleges District, Mr. Joe Sanchez welcomed the participants to the first Signature Event focused on District Institute Advisory Committees. The Alamo Colleges District Board of Trustees has made the Alamo Institutes a priority as they recognize the value for students to identify and progress 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 the faculty, student success staff and administrators across the five colleges.

He emphasized the Board's commitment to developing and strengthening partnerships with regional employers and continuing to engage them for the benefit of students. Mr. Sanchez 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 focused on 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 the colleges would like to work with employers to provide internships, scholarships, and to be on the front line of hiring our students. The Signature Event is a strategic 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 regional employers so our students can continue to be competitive within their industry of choice.



Vision for the Future

Dr. Mike Flores
Chancellor



Dr. Mike Flores, Chancellor of the Alamo Colleges District highlighted that education is the key to leveling the playing field for everyone. He cited Brookings Institute data that supported access to higher education improves socioeconomic mobility. This is critical as students from a demographic minority or a single-family home may face significant barriers to improving their socioeconomic status and quality of life. Completing a higher education credential overcomes those challenges by increasing the likelihood of moving into a higher socioeconomic level.

The Alamo College District is uniquely positioned to provide this access because of low cost tuition, open enrollment, and a holistic approach to student success. One essential aspect of student success that the District advocates for 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 Advanced Manufacturing Technician (AMT) program that integrates classroom learning with on-site work experience. This model is an example of a partnership with industry that we must continue to develop to support students and their ability to experience social mobility and an improved quality of life.

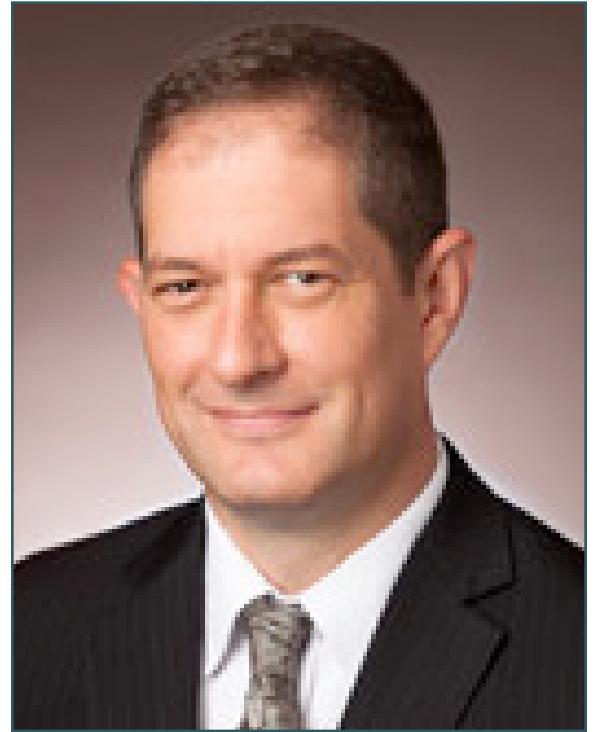
Advisory Committee Orientation

Jim Perschbach
President and CEO Port San Antonio

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

Mr. Perschbach also encouraged the District to continue to pool our resources and work collaboratively without creating silos.

He pointed out the need to capitalize on 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 was led by a facilitator with years of experience leading Advisory Committees with industry partners. Each hour long session engaged regional employers, university representatives, faculty, student success representatives and administrators around four guiding questions.

Employer feedback and recommendations were captured electronically and shared with our stakeholders. 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 present in each session to ensure the conversations remained on task within the time lines and to ensure the committee reconvened for closing remarks.

Institute Discussions

Health and Bio Sciences

What is the future of your industry?

According to the San Antonio Economic Development Foundation, jobs are projected to increase by 13,094, which is higher than the national projected growth rate of 10.4%. Employers are looking for multitaskers that can adapt to future needs and are prepared to start day one with essential skills to meet the needs of the organization.

Employers also shared they need to cross train 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.

Employers also indicated the desire to work with the Alamo Colleges District so that their future employees are not burdened with high amounts of debt after graduation.



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

The San Antonio Economic Development Foundation's 2018 Jobs Report highlighted the the top 5 marketable skills as management, leadership, coordinating, communications, and teaching. Employers also shared that, in addition to their technical abilities, future employees need to have a mastery of what had been traditionally 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 to being successful in the job. Employees also need students to be able to transition from theory in the classroom to practice in the industry. It was also emphasized that employees need to be able to anticipate, communicate, and act upon knowledge learned in a variety of settings.

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 policies and procedures, 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 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 a talent for hiring. Employees must 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 the Advisory Committees 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 engaging with human resources departments to identify essential skills or competencies aligned with industry needs that faculty can incorporate into curriculum.

Logistics and Advanced Manufacturing

What is the future of your industry?

The data in the San Antonio Economic Development Foundation's 2018 Jobs Report supports the continuation of high-wage, middle-skill employment opportunities in Logistics and Advanced Manufacturing. 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 included Auto-CAD, 3D Modeling, Linux and Basic Programming. They also emphasized skills in Robotics, Analytics, Electronics, and Technical Writing were important in employees.



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

The San Antonio Economic Development Foundation's 2018 Jobs Report highlighted the top 5 marketable skills as management, operations, communications, problem solving and leadership. Business and industry partners also stressed that in order for graduates to be ready on 'Day 1' that basic computer skills and professional skills are essential.

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 through the application process, they must have work experience in and outside of the classroom. This can include 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 that work experience to be considered competitive.

Throughout the interview process, candidates must also be able to demonstrate a 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.



Health & Biosciences

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 the 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 part of professional development opportunities.

Science and Technology

What is the future of your industry?

According to the San Antonio Economic Development Foundation's 2018 Jobs Report, IT jobs in San Antonio increased by 17.1% from 2013-2018 and are projected to increase by 12% from 2018-2023, which is higher than the projected national average of 8.9%

Employers also indicated that there is a 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 to support industry needs. Business partners also emphasized that the industry will continue to focus on 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 shared the characteristics they desire and look for in future employees. At the top were skills that are embedded in the colleges institutional learning outcomes, such as critical thinking and communication skills.

In addition, employers are looking for 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 and transfer classroom learning to a real work environment.

Employers emphasized essential skills included a strong work ethic, oral and written communication skills, work experience, people skills, technical and 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 that as a student being in class is a job and that they must exhibit professionalism in that setting.

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.



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 and consistent communication were:

- A designated portal for employers and ACD faculty/staff.
- Industry generated webinars.
- Industry panels for students.
- A student skills checklist that incorporates technical, clinical, and personal skills.
- An open door policy.
- Identification of a counterpart at each of the colleges.

Next Steps

Dr. George Raileys
Vice Chancellor for Academic Success



Dr. Railey, Vice Chancellor for Academic Success, shared his appreciation for the robust discussion and the opportunity to receive feedback and recommendations from regional employers and 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.

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

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**



**TEXAS A&M
UNIVERSITY**



General Dentistry

Federal Law Enforcement

DOCumentation



ALAMO
COLLEGES
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