

Business and Industry Leadership Team (BILT) Orientation

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Employer Engagement

The Business and Industry Leadership Team (BILT) offers...

- Advisory Committee 2.0 - empowering you to move employer relationships to the next level
- A **structured, repeatable process** that can be used for any technical program
- A model that puts employers in a **co-leadership role** that greatly increases their engagement with your program



Roots of the BILT Model

- **National Science Foundation** supported National Convergence Technology Center (Collin College in Texas, 2012-2023)
- Established BILT model through work with business leaders from across the nation to determine **Knowledge, Skills, and Abilities** “workforce ready” graduates will need
- Model implemented at more than **100 colleges in multiple disciplines.**
- Dept of Labor and Dept of Education **recognize BILT as a leading model** for strategic employer engagement



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 their input is consistently and seriously considered by faculty members
- They consistently receive feedback on their recommendations



BILT Roles - Business

Co-lead college programs through quarterly meetings

Annually prioritize knowledge and skills they want graduates to have 12-36 months into the future using structured, repeatable voting process and synchronous discussion

Predict labor market demand

Identify industry trends that could impact the program

BILT Roles – Faculty

Attend BILT meetings as active listeners and questioners

Cross reference knowledge and skills to existing curriculum to determine gaps in coverage

Update curriculum to address job skills prioritized by BILT members

Provide BILT members with feedback regarding implementation



Business Advisory Council

Industry-advised

May meet once or twice a year

Occasional “rubber stamp” review of existing program

Faculty may drive meeting agenda

May not be highly invested in long-term success of the program

Ignored advice erodes business commitment

BILT

Industry-led

Meets quarterly

Granular list of entry-level job skills prioritized and discussed

Employers help develop agenda – especially sharing trends

Feels an ownership in the program and its students

Regularly informed on how suggestions are implemented

BILT WIIFM - Business

Entry-level employees with “hit-the ground-running” skills (saves \$\$)

Ability to tangibly give back to the community

Ability to tap eager talent in transitioning to the workforce

Time value realized and appreciated

BILT WIIFM – Faculty

Delivering relevant, industry sought-after skills

Students more prepared to enter the workforce

Early business engagement exposes students to business perspective (mentoring, internships, business-graded capstone courses)

BILT input can support requests for equipment, software, and professional development



Annual BILT Meeting Cycle

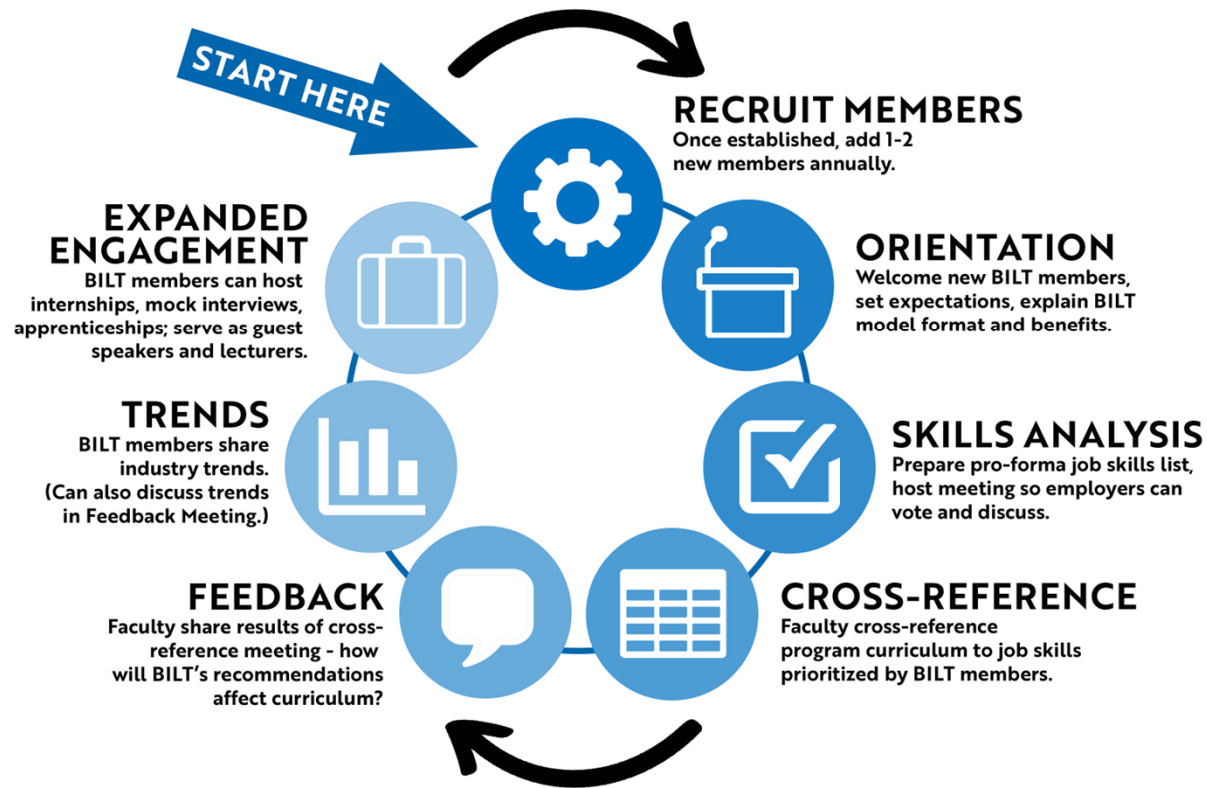
- Cross-discipline mega-BILT meetings for **trends discussions** held 2-3 times a year (1 hour)
- Single-discipline SME BILT meetings for **job skills vote and discussions** held once a year (90 minutes)

Building and maintaining a thriving BILT is a **high-touch activity** with two-way communication.

Emphasis is on **growing a pipeline** of right-skilled job candidates



Annual **BILT** Cycle



BILT Questions?

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