



# BILT Academy

*A Professional Development Program  
Fostering Strategic Employer Partnerships*

**Applicant Webinar • September 16, 2021**



DUE#2039395



# TODAY'S PANEL



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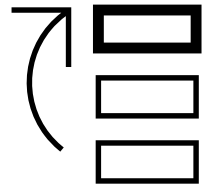
CENTER FOR OCCUPATIONAL RESEARCH AND DEVELOPMENT

BUSINESS &  
INDUSTRY  
LEADERSHIP  
TEAM

**BILT**

PATHWAYS TO  
**INNOVATION**

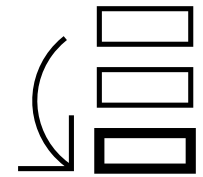




FREQUENCY

SPECIFICITY

DEPTH OF INPUT



**INDUSTRY-LED**



# What is a BILT?



1. A Business Advisory Council “**on steroids**”
2. A **structured, repeatable process** that can be used for any technical program
3. A model that puts employers in a **co-leadership role** that greatly increases their engagement with your program



# HOW **BILT** BENEFITS STUDENTS, FACULTY, AND EMPLOYERS

- Because they feel ownership of the program, BILT members are likely to **seek out graduates**
- BILT members are engaged; students in the program are first to be considered for opportunities such as **internships**, even before they complete
- BILT members **mentor** students
- BILT members participate in **mock interviews**, share perspectives on “a day in the life,” speak at student events, etc.

## BILT Benefits Students



- Faculty have assurance they are **teaching what businesses want**
- BILT members serve as **guest speakers** and **assist with recruitment** events, on-campus and off
- BILT members alert faculty of **industry trends** in time for curriculum adjustment
- BILT members often provide free or reduced-cost **professional development** for faculty
- BILT members often provide **externships**

## BILT Benefits Faculty





- Their **talent pipeline** of “workforce ready” job candidates is increased
- They develop **professional relationships** with other BILT members and with the college
- They're able to **give back to their community** in a way that makes a real difference
- They know their **time is valued**

## BILT Benefits Employers

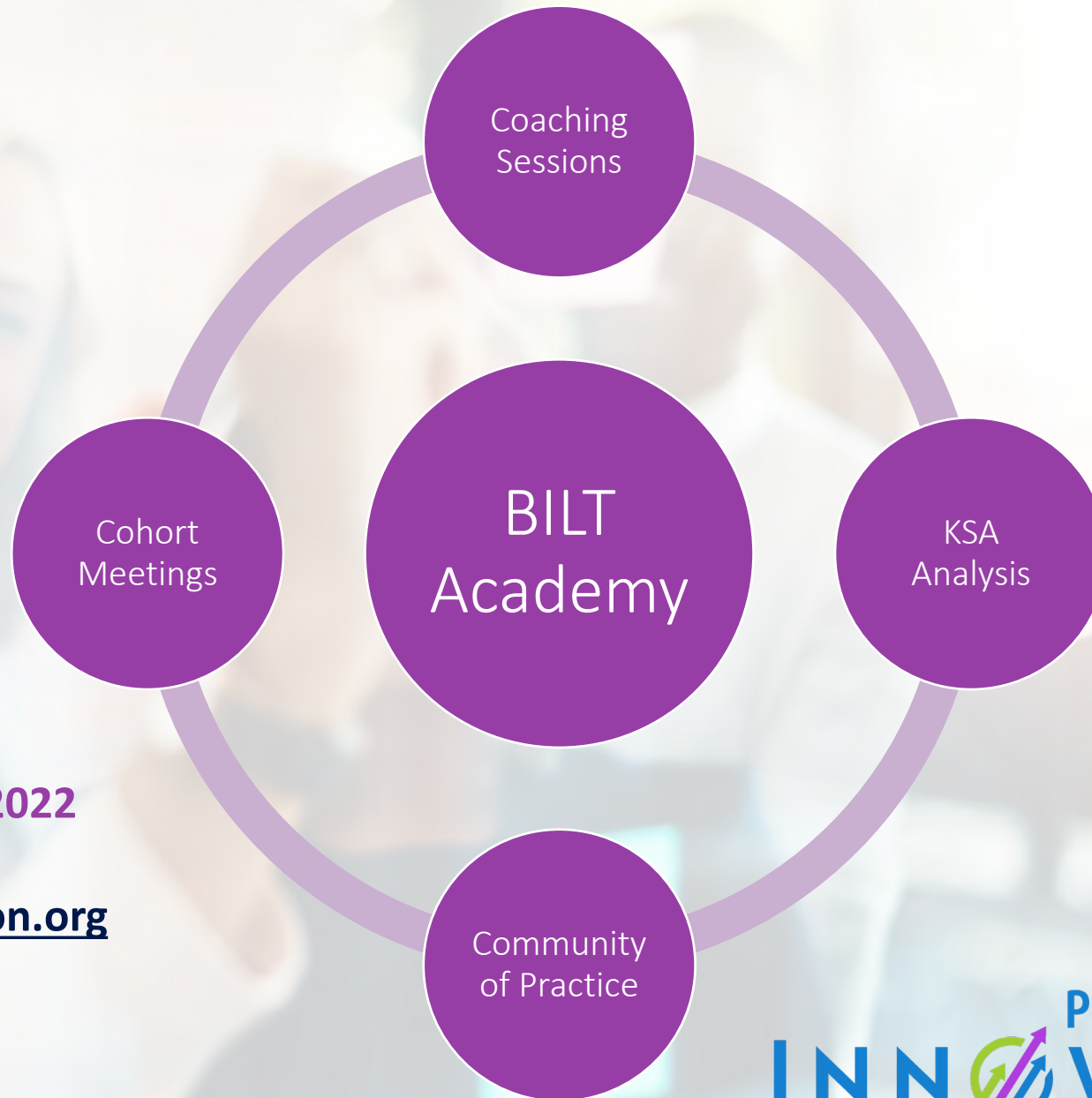




# The BILT Academy: Who Can Apply?

- Teams from 2-year, non-profit community or technical colleges
- Team Composition:
  - **Faculty member** who will be team lead /point of contact for project team and BILT coach
  - **Administrator** who will support the work of the faculty member in navigating college systems
  - **Employer representative** who is committed to co-leading the work

# BILT Academy Structure



- BILT Academy Cohort 2:  
November 2021 – September 2022
- Applications Due: Oct. 5
- Details at [pathwaystoinnovation.org](https://pathwaystoinnovation.org)



# BILT Academy Cohort 2 Schedule

- **Begins:** November 2021
- **Ends:** September 2022
- **Virtual Meetings:**
  - Monthly with cohort
  - Monthly with BILT Coach
  - Direct assistance (face-to-face or virtual) from Ann Beheler, BILT originator, in conducting the first BILT meeting, likely April/May/June) to determine Knowledge, Skills, and Abilities needed 12-36 months into the future



# College Commitments

## *Pre-Application*

Identify

In-demand technical discipline on which to focus

Identify

Faculty member and an administrator to lead team

Identify

Employer partner who understands importance of “co-leading” a program

Commit

To develop and implement an active, engaged BILT as part of Academy

# College Commitments

## *Post Cohort Selection*

Participate

Monthly cohort meetings 11/21-9/22

Participate

Monthly coaching calls with BILT coach

Learn

Use on-demand resources to expand your understanding of BILT model and essential elements

Participate

Academy community of practice

Document

Impact measures and lessons learned



## Key Dates



Application Due:  
**October 5, 2021**

Applicants Notified:  
**October 28, 2021**

Academy Duration:  
**November 2021 -  
September 2022**

# *Save the Dates:* Cohort 2 Fall Schedule



- **Cohort Orientation:**  
November 19, 2021 at 2 pm EST
- **Cohort Meeting #1:**  
December 10, 2021 at 2 pm EST





Questions?



# Follow-up Questions?



BILT@cord.org



Learn more about the  
BILT model and download  
the application at:



**pathwaystoinnovation.org**



**BILT Academy Cohort 2:** Applications Due October 5

PATHWAYS TO  
**INNOVATION**.ORG

