



Cohort 6 Applicant Webinar



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WELCOME



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BUSINESS & INDUSTRY LEADERSHIP TEAM MODEL



The **BILT Model** is:

- **Advisory Committee 2.0** – takes employer relationships to the next level
- A **structured, repeatable, very efficient process** for any technical program
- A model that puts employers in a **co-leadership/co-ownership role** that greatly increases engagement with college programs





BILT Roots

National Science Foundation (NSF) support for over 20 years for 2-yr college implementation.

Established BILT model through work with business leaders from across the nation to determine **Knowledge, Skills, and Abilities** “workforce ready” graduates will need.

Implemented at more than **150 colleges in multiple disciplines.**

Recognized nationally as a leading model for strategic employer engagement

Pathways to Innovation project launched **BILT Academy**[®] to scale the model by supporting colleges with implementation

Major Goals for Institutions of Higher Education



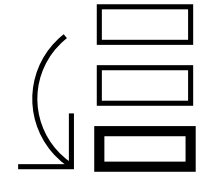
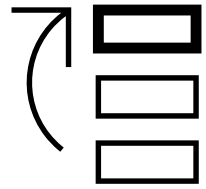
STUDENTS complete certificates and degrees and are well-qualified for ready employment or transfer



EMPLOYERS are highly engaged and want to hire students



Implementing Business & Industry Leadership Team (BILT) Model proven effective to meet both goals



FREQUENCY

SPECIFICITY

DEPTH OF INPUT

INDUSTRY-LED



Essential Roles

Businesses:

- **Co-lead** programs
- **Prioritize Knowledge, Skills and Abilities (KSAs)** they want graduates to have 12-36 months into the future (at a program level)
 - Structured, repeatable, efficient electronic voting process
 - Synchronous discussion afterward
 - Predict Labor Market Demand
- **Share industry trends** during 2-3 other meetings annually

Faculty:

- **Attend KSA mtg as active listeners and questioners**
- **Cross reference KSAs to existing curriculum and determine gaps and coverage**
- **Diligently try to update curriculum** to address KSAs needed by businesses
- **Provide businesses feedback** regarding implementation and discuss challenges



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

Recruit BILT Members

Once established, add 1-2 new members annually.

Expand Engagement

BILT members host internships, mock interviews, apprenticeships; serve as guest speakers/lecturers

Trends

Quarterly meetings focus on industry trends

Feedback Meeting

Faculty share results of cross-reference process

Orientation

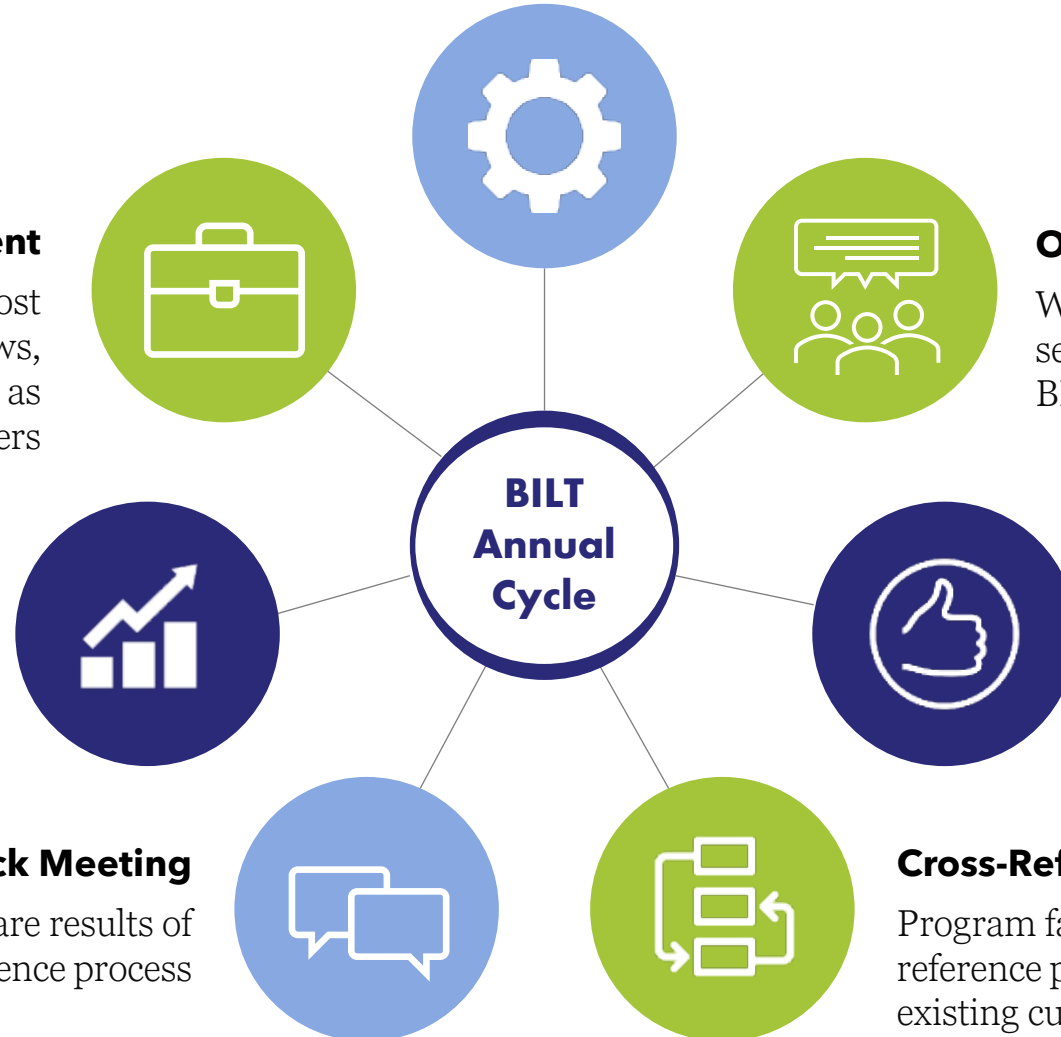
Welcome new members and set expectations. Explain BILT model and benefits.

KSA Analysis Meeting

Prepare pro-forma KSAs and conduct KSA analysis for a single discipline.

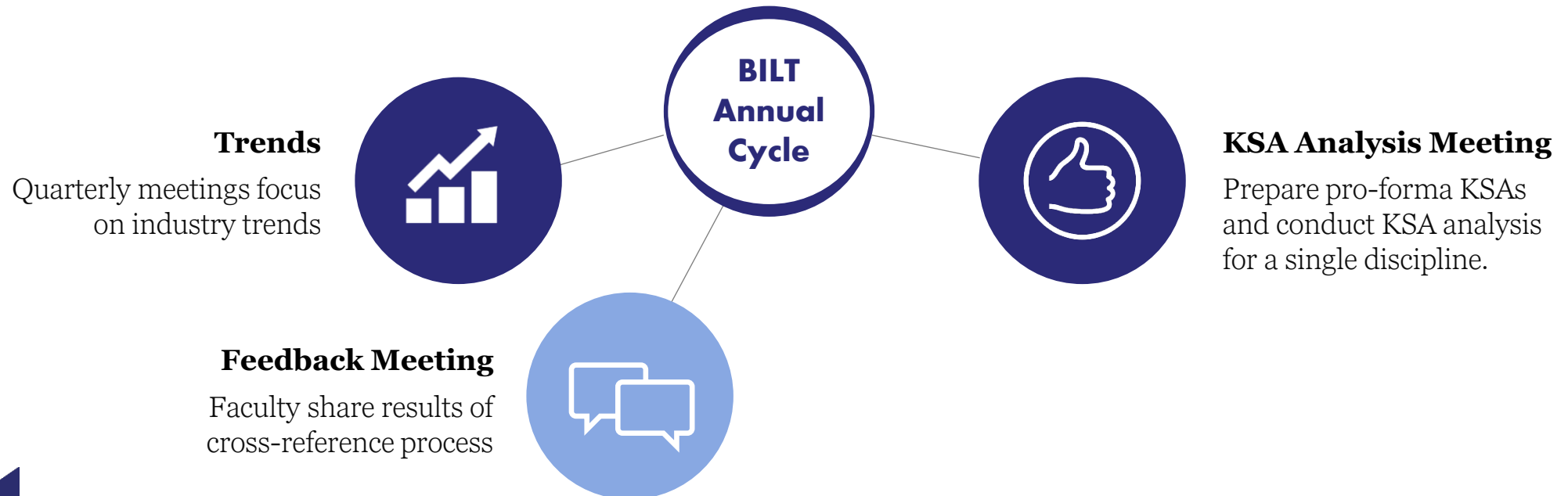
Cross-Reference KSAs

Program faculty cross reference prioritized KSAs to existing curriculum.





Annual Cycle For BILT members



Annual BILT Meetings

- **KSA Analysis Meeting**
In-person or hybrid format
(*2-hour commitment*)
- **Industry Trends Meetings**
2-3 times per year, virtual format
(*1 hour commitment each*)

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



THE VALUE OF BILT

- Foster partnerships between industry and higher education
- Focus curriculum efforts to target the right skills
- Gauge the value of industry certifications
- Industry forecasting informs the direction of your program(s)
- Members take an active role when they feel invested



**Business &
Industry
Leadership
Team**

For Advanced Manufacturing

DEVELOPING THE TALENT PIPELINE



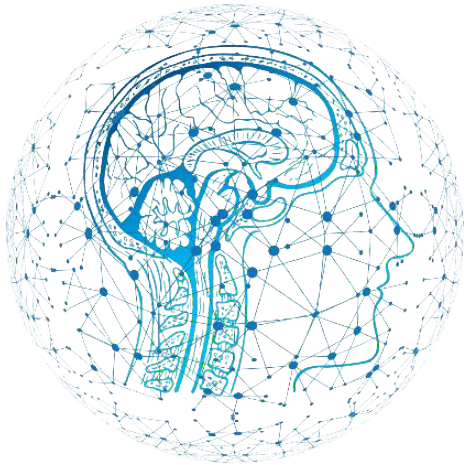
EXPLORING
DISCOVER YOUR FUTURE

leap Learn & Earn
Apprenticeship
Program
@ForsythTech

Industry leaders and college faculty collaborate to give middle and high school students exposure to the field of engineering and manufacturing. Students learn about academic pathways that lead to careers through hands-on exploration.

EnTec

MIAMI DADE COLLEGE
SCHOOL OF ENGINEERING
+ TECHNOLOGY



BILT DRIVES INNOVATION

- Cybersecurity BILT drove build of AS and BS in Cyber that now has over 1,200 enrollees and massive demand
- Cloud BILT guided development of AS and BS that were recently approved
- Data Analytics BILT established to plan future of both AS and BS
- In process: Engineering and Semiconductor
- **AI BILT team drove the creation of the AI credentials (2 CCs, AS, BS); launched Fall 2023; now 775 students**



Zoom Meeting Interface

Original Sound: Off

Media Services

Participants: 7

Chat Share Screen Record Live Transcribe

Next steps

- Incorporate your answers to questions
- Finalize your presentation to be submitted to the dean
- Create a budget for the 45 and 85
- Meet with the board



BILT ACADEMY BIG PICTURE

Through the NSF-ATE project *Pathways To Innovation*, CORD's **BILT Academy**[®] provides **free** technical assistance to help college teams implement the BILT model. Teams selected to participate receive:

1. One-on-one coaching sessions
2. Professional development on each step of the BILT Annual Cycle
3. On-demand access to BILT templates and resources
4. Facilitation of skills prioritization with employers by a BILT expert to ensure curriculum is industry responsive



WHO CAN APPLY?



**Teams must be from two-year community or technical colleges and must focus on a single program that is supported by NSF-ATE program*

Team Composition:

- **Faculty member** who will be team lead /point of contact for PTI project team at CORD and BILT coach
- **Administrator** who will support the work of the faculty member in navigating college systems for employer engagement
- **Employer representative** who is committed to co-leading the work

COLLEGE COMMITMENTS

PRE-APPLICATION

Identify

In-demand technical discipline on which to focus

Identify

Faculty member and administrator to lead team

Identify

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

Commit

To develop and implement an active, engaged employer partnership based on BILT model

COLLEGE COMMITMENTS

Post Cohort Selection

Year I:

- **Participate in monthly professional development sessions with cohort** (May 2025 - April 2026) supporting each step of BILT annual cycle.
- **Participate in monthly team calls with a dedicated BILT coach** and continuously update an action plan for local BILT implementation.
- **Identify two team members to attend the HITEC Conference, July 22-24, 2025, in Minneapolis** for in-depth BILT professional development and cohort activities. (Travel funding available)
- **Implement BILT model as prescribed** in cohort trainings, coaching sessions, and resource materials.

COLLEGE COMMITMENTS

After Year 1:

- **Join BILT Community of Practice for continued interaction with others who have implemented BILT**

KEY DATES

- **Application Due: April 14, 2025**
- **Applicants Notified: April 25, 2025**
- **Academy Duration:
May 2025 – April 2026**



ACADEMY BENEFITS RECAP

FREE technical assistance to help college teams implement the BILT model through:

- One-on-one coaching sessions
- Professional development on each step of the BILT Annual Cycle
- On-demand access to BILT templates and resources
- Facilitation of skills prioritization with employers by a BILT expert to ensure curriculum is industry responsive

Apply by 4/14/25
pathwaystoinnovation.org



FOLLOW-UP QUESTIONS



E-mail the PTI project team at CORD:
BILT@cord.org



Learn more about BILT and download Cohort 6 application:
pathwaystoinnovation.org



Questions

