

00:00:00.880 --> 00:00:06.799
[Sherry] Welcome to the last webinar
from Lone Star College System for

00:00:06.800 --> 00:00:10.860
embedding behavioral skills into
workforce programs.

00:00:11.520 --> 00:00:17.279
I'm so happy you've joined us
today for this webinar and we are
going

00:00:17.279 --> 00:00:20.880
to present
the training manual that we have

00:00:20.880 --> 00:00:25.640
developed for embedding behavioral
skills into workforce programs.

00:00:26.180 --> 00:00:28.320
This is a Perkins Leadership Grant

00:00:28.320 --> 00:00:30.880
that I have worked on for two
years

00:00:30.880 --> 00:00:35.360
and I'm a long time faculty member with
Lone Star College System.

00:00:36.040 --> 00:00:40.220
And that is why I've been working on this project. i made my

00:00:40.220 --> 00:00:47.240
I made my area administrative services which is the old office technology
do it first.

00:00:47.240 --> 00:00:50.399
So we knew how to do it and I could help

00:00:50.399 --> 00:00:54.320
our faculty members develop their
process.

00:00:54.320 --> 00:01:03.120
And I've trained eight outside colleges.
So I'm going to spend about maybe 15

00:01:03.120 --> 00:01:06.560

minutes going through the manual and then I want

00:01:06.560 --> 00:01:11.439

to open it up again for questions. Last time we had so many

00:01:11.439 --> 00:01:16.479

good questions and could answer most of them.

00:01:16.479 --> 00:01:22.799

I did send a group an email yesterday.

One of the questions last time was

00:01:22.800 --> 00:01:27.800

did we include these behavioral skills in EDUC 1300?

00:01:28.280 --> 00:01:34.020

And so after a little bit of checking the answer is kind of yes and kind of no.

00:01:34.020 --> 00:01:38.980

We do include in EDUC 1300

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time management and some of the communication skills, but

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Lone Star decided to really embed the behavioral skills into the

00:01:49.040 --> 00:01:50.860

workforce programs.

00:01:50.860 --> 00:01:53.040

However at your college

00:01:53.040 --> 00:01:57.119

you could do it however you wanted to do it.

00:01:57.119 --> 00:02:01.759

So I think that's strictly up to you and how you want to handle it or a

00:02:01.760 --> 00:02:08.020

combination of some in EDUC 1300 and some in the programs.

00:02:09.720 --> 00:02:10.740

So

00:02:18.720 --> 00:02:22.220

Okay I can't go to the next page.

00:02:25.520 --> 00:02:28.220

Thank you Paige.

00:02:28.220 --> 00:02:34.160
Alright so we just have a table of contents and

00:02:34.160 --> 00:02:37.320
if we could just go to the next page.

00:02:40.720 --> 00:02:44.780
So we just put in here a little bit
about Lone Star College.

00:02:44.780 --> 00:02:47.620
We've been in business since 1972.

00:02:48.000 --> 00:02:52.640
We have about 85,000 students those are
credit students. We have about

00:02:52.640 --> 00:02:55.160
30,000 non-credit students.

00:02:55.160 --> 00:02:58.800
We have some 55 workforce programs.

00:02:59.280 --> 00:03:03.620
We now offer three bachelor's degrees.

00:03:03.620 --> 00:03:08.000
And Dr. Steve Head is our Chancellor

00:03:08.000 --> 00:03:14.319
and he has been with the college for 37
years. He and I were hired

00:03:14.319 --> 00:03:17.100
the same month years ago.

00:03:17.100 --> 00:03:19.599
So and then just a little bit I think

00:03:19.599 --> 00:03:22.319
everybody knows what the behavioral
skills are.

00:03:22.319 --> 00:03:25.920
And probably at this point you even know
how we develop them.

00:03:25.920 --> 00:03:32.980
But through curriculum council teams and
even the Chancellor's Workforce Advisory Committee

00:03:32.980 --> 00:03:38.080

(inaudible) Program Advisory Committees.

00:03:38.080 --> 00:03:42.319
We developed our list of behavioral
skills

00:03:42.320 --> 00:03:45.240
and we'll show you those in a minute.

00:03:50.800 --> 00:03:55.060
So these are our internal steps you all.

00:03:55.060 --> 00:03:58.640
Again for your college however you want

00:03:58.640 --> 00:04:04.720
to do that, but we just had what we call startup preliminary approval.

00:04:05.240 --> 00:04:08.080
The curriculum design process.

00:04:08.740 --> 00:04:14.000
For our approvals it's the program dean and the vice president.

00:04:14.760 --> 00:04:17.600
But again in your college it could be

00:04:17.600 --> 00:04:19.340
anything you want it to be.

00:04:19.340 --> 00:04:21.199
We have now completed

00:04:21.199 --> 00:04:28.800
20 workforce programs within Lone Star
and it's been all volunteer

00:04:28.800 --> 00:04:32.040
so far and so that's been great.

00:04:32.040 --> 00:04:35.780
That the faculty have really wanted to do this

00:04:35.780 --> 00:04:39.440
which is what's made it successful.

00:04:39.440 --> 00:04:42.460
And then the plan of action.

00:04:42.460 --> 00:04:46.560
Again it is a Perkins Leadership Grant.

00:04:46.560 --> 00:04:50.720
From the coordinating board and we've

been

00:04:50.720 --> 00:04:56.880
so pleased to have money to
fund this project and to have worked

00:04:56.880 --> 00:04:59.360
with coordinating board
to do this.

00:04:59.360 --> 00:05:01.280
There's been great interest

00:05:01.280 --> 00:05:10.160
in the project from day one.

00:05:10.160 --> 00:05:13.840
And then we just further explained really

00:05:13.840 --> 00:05:17.600
what we deem startup and preliminary
what was the curriculum

00:05:17.600 --> 00:05:20.460
design, the approvals.

00:05:21.820 --> 00:05:25.039
Our list of behavioral skills have 40

00:05:25.039 --> 00:05:28.720
skills and so in the beginning we
started

00:05:28.720 --> 00:05:32.100
thinking well we just do all 40 skills.

00:05:32.100 --> 00:05:35.199
Well when you have some 55 workforce

00:05:35.199 --> 00:05:39.759
programs and you're going to evaluate
every student for every skill in every

00:05:39.760 --> 00:05:43.980
program that was a little overwhelming so we

00:05:43.980 --> 00:05:52.160
So we came up with each program could select at their choice 10 to 15
skills and

00:05:52.160 --> 00:05:57.840
that's what they would evaluate
within their programs. Now some programs

00:05:57.840 --> 00:06:01.840
have chosen to do more but you had to do

00:06:01.840 --> 00:06:09.120
a minimum of 10. Now nursing as probably most of you know

00:06:09.120 --> 00:06:14.639
is a bit different because it has such
stringent guidelines from the state.

00:06:14.639 --> 00:06:21.919
So it was easy for them to do
because they were doing way more than

00:06:21.919 --> 00:06:29.280
our minimum 10 which is required.
And so really and truly they were such

00:06:29.280 --> 00:06:34.319
an easy program to do and then again whatever

00:06:34.319 --> 00:06:37.600
approvals that you want within your
college

00:06:37.600 --> 00:06:40.560
system is up to you.

00:06:41.360 --> 00:06:44.319
And then we did develop three

00:06:44.320 --> 00:06:51.900
spreadsheets which we'll show you learning outcomes of course map and
rubrics.

00:06:54.560 --> 00:06:56.700
And all of those are in this presentation.

00:06:59.840 --> 00:07:04.080
So what we did was all the work in the
first year

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and then in the second year is when you
actually put it into the program

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and evaluate each student in that
program each year.

00:07:18.060 --> 00:07:22.800
And so we made it a two-year process

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just because we're so large.

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However I had one program do it all in a semester.

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So again if you're not a multi-college

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system like we are, you could do it faster than two

00:07:39.199 --> 00:07:42.960

years without a doubt not that hard really not

00:07:42.960 --> 00:07:45.300

even that time consuming.

00:07:51.920 --> 00:07:56.000

And then Marilyn came up with this a
list of

00:07:56.000 --> 00:08:00.580

questions asked and this was
so great.

00:08:00.580 --> 00:08:03.500

So which programs benefit?

00:08:04.400 --> 00:08:07.840

So that's strictly up to you and your
college system.

00:08:07.840 --> 00:08:12.720

We have set out to do it in every
workforce program.

00:08:12.720 --> 00:08:18.800

What I find in our system and it's
up through the state as well because of

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the requirements we all have is that the behavioral skills are in every
program.

00:08:25.920 --> 00:08:29.440

We're teaching them it was a mechanism

00:08:29.440 --> 00:08:37.360

to prove we were teaching those skills.
So I think every workforce program

00:08:37.360 --> 00:08:38.560

will benefit.

00:08:38.560 --> 00:08:42.880

And let's face it behavioral skills, communication skills

00:08:42.880 --> 00:08:47.200

are the number one things that our employers are requiring.

00:08:48.780 --> 00:08:51.279

And so really trying to meet the demands

00:08:51.280 --> 00:08:56.060

of the employer and of course meet internal and state requirements.

00:08:56.380 --> 00:08:59.040

So how were the skills developed, again

00:08:59.040 --> 00:09:03.920

was all data driven and all kinds of people

00:09:03.920 --> 00:09:07.040

were involved. The Chancellor's Advisory
Committee using

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a you know the fourth largest city in
America

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and we had every kind of industry
involved that you could think of.

00:09:14.959 --> 00:09:18.880

So medical, legal were heavy, oil and gas,
banking.

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So we had input from industry as well as faculty.

00:09:26.960 --> 00:09:31.120

And what kinds of skills are included
when you see the list?

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So we divided them into what I call
different topics. So when I first took

00:09:37.200 --> 00:09:42.160

over this project, someone handed me a list and

00:09:42.160 --> 00:09:44.720

basically said these are behavioral
skills

00:09:44.720 --> 00:09:51.200

do something with them. And it's like

oh great and they weren't even

00:09:51.200 --> 00:09:54.800
complete sentences they were kind of
thoughts and

00:09:54.800 --> 00:09:58.160
so that's how we started and went from
there.

00:09:58.160 --> 00:10:02.160
And I'm laughing because I had a couple of days I was kind of pulling my
hair out

00:10:02.160 --> 00:10:06.880
trying to make sure I interpreted what
the industry partners

00:10:06.880 --> 00:10:09.120
really wanted from us.

00:10:09.740 --> 00:10:12.720
So we have it broken down into common skills,

00:10:12.720 --> 00:10:16.320
communication, and comprehension skills
internal and

00:10:16.320 --> 00:10:20.920
external customer service skills,
interpersonal skills

00:10:20.920 --> 00:10:25.440
professionalism and dress, and that
applies to some program and then not so

00:10:25.440 --> 00:10:29.360
much in others quality of product and service

00:10:29.360 --> 00:10:30.940
and time management.

00:10:30.940 --> 00:10:35.360
Then the one thing I really want us to look at in the

00:10:35.360 --> 00:10:40.160
future as we are all working from home

00:10:40.160 --> 00:10:45.519
a section on appropriate use of social
media

00:10:45.519 --> 00:10:49.279
and what's involved with that and legal

issues around it

00:10:49.280 --> 00:10:54.400
but also kind of a work ethic from
working from home.

00:10:56.240 --> 00:11:01.920
As much as I really don't like to say it,
I think America has changed forever

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after this pandemic and people like
Google and Amazon

00:11:06.480 --> 00:11:12.800
have already come out and said you know
most of their employees may continue

00:11:12.800 --> 00:11:15.360
working from home maybe forever.

00:11:15.360 --> 00:11:17.120
So I think we're going to

00:11:17.120 --> 00:11:20.640
be changed with a challenge of

00:11:20.640 --> 00:11:28.000
we need to look at what's coming.
And which faculty member members will

00:11:28.000 --> 00:11:34.160
represent the chosen programs?
Well if you're in a one-person program

00:11:34.160 --> 00:11:41.279
you're in and if you're in a program
that's in seven college locations

00:11:41.279 --> 00:11:49.040
so far they did that through curriculum teams mostly well all, well it

00:11:49.040 --> 00:11:53.519
was on a volunteer basis and so

00:11:53.519 --> 00:11:57.680
each curriculum team could select their
member

00:11:57.680 --> 00:11:59.480
to work on the project.

00:12:04.800 --> 00:12:09.820
And then what is the selection approval

process for us? once

00:12:10.580 --> 00:12:17.440

Once we chose the program and again you all we did this kind of on a voluntary basis.

00:12:17.440 --> 00:12:22.240

We're going to at some point force every curriculum team to do in every workforce

00:12:22.240 --> 00:12:26.560

program, but so far and again

00:12:26.560 --> 00:12:29.920

we've done 20 programs they have volunteered

00:12:29.920 --> 00:12:35.600

to do it and so when a faculty member volunteers to do it

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you get great results, great product they've done it because they want to do it.

00:12:41.260 --> 00:12:43.760

So not only have we done the 20 programs

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within Lone Star System.

00:12:45.700 --> 00:12:48.399

I have trained eight

00:12:48.399 --> 00:12:52.079

outside colleges and working with those eight faculty

00:12:52.079 --> 00:12:58.720

members has just been a great experience. And you know been anything from small

00:12:58.720 --> 00:13:04.800

colleges to large colleges to see how they implement it in their system.

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When we look at the spreadsheets you can really see

00:13:09.519 --> 00:13:12.640

we designed it to be flexible.

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We're so large in so many programs you

00:13:15.040 --> 00:13:20.000
know one size doesn't fit all. And then hoping that as

00:13:20.000 --> 00:13:28.880
colleges across texas maybe implement
our method it's up to you in flexibility.

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What I didn't want to do is have a lot of rules

00:13:32.480 --> 00:13:39.279
and so we've not had many rules. In fact I only had one rule

00:13:39.280 --> 00:13:44.420
and of our list of 40 skills you couldn't change the list.

00:13:44.420 --> 00:13:50.399
Everything else you could implement to work hard, work best for you.

00:13:50.399 --> 00:13:53.600
So what kind of paperwork is involved? We
develop

00:13:53.600 --> 00:13:58.480
three spreadsheets. One is tied to
program learning outcomes which

00:13:58.480 --> 00:14:03.440
everybody in Texas has to have.
So we tied the skills to those learning

00:14:03.440 --> 00:14:06.680
outcomes that you have already developed.

00:14:06.680 --> 00:14:08.480
Then the course map

00:14:08.480 --> 00:14:14.800
is simply which courses you will teach the skills in. So you all

00:14:14.800 --> 00:14:18.240
again that's up to you it could be one
course, it could be five

00:14:18.240 --> 00:14:22.720
courses, it can be in a project, it can be
in a practicum, it can be in a

00:14:22.720 --> 00:14:30.200
lab, nursing did it in clinicals. However that works for you is what you
can do.

00:14:30.660 --> 00:14:33.600
Then the rubrics piece. We developed a

00:14:33.600 --> 00:14:38.160
rubrics on a scale of one to four
but if you already have a rubrics

00:14:38.160 --> 00:14:39.980
developed use yours.

00:14:39.980 --> 00:14:43.920
Nursing did not use the one we developed.

00:14:43.920 --> 00:14:49.300
Again they're very stringent with state
guidelines and they have a one to five scale,

00:14:49.300 --> 00:14:53.300
and so they used their own.

00:14:53.780 --> 00:14:58.800
So again if you have one you want to use, great. If you want to use ours
and develop it to

00:14:58.800 --> 00:15:01.640
your program you can do that as well.

00:15:07.120 --> 00:15:10.560
And then we just did the instructions
here for the

00:15:10.560 --> 00:15:13.504
spreadsheets and I'm not going to read
all the instructions.

00:15:13.504 --> 00:15:14.240
But you can see

00:15:14.240 --> 00:15:18.959
this first one is for the program learning outcomes.

00:15:18.959 --> 00:15:25.120
So my program is administrative services
and I wrote program learning outcomes

00:15:25.120 --> 00:15:27.360
several years ago to begin with.

00:15:27.360 --> 00:15:30.000
And I was smart enough

00:15:30.000 --> 00:15:32.900
or not however you want to look at that.

00:15:32.900 --> 00:15:37.640

Then I only wrote four or five outcomes

00:15:37.640 --> 00:15:40.639

so when you try to evaluate it's not

00:15:40.639 --> 00:15:43.360

an overwhelming process.

00:15:43.360 --> 00:15:46.000

So then all you have to do on these

00:15:46.000 --> 00:15:50.180

spreadsheets and I'll send you blank spreadsheets as well.

00:15:50.440 --> 00:15:53.040

It's just a check box you can use an x,

00:15:53.040 --> 00:15:55.760

you can use a check, whatever you want.

00:15:56.040 --> 00:16:03.960

So just tie each skill that you want to evaluate so your 10 or 12 skills.

00:16:03.960 --> 00:16:07.519

Tie them to a program learning outcome.

00:16:07.520 --> 00:16:09.380

It's as simple as that.

00:16:17.120 --> 00:16:24.780

Alright and this next one is okay again whatever 10 or 15 skills you choose.

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What course or courses will you teach them in?

00:16:31.000 --> 00:16:34.079

CIT and as we get a little further

00:16:34.079 --> 00:16:36.340

that's the sample I have for you.

00:16:36.340 --> 00:16:39.040

They did everything in the internship.

00:16:39.040 --> 00:16:42.320

And so again however that works for you if you

00:16:42.320 --> 00:16:46.399

want it in one course, if you want it in two courses, if you

00:16:46.399 --> 00:16:52.000

want it in three courses

just remember in the end when you're

00:16:52.000 --> 00:16:57.199
going to evaluate every student on 10 to 15

00:16:57.199 --> 00:17:05.120
skills make it work for you
however it works best.

00:17:05.120 --> 00:17:08.319
I think if you did it in five courses that'd be a whole lot,

00:17:08.320 --> 00:17:11.140
but if that works for you do it. most
people

00:17:11.300 --> 00:17:16.480
Most people have done it honestly in one or two courses.

00:17:16.480 --> 00:17:19.220
And it's worked so far for us.

00:17:27.360 --> 00:17:31.200
Alright so this is just a sample of
the

00:17:31.200 --> 00:17:38.799
rubrics and again you list your skills

00:17:38.799 --> 00:17:45.280
and the program and then where you want to

00:17:45.280 --> 00:17:47.760
put them. I'm not sure that is the rubric so I need to go

00:17:47.760 --> 00:17:49.360
back and look at that.

00:17:50.640 --> 00:17:51.920
Yeah it is.

00:17:53.760 --> 00:17:59.760
Okay next page. And again you all if you
have a rubrics design

00:17:59.760 --> 00:18:03.760
use yours we picked a one to four scale.
We kind of,

00:18:03.760 --> 00:18:07.200
I had a group I worked with we thought
three wasn't enough

00:18:07.200 --> 00:18:13.200

five or six got to be too many but work
what works for you. Now a question I get

00:18:13.200 --> 00:18:18.480
a lot and I said it last time. So how many chances do you get to

00:18:18.480 --> 00:18:25.919
try these before you pass?
Well my answer is you have an

00:18:25.919 --> 00:18:30.400
unlimited number of times because if the
nurse is going to

00:18:30.400 --> 00:18:35.200
give me a shot I want her to have
learned to give a shot right

00:18:35.200 --> 00:18:42.000
in class. And so we know to sometimes accomplish

00:18:42.000 --> 00:18:45.840
skills as in playing tennis you have to
do it

00:18:45.840 --> 00:18:50.679
numerous times. So even like a welder to
learn to weld or

00:18:50.679 --> 00:18:57.039
cosmetology to do here.
So we didn't set that it's a one-time

00:18:57.040 --> 00:18:58.920
shot and then you fail. you can

00:18:59.800 --> 00:19:07.280
You can have more than a one-time shot
now with that said, CIT

00:19:07.280 --> 00:19:11.840
chose to put it in the internship simply
because they've gone through the whole

00:19:11.840 --> 00:19:15.039
course particularly those networking
courses

00:19:15.039 --> 00:19:19.039
so that by the time they're ready to
graduate

00:19:19.039 --> 00:19:22.080
they're proficient at those skills.

00:19:22.080 --> 00:19:25.280

But again that is strictly up to you

00:19:25.280 --> 00:19:27.020

however you want to do it.

00:19:34.720 --> 00:19:37.380

And again that's just a sample rubric.

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We did four, three, two, one again you

00:19:40.880 --> 00:19:44.840

could do five you could do three whatever you want to do.

00:19:49.600 --> 00:19:55.760

Alright now what I have
these next few documents is actually

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what CIT did and developed.

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And the most requested program
that I've gotten from outside colleges

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has been how did you do
CIT?

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And CIT is the program

00:20:11.600 --> 00:20:18.480

that's offered at every college in Texas.
So my samples are CIT.

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This happens to be cyber security.

00:20:20.740 --> 00:20:25.360

We have either four or five degrees in

00:20:25.360 --> 00:20:29.679

CIT and they have done all of them.

00:20:29.679 --> 00:20:35.679

But I just used as my sample the CIT
because again I felt like every college

00:20:35.679 --> 00:20:40.799

in Texas has it and it might be useful information

00:20:40.799 --> 00:20:46.880

or help you do CIT.

Now again we've done 20 programs I'm

00:20:46.880 --> 00:20:51.200

happy to share anything we've done. I can even go

00:20:51.200 --> 00:20:53.740

through the list if you want to know

what we've done.

00:20:56.800 --> 00:21:00.660

Okay next, Paige. I love having a scroller

here.

00:21:01.280 --> 00:21:05.440

And then just a little bit more about

the behavioral skills we talked about

00:21:05.440 --> 00:21:08.080

putting this in or taking it out but

this is kind of

00:21:08.080 --> 00:21:12.360

repeated information. But that's

okay.

00:21:12.360 --> 00:21:16.559

So then below the picture

00:21:16.559 --> 00:21:23.360

and through the next page are it is the actual list of the 40 skills

00:21:23.360 --> 00:21:28.720

we developed. And so again you all are going to have access

00:21:28.720 --> 00:21:33.600

to this PowerPoint presentation

we did a beautiful marketing brochure

00:21:33.600 --> 00:21:36.720

that has the 40 skills on it. I will send

you that.

00:21:36.720 --> 00:21:40.640

You will have the three blank

spreadsheets. I will send you those.

00:21:40.640 --> 00:21:44.799

You have everything you need to do this

project. So Paige if you'll just kind of

00:21:44.799 --> 00:21:47.919

scroll down. So you can see here our categories

00:21:47.919 --> 00:21:51.520
common skills, which is kind of everything under the

00:21:51.520 --> 00:21:55.919
sun, communications, which is still I just looked it up the

00:21:55.919 --> 00:22:00.320
other day the number one skill employers want.

00:22:00.320 --> 00:22:03.919
Communication skills and I think
that's

00:22:03.919 --> 00:22:07.280
going to become more critical as more
and more people

00:22:07.280 --> 00:22:13.919
are working from home and you're not
in a group, in an office and and have

00:22:13.919 --> 00:22:17.200
those great discussions. So I just think this

00:22:17.200 --> 00:22:22.320
one's going to become more important than ever in that

00:22:22.320 --> 00:22:26.559
email etiquette, needs to be social media
etiquette.

00:22:26.560 --> 00:22:35.100
You know you really have to watch
what you say. And we have customer service

00:22:36.880 --> 00:22:42.559
and interpersonal skills. In the professional dress and you'll

00:22:42.559 --> 00:22:47.360
have to laugh, I've said this every time
it was so hard to write that skill that

00:22:47.360 --> 00:22:51.200
said not all companies allow you to have

00:22:51.200 --> 00:22:53.040
piercings and tattoos.

00:22:54.700 --> 00:22:57.679
And and it's true so some industries

00:22:57.679 --> 00:23:03.120
that's well accepted, some industries

it's against policy if you have those

00:23:03.120 --> 00:23:04.580
they must be covered.

00:23:05.200 --> 00:23:13.039
So again each program is different on that which that was the very skill
that made me

00:23:13.039 --> 00:23:16.159
realize we couldn't require all 40 skills

00:23:16.159 --> 00:23:21.120
probably for all 40 programs. Then we had quality of

00:23:21.120 --> 00:23:24.960
product and service and then time management.

00:23:24.960 --> 00:23:28.080
And we have those in alphabetical order
so it's no

00:23:28.080 --> 00:23:35.520
particular list of anything.
And again just kind of what i'm giving

00:23:35.520 --> 00:23:39.600
you here are the CIT samples so

00:23:39.600 --> 00:23:43.440
keep going Paige.

00:23:43.520 --> 00:23:48.480
And I said where they did the projects,
it's got the courses here,

00:23:48.480 --> 00:23:54.799
where they did the different skills and and you can see

00:23:54.800 --> 00:23:56.860
for the different degrees.

00:24:00.480 --> 00:24:04.080
And again that was through their
curriculum team, their curriculum

00:24:04.080 --> 00:24:12.159
council that was all decided
by faculty. So within each program

00:24:12.159 --> 00:24:18.720
they they could do what they
wanted to do and that was

00:24:18.720 --> 00:24:24.080
up to them. I had no input if you know if they wanted my help or

00:24:24.080 --> 00:24:28.159
opinion I could give it. But that was strictly up to the faculty

00:24:28.159 --> 00:24:32.880
members in each program. Then just here's a sample

00:24:32.880 --> 00:24:40.080
of the CIT course map and how they handle that.

00:24:44.400 --> 00:24:48.159
And that's kind of on each section I
think.

00:24:48.160 --> 00:24:54.320
This one's communication skills.
It's probably just their skills they chose.

00:24:56.000 --> 00:24:58.280
And then these were their PLO's.

00:25:00.640 --> 00:25:07.440
And again I just I gave you their sample
so you could kind of see how to do it.

00:25:07.440 --> 00:25:11.200
But you know if you had Cisco

00:25:11.200 --> 00:25:16.880
networking at your college and you
wanted to do the exact same thing we did

00:25:16.880 --> 00:25:21.120
there you go boom it's done. If you want
to change anything

00:25:21.120 --> 00:25:22.380
that's up to you.

00:25:24.560 --> 00:25:28.000
There's a great thing about this project.
Flexibility is everything.

00:25:28.000 --> 00:25:33.679
As we're all learning working from home
how to be flexible.

00:25:33.679 --> 00:25:37.600
[laughs] Alright so we even gave you PLO one, two, and three

00:25:37.600 --> 00:25:44.500
for networking. And then here's for Microsoft network specialist.

00:25:44.500 --> 00:25:47.760
So some of the different programs

00:25:47.760 --> 00:25:54.799
within CIT again it's a sample.
You can use or not use and those

00:25:54.800 --> 00:26:01.040
they had six PLO's for networking and computer administration.

00:26:01.040 --> 00:26:03.919
Again all of these are samples but it's

00:26:03.919 --> 00:26:08.720
actually what our CIT group did.

00:26:08.720 --> 00:26:12.240
Nursing and CIT are our largest
programs with

00:26:12.240 --> 00:26:17.200
most faculty, so you can only imagine
when you have seven campuses and people

00:26:17.200 --> 00:26:22.720
have to agree on like anything. But CIT did a great

00:26:22.720 --> 00:26:31.039
job and nursing did a great job too.
And they did agree on everything and

00:26:31.039 --> 00:26:37.200
it was really-the lady that was in
charge of CIT that did all the work

00:26:37.200 --> 00:26:42.000
she's absolutely wonderful and she
was the person that got everybody

00:26:42.000 --> 00:26:45.520
to agree and on the same page because once it's

00:26:45.520 --> 00:26:49.760
done then this has to get evaluated on all

00:26:49.760 --> 00:26:55.800
seven of our campuses. And so
that's a huge task and make people do it.

00:26:56.560 --> 00:26:57.640
Okay.

00:27:00.400 --> 00:27:05.200

Right, now this next little piece
we have a software package called

00:27:05.200 --> 00:27:10.880
Compliance Assist and that's our software package where we

00:27:10.880 --> 00:27:16.000
input information and data and where we
can evaluate everything and it has

00:27:16.000 --> 00:27:22.080
our proof to SACS that we are doing
what we're saying we're doing. So we put

00:27:22.080 --> 00:27:26.240
the behavioral skills in there
so that the students indeed get

00:27:26.240 --> 00:27:32.080
evaluated every year. Now if you do not have Compliance Assist

00:27:32.080 --> 00:27:36.159
at your college I would say maybe lucky you it's a

00:27:36.159 --> 00:27:40.399
little cumbersome. But just these last couple of pages

00:27:40.399 --> 00:27:43.840
ignore they will have no meaning to you. but i

00:27:43.840 --> 00:27:47.679
But I wanted to include it because some of the larger college systems in
Texas

00:27:47.679 --> 00:27:51.279
do have Compliance Assist and it's how
to get the skills

00:27:51.279 --> 00:27:57.760
into Compliance Assist but small colleges do not use this, so again

00:27:57.760 --> 00:28:02.559
if you do not use Compliance Assist
ignore these pages please.

00:28:02.559 --> 00:28:08.000
If you use it here's how to do it.

00:28:11.520 --> 00:28:15.600
And this page is just a continuation you
know if you needed those

00:28:15.600 --> 00:28:20.799
instructions, great if you don't.

00:28:22.800 --> 00:28:28.080

And then I love click the done button
yes [laughs].

00:28:28.080 --> 00:28:34.399

And when and it's for done in Compliance Assist. Alright and then Paige
if you show the

00:28:34.400 --> 00:28:35.600

last page.

00:28:37.280 --> 00:28:40.320

Linda head is our person

00:28:40.320 --> 00:28:47.120

who is a Executive AVC, Assistant Vice Chancellor

00:28:47.120 --> 00:28:52.240

and she is over the office of External
Employer Relations.

00:28:52.240 --> 00:28:56.080

She has all continuing ed, all corporate
college.

00:28:56.080 --> 00:28:58.600

All of this has fallen under her.

00:28:58.600 --> 00:29:02.159

I've worked with her for years as well I

00:29:02.159 --> 00:29:07.120

hired her originally to the college system.

00:29:07.120 --> 00:29:10.720

She's been great leadership and great
guidance

00:29:10.720 --> 00:29:13.680

to make this project happen.

00:29:13.680 --> 00:29:17.120

And then I'm Sheryl Young even though I

00:29:17.120 --> 00:29:21.280

go by Sherry. I've been at the college for 37 years.

00:29:21.280 --> 00:29:23.600

I am the only faculty member who's

00:29:23.600 --> 00:29:26.000

taught both on the workforce side and
the academic side.

00:29:26.000 --> 00:29:30.000
I teach english and business courses.

00:29:30.000 --> 00:29:34.240
And then Patty Buerger has been my supervisor

00:29:34.240 --> 00:29:40.080
in this project who has helped to move us along and she's the grant person

00:29:40.080 --> 00:29:44.080
under Linda Head. Could not have done this without her

00:29:44.080 --> 00:29:47.520
I do not know all the ins and outs of the grants.

00:29:47.520 --> 00:29:51.600
And then behind the scenes is Paige Berta that's

00:29:51.600 --> 00:29:55.200
been my right hand person. She's the person that's scrolling for me

00:29:55.200 --> 00:30:02.240
today and she's done the financial end of this grant. So it's been great

00:30:02.240 --> 00:30:05.640
to work with Paige and thank you for all your work.

00:30:06.660 --> 00:30:12.080
Okay Paige so if we could go out of the document,

00:30:12.159 --> 00:30:15.919
we can unmute everybody.

00:30:16.080 --> 00:30:22.640
And I want to open it up to you all for questions and last time we had

00:30:22.640 --> 00:30:24.680
such great questions.

00:30:30.080 --> 00:30:36.000
Hang on we'll get there. There I am. oh look at all of our people. Oh and I

00:30:36.000 --> 00:30:42.100
can see you now. Hi everybody. I feel like i'm talking to the wall.
[laughs]

00:30:44.159 --> 00:30:50.240
Alright Paige's picture is there. So
she's the one that's helped. next um that

00:30:50.240 --> 00:30:54.080
Next I see is Marilyn Lewis. Marilyn would you wave?

00:30:54.080 --> 00:30:57.120
She's the person that's actually
written this

00:30:57.120 --> 00:31:02.799
implementation guide from I'll call it hours of hearing me talk.

00:31:02.799 --> 00:31:08.080
I don't know how she's done it. So marilyn I'm so grateful to you

00:31:08.080 --> 00:31:11.440
that you joined our team and helped us make

00:31:11.440 --> 00:31:12.620
this happen.

00:31:14.040 --> 00:31:19.679
But if you please and please feel free to
ask

00:31:19.680 --> 00:31:23.500
any and all questions you want to ask. I'm happy to help.

00:31:24.040 --> 00:31:27.840
Again this is the last year of
the grant, doesn't mean we won't

00:31:27.840 --> 00:31:31.440
continue the project. I'll send the
manual

00:31:31.440 --> 00:31:37.760
probably later this week. And everybody that's on the call

00:31:37.760 --> 00:31:41.919
today will get it and feel free at any time to

00:31:41.919 --> 00:31:45.679
ask questions. So I know we're right here at the start of

00:31:45.679 --> 00:31:48.799
school so it's two weeks or a month or
two from now

00:31:48.799 --> 00:31:53.360

and you have a question still please
feel free to reach out.

00:31:53.360 --> 00:31:56.700

I'll try to answer anything I can.

00:31:56.700 --> 00:32:00.000

So I will open it up if you would like

00:32:00.000 --> 00:32:05.360

to talk and I would like for you to talk,
just unmute yourself and go.

00:32:09.840 --> 00:32:14.720

So I see people that have been on the
calls before, don't be shy

00:32:14.720 --> 00:32:18.320

start with who's actually going to do
that

00:32:18.320 --> 00:32:23.440

in the next year or so. Are you going to
do a process for embedding skills

00:32:23.440 --> 00:32:27.580

into your programs? Do you think?

00:32:30.880 --> 00:32:34.720

Paige do you want to unmute everybody
and maybe

00:32:35.880 --> 00:32:40.500

[loud noise from participants mics]

00:32:40.880 --> 00:32:47.279

[laughter] It's noisy, so I hope people are actually going to

00:32:47.279 --> 00:32:52.000

do this project. We have been able to pay faculty [coughs]

00:32:52.000 --> 00:32:57.840

excuse me so far because it's a grant.
But probably from this point forward we

00:32:57.840 --> 00:33:02.080

will not pay faculty but you all it doesn't take

00:33:02.080 --> 00:33:03.520

that long to do this.

00:33:05.000 --> 00:33:09.279

Of course I knew I'd start coughing,

00:33:09.279 --> 00:33:14.159
really you're looking at maybe
eight to ten hours to get it up and

00:33:14.159 --> 00:33:18.080
going and do it. If you used our spreadsheets and

00:33:18.080 --> 00:33:21.919
the spreadsheets are done
pick your 10 to 15 skills and you could

00:33:21.919 --> 00:33:26.080
be up and running in no time. It's not hard, I tried to make

00:33:26.080 --> 00:33:31.360
it as easy as possible because as a long time faculty member I

00:33:31.360 --> 00:33:36.159
know how busy you all are I know how
much is on your plate these days.

00:33:36.159 --> 00:33:41.840
And I feel like this year's going to be
worse than ever that's trying to work

00:33:41.840 --> 00:33:46.000
from home or trying to figure out if you
go today or tomorrow or next month or

00:33:46.000 --> 00:33:49.600
never or and you're trying to work and have

00:33:49.600 --> 00:33:53.200
kids and oh my gosh what else?

00:33:53.200 --> 00:34:00.399
I feel like what else could happen? But I think even in a pandemic it's

00:34:00.399 --> 00:34:04.640
certainly doable to do this project.

00:34:04.640 --> 00:34:06.860
So okay somebody asked me a question.

00:34:12.560 --> 00:34:15.940
And can they send questions Paige?

00:34:18.000 --> 00:34:20.280
You can enter them here yeah.

00:34:20.280 --> 00:34:23.520
You can do a chat and I can see the questions.

00:34:23.520 --> 00:34:26.639

If you don't do it too fast but unmute yourself

00:34:26.640 --> 00:34:28.360

and talk please.

00:34:32.400 --> 00:34:36.879

Tori is the one that had the question about EDUC 1300 and I really thought

00:34:36.880 --> 00:34:42.300

that was a good one. I hadn't thought too much about that.

00:34:44.540 --> 00:34:48.159

[Victoria] Yeah and I try not to dominate

00:34:48.159 --> 00:34:50.680

and ask a lot of questions again. [laughs]

00:34:50.680 --> 00:34:53.040

[Sherry] Oh please Victoria go ahead get us started.

00:34:53.040 --> 00:34:57.280

[Victoria] No I mean I really don't. I really was looking forward to seeing

00:34:57.280 --> 00:35:01.599

how you all were putting it together, but you know we're going through a

00:35:01.599 --> 00:35:05.440

lot of different changes. Valerie Holland is over our EDUC she's

00:35:05.440 --> 00:35:10.000

our lead faculty for that program. So to the extents that we'll be able to

00:35:10.000 --> 00:35:15.119

embed that's not really my decision to make. I obviously see really great

00:35:15.119 --> 00:35:18.960

benefit you know in it in our technical programs.

00:35:18.960 --> 00:35:21.680

And then we also have Fan Parent here

00:35:21.680 --> 00:35:27.920

she's our Perkins Grant director so to build some of these things into

00:35:27.920 --> 00:35:32.720

our technical programs as well. I really

like last time how you all talked about

00:35:32.720 --> 00:35:37.359
adaptability as a new skill. And that is something that we talked

00:35:37.359 --> 00:35:43.119
about when we revisited
our SLO's for EDUC.

00:35:43.119 --> 00:35:49.760
[Sherry] I think that's critic. We're all having to learn

00:35:49.760 --> 00:35:57.760
such different skills and how to be
a flexible and how to adapt to

00:35:57.760 --> 00:36:03.599
whatever happens on what I can now call
an hour-to-hour basis. I think I used as

00:36:03.599 --> 00:36:07.920
my example before my son works for the
Houston Texans.

00:36:07.920 --> 00:36:12.720
And if we figure out football I
believe that will be some type of

00:36:12.720 --> 00:36:17.680
miracle. But the behind the scenes of
what he's done

00:36:17.680 --> 00:36:23.520
each and every day and how flexible he's been because his

00:36:23.520 --> 00:36:29.920
first day back in the stadium his
job was take his tape measure

00:36:29.920 --> 00:36:37.599
and measure six feet apart
every direction and see how many fans

00:36:37.599 --> 00:36:42.000
you can put in a section. So you just laugh I mean whoever thought

00:36:42.000 --> 00:36:45.200
that would be in some job skill.

00:36:46.080 --> 00:36:50.960
And I just use him as an example
because I feel like we've

00:36:50.960 --> 00:36:58.560

all had to be adaptable.

You know the little kids too working

00:36:58.560 --> 00:37:03.839

from home schooling from home,
the discipline that it takes to do that

00:37:03.839 --> 00:37:06.400

but you know those little kids adapt way

00:37:06.400 --> 00:37:11.760

better than we as adults do. So they're always cute I think

00:37:11.760 --> 00:37:16.240

in doing it. But so anything else
Victoria do you have

00:37:16.240 --> 00:37:20.800

other questions? You had some really good
ones.

00:37:20.800 --> 00:37:23.760

[Victoria] No, I don't personally thank you.

00:37:23.760 --> 00:37:27.520

[Sherry] Okay. Frances do you have any?

00:37:27.520 --> 00:37:28.780

Working?

00:37:31.840 --> 00:37:36.000

[Sherry] And any feedback you all have on the manual, any questions you
have

00:37:36.000 --> 00:37:42.160

with us for a few more days I kind of wanted to hear some input from

00:37:42.160 --> 00:37:46.640

you all. And so you can even read it once I

00:37:46.640 --> 00:37:51.200

send it to see if you thought there's anything we didn't include or

00:37:51.200 --> 00:37:57.760

a change or different. But Miguel I see you there and you worked on the
grant with me and

00:37:57.760 --> 00:38:01.040

Vicki Millsted's on here and she worked on the

00:38:01.040 --> 00:38:06.320

grant with me. Gilda you want to say anything?

00:38:12.600 --> 00:38:19.260

[Background noise] Hey Miguel. Can you talk?

00:38:19.260 --> 00:38:22.520

[Miguel] Hello. Yes, I can talk. Hello.

00:38:22.520 --> 00:38:25.760

[Sherry] It's nice to see your face. [laughs]

00:38:26.160 --> 00:38:32.880

[Miguel] Yes, I like the program a lot it's just
it got harder because a little bit

00:38:32.880 --> 00:38:37.599

harder because of COVID-19 that
we had to evaluate the kids on what had

00:38:37.599 --> 00:38:40.960

been done before. You got to remember what everything they've done before

00:38:40.960 --> 00:38:46.079

instead of what you're doing what you're actually doing you know.

00:38:46.079 --> 00:38:50.640

And I think that'll even be harder for fall. I'm kind of thinking

00:38:50.640 --> 00:38:56.320

most everybody's probably online. Not much seems to be going

00:38:56.320 --> 00:38:58.160

back into the classroom.

00:38:58.160 --> 00:38:59.740

[Miguel] Yes.

00:38:59.740 --> 00:39:04.400

[Sherry] I agree with you Miguel it's a challenge.

00:39:04.400 --> 00:39:10.000

I find as a long time faculty member
it's just a challenge to get the

00:39:10.000 --> 00:39:17.520

students to do the work.
But then you try to evaluate them too.

00:39:17.520 --> 00:39:24.160

So I was happy you looked at the survey you all did and and

00:39:24.160 --> 00:39:28.720

happy to have the input.
Because this pandemic has made

00:39:28.720 --> 00:39:33.359

everything harder I think. Everything.

00:39:33.600 --> 00:39:38.140

Okay Paige, somebody had a question it was up and down too fast.

00:39:42.240 --> 00:39:46.000

You know there's some really great skills that you discussed and so I'm

00:39:46.000 --> 00:39:49.839

glad you will be sending us this information because we can take it back

00:39:49.839 --> 00:39:52.940

to our EDUC at Lee College.

00:39:52.940 --> 00:39:56.560

Yes you know again where you put them

00:39:56.560 --> 00:40:00.720

I think doesn't matter. There's been a lot of talk you all it

00:40:00.720 --> 00:40:06.400

came from the Melinda Gates Foundation and we need to now teach these skills in

00:40:06.400 --> 00:40:14.480

academic courses as well as workforce. And I'm all in favor of that because

00:40:14.480 --> 00:40:18.720

I think every college student is going to college to get a job. So whether I'm

00:40:18.720 --> 00:40:23.599

teaching english or business I think they need those skills and

00:40:23.599 --> 00:40:27.040

I'm teaching english 1301 this semester and

00:40:27.040 --> 00:40:30.720

you better believe some of those skills are going to be in my course

00:40:30.720 --> 00:40:34.079

whether it's academic or workforce or EDUC 1300.

00:40:34.079 --> 00:40:40.079

I think it doesn't matter where just that they're there.

00:40:40.640 --> 00:40:48.160

Okay thanks Valerie for
that input. Anybody else?

00:40:48.160 --> 00:40:55.359
Questions suggestions are still open.
I mean I wish somebody could tell me how

00:40:55.359 --> 00:41:01.280
I'm now going to do about 30 more programs within Lone Star

00:41:01.520 --> 00:41:04.714
with no budget money to do anything.

00:41:04.714 --> 00:41:06.400
[Frances] It's Frances that was going to be one

00:41:06.400 --> 00:41:10.640
of my questions with not paying the
instructors, what other kind of costs do

00:41:10.640 --> 00:41:13.920
you see incurring? Like if we're planning on

00:41:13.920 --> 00:41:17.359
trying to implement this one program
through our

00:41:17.359 --> 00:41:21.200
Perkins this year? What kind of cost do
you think we would see?

00:41:21.200 --> 00:41:26.800
[Sherry] You know I don't, unless you wanted to print materials.

00:41:26.800 --> 00:41:34.400
I don't think you need to incur
any cost. If you have the training manual

00:41:34.400 --> 00:41:39.599
and the spreadsheets and I'm going to
send you we have a beautiful

00:41:39.599 --> 00:41:43.119
brochure right it's Lone Star College but you could develop

00:41:43.119 --> 00:41:48.800
one on your own with behavioral skills. I don't really

00:41:48.800 --> 00:41:55.599
see that you will have a cost. You don't need to have a cost again

00:41:55.599 --> 00:41:59.520
unless you just wanted to print materials. one

00:41:59.520 --> 00:42:04.560

One of my suggestions
has been print the behavioral skills

00:42:04.560 --> 00:42:08.240

and give them to every employer that you
deal with.

00:42:08.240 --> 00:42:12.319

And my other suggestion has been for the
students.

00:42:12.319 --> 00:42:16.160

Once they complete their rubric with the
skills

00:42:16.160 --> 00:42:22.240

printed for them and let them hand it
to somebody at every interview they go

00:42:22.240 --> 00:42:27.280

on or to the employer, to prove

00:42:27.280 --> 00:42:33.839

that they have accomplished these tasks.
So I think other than that Fran you ask

00:42:33.840 --> 00:42:38.000

a great question. I don't think there's a cost to it.

00:42:38.500 --> 00:42:42.960

The biggest cost we have incurred

00:42:42.960 --> 00:42:46.000

in two years really we've done three
years of the grant but the first year

00:42:46.000 --> 00:42:49.540

wasn't Perkins Leadership
has been my salary,

00:42:52.000 --> 00:42:55.920

travel expenses, because we have to
present to the coordinating board

00:42:55.920 --> 00:43:00.000

I did TACTE last year of course it got
cancelled this year

00:43:00.000 --> 00:43:06.800

and print materials and so
that's really about the only cost.

00:43:06.800 --> 00:43:09.780

So I don't, I think you can do it for free.

00:43:10.640 --> 00:43:17.040
If you wanted to spend and do a pretty print marketing something certainly you

00:43:17.040 --> 00:43:18.009
could do that.

00:43:18.009 --> 00:43:20.640
[Frances] Okay I appreciate it. That's what I had

00:43:20.640 --> 00:43:23.280
planned was I put some in marketing for recreating

00:43:23.280 --> 00:43:26.340
some materials anyway. So
I think I'm good. Thank you.

00:43:26.340 --> 00:43:29.400
[Sherry] Yeah I think that'd be great.

00:43:29.400 --> 00:43:33.280
[Greta] This is this is Greta. I'm with Dallas county

00:43:33.280 --> 00:43:36.800
Community College district we're
actually called Callas College now.

00:43:36.800 --> 00:43:43.599
How are you planning to measure
the output or

00:43:43.599 --> 00:43:46.960
the impact of the students who have gone
through

00:43:46.960 --> 00:43:51.119
these measurable skills or these
employable skills?

00:43:51.119 --> 00:43:54.640
how do you plan on measuring this in
terms of

00:43:54.640 --> 00:44:00.160
employability? I mean when do you
expect realistically for students

00:44:00.160 --> 00:44:02.080
to demonstrate that?

00:44:02.080 --> 00:44:06.400

[Sherry] Well you know that's
what that's such a great question that

00:44:06.400 --> 00:44:12.160
we had talked about. For us that's kind of next phase is that

00:44:12.160 --> 00:44:17.599
once you implement it into a program
and we did a two-year process you don't

00:44:17.599 --> 00:44:24.079
have to do that long.
Then what I call step three is

00:44:24.079 --> 00:44:28.560
how then and it would be up to each
program

00:44:28.560 --> 00:44:35.839
do you measure and see
are these the skills that employers want

00:44:35.839 --> 00:44:40.560
and are the students leaving our programs

00:44:40.560 --> 00:44:48.000
with good enough skills for employers?
And so depending on

00:44:48.000 --> 00:44:55.599
which program, nursing is easy.
Again they have stringent guidelines

00:44:55.599 --> 00:44:59.920
from the state and federal guidelines
they are easy.

00:44:59.920 --> 00:45:03.839
We have fire science and let me tell you
it was easy

00:45:03.839 --> 00:45:09.920
because you either pull somebody out of
burning building and you're alive

00:45:09.920 --> 00:45:14.400
or you're not. And so some of those
programs are easy.

00:45:14.400 --> 00:45:17.760
My program that's administrative
services I think

00:45:17.760 --> 00:45:21.520

is a little less clear and that's the old office technology

00:45:21.520 --> 00:45:27.440
you all. Because we all know we can send 100 students out for

00:45:27.440 --> 00:45:33.700
employment, some will get hired some won't. Some skills are better than others.

00:45:33.700 --> 00:45:39.520
That will be up to each individual program

00:45:39.520 --> 00:45:43.520
how they move forward with that. But I think the real

00:45:43.520 --> 00:45:50.880
key on that and to track and our programs are tracking

00:45:50.880 --> 00:45:57.599
how many of our graduates are being hired. And then if we can track them for

00:45:57.599 --> 00:46:02.000
a two-year period if they're staying. And I

00:46:02.000 --> 00:46:08.880
think that's how would be a good plan to measure that. But with that said

00:46:08.880 --> 00:46:14.640
I can tell you I'm open for suggestions. Dallas is like we are, you all are huge I

00:46:14.640 --> 00:46:16.720
think you're bigger than we are.

00:46:17.760 --> 00:46:25.280
It's that tracking piece, that is a faculty's nightmare.

00:46:25.280 --> 00:46:32.319
Because use the state tracking if they're employed

00:46:32.319 --> 00:46:39.280
I'll say we can probably find them. I'm (inaudible) taking on that. We can

00:46:39.280 --> 00:46:43.440
probably find them.

00:46:43.440 --> 00:46:47.760

They go to prison, believe it or not we can find them.

00:46:47.760 --> 00:46:52.079
If they move out of state we can't track them.

00:46:52.079 --> 00:46:57.200
If we don't have a current address we can't track them.

00:46:57.200 --> 00:47:04.280
So that tracking becomes I call it an issue. And we are all doing it

00:47:04.280 --> 00:47:07.359
because when our programs are measured

00:47:07.359 --> 00:47:13.760
by the state we have to do that tracking.

00:47:13.760 --> 00:47:17.440
But I think the number one thing is number of students

00:47:17.440 --> 00:47:20.400
being employed.

00:47:20.559 --> 00:47:24.480
And then if we could track them over two years if they stay employed.

00:47:24.480 --> 00:47:29.119
I don't know, what are you all thinking at Dallas? I'd love to hear.

00:47:29.119 --> 00:47:33.200
[Greta] Well I know for this year it's going to be

00:47:33.200 --> 00:47:36.800
challenging because of so many layoffs all around

00:47:36.800 --> 00:47:41.680
to get new students placed when others who are out of the workforce

00:47:41.680 --> 00:47:44.800
with years of experience. That's going to have some

00:47:44.800 --> 00:47:50.800
unique challenge. We've been doing employability skills with students as

00:47:50.800 --> 00:47:54.480
far as part of a web based series and can

00:47:54.480 --> 00:47:57.040
measure at the end because they have a pre and

00:47:57.040 --> 00:48:02.720
post test to show at what level
they can demonstrate the skills. However

00:48:02.720 --> 00:48:06.600
if they interview well, they don't ever get
to show the skills.

00:48:06.600 --> 00:48:10.000
And so this is where some of the
breakdowns

00:48:10.000 --> 00:48:13.839
happen, is that they're not doing well on
the interviews.

00:48:13.839 --> 00:48:16.960
And so all of the other employability
skills

00:48:16.960 --> 00:48:21.760
don't really come into fruition until you
actually get hired

00:48:21.760 --> 00:48:30.160
or on an internship type of situation.
So if it has to connect

00:48:30.720 --> 00:48:34.319
employability skills and we can show a
pre and post test

00:48:34.319 --> 00:48:38.079
of improvement but then circumvent the
part

00:48:38.079 --> 00:48:42.960
of if they just get poor on an interview.
And you know it's very difficult you

00:48:42.960 --> 00:48:47.760
can't hold these conversations with
a manager, why did they not employ

00:48:47.760 --> 00:48:51.200
somebody you know. That's just getting
into some kind of

00:48:51.200 --> 00:48:54.120
situation so yeah.

00:48:54.120 --> 00:48:57.280
You know yes we can measure that they got the skills, yes we

00:48:57.280 --> 00:49:03.280
can measure that they performed well,
but then there's still this you know

00:49:03.280 --> 00:49:07.740
mass breakdown so to speak and reconnecting the data.

00:49:07.740 --> 00:49:11.680
I know that we have uh been able to

00:49:11.680 --> 00:49:14.880
connect a little bit better finding where

00:49:14.880 --> 00:49:18.960
these students are in actual industries versus just

00:49:18.960 --> 00:49:24.559
in a job. And we've used some MSI data
and (inaudible) data to make some

00:49:24.559 --> 00:49:27.440
connections there.

00:49:29.200 --> 00:49:32.000
It's just not [feedback noise]

00:49:33.680 --> 00:49:37.920
to all of because it's a massive project
and undertaking to get the buy-in

00:49:37.920 --> 00:49:42.079
from all faculty to put this into their
curriculum.

00:49:42.079 --> 00:49:47.520
And then we still, how do we prepare
had they been hired or had that but not

00:49:47.520 --> 00:49:51.760
been hired. So it's just a little hard to prove that

00:49:51.760 --> 00:49:53.800
that would make the difference.

00:49:53.800 --> 00:49:55.680
[Sherry] I agree I think

00:49:55.680 --> 00:49:58.079
that's why we haven't gotten to step
three

00:49:58.079 --> 00:50:02.880
quite honestly. I keep saying I'm going
to retire before that happens.

00:50:02.880 --> 00:50:09.040
It's kind of overwhelming
quite honestly. But you know you you've

00:50:09.040 --> 00:50:11.520
said one thing that's I think going to be

00:50:11.520 --> 00:50:14.079
critically important are interview
skills.

00:50:14.079 --> 00:50:19.920
And maybe that's something that even if it's this small group that we

00:50:19.920 --> 00:50:25.920
agree in our workforce programs
that we just need to start doing it

00:50:25.920 --> 00:50:28.640
maybe either what I would call a better job or

00:50:28.640 --> 00:50:33.359
more detailed job actually make a student do an interview.

00:50:33.359 --> 00:50:39.839
One year I asked for community volunteers to come

00:50:39.839 --> 00:50:43.359
and interview my students and that was
great. It was mostly everybody was

00:50:43.359 --> 00:50:47.200
retired but you know what they'd worked for Shell or

00:50:47.200 --> 00:50:52.559
Eexxon or somebody and give those real life

00:50:52.559 --> 00:50:56.400
interviews skills. I think the job
market is going to be

00:50:56.400 --> 00:51:01.760
tighter than ever after this pandemic and
so many people laid off. And I think

00:51:01.760 --> 00:51:05.119

so many businesses like restaurants
small business

00:51:05.119 --> 00:51:08.640
they're going to be out of business
they're not coming back.

00:51:08.640 --> 00:51:12.960
The job market's going to look
different.

00:51:13.040 --> 00:51:20.319
To bring up a great point of that future what we need to think about.

00:51:20.319 --> 00:51:27.119
And we need to do. So thank you for
bringing that question forward

00:51:27.119 --> 00:51:32.000
and making all of us I think
think about it. Because that's going to

00:51:32.000 --> 00:51:37.839
be critical for our students. Students are going to be up against

00:51:37.839 --> 00:51:43.200
a what I call probably well-educated job
market

00:51:43.200 --> 00:51:48.480
with people experience that maybe hasn't
happened quite as much in the

00:51:48.480 --> 00:51:53.680
past. Okay Victoria's sending me a
message we've done that at career fairs.

00:51:53.680 --> 00:52:00.000
Yeah and faculty never know we did them. We have done the same Valerie.

00:52:00.000 --> 00:52:02.720
We can know who did it we make students
sign in.

00:52:02.720 --> 00:52:09.760
And that's worked great because at
our career fairs it's actually

00:52:09.760 --> 00:52:14.480
businesses that come in to interview our students and

00:52:14.480 --> 00:52:18.480
I love the one they come for years
and I don't know

00:52:18.480 --> 00:52:24.400
in the last couple. Disney has come and interviewed our students

00:52:24.400 --> 00:52:28.000
and I will tell you without a shadow of a

00:52:28.000 --> 00:52:32.160
doubt that's one of the most grueling interviews you will ever go through

00:52:32.160 --> 00:52:35.760
is Disney and to audition

00:52:35.760 --> 00:52:42.960
or apply to get in Disney for any reason
is about a 10-step process.

00:52:42.960 --> 00:52:49.119
But if we could send everybody on
a Disney interview they would be so

00:52:49.119 --> 00:52:56.720
well prepared for anything
in life. One of the things I did for both

00:52:56.720 --> 00:53:00.160
of my kids and I've done for students is we

00:53:00.160 --> 00:53:05.119
just brainstorm a list of questions.
What do you think they're going to ask?

00:53:05.119 --> 00:53:08.800
How are you going to answer it? Some of
that's just what I call

00:53:08.800 --> 00:53:12.559
practice. So again thank you for bringing
that

00:53:12.560 --> 00:53:18.400
forward. I love that you've asked it and I think we all need to think
about it.

00:53:19.740 --> 00:53:22.319
[Victoria] Yeah and what we do the sign-in

00:53:22.319 --> 00:53:25.599
sheets at the job fairs and it's more for like attendance but

00:53:25.599 --> 00:53:28.720
it's never really anything that the
faculty

00:53:28.720 --> 00:53:34.000

and the attendant sheets go together. So it's not that they would verify them

00:53:34.000 --> 00:53:39.200

So I was just making that thought and maybe even just more towards fran too

00:53:39.200 --> 00:53:41.440

like we're revamping all of our advisory

00:53:41.440 --> 00:53:44.720

councils for different industries and so giving

00:53:44.720 --> 00:53:46.960

them the ability to have some student interaction

00:53:46.960 --> 00:53:51.280

we could set up some virtual interview times with our advisor council members.

00:53:51.280 --> 00:53:56.756

Yes and cause job fairs are typically done in the fall and the spring

00:53:56.756 --> 00:54:01.280

I mean yes we know we won't be able to do the fall one so.

00:54:01.280 --> 00:54:06.319

[Sherry] Well that's right. And we we're so large. We're Houston I feel like we're lucky

00:54:06.319 --> 00:54:10.079

and we'll have 50 businesses come to interview.

00:54:10.079 --> 00:54:17.200

Now we've been lucky, I'm on one of the smaller campuses but when students come

00:54:17.200 --> 00:54:24.079

in we as faculty get those. So I can look at that list and see

00:54:24.079 --> 00:54:27.839

who of my students have attended and believe you me

00:54:27.839 --> 00:54:32.800

I look at them. So maybe Victoria that's just something you could request

00:54:32.800 --> 00:54:36.480
somebody could make that happen it's not hard once they

00:54:36.480 --> 00:54:40.480
sign in. We just scan and send it to every

00:54:40.480 --> 00:54:41.620
faculty member.

00:54:41.620 --> 00:54:44.319
[Victoria] Alright is it done through like your

00:54:44.319 --> 00:54:50.079
LMS or is it paper or a software?

00:54:50.079 --> 00:54:56.240
[Sherry] When they sign in it was paper and then we can just scan it and
send it to all

00:54:56.240 --> 00:55:00.640
faculty in pdf file and all it is is a sign-in

00:55:00.640 --> 00:55:02.200
sheet nothing fancy.

00:55:02.200 --> 00:55:04.400
[Victoria] Okay

00:55:04.400 --> 00:55:08.079
[Sherry] Handwritten when they sign in but then we can just

00:55:08.079 --> 00:55:09.860
scan that and send to everybody.

00:55:09.860 --> 00:55:13.920
[Victoria] Okay, thank you for sharing so much this has

00:55:13.920 --> 00:55:16.160
really been great I look forward to the
documents too.

00:55:16.160 --> 00:55:19.200
I'm going to jump off I have a Foundation
board meeting.

00:55:19.200 --> 00:55:22.480
It was really great seeing you all
again.

00:55:22.480 --> 00:55:28.640
[Sherry] Thank you bye. Alright anybody else have

00:55:28.640 --> 00:55:31.080
questions for me?

00:55:31.080 --> 00:55:34.559
[Greta] I just have a comment oops I'm muted

00:55:34.559 --> 00:55:40.079
I muted myself. One of the things that I'm going to try

00:55:40.079 --> 00:55:45.839
this year is I'm writing a CTE

00:55:46.480 --> 00:55:51.440
Perkins into the basic Perkins to work
specifically with the CTE students

00:55:51.440 --> 00:55:55.359
and you giving that hint about that 10-step
process

00:55:55.359 --> 00:55:59.200
with Disney, I'm definitely going to
look into this.

00:55:59.200 --> 00:56:03.599
You know if there's somebody willing to
share some of their strategies with

00:56:03.599 --> 00:56:07.200
us as far as a training or something we
could use

00:56:07.200 --> 00:56:11.700
as a training module and should I find
anything like this I'll definitely share it.

00:56:11.700 --> 00:56:14.559
I'm on blackboard so that you're

00:56:14.559 --> 00:56:18.559
definitely going to be able to share it
through TACTE if I find anything.

00:56:18.559 --> 00:56:22.559
Okay great my hope is when I'm finished
with everything

00:56:22.560 --> 00:56:27.600
that every document that I send to
you all will also be on the TACTE website.

00:56:27.600 --> 00:56:32.160
It works with Perkins basic as well.

00:56:32.160 --> 00:56:38.240
I believe with all my heart that

we need to share

00:56:38.240 --> 00:56:42.799
as much information and you know we got
paid by the state

00:56:42.799 --> 00:56:46.480
to work on this grant. I mean the very
thing I would want

00:56:46.480 --> 00:56:51.839
is that colleges to use what we've done.
And if it doesn't meet your needs

00:56:51.839 --> 00:56:57.359
exactly fix it where it does.
And you know we tried to be flexible so

00:56:57.359 --> 00:57:02.720
anybody and everybody
could adapt it. Vicky,

00:57:02.720 --> 00:57:06.240
because you're one of my participants
this year do you want to talk a little

00:57:06.240 --> 00:57:09.580
bit about what you liked or didn't like maybe?

00:57:16.480 --> 00:57:17.900
[Vicky] Can you hear me?

00:57:17.900 --> 00:57:19.080
[Sherry] Yes we can hear you.

00:57:19.080 --> 00:57:22.880
[Vicky] Okay I enjoyed it a great deal I found that

00:57:22.880 --> 00:57:28.480
in the child and family program we
actually were doing a lot of it but

00:57:28.480 --> 00:57:31.520
there were still some areas that we were
lacking.

00:57:31.520 --> 00:57:35.920
And so it gave us an opportunity to
really look at those areas

00:57:35.920 --> 00:57:42.079
and be able to implement them
permanently starting this fall semester.

00:57:42.079 --> 00:57:45.440

The process was easy for us we didn't have a

00:57:45.440 --> 00:57:51.280

a big problem. But our program is about 180 students so it's

00:57:51.280 --> 00:57:55.040

not huge and so that helped you know being able

00:57:55.040 --> 00:57:58.079

to implement it yes.

00:57:58.319 --> 00:58:04.480

[Sherry] Yes thanks Vicky. Oh you're welcome. Yeah Paige just said too you know your

00:58:04.480 --> 00:58:08.799

advisory councils can help with anything.

I mean they'd probably be happy to

00:58:08.799 --> 00:58:13.280

help interview students and Paige says we now have something new and

00:58:13.280 --> 00:58:17.599

I thought we had it but then we have career star

00:58:17.599 --> 00:58:24.799

through EMSI and EMSI is a software. So there are lots of

00:58:24.799 --> 00:58:29.920

things out there you all and lots of free things. I find with

00:58:29.920 --> 00:58:33.520

Coronavirus a lot of things that didn't use to be free are

00:58:33.520 --> 00:58:39.839

now free. And so you know again I

00:58:39.839 --> 00:58:43.839

feel like there's access to whatever we need.

00:58:43.839 --> 00:58:52.559

But we're right at our our mark you all. Again email me if you have any questions.

00:58:52.559 --> 00:58:58.880

Look for documents if not tomorrow it might be Monday.

00:58:58.880 --> 00:59:04.960

But they're coming. And thank you all for participating and

00:59:04.960 --> 00:59:11.680

for being interested in this program.

I believed in it with all my heart and

00:59:11.680 --> 00:59:18.799

it's been fun to work on.

So thanks, and once you get the documents

00:59:18.799 --> 00:59:22.319

and look at them you know again if it's

a month from now and you have questions

00:59:22.319 --> 00:59:26.960

don't hesitate. Email me. Alright.

00:59:26.960 --> 00:59:33.359

Bye everybody hope you have a good start

to school and a safe start.