Business & Industry Leadership Team

BILT Advisory OVERVIEW

Delta College

Delta College BILT Practitioners

Overview

Introduction to BILT
Comparison BILT vs. Advisory
Knowledge, Skills, & Abilities (KSA exercise)
Value Proposition
Next Steps

Goals

- **What are our main foci at Delta College?**

Equity & Completion (Retention, Student Success)

- **What are goals for occupational programs?**

Students' complete certs/degrees well-qualified ready for employment

- **What is our goal in partnering with our regional employers?**

Employers are highly engaged and hire our students

What is the BILT Advisory model?

- **Engage Employers on Skills Needed**
- **Industry Co-Leads**
- **Frequent Shorter Meetings**

BILT vs. Advisory

Traditional Advisory	Business-Led BILT
May only give advice	Co-leads
Annual KSA's suggested	Annual KSA's required
May "rubber stamp" existing program	Actively helps faculty improve program
May only meet once per year	Meets at least three times per year
If advice is ignored, commitment may be eroded	When advice is valued, commitment is boosted
May not be highly invested in success of the program	Feels ownership of the program

Knowledge, Skills & Ability
(KSA Prioritization)

KSA RANKINGS

4 The KSA must be included in the curriculum

3 The KSA really should be included in the curriculum

2 It would be nice for the KSA to be included in the curriculum

1 The KSA can be left out of the curriculum entirely

This 1-4 Ranking Criteria 1-4 considers the following together:

- Importance
- Level of proficiency
- Time spent doing the skill
- Difficulty – how difficult is the skill to learn?

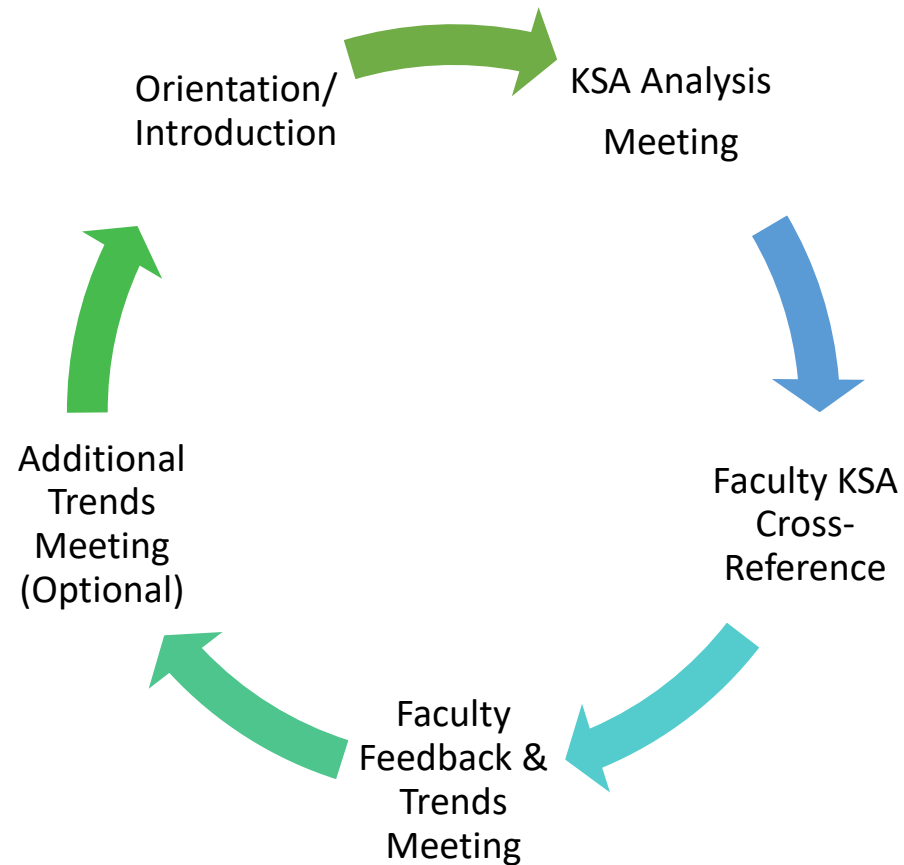| C	D	E	F	G	H	I
	Infrastructure KSA					
	Knowledge		**# votes** **(4 = most important)**			
		4	3	2	1	Avg
K-1	Knowledge of computer networking concepts and protocols, and network security methodologies.					#DIV/0!
K-2	Knowledge of risk management processes (e.g., methods for assessing and mitigating risk).					#DIV/0!
K-3	Knowledge of laws, regulations, policies, and ethics as they relate to cybersecurity and privacy. (e.g., PCI, PII, PHI, GDPR)					#DIV/0!
K-4	Knowledge of cybersecurity and privacy principles.					#DIV/0!
K-5	Knowledge of cyber threats and vulnerabilities.					#DIV/0!
K-6	Knowledge of specific operational impacts of cybersecurity lapses.					#DIV/0!
K-7	Knowledge of communication methods, principles, and concepts that support the network infrastructure.					#DIV/0!
K-8	Knowledge of capabilities and applications of network equipment including routers, switches, bridges, servers, transmission media, and related hardware.					#DIV/0!
K-9	Knowledge of how to assess existing infrastructure (e.g., LAN, WAN)					#DIV/0!
K-10	Knowledge of risk management, cybersecurity and privacy principles used to manage risks related to the use, processing, storage, and transmission of information or data.					#DIV/0!
K-11	Knowledge of information technology (IT) security principles and methods (e.g., firewalls, demilitarized zones, encryption).					#DIV/0!
K-12	Knowledge of local area and wide area networking principles and concepts including bandwidth management.					#DIV/0!

Building our BILT Team

We will build our BILT Teams by using our current member list and looking for other potential employer partners.
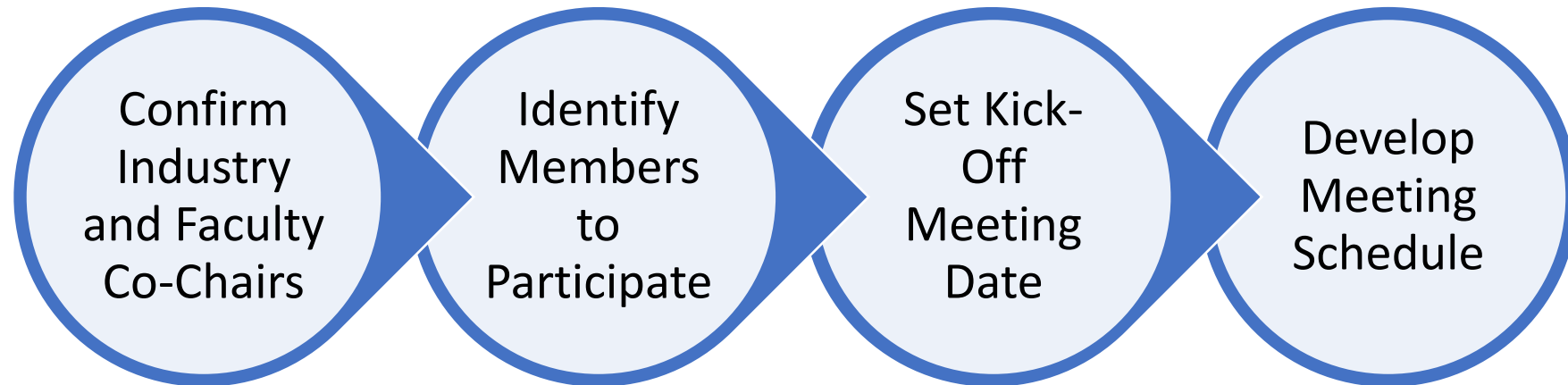
- Business & Industry members should be SME's
  - Technical executives/strategist responsible for evaluating future technologies for their company.
  - First-line hiring managers who are aware of the KSAs they currently need their employees to have as well as challenges they face.
  - Technicians currently doing the job
- BILT Co-Chair
  - Co-Chair leads the BILT meetings working with faculty to create agenda, co-leading the KSA Analysis, and identifying trends.

BILT Process (1 Year Cycle)
Typically spans 3-4 meetings in an Academic Year

Next Steps for the BILT Process

Questions?