

Employer Ready & Employer Competitive Framework Development

Last verified by Kira Hernandez on 11-12-2019

Phase I: Development

1. Meet with Academic Curriculum team to understand
 1. Core components of the curriculum
 2. Primary Knowledge, Skills & Abilities that graduates will obtain
 3. Questions Academic team has for employers
2. Build Skills Demand reports by **Job Title** using Burning Glass to understand:
 1. Additional KSAs in demand, by market
 2. Overlap of KSAs with curriculum and market demand
 3. Top hiring companies by market
3. Leveraging insights from the Academics team and Burning Glass reports, build Employer-Facing Insights & Impact survey to collect key data points and qualitative insights on what will make students Employer Competitive.
 1. Example: [FinTech](#)
4. Define the project timeline in partnership with Academic team and Manager of CS Curriculum

Phase II: Insights

1. Launch outreach campaign with 2 asks: (1) complete Insights & Impact survey & (2) participate in a short phone call to conduct a qualitative research interview
 1. Add outreach list of Industry Professionals (IPs) in relevant roles
 2. Work with Directors of Strategic Partnerships (DSPs) and other colleagues for warm introductions to IPs in relevant roles
2. Collect survey responses
3. Complete phone meetings to collect insights
4. Draft a report of findings into an Employer Input Report
 1. Example: [Cybersecurity](#)

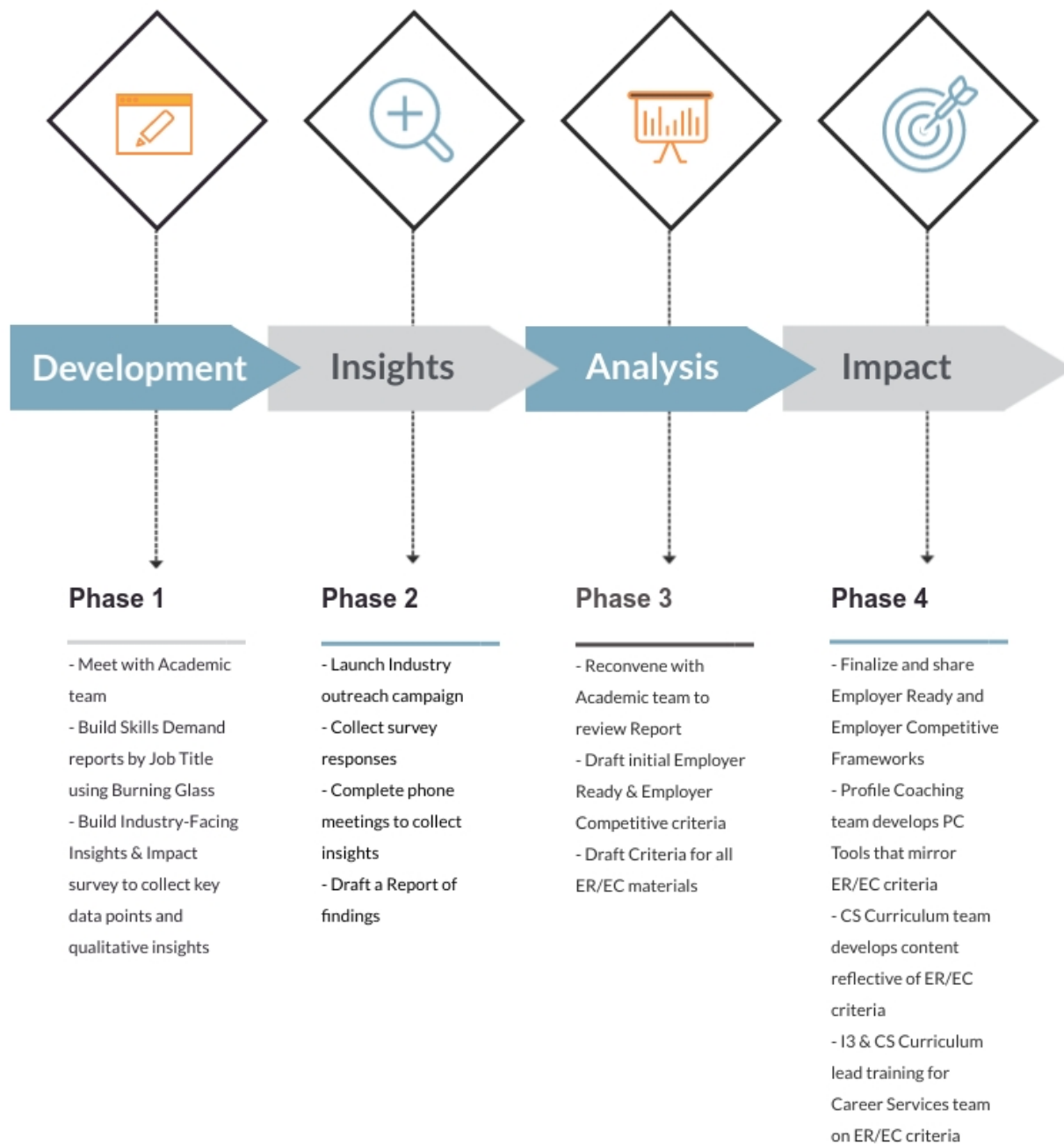
Phase III: Analysis

1. Share Employer Input Report with leadership and other stakeholders
2. Reconvene with Academic team to review Employer Input Report and assess if enhancements and changes are needed to align with industry demand
3. Draft initial Employer Competitive criteria document (in partnership with CS curriculum team)
 1. Complete review with Career Services Curriculum team
4. Draft Criteria for all ER and EC materials (in partnership with CS curriculum team)
 1. Complete review with CS Curriculum team, Senior Managers of Industry Insights & Impact

Phase IV: Impact

1. Finalize and share Employer Ready and Employer Competitive Frameworks with all stakeholders
 1. CS Curriculum
 2. Profile Coaching team
2. Profile Coaching team develops PC tools that mirror ER/EC criteria
3. CS Curriculum team develops content reflective of ER/EC criteria
4. I3 & CS Curriculum lead training for the full Career Services team on Employer Competitive Framework

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