

Talented Dividend Roundtable

Introduction:

Roundtables are another critical component of the Talent Dividend initiative. Engaged businesses, governmental units, and higher education institutions meet in small groups for the express purpose of examining and assuring skills and competencies relative to producing qualified graduates that are needed to meet business and other organization's needs. Such skills and competencies, for example:

- A) Critical Thinking**
- B) Analytical skills,**
- C) Synthesizing Data and Information**
- D) Ideas and Information**
- E) Oral and Written Communications**

It is anticipated the aforementioned skills and competencies will be embedded in course syllabi. Furthermore, assessment methods are applied to be clearly demonstrate proficiency of the students relative to skills and competencies achieved.

Notice: Only assessment result (data) shall be shared and examined during roundtable sessions. No data concerning the performance results that identifies a specific student shall be revealed. No faculty member shall be identified. Roundtables will be held throughout the region (16 counties') on an "as need basis."

Step to Action

- A)** Invitations to business and higher education representatives to participate, including date, time and place.
- B)** Participants review workplace skills and competencies desired by business.
- C)** Higher education participants present course syllabi and roundtable group discuss strengths and weakness relative to identified needs (see skills and competencies).
- D)** Higher education participants review and explain assessment methods and achievements.
- E)** As appropriate, higher education representatives will embed skills and competencies and incorporate assessment methodologies.
- F)** Establish follow up meeting including, date and time and location to review status and progress relative to the purpose of “Roundtables” as set forth in the introduction.

Talented Dividend Roundtable Discussion Questions

At the first (pilot) Talent Dividend Roundtable, we will address the following questions, and the discussions will be free to range as far and wide as necessary to address the issues raised by the questions.

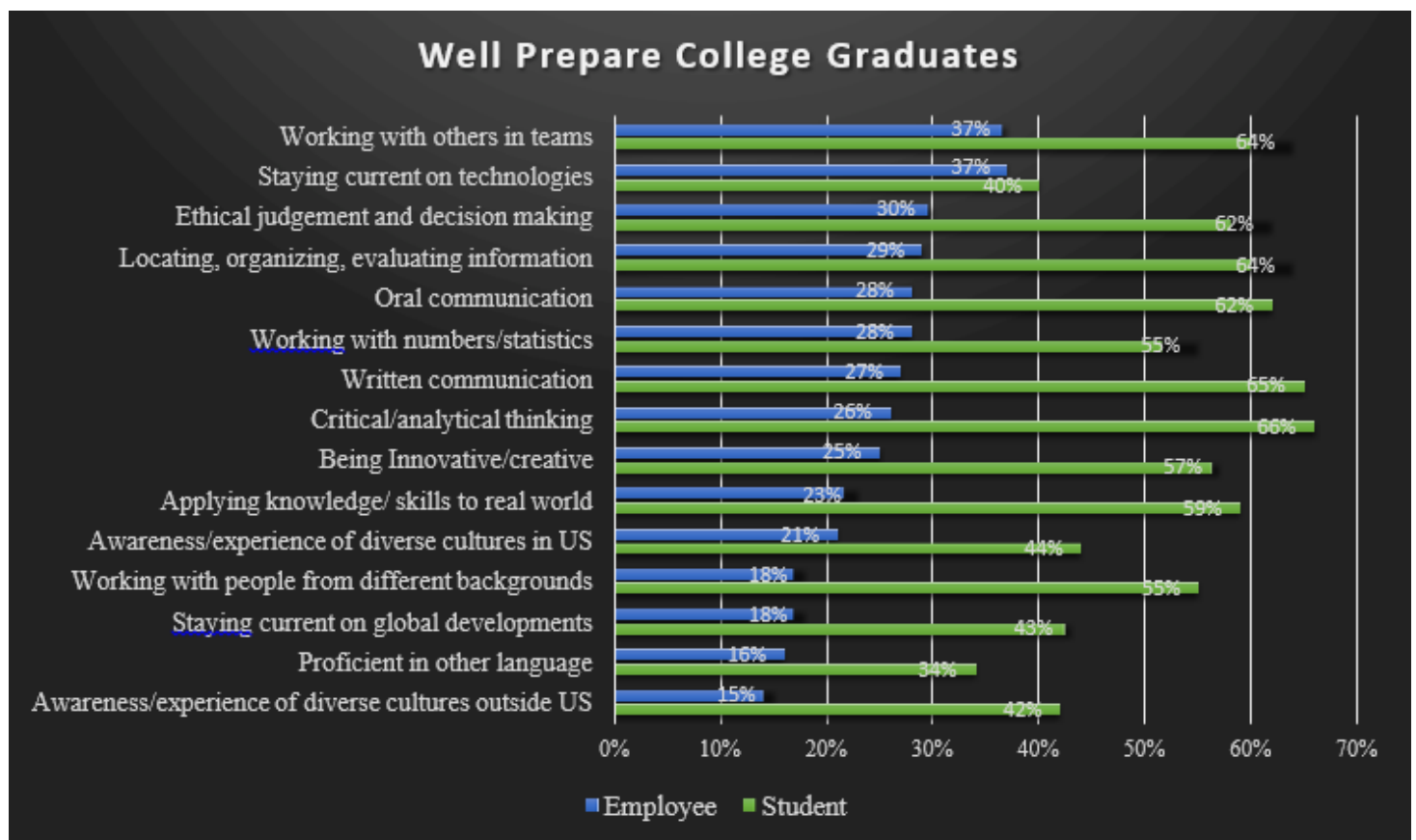
- 1.** How do you currently assess the outcomes relative to business needs?
- 2.** (For potential employers): What are the business needs? (See the one-page summary of the John Doris study).
- 3.** (Higher education question to employers): What are you needing that we aren't providing?
- 4.** How does our community address the gap between “this is what we need” and “this is what you provide”?
- 5.** When the needs that are not being provided are identified, how do we know when a person has achieved the skills and knowledge that demonstrate that the need has been met (authentic assessment)?

Basically, at the TD Roundtables, we are looking at this connection and how to resolve any existing gaps-not a series of talk shows that go nowhere. The outcome

of such roundtables must be a plan with action steps and committed players to alleviate the identified gap. Of course, this idea is only one of the Talent Dividend Initiative's many approaches to helping the citizens of our region to obtain post-secondary degrees

Hart Research Associate

Employers give college graduates low scores for preparedness across learning outcome; students think they are better prepared.



There is a notable gap between college students, feelings about their level of preparedness across key learning outcomes and employers' assessment of recent college graduates. Majorities of college students feel that their college has prepared them well in 11 of the areas. Even for categories for which fewer than half of college students feel there has prepared them well, students are notably more optimistic about their preparedness than employers are about the readiness of recent graduates in their areas.

Critical Workforce Skills

Identification of Critical Workforce Skills, Dr. John Dorris, doctoral dissertation, The University of Tennessee at Chattanooga, July 12, 2011. The focus of the study was to review surveys, both national and local areas, conducted to determine critical work force skills of today. The national findings formed a frame of references for understanding a survey conducted of members of the workforce in the Chattanooga area.

Skill	Ranking National	Ranking Chattanooga Area
Active Listening	1	7
Customer Orientation	2	3
Critical/Analytical Thinking	3	8
Oral Communication	4	4
Time Management	5	10
Written Communication	6	11
Teamwork/Collaboration	7	2
Prioritization/Focus	8	5
Decision Making	9	6
Leadership	10	9
Execution		7
Data Analysis		12
Change Management		1