



# Employability

## A National Imperative

Federal Reserve Bank of Boston

December 4, 2017

The **Commission on Higher Education & Employability** is a regional endeavor of the New England Board of Higher Education (NEBHE). The Commission is chaired by Rhode Island Governor Gina M. Raimondo. Despite the region's strength in postsecondary institutions, employers remain concerned about a lack of qualified, skilled workers, particularly in technology-intensive and growth-oriented industries. The Commission has developed an action agenda, policy recommendations, strategies and next steps to align institutions, policymakers and industry to increase the career readiness of graduates of New England colleges and universities—and facilitate their transitions to work and sustained contributions to the well-being and competitiveness of the region.

## Agenda

7:45 – 8:15 a.m.

Registration & Continental Breakfast

Lobby • 1st floor

8:15 – 8:25 a.m.

Welcome

Auditorium • 1st floor

### Opening Remarks

**Michael K. Thomas** • President and CEO • New England Board of Higher Education

### Greeting

**Gina M. Raimondo** • Governor of Rhode Island & Chair, Commission on Higher Education & Employability

### Welcome

**Todd Leach** • Chancellor • University System of New Hampshire & Chair • New England Board of Higher Education

8:30 – 9:40 a.m.

Plenary Session 1

### How Can U.S. Education and Workforce Systems Rise to the Challenges of Workplace Automation?

Analytics, automation and artificial intelligence portend significant changes for the U.S. and the global economy. Some jobs will be lost and others created. With digital skills in demand in nearly every sector, higher education, more than ever before will be the training ground for the next generation.

### Convenor

- **Maura Dunn** • Vice President of Human Resources & Administration • General Dynamics Electric Boat

### Interviewer

**Scott Carlson** • Senior Writer • *The Chronicle of Higher Education* & Author • *The Future of Work*

### Presenter

**Joseph Aoun** • President • Northeastern University & Author • *Robot Proof: Higher Education in the Age of Artificial Intelligence*

### Respondents

- **Tara Amaral** • Senior Vice President, Talent Acquisition Group • Fidelity Investments
- **Maura Dunn** • Vice President of Human Resources & Administration • General Dynamics Electric Boat

### Who Is Getting Lapped and What Can Be Done?: Strategies to Address the Employability Gap

By age two, socioeconomic factors begin impacting the educational development of children -- ultimately leading to hard-to-overcome disparities. Decidedly, these disparities can often translate into an "employability gap," where underrepresented groups lack the skills and competencies to navigate successful and long-lasting careers. Addressing the skills gap and increasing the employability of postsecondary graduates is crucial. The equity imperative must be addressed if we are to meet our economy's workforce needs.

#### Convenor & Leader

- **Elsa Núñez** • President • Eastern Connecticut State University

#### Panelists

**John King Jr.** • Former U.S. Secretary of Education & President and CEO • The Education Trust  
**Estela Mara Bensimon** • Professor & Director • University of Southern California Center for Urban Education

### Higher Education and the Future of Work: Defining and Maximizing Employability

This session will explore if graduates of postsecondary institutions are "employee ready" and challenge assumptions on how "employee ready" is defined both today and five years from now. How can postsecondary institutions maximize the employability of their learners?

#### Convenor

- **Brenda Dann-Messier** • Commissioner of Postsecondary Education • State of Rhode Island

#### Leader

**Robert Lytle** • Managing Director • Parthenon-EY

#### Presenter

**David Daniels** • President • Academic Partnerships

#### Respondents

**Joanne Berger-Sweeney** • President • Trinity College  
**Laurie Leshin** • President • Worcester Polytechnic Institute

### Student Success is Core to Higher Education's Work: How Do Campuses Get There?

Students need to engage proactively in their own success. Employers demand graduates who are highly skilled, creative and collaborative. Faculty cultivate learning and challenge new ways of thinking. Parents and policy leaders expect the very best return on investment (ROI). How can institutions innovate to meet these demands and expectations?

#### Convenor

- **Freddy Cruz** • Student • Eastern Connecticut State University

#### Interviewer

**Howard E. Horton** • President • New England College of Business

#### Presenter

**Gloria Larson** • President • Bentley University & Author • *PreparedU: How Innovative Colleges Drive Student Success*

## Session A

Connolly Center • 4th floor

**Revolutionizing Planning: Advising and Career Services for Campuses Large and Small**

A 2016 Gallup-Purdue poll reported that only 17% of students found their career services offices to be very helpful. Yet numerous surveys have repeatedly reported that a major reason for a student selecting a college is a belief in that college's ability to help graduates get a good job. Can a career service redesign bridge this divide?

**Convenor & Leader**

- **Laurie Lachance** • President • Thomas College

**Panelists**

- **Susan Brennan** • Associate Vice President of University Career Services • Bentley University
- **Robert A. DiMuccio** • Chairman, President and CEO • Amica Mutual Insurance Company
- **James R. Lowe** • Assistant Vice Provost • Executive Director, Center for Career Development • University of Connecticut
- **David Kozhuk** • Founder & CEO • uConnect
- **Alexandria Steinmann** • Student • Bentley University

## Session B

New England Room • 4th floor

**Educating Workers for the Digital Economy**

At last count, approximately six million jobs in the U.S. were unfilled because employers could not find the workers they need. Companies are looking for qualified applicants who have “digital” skills. The challenge for educators is to find ways to integrate the current digital skills needed into the curriculum while teaching students to be agile in adapting to ever changing technologies.

**Convenor**

- **Mohamad Ali** • President and CEO • Carbonite

**Leader**

**Michelle Weise** • Chief Innovation Officer & Senior Vice President of Workforce Strategies • Strada Education Network

**Panelists**

- **Mohamad Ali** • President and CEO • Carbonite
- **Robert D. Atkinson** • President and Founder • Information Technology and Innovation Foundation
- **Julie Grzeda** • Director • Global Leadership Programs & University Relations • GE
- **Gretchen Koch** • Executive Director • Workforce Development Strategies • CompTIA's Creating IT Futures Foundation
- **Albert Bunshaft** • Senior Vice President • Global Affairs-Americas • Dessault Systèmes

## Session C

Auditorium • 1st floor

**Work-Integrated Learning, Internships, Apprenticeships: Keys to Unlocking the Door to Economic Opportunity**

While employers search for applicants with digital skills, many are also looking for applicants with other workplace-ready skills such as communication, teamwork and problem-solving. Work-integrated learning presents an opportunity for students to work as part of a team, with a faculty member and an employer in a workplace-learning experience, including internships, apprenticeships. How do institutions develop, integrate, and scale such opportunities for all students?

**Convenor & Leader**

- **Andrea Comer** • Vice President • Workforce Strategies • Connecticut Business & Industry Association

**Panelists**

- **Van Ton-Quinlivan** • Vice Chancellor for Workforce and Economic Development • California Community Colleges
- **Susan Fallon Brown** • Vice President of Global Strategy and Business Development • Monster Government Solutions
- **Kurt Heissenbuttel** • Vice President • Head of University Relations • Fidelity Investments
- **Eric Hall** • Dean of Internship and Career Center • Endicott College

## Session D

Room AV1 • 3rd floor

**Lost In Translation: Helping Students and Employers Speak the Same Language**

Digital skills, skill bundles, foundation and essential skills are words employers use to describe the skills they seek in applicants. What do they mean? How do employers evaluate these skills and how do recent graduates convey to employers their mastery of these skills? The insights gleaned from people analytics will assure applicants that their resumes are read and boost individuals' understandings of expectations but only if we are speaking the same language.

**Convenor**

- **Mariela Lucaj** • Student • Community College of Rhode Island

**Leader**

**Brian Krusell** • Director of Career Development, College of Information and Computer Science • University of Massachusetts Amherst

**Panelists**

- **Keith McNulty** • Director of People Analytics and Measurement • McKinsey & Company
- **Ben Mones** • CEO & Founder • Fama Technologies
- **Erin Rowland** • Analytics Program Manager • Microsoft Corporation
- **Roger Berry** • CEO • Fullbridge Inc.
- **Stephen Lynch** • Vice President of Workforce and Economic Development • Burning Glass Technologies

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