

VISION FOR THE COMING YEAR



Dr. Dianne Van Hook



THE FUTURE

- ▶ Alternative Pathways to Education – they are sprouting up everywhere.
- ▶ Employers are understanding simultaneous changes in their approaches to sourcing talent and hiring.
- ▶ More and more millennials, Gen Y and Gen Z will opt out of a system that is, in their minds, unnecessarily lengthy and costly (at least to get a good first job).
- ▶ There are new ways to have a career, as companies are teaching new technologies themselves – on-sight.

THE FUTURE

- ▶ As Gen Z'ers graduate from high school, questions fly fast & furiously –
 - ▶ *Should I take out thousands of dollars in student loans?*
 - ▶ *Will what I learn be outdated by the time I get a job?*
 - ▶ *Will I need to learn new stuff?*
 - ▶ *Is there a better path for the development of professional goals?*
- ▶ A “technical” post-secondary education is not essential for all careers as opposed to 15-40 years ago.
- ▶ We will be awarded for placement in the workforce and at 4-year colleges.

EMPLOYMENT IS AN IMPERATIVE

- ▶ Students' overwhelming focus on employment and a "good" first job – is the skill-based most important change in higher education in the last decade.
 - ▶ Fewer employers are receiving hard copies of applications – 85% are online.
 - ▶ Most career counselors are not networked in each technical field.
 - ▶ Employee statistics (80% employed) are not employed in what they received their degrees in.
- ▶ Many colleges have responded to this change:
 - ▶ The "free" college movement;
 - ▶ The rise of the unaccredited enrollment;
 - ▶ Enrollment decline in traditional college
 - ▶ Employers have added "technical skills" not typically taught in college to job descriptions.

SO, HOW DO WE MOVE FORWARD?

How can we plan in the best way possible?

- ▶ Perspective Transformation:

- ▶ Change our frames of reference and reflect on assumptions in order to critically think, speak;
- ▶ Look at the same arguments and ideas through different frameworks;
- ▶ Show the same set of circumstances, situations and decisions at hand through different lenses (from different seats – or positions).

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