



RITE 2.0 and *Shaping the Future of the IT Workforce* Strategic Planning Process  
Overarching Strategic Themes and Insights  
Plan published Dec. 2017

**BROAD THEMES IN BOLD**

**Understand employer need**

- All successful education and workforce development efforts stem from a solid understanding of the needs of regional employers.
- Entry-level and mid-level needs are quite different and vary according to employer. Experience is king for some hard-to-fill roles.
- RITE jobs intel shared with Jobs Forecast lead and workstream.
- RITE is working closely with ConxusNEO and others to build on our knowledge based on historic and real-time jobs posting data. With ConxusNEO, we developed a solid survey instrument developed to ascertain the more elusive intel we need...a true jobs forecast. The current plan is to share the draft with the two of you as well as John Kish and John King. Bill weighed in on a previous draft. We are in active discussions with Doug Wenger on this topic.

**Promote innovative employer practices**

- Shift to skills-based recruiting and hiring is an example.
- Apprenticeships for IT is an innovation and is gaining traction in other parts of the state.

**Improve workforce diversity**

- Has many facets but fundamentally it is not only about providing a more diverse candidate pool for employers but also about solving for job access, job quality, and economic mobility for all citizens.

**Improve awareness of IT careers and resources**

- Spans not only K-12 but higher education (undecided students/major not declared) and non-traditional populations
- RITE deepening its clearinghouse and calendaring capabilities with respect to “trusted IT information”

**Advance career pathway development**

- This includes connecting secondary to postsecondary pathways as well as it means building a talent pool through nonprofit providers.
- Very specific sequence of programs ultimately connecting to job placement.

**Expand technology access & digital literacy resources**

- Includes both hard/equipment issues as well as basic digital literacy.
- “Connect the Unconnected” efforts fall into this category.

**Build capacity and capabilities in K-12**

- This is a big category thus the separate memo. Includes but is not limited to the following:
  - Digital Literacy integrated across all levels
  - Computational thinking integrated across all levels
  - Computer science as graduation credit
  - Lack of administration understanding/support for what is needed
  - Insufficient or ill-informed guidance and career counseling
  - Limited capabilities of teachers to deliver Computer Science and IT Curriculum (it is not a curriculum issue!)
  - Equipment issues – either no equipment or equipment don't know how to use/leverage for learning
  - Need to build resource capabilities where current funding leaves off e.g. transportation
  - Need to strengthen and scale the T in STEM efforts
  - Continue dual credit/early college/College Credit Plus initiatives

### **Accelerate pace of innovation in Higher Education**

- Way beyond making sure “curriculum is aligned” though curriculum processes should be made to be more agile.
- Continue dual credit/early college/College Credit Plus initiatives
- Need better educate academic advisors and career counselors
- Engage business advisory committees in building experiential opportunities for students
- Continued efforts to produce credit/non-credit competency-based curriculum modules.
- Faculty need continuing education

### **Expand experiential learning to enhance skills at all levels**

- From project-based to research to internships and co-ops, more of everything is needed!
- Includes faculty; externships can be very powerful.

### **Market NEO; Recruit Talent Here**

- Strong theme that came through RITE planning as well as Blockland.
- Boomerangs have long been fodder for a targeted campaign; especially for employers hungry for experienced talent.
- Talent attraction needs focus and investment and must leverage talent development efforts and assets.
- Bottom line, attraction and development is a both/and not an either or!

### **Collaborate and coordinate across the ecosystem**

- Goes without saying and a hallmark of RITE and some of its partners. Also, can be strengthened to ensure more diverse participation and thought leadership.