

# Using Employer Compression Planning Sessions to Drive Program Reforms

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# WHY?

We needed a way – better than standard advisory boards – to get to the root of what employers *really* required from our graduates.

- Creative Arts
- Supply Chain Management
- Digital Marketing

# HOW?



# HOW?

## **Purpose of Today's Session (define results/ deliverables of a specific session)**

1. To create a comprehensive list of in-demand Supply Chain and Logistics jobs available to Sinclair's students with either a 2 year degree OR a certificate
2. To define the Skills, Education and Experience "must haves" needed for a candidate to successfully fill your top in-demand roles
3. To capture the "Skills Gap" employers are experiencing when hiring for these hardest to fill jobs
4. To understand emerging trends on your horizon so the College can evaluate now how to prepare students for your future jobs
5. To understand additional skill development and/or credentials you need for your existing workforce to continue to be successful in their current &/or future roles

# HOW?

## **Non-Purpose of Today's Session (boundaries for content & behavior)**

1. To focus on your jobs that require no higher education (“picker/packer” roles)
2. To focus on historical hiring challenges (drug screens, background checks, etc.)
3. To limit discussion by what is feasible &/or in the budget

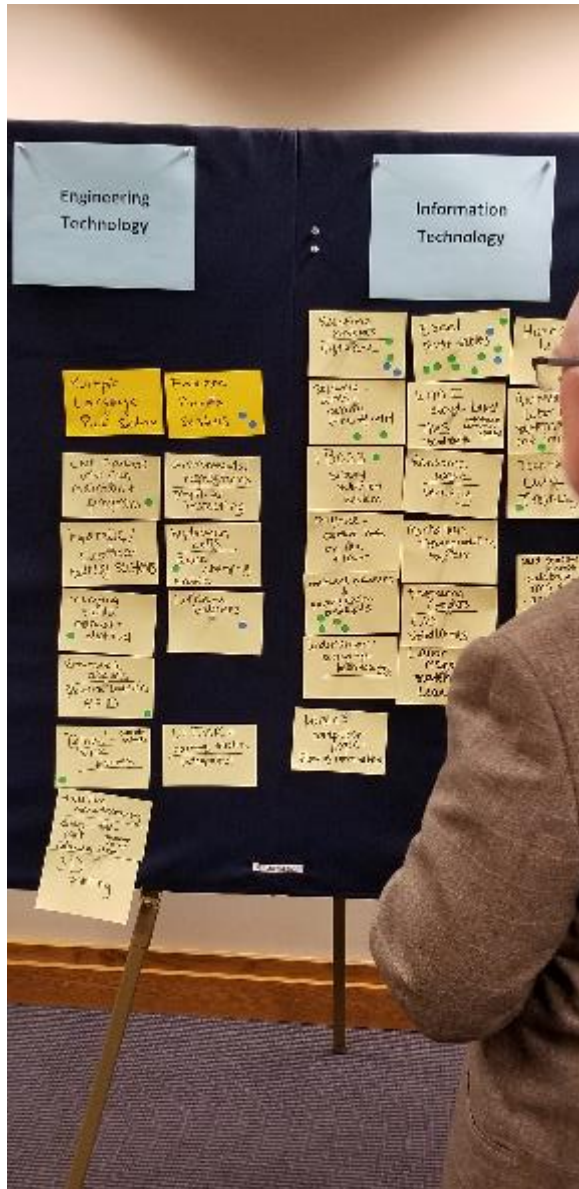
## **Overall Purpose (ultimate end result of addressing the problem/opportunity)**

To provide Sinclair the industry insights necessary for the College to build, maintain and adjust Supply Chain & Logistics Degree and Certificate programs in alignment with regional employers' current and emerging needs

# What we asked?

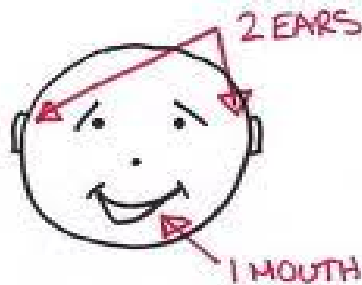
- 1. What are your key, hard-to-fill, entry-to-mid level Supply Chain and Logistics position?**
- 2. What specific competencies are imperative for success in this role (computer skills, accounting, contracts, etc.)?**
- 3. What do you see missing in terms of knowledge, skills and abilities in your current new hires?**
- 4. If my current employees could do \_\_\_\_\_ better OR understand \_\_\_\_\_ better, it would improve our success.**
- 4. Where do you see changes emerging in SC/Logistics critical needs over the next 3-7 years?**

# HOW?



# Result: Listen to the Experts

- SCM/Logistics May 2016
- Creative Arts August 2017
- Digital Marketing April 2018



YOU HAVE 2 EARS AND  
1 MOUTH. USE THEM  
PROPORTIONALLY!!

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