

# Homeland Security-Emergency Management

## Center of Excellence January 2016 Report

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### **2016 WORK PLAN ACTIVITIES TO ADDRESS FOCUS AREAS OF INDUSTRY SECTOR STRATEGY, EDUCATION, INNOVATION, EFFICIENCY & SUPPLY AND DEMAND FOCUS:**



### **HSEM Center of Excellence Spotlights Employer Engagement Pilot Findings**

The Center completed its “Employer Engagement Pilot” in December. This Pilot was designed to capture key information that will inform community and technical colleges around industry demands and trends, skills and competency gaps, and needed curriculum updates in the safety, security, cybersecurity and emergency management field. The first phase of the Pilot began with the development of a set of key questions designed with several college program managers and administrators to guide discussions during one-on-one employer engagement interviews. One-on-one industry meetings were then held with industry professionals with a special focus on talking with hiring managers. A total of 20 different organizations participated in the Pilot from public, private and private non-profit organizations.

Key findings included a ranking by employers of the five (5) most important skills that recent college graduates should have to be successful in the all hazard emergency management field. The five ranked highest in order of preference by employers were written and oral communication, strategic thinking, flexibility and adaptability, collative and analytic/research and problem solving/decision making skills. Employers identified the ability to deliver high quality written and oral communications as the two skills they considered most lacking in recent college graduates seeking positions in their organizations. Universally employers supported the idea of increasing the number of on-the-job opportunities through placement of students in both internship and volunteer positions. Much was learned in the Pilot which will be applied as additional employer engagement discussions are head with hiring managers in all five career pathways. The full report will be available on the Center’s website [www.coe-hsem.com](http://www.coe-hsem.com) and by contacting Wendy Freitag at [wfreitag@pierce.ctc.edu](mailto:wfreitag@pierce.ctc.edu) or 206-818-9673.