

# Academic & Digital Campus Plans

## Program Advisory Committees (PAC) Consultations

Monday, January 24: 4:00-5:30pm

Thursday, January 27: 10:00-11:30am

Friday, January 28: 12:00-1:30pm

### CONSULTATION QUESTIONS

#### Questions:

1. What are the major trends/issues affecting your sector (e.g., in terms of how you work, the conditions of your work, what you do/produce, the characteristics of your clients/customers)?
  - a. How do you anticipate these changes will affect the knowledge and skill requirements of new graduates by 2025? How can Humber prepare graduates for these changes?
  - b. How can Humber meet the skill and training needs of the workforce in your sector? For example, what continuing education or professional learning opportunities would benefit your industry or organization?
2. What one big change could Humber make that would make a difference in your sector or organization?

### PAC MEMBER FEEDBACK

#### SIGNIFICANT EMPLOYMENT SECTOR SHIFTS

The pandemic created a significant shift in all employment sectors. For example:

- Rapid change to remote work, digital technologies, online services with little experience
- Staffing shortages due to risk, desire for different working conditions, workload, demand for higher wages
- Challenges in developing relationships, engaging customers in remote context
- Changes in customers
- Significant supply change issues
- Growing need for “soft skills” by employees

#### TALENT AND SKILLS NEEDED IN GRADUATES

*“Humber does a good job on preparing graduates with sector-specific knowledge and skills but there is a need to better prepare students for entering the workforce and managing as member of a team”*

#### Communications

- especially ability to interact face to face or virtually on camera
- understanding what is appropriate in a professional environment
- build skills in technology of all types but especially tools for communications
- Emotional well-being is important right now. Students need to learn and be aware of emotional intelligence and see others to operate in a harmonious way.

*“A lot of people text, but graduates need skills in professional documentation and written communications including professional emails.”*

Other important skill development areas:

- Ability to work with diverse people and demonstrate strong skills related to EDI
- Research/exploration, curiosity and problem solving and problem-identification
- Real world experience is critical; graduates who are work ready
- Inter-cultural and EDI skills

## **HOW CAN HUMBER BEST PREPARE ITS STUDENTS FOR THEIR CAREERS?**

### **Work Integrated Learning**

- More placement and volunteer opportunities; more than one placement.
- Co-ops have never been more important than now – transition to workforce will be hard for students

### **Mentorship**

- Students and new graduates need mentors to help them better understand their sector, how to adjust to the work environment, develop leadership skills, learn how to negotiate their sector in terms of advancement

### **Career-Readiness**

- Teach students to demonstrate their potential and establish themselves as an asset to their employers.
- Teach realistic expectations in the workforce; you must build your experience and skillset before moving up the employment ladder.
- Because society has been forced to work and socialize virtually for the past few years, graduates will have to be “retrained” on how to socialize and conduct themselves professionally in a “in-person” environment.
- Assist students to articulate what they have to offer

### **Entrepreneurship**

- Most of the businesses in Canada are small, Humber is missing this market in teaching about small businesses, put more emphasis on small business, need to learn to do things that large businesses do but incorporating that into small businesses
- Creative space to allow for innovation, lean on teams to be innovative, being confident to be innovative. Humber does have these spaces how do you get students excited to take advantage of this, student have a time crunch
- Increase focus on small business, entrepreneur-centred activities

### **Data and Analytics**

- Students need to adapt to analyzing and reading data. Need to be able to analyze data and metrics within the context of the business and the business goals. More important than ever because of the significant changes that most business sectors have experienced.

### **Diversifying the faculty portfolio and embed interdisciplinary teach and work**

- Encourage collaborative workflow across different industries. Collaborative, interdisciplinary work and problem-solving (creative industries)
- Need students who can work comfortably in cross functional teams. Embed cross-

departmental collaboration - run some course or project that gets people from different Faculties together and ask them to produce anything successfully as one course in the semester.

- Creating opportunities for different industries to work together e.g., in capstone project
- There is a need to provide students with broader exposure within their sectors and across related sectors. This can be done with more emphasis on interdisciplinary teaching and work/WIL opportunities

### **Showcase student work; career fairs**

- Have exhibits to showcase student work with the industry and demonstrate the stellar work Humber students are doing. This can be related to various areas such as culture, design, and audio-video.

### **Workforce shortages – increase college enrolments**

- Remove obstacles currently in place (ex., financial, availability, time) to get as many people college trained
- There needs to be a more focused effort to provide guidance to grade 11 and 12 students on their career path and showing them what is available in programs at Humber College. There is a need to dispel the myth of having to go a university vs a college for an education.
- Resiliency is very important – candidates are not exemplifying this and it would help Humber to offer and incorporate more mental health aspects