

Collegewide Planning Summit Table Dialogue Summary

Spring 2019



SAN DIEGO MIRAMAR COLLEGE
OFFICE OF PLANNING, RESEARCH, AND INSTITUTIONAL
EFFECTIVENESS

Collegewide Planning Summit Evaluation Spring 2019

- 55 participants
- 14 tables
- 6 prompts
- 329 ideas recorded

Prompts

Discussion

1. Soft skills are highly sought by employers. In your opinion, how can students be taught how to demonstrate them effectively before they enter the workforce?
2. Which soft skills are most lacking in employees today?
3. What soft skills do employers look for in employees that are not typically cultivated during formal education?
4. Which soft skills in your industry do you think will be obsolete in 10 years?

Brainstorming

1. How can educators better prepare students to be job-ready when they graduate?
2. Do you have any other thoughts on how education and/or employers might close the skills gap?

“Soft skills are highly sought by employers. In your opinion, how can students be taught how to demonstrate them effectively before they enter the workforce?”

3

- **Practicing soft skills in the classroom**
- **Interview preparedness**
 - Research the company prior to the interview
- **Other ideas mentioned**
 - Personalize students' education
 - Explain the relevance of soft skills
 - Put soft skills in the syllabus
 - Assertiveness/confidence
 - Teamwork/group work

“Which soft skills are most lacking in employees today?”

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- Communication
- Personal vs. professional demeanor
- Other ideas mentioned
 - Professionalism
 - Cultural diversity/competency
 - Limiting use of personal technology
 - Problem solving/critical thinking/resourcefulness
 - Accountability
 - Adaptability/flexibility

“What soft skills do employers look for in employees that are not typically cultivated during formal education?”

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- Accountability
- Adaptability/flexibility
- Asking for help
- Assertiveness/confidence
- Common sense
- Cultural/diversity competency
- Decision making
- Digital fluency
- Empathy
- Financial management
- Initiative
- Mindfulness
- Phone etiquette
- Stress management
- Time management
- Working under pressure

“Which soft skills in your industry do you think will be obsolete in 10 years?”

6

- 10 of 14 tables did not report any soft skills they believed would become obsolete
- Some tables said they thought soft skills would become more desired as they become less common
- 4 tables believed some communication soft skills would become obsolete
 - Face-to-face
 - Written
 - Phone

“How can educators better prepare students to be job-ready when they graduate?”

7

- Instructors connected to the industry
- Other ideas mentioned
 - Explain the relevance of soft skills
 - Instructors should give constructive feedback
 - Intergenerational competency
 - Accepting criticism as a skill
 - Adaptability/flexibility as a skill
 - Have students create an interview-ready portfolio of coursework
 - Include soft skills in the syllabus

“Do you have any other thoughts on how education and/or employers might close the skills gap?”

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- Interview preparedness
- Communication skills
- Email etiquette
- Handshakes
- Limiting use of personal technology in the workplace
- Phone etiquette

Ideas Mentioned more than Once with Counts

9

1.	Interview preparedness	18	29.	Personalize students' education	3
2.	Practice soft skills in the classroom	16	30.	Skill: Handshakes	3
3.	Skill: Communication	12	31.	Skill: Limiting use of personal technology in the workplace	3
4.	Instructors should model soft skills	11	32.	Skill: Professionalism	3
5.	Experiences outside of the classroom	11	33.	Skill: Respecting workplace hierarchy	3
6.	Embed soft skills into all courses	8	34.	Skill: Time management	3
7.	Explain the relevance of soft skills	8	35.	Soft skills in syllabus	3
8.	Skill: Adaptability/flexibility	8	36.	Technical skills	3
9.	Skill: Assertiveness/confidence	7	37.	Company culture	2
10.	Skill: Cultural/diversity competency	7	38.	Digital soft skills	2
11.	Skill: Initiative	7	39.	Faculty/industry mentors	2
12.	Bring industry into the classroom	6	40.	How to develop soft skills for online courses?	2
13.	Instructors connected to industry	6	41.	Instructor networking	2
14.	Personal vs. professional	6	42.	Instructor should connect with students personally	2
15.	Problem solving/critical thinking/resourcefulness	6	43.	Online coursework can lose soft skills	2
16.	Teamwork/group work	6	44.	Promote student engagement	2
17.	Connect education to the real world	5	45.	Skill: Asking for help	2
18.	Skill: Accountability	5	46.	Skill: Commitment/dedication	2
19.	Skill: Empathy	5	47.	Skill: Conflict resolution	2
20.	Skill: Punctuality	5	48.	Skill: Mindfulness	2
21.	Fear of college/instructors	4	49.	Skill: Networking	2
22.	Instructors should give positive feedback	4	50.	Skill: Phone etiquette	2
23.	Skill: Accepting criticism	4	51.	Skill: Resilience	2
24.	Skill: Awareness of impression on others	4	52.	Skill: Respect	2
25.	Skill: Email etiquette	4	53.	Skill: Social media professionalism	2
26.	Skill: Growth mindset	4	54.	Skill: Stress management	2
27.	Empower students	3	55.	Skill: Student portfolio	2
28.	Instructors should give constructive criticism	3	56.	Skill: Work ethic	2

Top Five Ideas

1. Interview preparedness (18 mentions)
 - Mock interviews
 - Research employers
 - Resume creation
2. Practice soft skills in the classroom (16 mentions)
 - Presentations
 - Projects/group projects
3. Communication (12 mentions)
 - Face-to-face/verbal
 - Non-verbal
 - Written
4. Instructors should model soft skills (11 mentions)
5. Experiences outside of the classroom grow soft skills (11 mentions)
 - Face-to-face/verbal
 - Extracurricular activities
 - Volunteering or student mentoring
 - Work experience