

# SHAPING YOU TO GET HIRED

## EXECUTIVE SUMMARY

Texas State Technical College (TSTC) engaged in an intensive, wide-ranging process involving numerous stakeholders to select a QEP topic focused on the enhancement of student learning and success. This institutional process revealed a need for programming focused on helping students attain professional (soft) skills to be more employable and increase placement in the workforce upon graduation. The **"Shaping You to Get Hired"** commitment campaign was selected with an overarching goal to: *Improve students' job readiness for the attainment of gainful employment upon graduation.*

The campaign affirms TSTC's legislatively defined mission, its core values, and coincides with the College's Strategic Plan Wildly Important Goal (WIG) 1 focused on student success and specifically, on increasing the number of graduates and concurrently, the number of graduates found working. To measure the extent to which students are job-ready and achieve the overarching goal, TSTC adopted two student learning outcomes: *1) Students will exhibit behaviors that are consistent with professional and employer expectations; and 2) Students will practice effective, professional communication skills.*

Attainment of these learner focused outcomes will be the result of comprehensive curricular and co-curricular strategies involving high-impact instructional, training, and experiential practices designed to cultivate professional skill attainment that culminate with students completing a comprehensive interview practicum as part of their course requirement. These strategies involve two components: *1) Integration of professional skills into program curricula; and 2) Integration of career-focused, experiential activities into technical curricula.*

To determine the effectiveness of the campaign, TSTC will apply assessments that measure gainful employment, which is defined as graduates that are employed within six months after they graduate. The success goal for that measure is programs whose current placement is less than 90% will increase the percentage of students employed within 6 months of graduation by at least 5 percentage points. Implementation activities include intentionally designed professional development activities for Career Services staff as well as faculty for the QEP first-phase roll out. Professional development will continue through the Spring 2020 semester, and the deployment of the activities for the first student cohort beginning in the Fall 2020 semester. TSTC has committed extensive resources to initiate and sustain the QEP, with a grow-by-design approach embedded into its phased implementation timeline to allow additional programs be added whilst assessment data and improvements are continuously evaluated and applied for enhancement of QEP programming.

The designated contact for the TSTC *Shaping You to Get Hired* commitment campaign is Kim Campbell, QEP Executive Director, with the Office of Career Services, at [kim.campbell@tstc.edu](mailto:kim.campbell@tstc.edu).



It's Our  
Commitment