



HUBBARD COLLEGE OF ADMINISTRATION

**45 LOCATIONS DELIVERING IN
16 LANGUAGES, IN 28
COUNTRIES, AND STILL GROWING!!**



Executive Training Series

CAPPS 2024 Recruitment Standards may be killing Student Retention and Job Placement

EXISTING CONCERNS=

1. Borrower Defense to Repayment in 2024 allows borrowers to seek loan forgiveness under specific circumstances outlined by the Department of Education. Each criterion for borrower defense repayment aims to protect students who have been misled or harmed by their educational institution's actions.
2. Gainful Employment: The gainful employment rule requires career training programs to pass a debt-to-earnings measure to prove graduates make enough to pay off their federal student loans, and that at least half of them outearn typical workers in their state who have only a high school diploma.
3. Biden Administration Loan Forgiveness: The **Biden** administration is expected to move to **forgive** the student debt of tens of millions of borrowers as soon as October.

TRUTH: None of the above solves the actual problem!!

WHAT IS THE ACTUAL PROBLEM??

According to a survey of 1,268 U.S. business leaders, 64% have concerns about hiring recent college graduates. Some of the concerns include:

1. Less than half of California Highschool graduates are proficient at reading.
2. Math proficiency drops to less than 35%
3. Overall proficiency statistics have continued to decline since 2015.

PHARMACY INTERNS REAL STORY
GEORGE MASON QUALIFIED

WHAT are Business Leaders Seeing?

Communication skills:

70% of business leaders who believe recent college graduates are unprepared for the workforce say it's due to a lack of communication skills.

Willingness to learn:

Nearly two-thirds (65%) of hiring managers surveyed believe that recent college graduates are entitled, and 63% think they get offended too easily.

54% say they don't respond well to feedback.

WHAT are Business Leaders Seeing?

Productivity/Result Driven:

65% of business leaders believe graduates have a lack of strong work ethic. Unrealistic salary expectations (84%), a worse work ethic (79%) and entitlement (75%) are all weighing on these leaders' minds, the data suggests.

Emotions in the Workplace:

As many as 82% of workers ages 19-25 want Mental Health Days.

There is much more data available and many opinions!

So.... What do we do?

Job Placement in a Challenging, New Environment!

Job Placement is a critical factor for all of us. The private school sector is better positioned to turn this existing situation into an opportunity.

GOALS:

MAKE OUR GRADUATES IRRESISTABLE CANDIDATES!!

MAKE THE JOB OPPORTUNITIES IRRESISTABLE AND ABUNDANT!

NOTE: THE BUSINESS COMMUNITY IS LARGELY DISCONNECTED FROM EDUCATION, ESPECIALLY SINCE THE PANDEMIC. AS LEADERS, ITS UP TO US TO RESTORE AND REBUILD THE ALLIANCES BETWEEN BUSINESSES AND EDUCATIONAL INSTITUTIONS.

Job Placement in a Challenging, New Environment!

HOW DO WE CREATE IRRESISTABLE CANDIDATES?

1. GIVE THE EMPLOYERS WHAT THEY ARE BEGGING FOR- GRADUATES WITH:

- a) GOOD COMMUNICATION SKILLS
- b) A STRONG DESIRE TO LEARN AND CONTINUE TO IMPROVE
- c) PRODUCTIVE RESULT DRIVEN WORK ETHIC
- d) POSITIVE, CAN DO ATTITUDE
- e) HIGH PURPOSE FOR THE JOB/CAREER
- f) SKILLS TO ACTUALLY DO THE JOB TASKS REQUIRED

SO WHERE DO WE START?

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HOW DO WE CREATE IRRESISTABLE CANDIDATES?

2. GET EMPLOYERS INVOLVED WITH YOUR SCHOOL AND TALKING ABOUT WHAT CHARACTERISTICS THEY NEED/WANT. THEY ARE THE OPINION LEADERS FOR THE STUDENTS. STUDENTS WILL LISTEN TO BUSINESS LEADERS REGARDING:

- a) GOOD COMMUNICATION SKILLS
- b) A STRONG DESIRE TO LEARN AND CONTINUE TO IMPROVE
- c) PRODUCTIVE RESULT DRIVEN WORK ETHIC
- d) POSITIVE, CAN DO ATTITUDE
- e) HIGH PURPOSE FOR THE JOB/CAREER
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3. DEVELOP THE BUSINESS RELATIONSHIPS AND GET INTRODUCED TO THE BUSINESS ASSOCIATION OPINION LEADERS, THAT RELY ON THE BUSINESSES. GET THEM TO SPEAK AT YOUR SCHOOL ABOUT:

- a) GOOD COMMUNICATION SKILLS
- b) A STRONG DESIRE TO LEARN AND CONTINUE TO IMPROVE
- c) PRODUCTIVE RESULT DRIVEN WORK ETHIC
- d) POSITIVE, CAN DO ATTITUDE
- e) HIGH PURPOSE FOR THE JOB/CAREER
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4. TEAM UP WITH THE BUSINESSES AND THE ASSOCIATIONS TO SPEAK AT THE HIGHSCHOOLS. WHAT DO MOST KIDS FROM HIGHSCHOOL WANT= \$\$\$\$. TALK ABOUT THE FACT THAT THESE SKILLS LEAD TO \$\$\$:

- a) GOOD COMMUNICATION SKILLS
- b) A STRONG DESIRE TO LEARN AND CONTINUE TO IMPROVE
- c) PRODUCTIVE RESULT DRIVEN WORK ETHIC
- d) POSITIVE, CAN DO ATTITUDE
- e) HIGH PURPOSE FOR THE JOB/CAREER
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SO WHERE DO WE START?

**IT REALLY STARTS WITH US AND
OUR MINDSET! LETS TAKE THE
LEADERSHIP ROLE!**

**NOTE: IF WE DON'T, WE MAY NOT BE
HAPPY WITH THE LEADERS THAT
ARE BEING LISTENED TO.**

**CAPPS: TOGETHER WE CAN MAKE A
BIG DIFFERENCE FOR THE NEXT
GENERATIONS!**