

# The Cross-Disciplinary STEM Core: Implications for Technician Education

October 10, 2023 • Hope Cotner, President/CEO, CORD

## **About CORD**

A national nonprofit organization



### **Core tenets:**

- Connecting the classroom to the workplace through contextual and cross-disciplinary instruction
- Designing seamless pathways from secondary to postsecondary to career
- Facilitating industry-education collaboration to ensure America's technicians are globally competitive

## Agenda

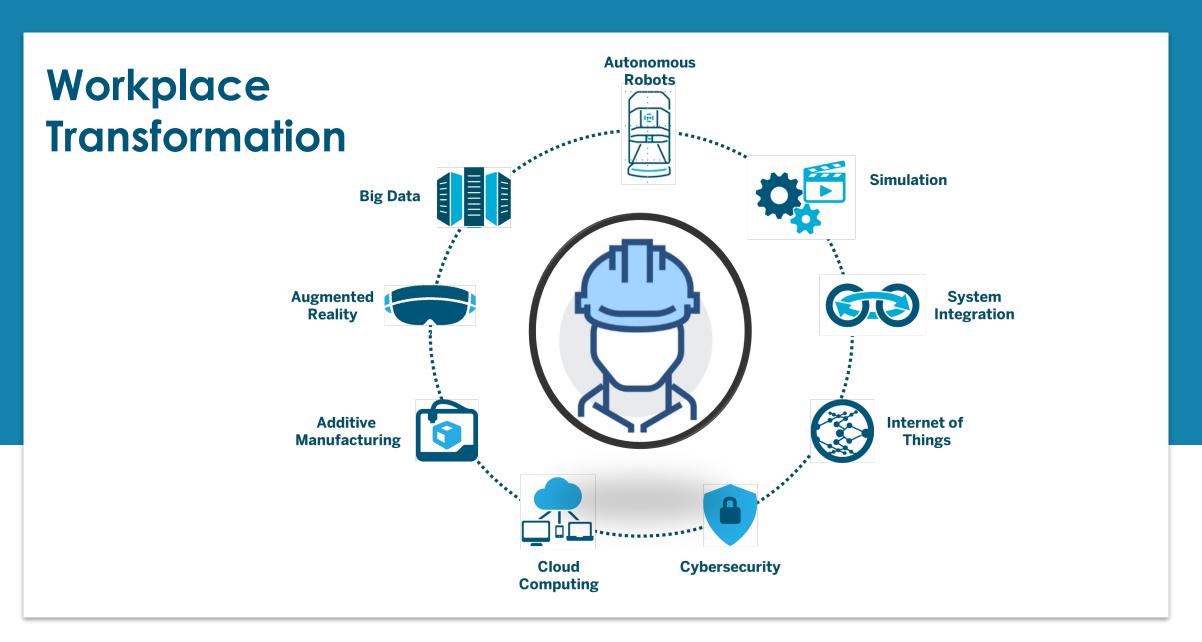
- Background Preparing Technicians for the Future of Work
- The Cross-Disciplinary STEM Core
- Tools for Local Adoption/Implementation
- NCyTE and CSSIA Facilitate Cross-Disciplinary Collaboration
- CyAD Conference Takeaways/Resources
- Cyber Awareness Reports and Resources



# **Evolving Workplace**

- Nature of work changing at unprecedented speeds
- Technology advancements in machine learning, AI, IoT, and robotics eliminating some jobs, creating others
- Work is more cross-disciplinary every day
- Technicians sit at the center of much of this disruption
- Career paths are continuously evolving
- Education must keep up





### Reskilling needs



4 4 %

of workers' core skills are expected to change in the next five years



## **Project Mission**

Enable the NSF-ATE community (2-year colleges) to collaborate regionally with industry partners, within and across disciplines, on the transformation of associate degree programs to prepare US technicians for the work of the future

Preparing Technicians for the FUTURE OF WORK

preparingtechnicians.org





## **Project Goals**

- 1. Empower community colleges to prepare technicians for work of the future.
- 2. Promote regional collaboration between community colleges and industry to determine the technical demands of work of the future.
- 3. Support ATE Regional Networks focused on technician education for work of the future.
- 4. Foster adoption of Cross-disciplinary STEM Core to maximize impact on technician education.



## **Driving Questions**

- How is new technology changing what technicians need to know and be able to do?
- What new advanced technologies are rapidly being adopted?
- What new knowledge and skills are needed? Are there any that all STEM technicians need?
- How will colleges teach new knowledge and skills in existing technical associate degree programs?



# Identifying What Future Technicians Need To Know

#### Sources:

- Industry site visits/interviews
- Focus groups with ATE faculty and national/ international industry advisors
- Regional convenings of educators and industry
- Subject Matter Experts across
   14.0 technologies
- Review of current research

Iterative Process

**Results**: Prioritized lists of knowledge and skills within three broad skill areas



## "Future Proofing" STEM Technicians

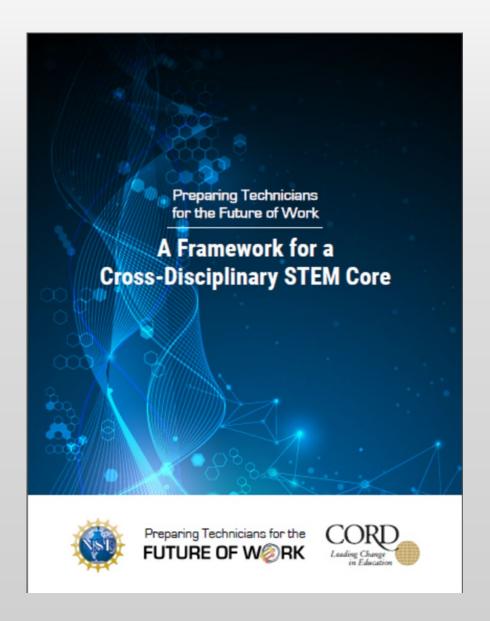
### **Cross-Disciplinary STEM Core:**

Skill Area 1: Data Knowledge and Analysis

Skill Area 2: Advanced Digital Literacy

Skill Area 3: Business Knowledge and Processes

## Framework for a Cross-Disciplinary STEM Core



## DATA KNOWLEDGE AND ANALYSIS

Manipulating and interpreting data to resolve issues and using Excel and other common software proficiently to accomplish tasks

Analytics tools

Computational thinking

Data analysis

Data backup and restoration

Databases

Data fluency

Data life cycle

Data management

Data modeling

Data storage

Data visualization

Query languages

Spreadsheets

Statistics

## ADVANCED DIGITAL LITERACY

Understanding digital communications and networking, cybersecurity, machine learning, sensors, programming, and robotics at a higher than introductory level

Artificial intelligence/ machine learning

Automation/robotics

Basic programming

Cloud literacy

Digital fluency

Digital twins

Edge computing

Function block diagram programming

Human-Machine Interface (HMI)

Internet of Things (IoT)

Network architecture

Network communication

Security controls

## BUSINESS KNOWLEDGE AND PROCESSES

Understanding the value chain and business practices of an enterprise and applying principles of ethical adoption of new technologies

Business cycles

Blockchain

Communication

Continuous process improvement

Customer/stakeholder analysis

Entrepreneurship

**Ethics** 

Lean processes

Logistical chains

Market trends

Overall Equipment Efficiency (OEE)

Return on Investment (ROI)

Risk management

Supply and demand

Vertical and horizontal integration

## Skill Sets within Data Knowledge & Analysis

- Computational thinking
- Data analysis
- Statistics
- Analytics tools
- Data visualization
- Data fluency
- The data life cycle

- Data management:
  - Data storage
  - Spreadsheets
  - Data modeling
  - Databases
  - Query languages
  - Data backup and restoration

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Data visualization

Query languages

Spreadsheets

Statistics

## Skill Sets within Advanced Digital Literacy

- Artificial Intelligence/ machine learning
- Automation/robotics
- Basic programming
- Cloud literacy
- Digital literacy/fluency
- Digital twins
- Edge computing

- Human-Machine Interface
- Internet of Things (IoT)
- Network architecture
- Network/device communication
- Security controls

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# Skill Sets within Business Knowledge & Processes

- Continuous process improvement
- Customer/ stakeholder analysis
- Entrepreneurship
- Ethics
- Lean processes
- Market trends

- Overall Equipment Efficiency (OEE)
- Return on Investment (ROI)
- Risk management
- Supply chains
- Supply and demand
- Vertical and horizontal integration

#### BUSINESS KNOWLEDGE AND PROCESSES

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Risk management

Supply and demand

Vertical and horizontal integration

Which skill sets in the Cross-Disciplinary STEM Core are most important to your employer partners?

Where are they currently being taught?



# Steps for Adopting the Cross-Disciplinary STEM Core

What could make faculty more comfortable integrating topics that are outside their discipline?





# Adopting the Framework for a Cross-Disciplinary STEM Core

## A Toolkit for Action



Preparing Technicians for the **FUTURE OF WORK** 





## 6 Concrete Steps Toward Framework Adoption

**STEP 1:** Recruit a Cross-Disciplinary STEM Implementation Team

**STEP 2:** Convene Employers to Prioritize Topics

**STEP 3:** Determine Curriculum Gaps and Integration Points

**STEP 4:** Develop Real-World Scenarios

**STEP 5:** Facilitate Professional Development Opportunities

STEP 6: Support Systemic Change



#### **How to Use This Toolkit**

This Toolkit provides colleges with actionable steps and practical tools which can be adapted to facilitate the adoption of the Cross-Disciplinary STEM Core Framework in a local context. Each step begins with an introduction and a checklist. The checklist helps colleges assess their readiness for action. Each step offers a series of recommended actions supported by tools and templates for colleges to use.

#### **Steps for Adopting the Framework**

**Recruit a Cross-Disciplinary STEM Core Implementation Team** 

**Convene Employers** to Prioritize Topics

**Determine Curriculum Gaps** and Integration Points

Develop Real-World Scenarios

**Participate in Professional Development Opportunities** 

**Support Systemic Change** 

3

**Recruit a Cross-Disciplinary STEM Core Implementation Team** 

The first step to implementing A Framework for a Cross-Disciplinary STEM Core is to recruit a team that spans technical specializations across the college. First, meet with faculty across program areas to introduce the Framework. At this meeting, solicit volunteers to serve on the team. Next, host a team meeting to review the toolkit, lay out a timeline for adopting the steps and elect a team lead or chair to help shepherd the implementation of the Framework and facilitate future meetings.

The Implementation Team should include the following members:

- College President: The President (or their designee) serves as the Executive Sponsor and can drive the necessary changes throughout the institution and engage external stakeholders.
- Instructional Leaders and Faculty Across Disciplines: The individuals that will be doing the legwork on the ground are the instructional leaders and faculty of technician education programs.

**Toolkit for Action** 

Step-by-step Guidance

> Food for Thought

Ready-to-use Tools



The best strategy for adding the Cross-Disciplinary STEM Core into technician programs is to integrate relevant lessons into existing courses rather than attempting to add new courses. In this step, team members determine where the skill sets are currently taught, if at all, within their programs and identify natural integration points within their courses.

#### Step 3 Checklist

Do you currently teach any of the Cross-Disciplinary STEM Core skill sets in your discipline?

If yes:

Would you be willing to share the content and lesson(s) with faculty from other disciplines?

Would the content and/or lessons need to be modified to share with faculty who may not be subject matter experts?

☐ Yes ☐ No ☐ Depends/Unsure

Are you familiar with the Preparing Technicians for the Future of Work materials available for classroom use, such as instructional cards, podcasts, and/or other resources?

☐ Yes ☐ No

#### Action 3.1

Identify where in the curriculum prioritized skill sets are already being taught.

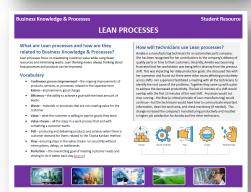
Team members—ideally from multiple programs—examine their existing course content for lessons that could be used to teach the top skill sets prioritized by employers. This should include lessons that can be shared, if needed, with faculty who are not subject matter experts in the discipline. The Implementation Team then collects this information.

TOOL: Cross-Disciplinary STEM Core Curriculum Matrix









## Scenario-Based Instructional Cards

- Designed to infuse existing technical courses with skill sets from the Cross-Disciplinary STEM Core
- Provide short, informative, introductory content for students and an activity instructors can easily facilitate
- Include workplace scenarios in which technicians must apply skills sets from the Cross-Disciplinary Core to solve a problem



#### **SPREADSHEETS**

### **Student Content**

- Exposure to skill set at intro level
- Definition and basic vocabulary
- Workplace scenario in which technician applies the skill set

## What are spreadsheets and how are they related to Data Knowledge & Analysis?

A spreadsheet is a file created using software such as Microsoft Excel to capture, display, and manipulate data arranged in rows and columns. Technicians collect data as part of their normal daily workflow to install and configure systems, diagnose problems, and perform maintenance. Spreadsheets are a convenient and simple tool with which to store this data. Once the data is stored, the technician can use spreadsheet features to analyze data, including summaries, trends, and patterns. Spreadsheets can also be used to create data visualizations.

#### Vocabulary

- CSV the file extension indicating that data will be displayed separated by commas and line breaks; compatible with all spreadsheets
- Data visualization represents information in the form of a chart, diagram, or infographic so that data can be quickly and easily understood
- Export to copy or move data from one program or computer to be saved or imported into another program; exporting can be used to back up and save important data or to move data between versions of a file
- Pivot table a Excel tool used to reorganize and summarize data from specific rows and columns of data, making it easier to spot trends and patterns

- TSV the file extension indicating data will be displayed separated by tabs; used when data is stored in tables
- XLS or XLSX the file extension that indicates a spreadsheet can be opened in Microsoft Excel

#### How will technicians use spreadsheets?

Shanice is a Solar Technician on a solar farm. Recently her company installed sensors on each panel. The sensors collect data including voltage, current, temperature and the amount of sunlight reaching the panel. When there was a problem with the system in the past, Shanice would need to walk through the solar farm and examine each panel to determine which panels were malfunctioning. Now the sensors on the panels transmit readings to a database available on a computer at her workstation. When there is a system problem, Shanice logs into the database, exports the data to a CSV file, or a comma separated file, clicks on "Save As," and selects the "xlsx file" option where it's converted to an Excel spreadsheet. She then can review data that is displayed in with rows and columns (or use the program to create data visualizations) where she can easily spot the specific panel that is the source of the issue. Shanice can go directly to that panel and service it.











#### **SPREADSHEETS**

### **Instructor Content**

- Essential competencies
- Cross-disciplinary skills
- Additional scenarios

#### What are spreadsheets?

A spreadsheet program stores data in a grid of rows and columns and a file in the program may contain multiple worksheets used for organization, analysis, and storage of data in tabular form. Data may consist of numbers, formulas, or text. Spreadsheets have features that enable users to store, analyze, model and visualize data. Common spreadsheets include Microsoft Excel and Google Sheets.

#### **Spreadsheet Competencies**

- Creating spreadsheets
- Performing basic functions, including sums and averages
- Manipulating data cells
- Analyzing data
- Organizing and formatting related data
- Sorting data
- Creating charts
- Importing data from an external source

#### **Cross-disciplinary Skills**

- · Applying computational thinking
- Using basic statistics
- Utilizing analytics tools, such as Excel
- Managing data
- Demonstrating data literacy
- Creating data visualizations
- Communicating the implications of the data

## Advanced Manufacturing Scenario

Mohammed is a Manufacturing Technician for a plastics manufacturing company where he works with an injection molding machine. Mohammed uses an HMI, a touch screen with that allows him to control the machine and track various functions, such as the temperature of the molds and the operation of the hoses. Since maintaining machinery is part of his responsibilities, Mohammed needs to periodically collect data that provides insight into the machine's functioning over time to determine when to do preventive maintenance. When Mohammed's company installed the HMI for his machine, they were able to set up a reporting feature where he can download the data directly into an Excel format. He views the data in rows and columns by date and function and uses that information to determine whether maintenance will be needed to ensure his machine is functioning properly.

## Engineering Technologies Scenario

Lisa is a Materials Technician in a plasma ab where they are studying how to the shrink the size of chips used in electronics. She is responsible for setting up test fixtures, conducting materials and component tests, and collecting data. Lisa needs to share data on her materials testing with her supervisor weekly. She finds charts the most effective way to visually summarize the data. To accomplish this, the tracks and stores data daily exported to an Excel spreadsheet. On Fridays, Lisa creates charts by highlighting the data she wants to share, clicking on "Insert-Recommended Chart" and then selecting Bar or Pie charts. She then emails them to her supervisor or prints them out before discussing the week's testing results.

# Continuum of Cross-Disciplinary Collaboration

#### Level 1:

Great Starting
Point

#### Level 2:

Expands Cross-Disciplinary
Teaching

#### Level 3:

Truly Cross-Disciplinary

- Use existing resources
- Teach the content yourself
- Introduce students to crossdisciplinary thinking with scenarios

Requires less time and fewer resources

- Work with a faculty member in a different discipline
- Team teach an existing card
- Highlight examples of the skill area being used in each other's field

Requires more time

- Work with faculty in a different discipline
- Co-develop cross-disciplinary scenarios
- Design project-based learning
- Bring employers from different fields to the table

Requires more time and resources



## NATIONAL CYBER WORKFORCE AND EDUCATION STRATEGY

Unleashing America's Cyber Talent

JULY 31, 2023

OFFICE OF THE NATIONAL CYBER DIRECTOR EXECUTIVE OFFICE OF THE PRESIDENT





## The Strategy's 4 Pillars:

- 1. Equip Every American
- 2. Transform Cyber Education
- 3. Expand and Enhance
  America's Cyber Workforce
- 4. Strengthen the Federal Cyber Workforce



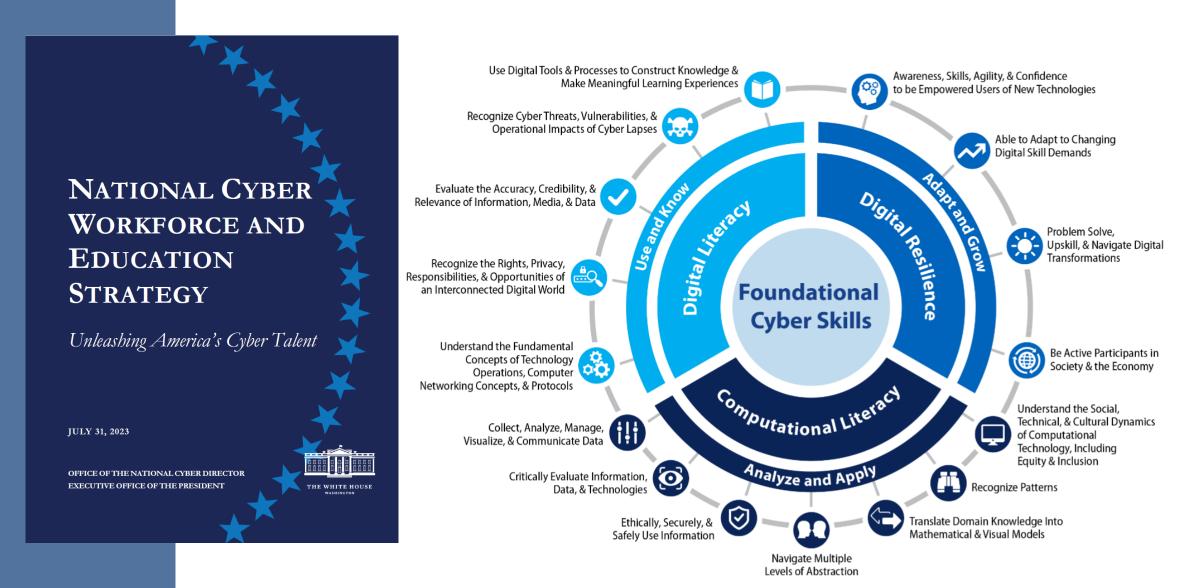


Figure 5. Foundational Cyber Skills (see also Appendix B)

# NCYTE CENTER



# 2023 CyAD Conference

August 1-2, 2023 • Palos Hills, IL

Hosted at:
Moraine Valley Community College













## **CyAD Conference Program Tracks**

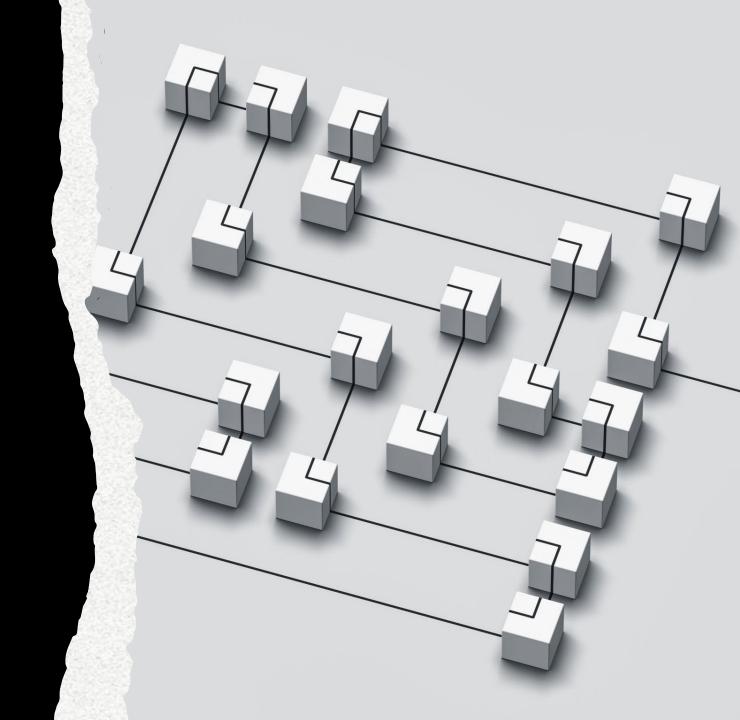
- Automotive and Autonomous Systems
- Business
- Critical Infrastructure
- Healthcare and Life Sciences
- Manufacturing and Automation

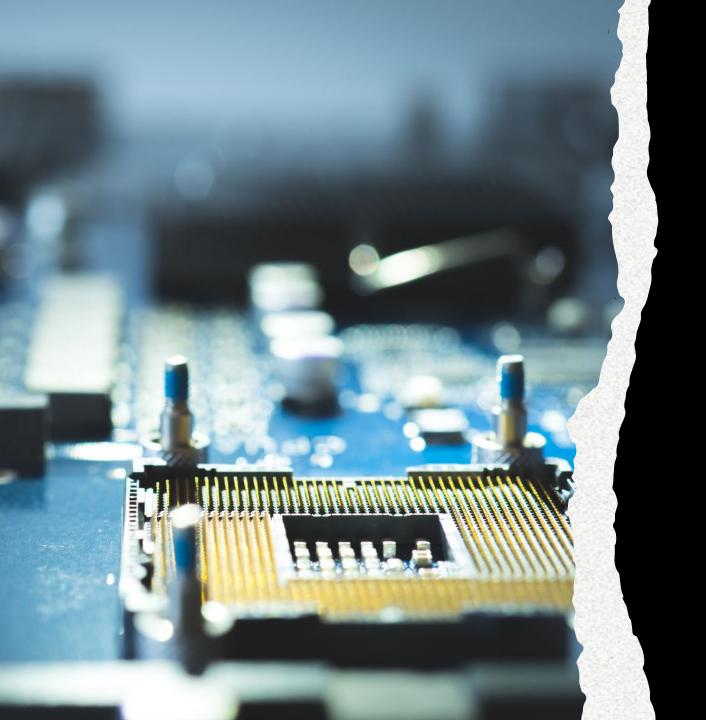


# Why are we all here?

**Data and automation** are rapidly changing the way we live, work and play.

Data systems and Artificial Intelligence (AI) are replacing more and more of the decision making and tasks performed by the technical workforce.

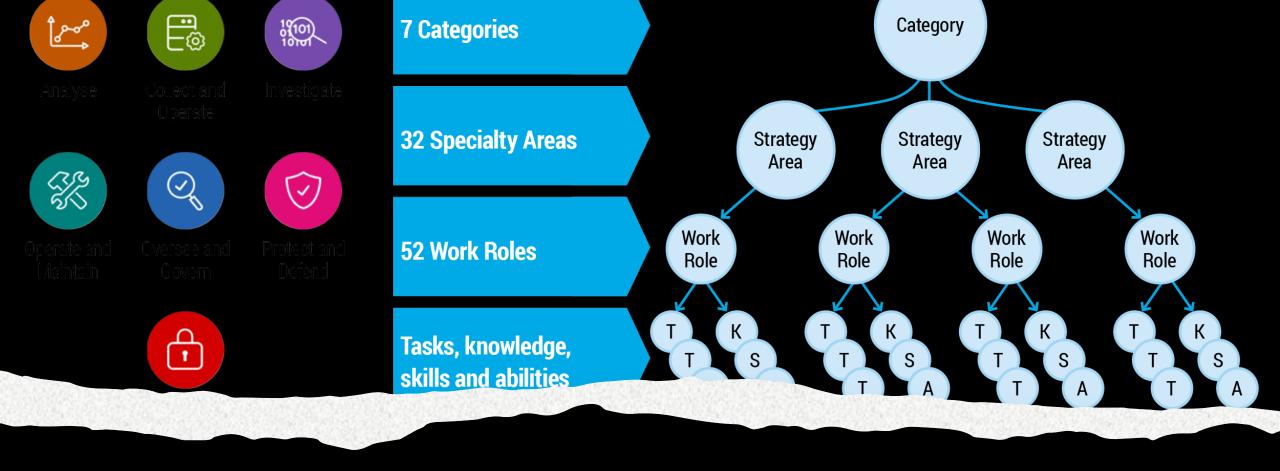




Data Control, Availability, and Integrity

The cybersecurity discipline is primarily concerned with training the technical workforce to control, protect, and maintain the availability of modern data systems and the information they collect, use, and process.





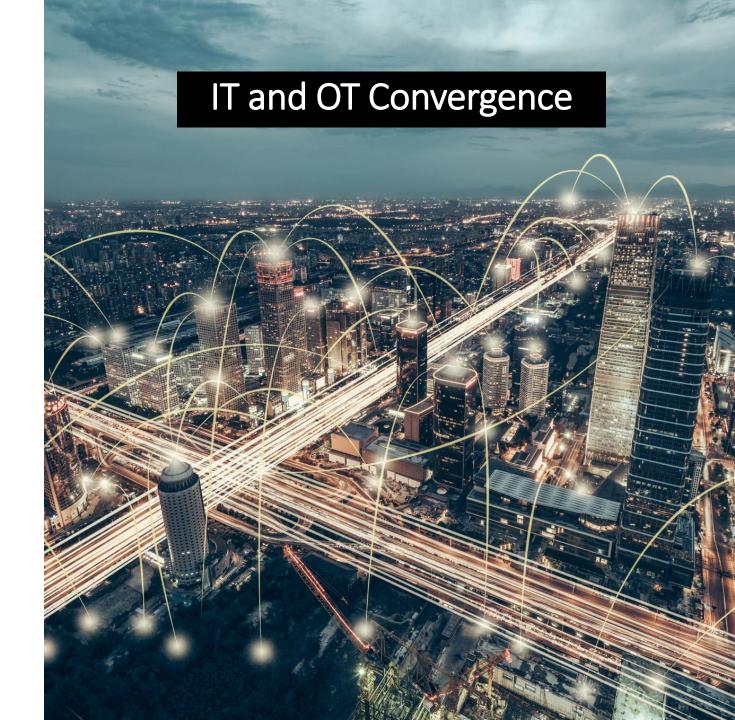
The True Picture

Cybersecurity professionals traditionally focused on information systems.

Today, operational technologies are indistinguishable from information technologies.

This will require both the cybersecurity technical workforce and the operational technology workforces to work together.

Cybersecurity needs OT! OT needs Cybersecurity!



## The Relevance of Cybersecurity in Healthcare







#### **Cybersecurity Risks in Healthcare**

The healthcare industry faces a number of cybersecurity risks, including:

- Data breaches that compromise sensitive patient information.
- Ransomware attacks that can shut down critical systems and prevent patient care.
- Phishing attacks that trick employees into divulging sensitive information or installing malware.

# Mitigating Cybersecurity Risks in Healthcare To mitigate cybersecurity risks in healthcare, organizations can take the following steps:

- Implement strong access controls to limit who has access to sensitive data and systems.
- Regularly update software and operating systems to patch known vulnerabilities.
- Train employees on how to identify and avoid phishing attacks.





## Innovative Cybersecurity Solutions for Healthcare

#### **Case Study 1: Northwell Health**

Northwell Health, a healthcare provider in New York, implemented a comprehensive cybersecurity program that includes advanced threat detection, incident response, and risk management. The program leverages machine learning algorithms to identify potential threats and prevent attacks before they happen.

#### **Case Study 2: Mayo Clinic**

Mayo Clinic, a healthcare organization based in Minnesota, deployed a multi-layered approach to cybersecurity that includes network segmentation, data encryption, and continuous monitoring. The organization also conducts regular security audits and employee training to ensure compliance with industry standards and best practices.

#### **Case Study 3: Cedars-Sinai Medical Center**

Cedars-Sinai Medical Center in Los Angeles implemented a cybersecurity program that includes advanced threat intelligence, network segmentation, and endpoint protection. The organization also conducts regular security assessments and penetration testing to identify vulnerabilities and improve its security posture.





## The Relevance of Cybersecurity in Finance

The Increasing Trend of Cyber Attacks on Financial Institutions

Financial institutions are a prime target for cyber attacks due to the sensitive information they hold, such as personal and financial data. According to a report by Accenture, the number of security breaches in financial services has increased by 480% over the past four years.





#### Why Strong Cybersecurity Measures are Essential

A successful cyber attack on a financial institution can result in significant financial losses, reputational damage, and legal liabilities. Strong cybersecurity measures, such as firewalls, encryption, and multi-factor authentication, are essential to protect against cyber threats and ensure the safety of customer data. It is also important for financial institutions to regularly update their security protocols and provide ongoing training to employees on cybersecurity best practices.







## **Cybersecurity Case Study: Finance**

#### JPMorgan Chase Cyber Attack Prevention

In 2014, JPMorgan Chase suffered a major cyber attack that resulted in the theft of personal information from over 76 million households and 7 million small businesses. In response, JPMorgan Chase implemented several new cybersecurity measures to prevent future attacks.

- Increased spending on cybersecurity by \$250 million annually.
- Established a new team of cybersecurity experts to monitor and respond to threats.
- Implemented two-factor authentication for all employees accessing sensitive data.

These measures have helped JPMorgan Chase prevent further cyber attacks and protect the personal information of its clients.















## The Relevance of Cybersecurity in Government

**Importance of Cybersecurity in Government** 

Cybersecurity is a critical concern for governments worldwide as they increasingly rely on technology to store sensitive data and communicate with citizens. A cyber attack on government systems can have serious consequences, including the theft of sensitive information, disruption of essential services, and even threats to national security.





A successful cyber attack on a government agency or critical infrastructure can have far-reaching implications for national security. It can compromise classified information, disrupt essential services, and even cause physical harm. As technology continues to advance, the threat of cyber attacks on government systems will only increase, making cybersecurity a top priority for governments worldwide.







## The Relevance of Cybersecurity in Technology



Cybersecurity has become increasingly important in modern technology as the world becomes more connected and reliant on digital systems. With the rise of cyber attacks, protecting sensitive information and assets has become a top priority for individuals and organizations alike.

**Data Protection** – One of the key reasons why cybersecurity is important is to protect data from unauthorized access or theft. This includes personal information, financial data, and intellectual property. Without proper cybersecurity measures in place, this information can be compromised, leading to significant financial and reputational damage.

**Network Security** – Another important aspect of cybersecurity is network security. This involves protecting computer networks from unauthorized access or attacks. Network security measures can include firewalls, intrusion detection systems, and encryption protocols. Without proper network security, hackers can gain access to sensitive information or disrupt critical systems.





## **Collaboration Workshops**

### **Incubator Workshops**

- 3 days bring faculty together from multiple disciplines
- Provide structure for collaboration
- Develop scenario-based modules/case studies

### **Working Activity at CyAD**

- Condensed version of incubator; develop nanomodules
- 3-hr session with automotive group on hacking cars
- 3-hr session on water treatment facility infrastructure

#### **myEMATES**

Home

Cybersecurity

Cryptography

CMMC

Networking

Programming

**Mathematics** 

Electronics

EMATE Interactives help students learn difficult concepts using animation. EMATES were first developed under the leadership of Mike Qaissaunee at the Brookdale Cyber Center and Dr. John Sands at CSSIA that started with funding from an NSF Grant (DUE 1601612) and continued with the development of the Ring curriculum. Use the interactive activities to help teach students and to develop their skills in a variety of disciplines.



#### Fall **Features**

Take a look at the new EMATES created and posted this fall



## myemates.org

Virtual Private Networks



#### Formatting

## **Encryption and Data Formatting**



### **E-Mate Interactive Activity**





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## **Privacy Tenets**



### **E-Mate Interactive Activity**





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Restart

Back

Next



#### TWO WEEKS AWAY!

Cybersecurity Career Week
October 16-21, 2023
nist.gov/nice/ccw

Cybersecurity Career Week is a campaign to promote the discovery of cybersecurity careers and share resources that increase understanding of the multiple learning pathways that lead to those careers

## Resource Toolbox

All the resources:

https://www.cord.org/tracks-cn-oct-10-2023/

Questions about the Cross-Disciplinary STEM Core? Interested in a webinar/workshop for your faculty? Reach out!

**Hope Cotner** 

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