Tech Talent Accelerator 3.0
Kickoff & First Community of Practice

February 19, 2026
Quinnipiac University

BHEF BUSINESS-HIGHER EDUCATION FORUM®

CONNECTICUT Workforce Strategy

NEW ENGLAND BOARD of HIGHER EDUCATION

CONNECTICUT
Workforce Strategy

The Tech Talent Accelerator is made possible due to support from the Connecticut Office of Workforce Strategy.

Agenda

- **Welcome!**
  - *Holly Raider, Dean of School of Business, Quinnipiac University*
  - *Michael Thomas, President, New England Board of Higher Education*
  - *Kelli-Marie Vallieres, Chief Workforce Officer, Connecticut Office of Workforce Strategy*
  - *Senator James Maroney, Connecticut General Assembly*
  - *Candace Williams, Senior Director of the Solutions Lab, Business-Higher Education Forum*
- **Data Overview of AI Impact on CT Jobs, Resources for Program Development**
  - *Madison Myers, Manager of Workforce Partnerships, Business-Higher Education Forum*
- **Grantee Project Introductions**
  - *Facilitated by Sierra Blackwell, Grants and Operations Associate, Business-Higher Education Forum*
- **Updates & Housekeeping**
  - *Robert Merth, Associate Director of Policy and Research, New England Board of Higher Education*

Welcome to Quinnipiac

Quinnipiac
UNIVERSITY

AMBITION
UNLEASHED

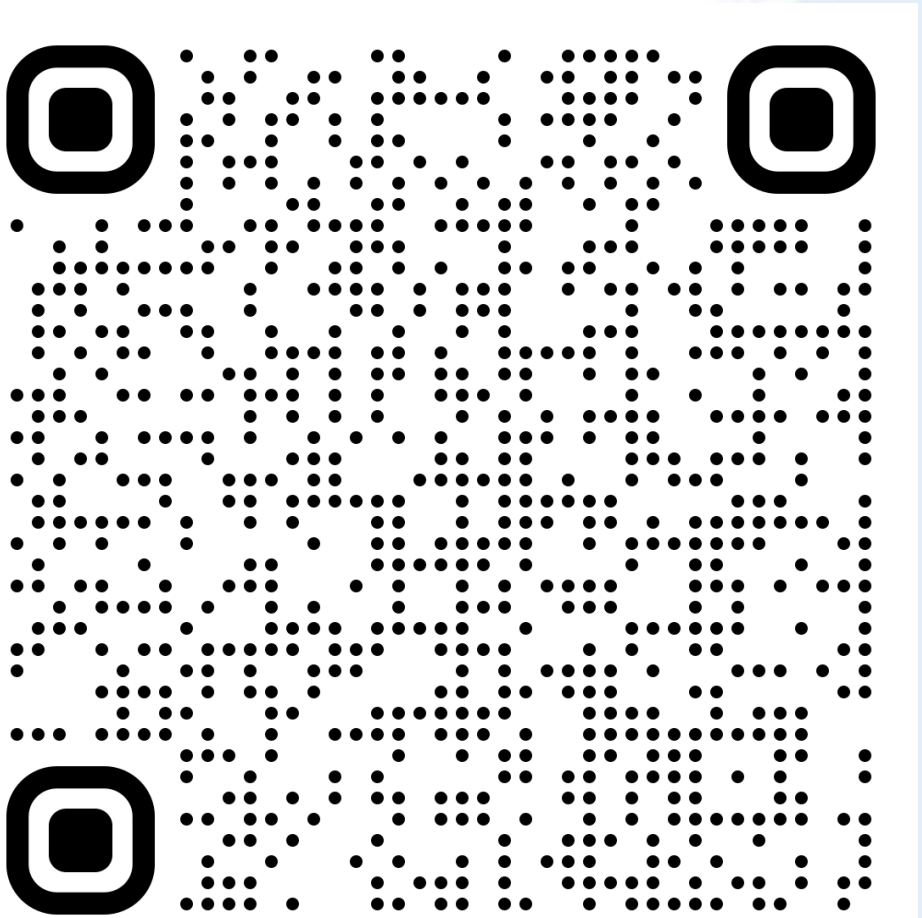
April 16, 2025

The Age Of Artificial Intelligence: Americans Wary Of Impact On Daily Life, See Harm To Education, Benefits To Medical Advances, Quinnipiac University National Poll Finds; Americans Expect AI Will Cause Job Losses But Workers Don't Think Their Own Jobs Will Disappear

Inside the Findings: The Public Wants Colleges to Retain Their Autonomy

A Quinnipiac University poll shared exclusively with The Chronicle shows resistance to federal influence over higher ed is preferred.

October 24, 2025



Thank You

NEW ENGLAND BOARD of HIGHER EDUCATION

Mission: The New England Board of Higher Education advances equitable postsecondary outcomes through convening, research and programs for students, institution leaders and policymakers.

Vision: Our vision is that everyone in New England will have lifelong access to affordable, high-value postsecondary education.

Strategic Priorities:

- **Affordability**: Advance innovative, strategic alliances to increase affordability and financial sustainability.
- **Equity**: Expand equity-focused practices throughout postsecondary education.
- **Alignment**: Expand connections between postsecondary education and high-demand talent needs.

The Business-Higher Education Forum is a national network connecting pioneering corporate and higher education leaders to identify emerging skills and co-develop pathways that address talent gaps.

We empower and catalyze collaborations that deliver accelerated, inclusive, and effective solutions across education and work.

Business and university leaders join BHEF to drive innovation that meets the changing talent needs of learners, workers, and businesses.

BHEF Builds the Inclusive Pathways for the Workforce of the Future

We focus on three goals critical to economic mobility:

Increase learners/earners with high-value skills and credentials aligned to employer needs

Expand access and adoption of work-integrated learning models that inclusively connect and prepare talent

Scale and implement with regional networks and leaders

TTA 3.0: Strengthening CT's Workforce by Advancing Key Priorities

Through strong business-higher education collaborations:

1. **Reskill/Upskill the Tech Workforce for AI Competencies:** Develop short-term postsecondary programs focused on reskilling and upskilling workers for AI-enabled roles in high-demand industries.
2. **Align Postsecondary Training Programs with Industry AI Needs:** Embed industry-recognized credentials and validated KSAs into postsecondary pathways leading to AI-enabled roles in high-demand industries.
3. **Create Pathways to AI Skills for Secondary Students:** Develop dual enrollment pathways and or short-term secondary programs aimed at preparing secondary students in the programming and development of AI technologies.
4. **Expand Work-Based Learning Opportunities:** Integrate experiential learning models that meet learner and employer needs and goals, providing additional feedback loops between the classroom and workplace and strengthening the state's AI talent pipeline.

Landscape Analysis: Data Overview of AI Impact on CT Jobs Resources for Program Development

Today, 1 in 52 jobs in Connecticut request AI skills, up from 1 in 70 a year ago.

11,000 ***40%*** *Increase from year prior*

AI-Enabled Job Postings in CT

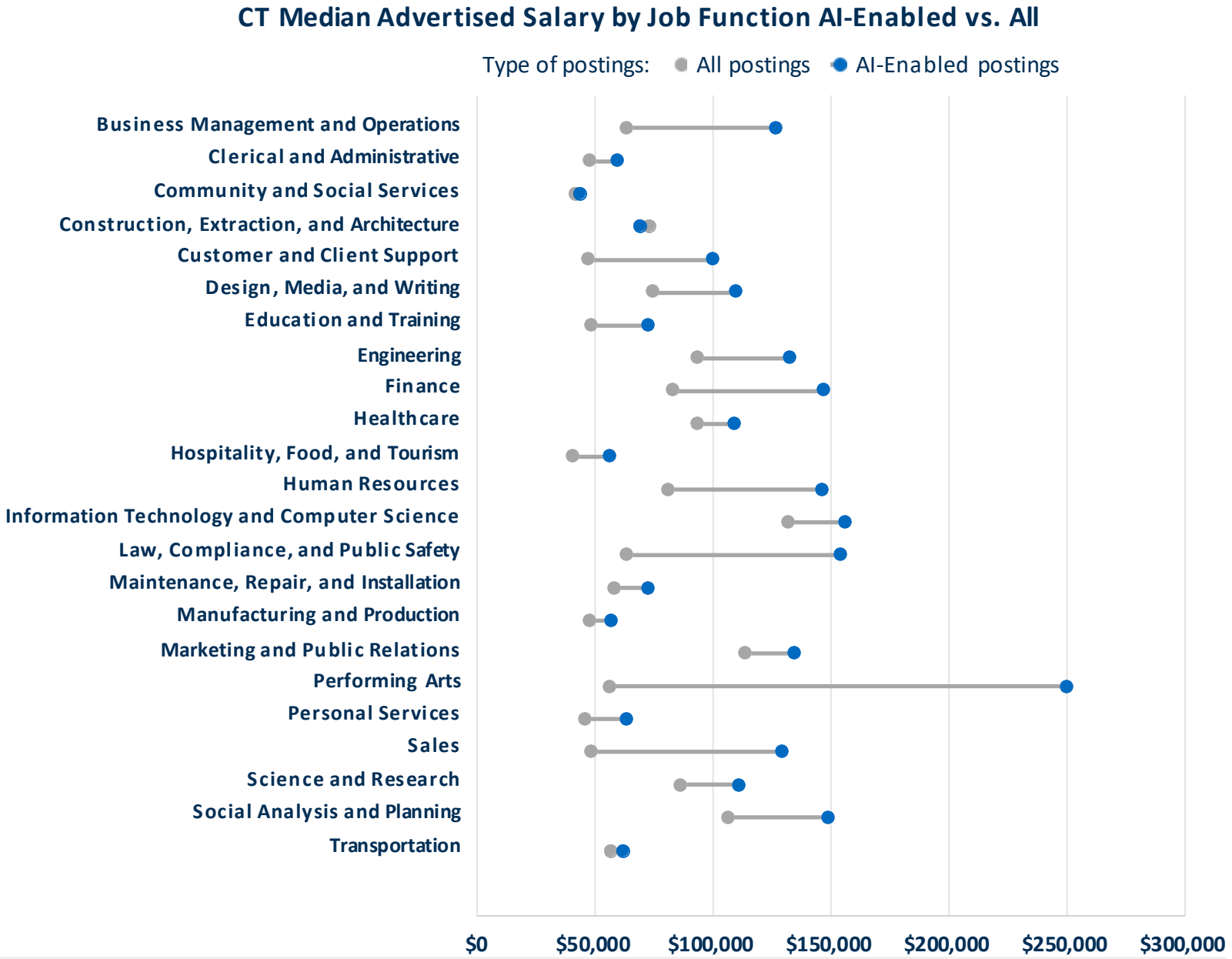
2025

Source: Lightcast

Note: Based on total AI job postings in Connecticut over past year (Aug 2024-2025) for any occupation or industry. 2024 (Aug 2023-Aug 2024)

In CT, AI skills command a significant wage premium, and this trend extends across a wide range of job functions, including business, IT and CS, and healthcare.

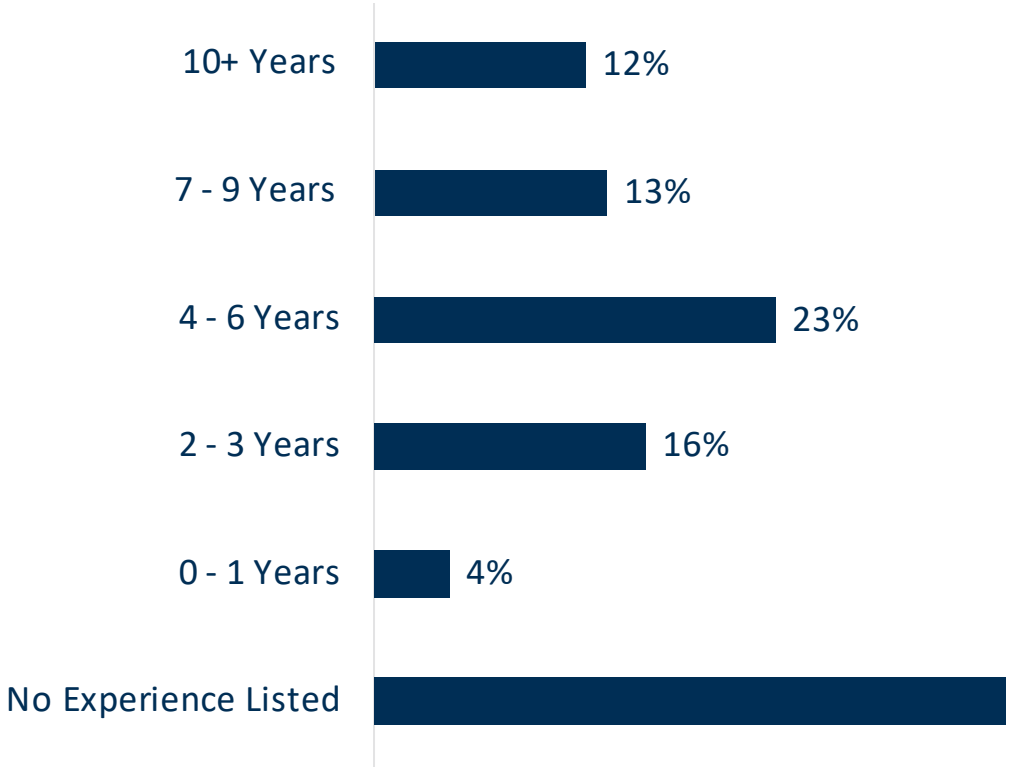
On average, the median advertised salary for an AI-enabled role in Connecticut is $141,000, compared to $62,700 for a non-AI-enabled role.



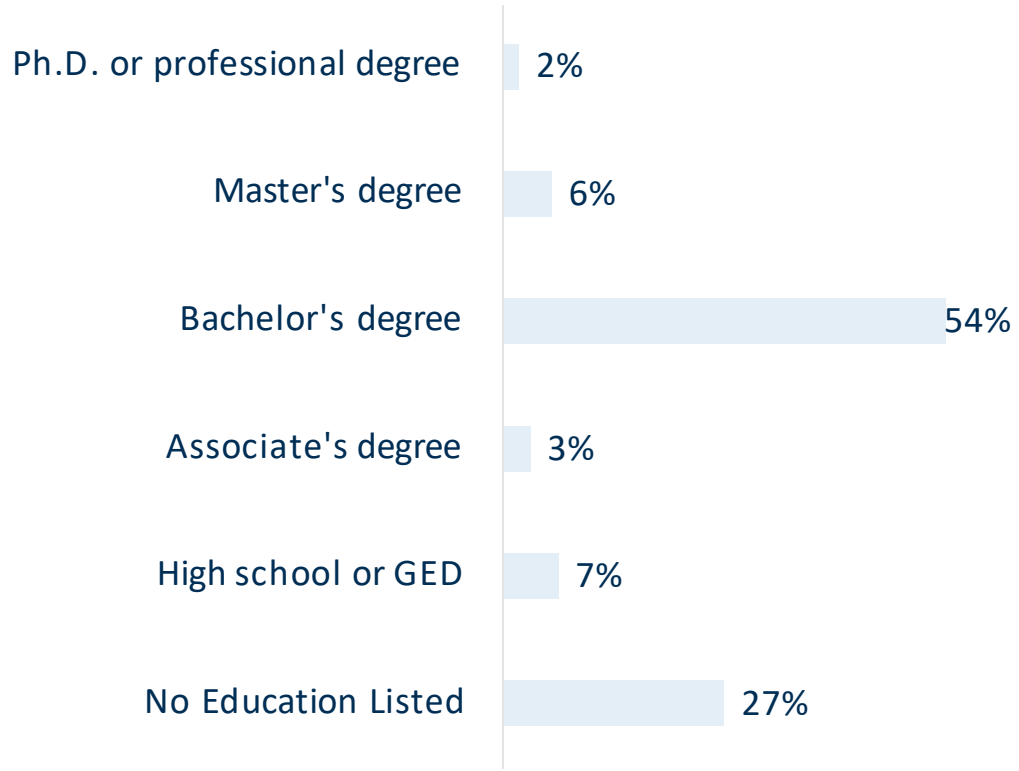
Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

AI-enabled job postings in Connecticut span multiple experience levels butmost require at least a bachelor's degree.

Years of Experience Requested

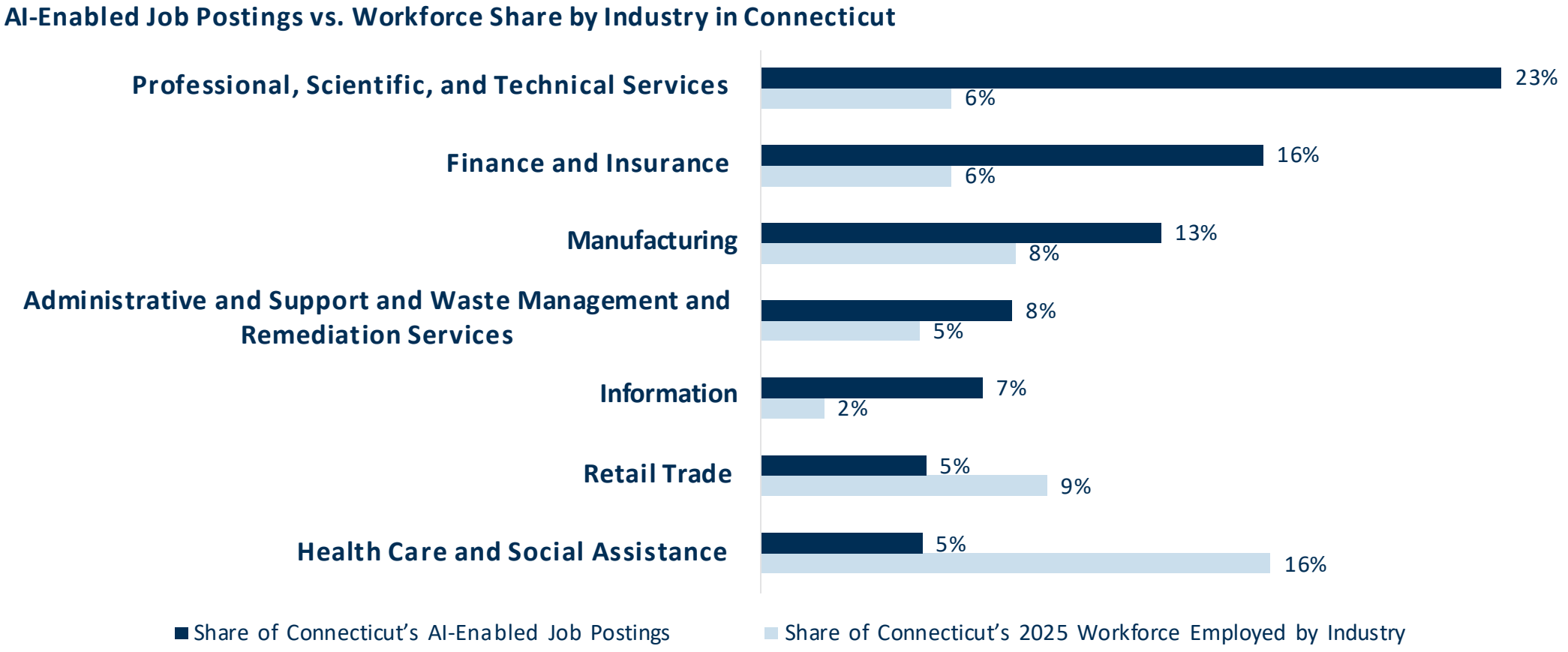


Minimum Level of Degree Requested



Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Connecticut's AI-enabled jobs are overrepresented in Professional Services, Finance and Insurance, Manufacturing, Administrative Support, and Information sectors.



Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Top AI-Enabled Occupations—By Share of Occupation Job Postings

Pervasive Adoption of AI Skills:
>50% of Occupation Job Postings are AI-Enabled

- Artificial Intelligence Engineer
- Data Scientist
- Sales Engineering Manager
- Analytics Manager
- Data Engineer
- Drone Pilot
- Robotics Engineer

Broad Adoption of AI Skills:
21%-49% of Occupation Job Postings are AI-Enabled

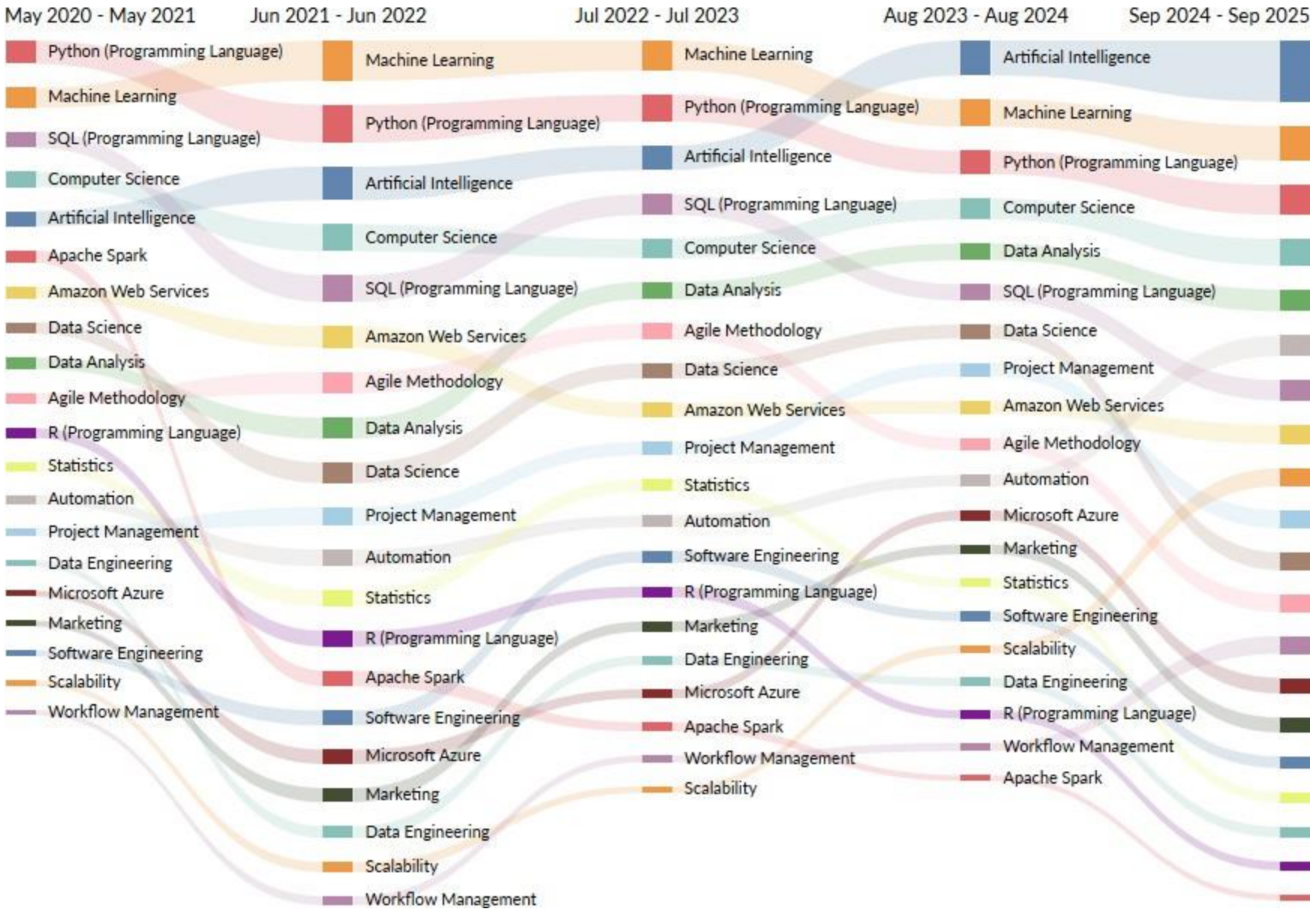
- Mining Engineer
- Mathematician
- Search Engine Optimization Specialist
- Biostatistician
- Software Development / Engineering Manager
- Biostatistics Manager / Director
- Verification Engineer
- Database Architect
- Optical / Laser Engineer
- Chief Information Officer
- Data / Data Mining Analyst
- Statistician
- Financial Quantitative Analyst
- Web Designer
- Communications Professor
- Computer Systems Engineer / Architect

Emerging Adoption of AI Skills:
12%-20% of Occupation Job Postings are AI-Enabled

- Social Science Researcher
- Agile Coach
- Logistics Engineer
- Physical Scientist
- Software Developer / Engineer
- Copywriter
- Geographer / GIS Specialist
- Research and Development Manager
- UI / UX Designer / Developer
- Software QA Engineer / Tester
- Pilot Instructor
- Sales Engineer
- Computer Science Professor
- Risk Analyst
- Product Manager
- Law Professor
- Fraud Examiner / Analyst
- Researcher / Research Associate
- IT Project / Program Manager
- Product Owner
- Digital Content Producer / Manager

Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Over the past five years, employers have consistently prioritized core technical skills, AI, computer science, and data analysis, in AI-enabled postings, while other technical skills have seemingly become outdated, such as Apache Spark, AWS, Agile methodology, R, and statistics.

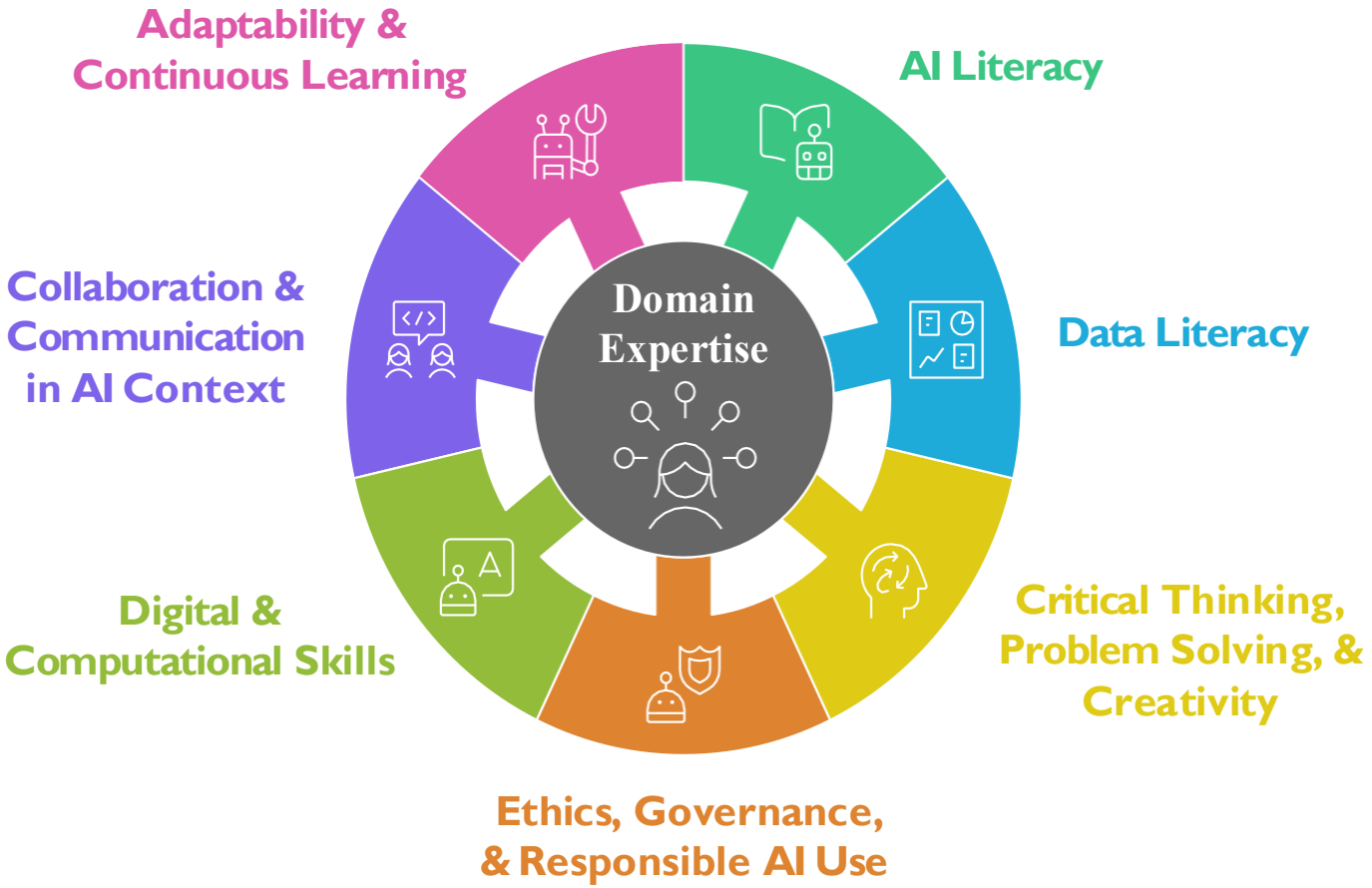


Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

What Competencies do AI-Enabled Professionals Need Across their Career Journeys?

AI is reshaping what professionals need to know, do, and become.

These seven core competencies evolve with your career – from entry-level roles to executive leadership.



What competencies do AI-Enabled Professionals need at different stages of a career?

Competency Category	Aspiring Learner / Career Starter	Emerging Professional	Skilled Practitioner	Strategic Leader	Executive Leader
AI Literacy	Understand basic AI concepts and terminology	Apply AI concepts to tasks; aware of emerging AI tools	Integrate AI into projects and workflows	Shape organizational AI adoption strategies	Guide enterprise-wide AI strategy and investments
Data Literacy	Interpret basic data and visualizations	Use data insights for decisions; recognize bias	Manage and model data for AI insights	Oversee ethical and effective data use	Set data and AI governance frameworks
Critical Thinking, Problem-Solving, & Creativity	Question AI outputs; identify basic risks	Solve problems using AI tools under guidance	Independently select and deploy AI solutions	Lead AI-enabled complex problem-solving	Anticipate systemic AI challenges and opportunities
Ethics, Governance & Responsible AI Use	Recognize ethical issues (bias, privacy)	Practice responsible AI use	Lead responsible AI initiatives in teams	Shape organizational responsible AI policies	Champion public and global responsible AI leadership
Digital & Computational Skills	Use AI-powered applications; basic tech comfort	Modify and optimize workflows with AI	Build/manage AI-enhanced tools	Drive AI-based digital transformation	Architect future-ready digital and AI ecosystems
Collaboration & Communication in AI Context	Explain basic AI concepts to peers	Collaborate in AI-augmented teams	Lead multidisciplinary AI teams	Align AI messaging across business functions	Influence enterprise and public AI narratives
Adaptability & Continuous Learning	Stay curious and open to AI trends	Experiment with new AI tools and methods	Advocate for AI learning among peers	Sponsor organizational AI learning initiatives	Lead industry-wide AI workforce development efforts

TTA 3.0 Pilot Grantee Project Introductions

University of Saint Joseph

UNIVERSITY OF SAINT JOSEPH CONNECTICUT | USJ

CONNECTICUT Workforce Strategy

Project Title: Meet Industry AI Needs through Course Revision and WBL

The University of Saint Joseph, in collaboration with CGI, Charter Oak Health Center, and VRSim, Inc., is launching an innovative initiative to prepare students for the rapidly evolving world of artificial intelligence. This project will:

- Integrate cutting-edge AI competencies—such as Agentic AI into one core Computer Science course (Advanced AI) and the industry-recognized AWS Academy Generative AI Foundations credential into a gen-ed Computer Science Course (Innovation & Technology).
- Transform two Management courses (AI in Business Foundations, Data Visualization and Business Storytelling) to highlight how AI is revolutionizing modern business operations and data visualization.
- Offer students hands-on, AI-focused work-based learning experiences through internships, industry-led capstone projects, the CGI Consulting Challenge, and the Day of Coding event.

The project targets all undergraduate students but focus more on Computer Science students and Business Administration students. While both CGI and VRSim will advise on AI knowledge and skills, all the three business partners are committed to provide internships to project participating students. This collaborative effort ensures that graduates are equipped with practical, industry-relevant AI expertise, positioning them for success in a technology-driven future.

- **Business Partner(s): CGI, Charter Oak Health Center, VRSim Inc.**
- **Industry Focus: IT, Business, Healthcare**
- **Priority Area(s): Updating degree pathways, WBL**
- **Target Learner Population: 113 (with duplication). Deduplicated: 94**

Project Stage (e.g., planning, design, launch, scaling): launch.

CONNECTICUT COLLEGE

CONNECTICUT Workforce Strategy

Building AI-Fluency in Business Education: A Connecticut College-Accenture Partnership

Connecticut College, in partnership with Accenture, will integrate applied artificial intelligence (AI) competencies into three courses spanning accounting and entrepreneurship: Intermediate Accounting I – Information Systems, Auditing and Risk (ACC 242); Intermediate Accounting II – AI in Financial Reporting and Audit (ACC 243); Entrepreneurship I – Venture Incubator (ENT 201). Together, these courses will introduce students to AI-enabled analytics, financial analysis, and entrepreneurial decision-support tools, equipping learners with the analytical, evaluative, and decision-making capabilities increasingly required across finance, accounting, and innovation-driven fields. Accenture will advise on AI knowledge, skills, and abilities to embed in the curriculum.

- **Business Partner(s): Accenture**
- **Industry Focus: Driving digital transformation across industries**
- **Priority Area(s): Integrating AI competencies into courses spanning accounting and entrepreneurship**
- **Target Learner Population: Sophomores, Juniors and Seniors at Connecticut College**

Project Stage: Design/Launch

University of New Haven

BS in Cybersecurity with AI for Cybersecurity Concentration

The University of New Haven—the only National Center of Academic Excellence in Cyber Operations (CAE-CO) in Connecticut and the entire Northeast, and one of only 12 institutions nationwide with this designation—in partnership with Travelers, will launch a new AI for Cybersecurity concentration within the BS in Cybersecurity program. The curriculum is intentionally designed to align with and fulfill the Knowledge Units required for the emerging National Centers of Academic Excellence in AI-Cyber (NCAE-AI Cyber) designation, embedding machine learning for security, AI-driven threat detection, data science foundations, and trustworthy AI practices. This initiative directly addresses Travelers' growing need for AI-literate cybersecurity talent and advances TTA 3.0 priorities in reskilling/upskilling, degree pathway modernization, dual-enrollment expansion, and supervised work-based learning, creating a scalable, employer-validated talent pipeline for Connecticut's insurance and financial services sectors.

- **Business Partner:** Travelers Insurance
- **Industry Focus:** Insurance, Cybersecurity, and Financial Services
- **Priority Area(s):** Reskilling/upskilling, updating a degree pathway, dual enrollment, and WBL
- **Target Learner Population:** BSc cybersecurity majors, Working professionals, Connecticut high school students

Project Stage (e.g., planning, design, launch, scaling): Planning & Design

QU – Department of Lifelong Learning

Continuing Education Course: *AI for Business Innovation in Healthcare*

Project Summary: QU Department of Lifelong Learning, in partnership with the School of Computing and Engineering and faculty experts from other QU schools and disciplines, will offer 2 sessions of a 7-week online, synchronous learning course to participating organization employees and interested individual members of the public. Learning outcomes include employing core AI concepts and tools, explaining data concepts and types, applying AI to improve efficiency and business outcomes, and building confidence in effective and responsible AI use. Participants will earn a Google AI Essentials Certificate, a QU micro-credential, and design a concrete AI use case for their organization and take back an implementation plan to advance responsible and ethical AI adoption within their organization. Course completion counts as credit for prior learning towards a QU degree.

- **Business Partner(s):** Access Health CT, Masonicare, Wheeler Health, Gaylord Specialty Healthcare, Medtronic,
- **Industry Focus:** Healthcare Providers
- **Priority Area(s):** Upskilling for responsible technological adoption of AI to meet organizational goals
- **Target Learner Population:** Administrators, clinical staff, IT staff, policy makers, process/project managers (no specific computer or technical skills needed)

Project Stage: Registration and marketing outreach launched. Designing content with faculty leads.

Fairfield University

CONNECTICUT Workforce Strategy

Fairfield UNIVERSITY

AI Generated Tools for Human Generated Care

Advance Practice Registered Nurses (APRNs) and Registered Nurses (RNs) face a growing skills gap as AI adoption in nursing and advanced practice roles outpaces clinicians' training, leaving nurses underprepared to use AI-enabled documentation and decision-support tools safely, effectively, and ethically.

Fairfield University, in partnership with Stamford Health, will survey and analyze real clinical workflows and existing AI-enhanced tools (e.g., Epic EMR) to identify gaps between current practice and workforce needs, ensuring AI competencies are aligned with practical, employer-driven requirements in nursing education.

Informed by the survey, the Pilot project will deliver hands-on AI workshops and embedded coursework focused on AI-driven documentation, clinical decision support, and legal/ethical considerations, enabling nursing students and practicing clinicians to gain applied experience and earn a digital badge certifying industry-relevant AI competency. Supplementally, this will lead to the development of an AI-generated and AI-enabled documentation tool to be tested by undergraduate and graduate nursing students in the skills labs at the Egan School of Nursing and Health Studies.

- **Business Partner: Stamford Health**
- **Industry Focus: Healthcare**
- **Priority Area(s): reskilling/upskilling, and updating a degree pathway**
- **Target Learner Population: Advanced Practice Registered Nurses (APRN) and Registered Nurses (RN)**

Project Stage: planning

Southern Connecticut State University (SCSU, OWLL)

CONNECTICUT Workforce Strategy

AI+Quantum in Manufacturing

Project Summary:

SCSU's Office of Workforce & Lifelong Learning (OWLL) and partners will address a critical AI talent gap in Connecticut's manufacturing sector by upskilling incumbent workers in applied AI and emerging quantum technologies. The project refines and expands an existing AI in Manufacturing digital credential training program, adding dual process tracks and a new Quantum in Manufacturing 101 course leveraging NVIDIA's quantum-computing resources, to ensure training reflects real-world operational needs. Focused on upskilling for manufacturing professionals, the employer-driven program includes cross-functional capstone projects grounded in authentic manufacturing use cases, with partners providing curriculum co-design, employee enrollment, outreach, and validation to ensure workforce impact and scalability.

- **Business Partners: Nucor**, **Quinnipiac Chamber of Commerce**, **Greater New Haven Chamber of Commerce**, and **NVIDIA**
- **Industry Focus:** Manufacturing
- **Priority Areas:** Industry-alignment
- **Target Learner Population:** Manufacturing professionals at varying levels

Project Stage: Planning

College of Engineering, University of Connecticut

CONNECTICUT Workforce Strategy

UCONN COLLEGE OF ENGINEERING

AEGIS: AI-Enabled Guided Intelligent Systems

Project Summary: A cross-disciplinary, industry-inspired microcredential that teaches CT's engineering workforce how to design, deploy, and govern AI workflow agents that automate routine and advanced engineering tasks, such as data cleaning, report generation, anomaly detection, design-of-experiments planning, and document compliance checks, using a combination of open-source and enterprise-ready toolchains. The project directly advances the Tech Talent Accelerator 3.0 objective of increasing the supply of Connecticut workers with applied AI skills, particularly in engineering-intensive sectors where AI-enabled automation is rapidly transforming job requirements.

1. Explain what agentic AI is and how it differs from conventional generative AI tools.
2. Analyze engineering workflows suitable for agent-based automation.
3. Write effective system prompts and instructions that control engineering agents.
4. Evaluate the data readiness of an engineering environment for agent integration.
5. Build, test, and iterate on a no-code AI agent connected to engineering documents.
6. Describe multi-agent orchestration patterns and when they are appropriate.
7. Identify security risks specific to agentic systems and apply practical safeguards.
8. Navigate regulatory and compliance requirements for AI use in engineering.
9. Design a complete agent deployment blueprint for a real workplace process.
10. Communicate the value and risks of agentic AI to colleagues and leadership.

Business Partner(s): Pratt & Whitney, Engineering & MFG Industry, AWS, Microsoft
Industry Focus: Engineering/Manufacturing
Priority Area(s): reskilling/upskilling
Target Learner Population: Engineering workforce

☑ **Project Stage: Design**

Thank you!

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“The Business-Higher Education Forum’s mission is the challenge of our time. We must close the gap—the economic gap, the skills gap, and the opportunity gap—but we can only do it together.

We sit at the crossroads of the challenge.”

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