HCT 2.0 Evolutionary Path:
Learning for All, Working by Choice
HCT 2.0 Evolutionary Path
The UAE’S largest Applied Higher Education Institution

Higher Colleges of Technology (HCT) has transformed the educational landscape, starting from humble beginnings in 1988 to become the largest national human capital provider in the UAE.
1. OUR LEADERSHIP ASPIRATIONS

Towards a sustainable knowledge-based economy driven by an empowered private sector...

With HCT being the largest provider of national human capital...

2. FUTURE TRENDS IN TECHNOLOGIES & THE JOB MARKET

Preparing the iPad generation for the 21st century...

Mega trends in science and technology evolving the job market in an unprecedented manner and significantly impacting the changing mix of jobs...

- Of fresh graduates employed were Emiratis: 33%
- Of employed Emiratis work for private sector: 5%
- Of employed Emiratis work for private sector: 33%
- Of employed Emiratis work for private sector: 45%
- Of employed Emiratis work for private sector: 70%
- Of Employers in Abu Dhabi noted the lack of technical skills in newly recruited graduates: 65%
- Of adults demonstrated proficiency in problem-solving in technology-rich environments: 6%
- Of 1st graders today will work in jobs which do not exist today: 65%
- Of employers indicated that new graduates lacked work related skills: 45%

Source: ADEC Graduate Employer Survey 2015
HCT REFOCUSING ON THE ORIGINAL MANDATE WHERE GRADUATE EMPLOYABILITY COMES FIRST

HCT is mandated to meet the current and future job market demand with work-ready, skilled, and competent Emirati graduates in middle category...

Career Progression

Majority of the shortage in Emirati bachelor graduate supply in majors offered by HCT

% Required Degrees for Engineering Jobs

Education
Engineering & Technology
Medical & Health Sciences

Bachelor 89%
Diploma 15%
Master 24%
PhD 7%

Of all jobs demanding Emirati Bachelor Graduates are in discipline offered by HCT

Source: ADEC Graduate Employer Survey 2015
25 Strategic Initiatives

Transforming Applied Higher Education
FLEXIBLE CAREER-ORIENTED PROGRAMS

Multiple Pathways to Employment

HCT graduates awarded industry relevant credentials with employment exit flexibility at multiple levels
Seamless Education to Employment

With curricula aligned to international professional certifications, HCT graduates are better positioned for employability.
INNOVATIVE LEARNING ZONES

Student-Centred Learning Environment

HCT students experience a learner-centred environment that is creative, immersive, collaborative, inclusive and personalized.
INNOVATION INCUBATION CENTERS

Innovation based Learning

HCT students develop entrepreneurial and innovative ideas, transform them into viable projects & patents, and participate in leading competitions.
100 CHOICES FOR 100 PROGRAMS IN AY 2016-17

Employment-focused, Community-driven Programs

HCT students have the flexibility to choose from several industry-relevant qualifications coupled with multiple exit points.
The Learning For All Working By Choice
The HCT V2.0 New Curriculum Framework
1) The Learning for All Initiative

No Emirati HS Graduate is Left Behind:

HCT VOCATIONAL EDUCATION AND TRAINING (VET)

- Provide choices of educational pathways to ALL Emirati High School Graduates based on their aspirations, and capabilities.
- Including HS graduates who scores less than the required admission of 70%.
- The program duration is of two years and its graduates would be considered as having the equivalent of NQF’s level 4 Professional Competencies.
- A Vocational Studies Unit is established to oversee and manage all matters related to planning and implementing vocational degree programs.
VCT L4 Program

Eligibility:
High School Certificate (Art Track) with Overall Average Less than 70

Admission:
Still open till the end of the first week of the Fall 2016

About the Program:
Duration: Max 18 Months
Locations: Not in all Campuses (According to labour market demand)
Programs: Eight Programs offered.

### HCT - Approved Students for Professional Certificate

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<tr>
<th>College</th>
<th>Current</th>
<th>National Service</th>
<th>Total</th>
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<tr>
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<td>DMC</td>
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<tr>
<td>SMC</td>
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<tr>
<td>SWC</td>
<td>43</td>
<td></td>
<td>43</td>
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<td><strong>Total</strong></td>
<td><strong>591</strong></td>
<td><strong>162</strong></td>
<td><strong>753</strong></td>
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</table>
2) The Working by Choice Curriculum
A New Curriculum Framework that is more Flexible, Inclusive, and Work-Ready

• The New Curriculum Framework allows Students can now graduated with Diploma and/or Higher Diploma with seamless admission to Bachelor Degree.
• The Bachelor degree study plan gives students multiple paths to employment by allowing students to exit voluntary with professionally recognized Diploma and/or Higher Diploma.
• All Degree are mapped to and aligned with corresponding Professional Certifications.
No Emirati High School Graduate is Left Behind

The Overall View of HCT Curriculum

Professionals
- Science and engineering professionals
- Health professionals, Teaching professionals
- Business and administration professionals
- Legal, social and cultural professionals
- Information and communication technology professionals

Technicians and Associate Professionals
- Science and engineering associate professionals
- Health associate professionals
- Business and administration associate professionals
- Legal, social, cultural and related associate professionals
- Information and communication technicians

Skilled Workers
- Skilled agricultural, forestry and fishery workers
- Service and sales workers
- Plant and machine operators, and assemblers
- Craft and related trades workers

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2nd ANNUAL HCT FALL CONFERENCE
HCT 2.0 Evolutionary Path: Learning for All, Working by Choice
3) HCT New Learning Model:
Have a new vision of its ideal graduate: reflects the evolutionary path of HCT 2

- HCT NEW Curriculum Defines 5 Progressive Learning Experiences that moves from Understanding to Application and finally to Integration.

- Each Learning Experience should have Generic LOs across all academic Divisions.

- The totality of these Generic LOs should provide the platform for developing the Ideal Attributes of HCT Graduate.
4) A Transformation of Student Experience: Two Major Transformations are Needed

• **A transformed-mindset for Student Services** is needed that moves from student satisfaction-based performance to Student Services Learning Outcomes. That is, what type of out-of-class skills, values and attributes a HCT student is expected to acquire by the time he/she graduates from HCT.
  
  – Learning here is associated with CO/Extra-Curricular activities that should be designed, implemented and assessed as its counter-part: the in-class curriculum

• **A New Vision for Faculty Professional Development**
  
  – A Special Presentation by the ED, Teaching & Learning

- Evaluates Student outcomes to measures the achievement PLOs for the purpose of improving programs
  - Formative Evaluation.
  - Indicates needed changes in teaching and learning strategies
  - Feeds into program reviews.

- Program Outcomes Assessment

- Periodic Program Quality Review
  - Improves quality by providing a comprehensive and integrated review of mission goals, activities, outcomes every 5 years.
  - Suggests possible objectives to be assessed in future Annual Reports.
  - Summative Evaluation.
  - Feeds into OE

- Organizational Effectiveness
  - Establishes the framework for all types of institutional Assessment by tying assessment and evaluation outcomes to HCT mission and strategic objectives and stakeholders expectations

Evaluation and Value Judgement

Continuous Improvements

Achieving Mandate
Ensuring Uniform Level of Quality & Objectivity in Course Grading (FWA)

Faculty Wide Assessment (FWA)
Assessment of core courses in each program that are offered in more than one campus to ensure equity in terms of teaching, learning, and assessment. This will enable HCT to meet accreditation agencies.

Purpose:
Wide Assessment (FWA): to preserve integrity and high quality in assessment and testing process to ensure:

- A uniform measure of learning outcomes is applied across the system and,
- That security measures and fairness have been applied in all HCT campuses.
## Grading Indicators

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<th>Indicator</th>
<th>Fall ‘15</th>
<th>Spring ‘16</th>
<th>Summer ‘16</th>
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</thead>
<tbody>
<tr>
<td>Indicator-1 : Grade Entry on Time (CW=Course Work, EX=Final Exam)</td>
<td>CW - 69%</td>
<td>CW - 94%</td>
<td>CW - 98%</td>
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<tr>
<td></td>
<td>EX - 69%</td>
<td>EX - 94%</td>
<td>EX - 97%</td>
</tr>
<tr>
<td>Indicator-2 : Grade Changed after First Entry</td>
<td>CW - 17%</td>
<td>CW - 13%</td>
<td>CW - 10%</td>
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<tr>
<td></td>
<td>EX - 11%</td>
<td>EX - 7%</td>
<td>EX - 4%</td>
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<tr>
<td>Indicator-3 : Grade Consistency between CS &amp; EX</td>
<td>22%</td>
<td>24%</td>
<td>28%</td>
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<tr>
<td>Indicator-4 : Grade Discrepancy</td>
<td>15%</td>
<td>7%</td>
<td>11%</td>
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<td>Indicator-5 : Failure Rate</td>
<td>1.9%</td>
<td>3.00%</td>
<td>2.90%</td>
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<tr>
<td>Indicator-6 : Distinction Rate (%A)</td>
<td>36.1%</td>
<td>23.60%</td>
<td>35.10%</td>
</tr>
<tr>
<td>Indicator-7 : FWA Proportion</td>
<td>36%</td>
<td>49%</td>
<td>29%</td>
</tr>
</tbody>
</table>
OUR AMBITIOUS HAS NO BOUND

Strategic Indicators of Success
HCT V2 Strategic Change Agenda

How is Version 2 different from Version 1?

**Version 1 in 2015**

- Declining graduate employability: 0%
- No assurance of industry relevance at the program level: 0%
- Unacceptable employer satisfaction with HCT graduates: 61%
- Declining employer desire to sponsor HCT students: 50%
- Ineffective academic advising: 72%
- Extremely high enrollment in Foundation: 74%
- Classic teacher-centered learning environment: 1%
- Learning technology is not leveraged system-wide: 0%
- Far from acceptable regional institutional ranking: 36%
- Not Institutionally accredited: NO
- None of HCT programs are nationally accredited: 0%
- Low international accreditation: 42%

**Version 2 in 2021**

- Graduates receiving employment offers within one year of graduation: 100%
- Awarded degrees aligned with NOF and industry standards: 100%
- Employer satisfaction with graduate preparation and work readiness: 85%
- Students receiving employer sponsorship: 50%
- On-time graduation for awarded credentials: 90%
- Enrollment rate in Foundation year: 0%
- All Future-oriented Innovative Learning Zones: 34%
- HCT Programs offered on Smart Interactive Platform: TOP 10
- Institutional regional ranking: YES
- Institutional Accreditation: 100%
- National Accreditation: 60%
- International Accreditation: 60%

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Academic Accreditation
Academic Accreditation is the responsibility of all faculty & academic administrators to contribute and complete requirements.

Assessment & Grading
FWA assessment is an integral part of the academic process and faculty performance is monitored continuously to ensure fair, objective, and consistent grading throughout the course.

Performance Evaluation
Faculty & Program Chairs assessment and contract renewals are based equally on two recommendations:
• Executive Deans (academic performance)
• Campus Directors (operational performance).
Thank you!