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Higher Education and Skills Training Leader

Leads strategy development and implementation in globalized and digitally-disrupted environments through authentic stakeholder engagement and holistic change management practices to sustainably enhance the value of agile learning and research organizations

EDUCATION:

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| 2017-20 | University of Calgary Doctorate of Education – Post Secondary Leadership (in progress) Expected dissertation September 2020 <i>A Grounded Theory Study of Higher Education Leaders' Perspectives Towards 'Big Data' Technologies</i> |
| 2015 | Canadian Society of Immigration Consultants Immigration Consultant Certification Program <i>RCIC Licence # R514489</i> |
| 2005 | University of Saskatchewan Masters of Education (Administration) <i>Policy Recommendations for Community Colleges in Vietnam</i> |
| 1993 | Northern Alberta Institute of Technology Geological Engineering Technology Diploma |
| 1990 | Université Laval <i>Français langue étrangère ou seconde</i> |
| 1990 | University of Saskatchewan B.A. Political Studies |

WORK EXPERIENCE:

Dean, Continuing Learning

Bow Valley College

February 2018 – February 2020

Duties included:

- Developed and implemented strategy to grow a C\$8M annual portfolio that included continuing education, open studies, contract training, Indigenous partnership, essential skills and learner testing services;
- Designed and led cost-effective and interest-based engagement approaches with prospective learners and other stakeholders that increased enrolment 60 percent for non-credit and 40 percent for credit (open studies) programming;

- Conceptualized, developed, negotiated and led implementation of non-credit programming contacts for employers, non-government and government organizations such as \$2.1M [Tech Skills to Employment](#) and [Tech Talent](#) initiatives ([Globe & Mail coverage](#)).
- Led the modelling and execution of asynchronous, online and competency-based micro-credential strategies focused upon the growing lifelong learner market segment;
- Piloted delivery of non-credit micro-credentials with integrated facilitation and learner assessment through work-based Artificial Intelligence (AI) simulation for both B2B and B2C clients;
- Initiated career support and real time online labour market information services plus work integrated learning opportunities within non-credit programming;
- Managed engagement and contract development with diverse stakeholders such as school boards and Indigenous organizations to increase enrolment and learner success in dual credit, open studies and non-credit programming;
- Directed the [national distribution network](#) for essential skills testing and certification in literacy, numeracy and document use to support the [40 percent of the overall workforce and 30 percent of university graduates do not meet national standards for employment](#);

Director, Business Development

Bow Valley College

August 2015 – February 2018

Duties included:

- Prioritized and executed market research to identify new training and credentialing opportunities in information technology, entrepreneurship, accounting, management, healthcare, intercultural competencies and occupational health and safety programming;
- Conceptualized and achieved greater engagement with external organizations and external-facing college departments by successfully piloting a new institute-wide Client Relationship Management (CRM) tool;
- Led enhanced college engagement processes with alumni and prospective continuing education learners through the recording and analysis of online behaviour; social media driven lead capture, e-mail ‘drip’ campaigns and both digital and live events;
- Directed the creation and implementation of digital strategies to manage, record and analyse continuing education learner contacts and queries and prioritized marketing, promotion and enrolment investment to maximize cost-effectiveness and enhance the continuing education learning environment.

Associate Vice President, Business Development and Advancement

Saskatchewan Polytechnic

May 2011 - May 2015

Duties included:

International Student Recruitment and Retention

- International learner recruitment grew tenfold following the development of the Saskatchewan Polytechnic (then SIAST) Internationalization Concept. The concept set forward cost-effective strategies for international student recruitment and retention while enhancing the learning environment and minimizing risk. Agent selection, training and review processes were implemented as well as field offices established and staffed in China, India, Jordan, Mauritius, Ukraine and Vietnam. These offices supervised regional agents, administered international brokered diploma programming and developed new learning and working opportunities for Saskatchewan Polytechnic learners, employees and external stakeholders.
- Established and implemented partnership agreements to deliver Saskatchewan Polytechnic programming at partner institutions in India (Punjab and Gujarat), China (Shenzhen and Changchun), Vietnam (Ho Chi Minh City) and Mauritius.
- Implemented a new post-graduate certificate in Business Management (2013/4) and new English language programs (2014) for international learners. Investment in additional cohorts were managed to accommodate international learner demand in a variety of subject area such as Computer Networking Technician and Early Childhood Education.
- Established Newcomer and International Centres at all four Saskatchewan Polytechnic campuses in 2014. The centres supported the unique needs of the growing new permanent resident and international student population. Led efforts to support international students' requirements under the federal Immigration and Refugee Protection Act for post-graduate employment authorization as well as temporary and permanent immigration opportunities – primarily through the Post Graduate Work Permit and the Saskatchewan Immigration Nomination Program.

International Projects

- Designed and implemented the Skills Passport Program (2008-13) funded by the Government of Canada (\$4.25M). The project provided overseas trades skills and language assessments in key immigration markets (Philippines and Ukraine). The pilot worked closely with many important stakeholders including provincial immigration and apprenticeship authorities and large employers across Canada. The project conducted over 2,400 assessments to support temporary and permanent immigration applications. In addition, the project also conducted an analysis of the Federal Skilled Trades Category and reviewed 'lessons learned' from the Australian skilled trades assessment processes for temporary and permanent migration.
- In 2011, the Saskatchewan Polytechnic began providing training and assessment services to Newmont Mining in Ghana. Over \$700K in education and training services were provided. Furthermore, a service agreement with mining equipment provider Connell Mining world-wide training support for Connell products. Work under this agreement began in December 2013 in Zambia.

- In July 2012, after a nationally competitive RFP, Saskatchewan Polytechnic (then SIAST) was awarded from the Government of Canada the \$3.5M contract to deliver the Skills for Employment project in Ukraine. The project upgraded the business and entrepreneurship curricula at three higher education institutions in Ukraine.
- Led efforts in Saskatchewan Polytechnic winning in a national request for proposal process a C\$400K contract in February 2014 with the Government of Canada to deliver the Andean Education for Employment Project that supported technical training needs in the Columbian mining sector

Donor and Alumni Relations

- Overall annual donations and sponsorship commitments increased from \$1.8M in 2010/1 to \$4.5M in 2013/4.
- Led the development of sponsorship initiatives which resulted in a \$1.5M agreement with Husky Energy in November 2013 – the largest ever sponsorship or gift agreement for the Saskatchewan Polytechnic. A further \$1.0M sponsorship agreement with SaskPower was signed in February 2014
- Secured \$2.4 M in capital funding (air simulator, mining engineering equipment and apprenticeship training equipment) from Western Economic Development Canada.
- Led the transition to the ‘Raisers’ Edge’ relationship management solution and was responsible for overseeing alumni engagement strategies.

Continuing Education and Corporate Training

- Directed the transition from cost-recovery to a revenue generation mandate. New non-credit continuing education courses were developed including the Community Safety Officer (in cooperation with the Ministry of Justice) and the Mining Contractor Safety Training Program (in cooperation with the Saskatchewan Mining Association) as well as credit programming to support trades people’s transition to supervisory and management positions.
- Implemented a financial reporting process that fostered a meaningful net-revenue comparison by course, program and school.

Director, Business Development and International Partnership Saskatchewan Institute of Applied Science and Technology (SIAST)

October 1998 – May 2011

Duties included:

- Marketed and managed a revenue contract portfolio of over \$4 million annually, led the development and delivery of innovative domestic and international programming in partnership with public and private sector clients. Worked extensively with federal clients such as Human Resources and Social Development Canada, Industry Canada, Canada Mortgage and Housing Corporation, Corrections Canada, Indigenous and Northern Affairs, Global Affairs Canada and Immigration and Citizenship Canada;
- Initiated, developed and implemented the SIAST International Program Brokering Concept. The SIAST Business Administration Diploma was delivered in India, Mauritius and Vietnam. Certified

CAD/CAM courses were delivered to individual learner and international employer clients in India. An agreement for the joint delivery of the Environmental Technology Diploma was concluded with the Shenzhen Polytechnic in 2015;

- Designed and managed the \$7M Decentralized Management of Skills Training Project in Ukraine funded by the Government of Canada. The project helped the Ukrainian Ministry of Labour to establish post-secondary skills training institutions throughout Ukraine and enhanced at the vocational secondary and post-secondary skills programming relevance to local and regional labour markets;
- Project Director of the \$5 million Building and Extending Skills Training (BEST) Project in Jordan implemented solely by SIAST and funded by Government of Canada from 2008 - 2012. The project increased employment of Jordanian youth by incentivising skills training institutions to provide skills training and entrepreneurship programming relevant to local labour market needs;
- Developed and implemented institutional and system-wide strategic plans in India, Jordan, Kyrgyz Republic, Malawi, Slovak Republic, Ukraine and Vietnam. Most notably, facilitated the strategic planning process for Tra Vinh University as part of the \$5M Vietnam Community College Project. Many of the project processes became the template for all community college planning in Vietnam; and
- Supervised a team of 28 professional, support and contract staff in offices in Saskatoon, Regina, Ottawa, Amman, Kiev, Mauritius, Gujarat, Hanoi, Ho Chi Minh City, Manila, Shenzhen, and Lilongwe.

Senior International Project Officer

Colleges and Institutes Canada (CICan) (formerly Association of Canadian Community Colleges)

January 1997 – October 1998

Duties included:

- Contract management, delivered technical assistance in curricula development and technical vocational policy, and new project proposal development. Managed projects sponsored by the Government of Canada, the World Bank, and the Asian Development Bank (ADB). Projects included the Polish Public Broadcasting Project, the Hungary Technical Vocational Training System Reform Project, the Hungary Youth Training Project, the Pakistan Technical Education Project, the Canadian-Indian Institute Linkage Project and the Bangladesh Non-formal (Literacy) Project. Played instrumental roles in procuring the China Women's Law Project and the Bosnian Media Project.

International Project Manager

Northern Alberta Institute of Technology (NAIT)

May 1993 – December 1996

Duties included:

- Wrote and co-ordinated proposals for international sponsoring and donor agencies, prepared financial and narrative reports of NAIT's international projects, student recruitment, and liaison with major international clients including Government of Canada, ADB, World Bank, and private contractors. Projects managed included over C\$1 million annually in petroleum and petrochemical

training for North African petroleum companies, Government of Canada bi-lateral programs in Southern Africa, Philippines and Thailand as well as World Bank subcontracts in Thailand.

OTHER CERTIFICATION AND TRAINING:

- Micro-credentials and Digital Badges in Higher Education – Academic Impressions, Savannah, GA (November 2018)
- Developing and Managing Competency Based Education – Academic Impressions, Orange County, CA (May 2018)
- Intercultural Communication Skills to Enhance Diversity and Inclusion in the Workplace II. Bow Valley College (February 2017)
- Intercultural Communication Skills to Enhance Diversity and Inclusion in the Workplace I. Bow Valley College (October 2016)
- Complaints and Professional Practice. Immigration Consultants of Canada Regulatory Council (ICCRC), (February 2016)
- Licenced Registered Canadian Immigration Consultant (RCIC) # R514489 (August 2015)
- Level 2 Threat Assessment, (February 2015) Canadian Centre for Threat Assessment and Trauma Response (February 2014)
- Managing Off-Site Employees (March 2007) – Queen’s University
- Executive Leadership Institute (July 2005) – Association of Canadian Community Colleges
- Becoming a Master Instructor (August 1995) – Northern Alberta Institute of Technology

PUBLICATIONS AND PRESENTATIONS:

- *Are ‘Big Data’ technologies part of the COVID 19 solution?* Blog posted on LinkedIn - <https://www.linkedin.com/pulse/covid-19-pandemic-big-data-part-solution-david-harvey/?trackingId=zeYEa045SYuIGT%2BJrxl34g%3D%3D> March 24, 2020
- *Make way for micro-credentials: ‘Badges’ becoming preferred route to new opportunities.* Canadian HR Reporter, March 1, 2018 - <http://www.hrreporter.com/hr-trends/36126-make-way-for-micro-credentials/>
- *How to Transition to Permanent Residence.* Presentations at Bow Valley College. November 2015, 2016 and 2017
- *Micro-credentials: Fad or Skills Training Disruption.* Blog posted on LinkedIn - <https://www.linkedin.com/pulse/micro-credentials-fad-skills-training-disruption-david-harvey/> - November 2017,
- *Kick-Starting Your Diversity Strategy.* Presentation to Calgary Human Resource Professionals at Bow Valley College, September 2017
- Strategic Enrolment Management for Continuing Education at Bow Valley College. Bow Valley College. July 2017.
- *Creating the Diversity Advantage.* Presentation to Calgary Human Resource Professionals at Bow Valley College, February 2017
- *Reforming Immigration for Skilled Trades People – From Invitation to Employment.* Presentation to Canadian Immigration Summit – Conference Board of Canada, Ottawa April 2015.
- *Skilled Trades Immigration – An Australian Case Study.* Presentation to the Leaders’ Roundtable on Immigration, Calgary April 2014, Halifax June 2014
- *Skills Passport Expansion to Support Federal Skilled Trades.* Presentation to Citizenship and Immigration Canada, June 2013
- *Populating the Expression of Interest List with Qualified Skilled Trades Applicants.* Presentation to the Conference Board of Canada, May 2013
- Continuing Education Renovation at SIAST. Saskatchewan Institute of Applied Science and Technology, April 2013.

- *Fundraising – an Emphasis on Value-Added.* Presentation to the Association of Canadian Community Colleges Fundraising Symposium, December 2012.
- *Aboriginal Skills Training in Canada – Collaboration between Aboriginal and Non-Aboriginal Training Organizations.* A Presentation to the Bolivian Ministry of Education, La Pas, September 2012.
- *Innovation in Skills Training for Advanced Technology.* Presentation to the Association of Canadian Community Colleges Annual Conference, May 2012
- SIAST Internationalization Concept. Saskatchewan Institute of Applied Science and Technology, February 2011 (available on LinkedIn profile)
- *SIAST as an Enterprising Organization.* Presentation to SIAST Senior Academic Team, September 2010
- *Assessing and Certifying Technical and Language Skills to support Canada's Human Resource Needs – A Unique and Cost-Effective Approach.* Presentation made to the Conference Board of Canada, October 2009
- *Pre-Arrival Technical and Language Assessment Services to Support Provincial Nomination and Temporary Foreign Worker Programming.* Presentation made to the Improving Immigrants' Integration into the Canadian Economy conference sponsored by HRSDC, September 2009.
- *Project Planning and Reporting using Results Based Management.* Presentation made to the University of Malawi, January 2009
- A Feasibility Study for Foreign Credential Recognition to Support the Saskatchewan Labour Market. Human Resources and Social Development Canada, October 2007
- "Labour Market Information Barriers to Employment in Jordan". World Bank, September 2007.
- Training Manual for Technical College Board Members. Technical Entrepreneurial Vocational Education and Training Authority, January 2007
- Strategic Planning for Adult Vocational Training Institutions. Ministry of Labour and Social Policy (Government of Ukraine), June 2006
- Policy Recommendations for Community Colleges in Vietnam. University of Saskatchewan, ERIC Archive - <https://eric.ed.gov/?id=ED489963> April 2005.
- Strategic Planning for Technical and Vocational Training Authorities and Institutions. State Institute for Vocational Education, Bratislava, October 2003.
- Strategic Planning for Technical and Vocational Training Authorities and Institutions. State Institute for Vocational Education, Bratislava, October 2003.
- *Certification Models for Lifelong Learning – A presentation to the Ministry of Education and Training and Ministry of Labour, Invalids and Social Affairs, March 2002.*
- *Sustainability: A Holistic Institutional Approach for Community Colleges and Technical Institutes: College Canada,* Vol 7, Issue 1, 2002. ISSN: 1203-4789
- *Community Based Strategic Planning Methodologies – Presentations made to four engineering colleges and polytechnics in western India – January 2001.*
- *Employer-Driven Curricula Innovation Processes – A presentation to the Slovak State Institute for Vocational Education and Training.- November 2000*
- *Comparative Evaluative Processes and Governance of Public Sector Training Organizations – A paper presented at the University of Saskatchewan – November 2000*
- *Strategic Planning for Employment-Based Training Organizations – A presentation to the Institute of Economics and Management of the Issy-Kul State University in Kyrgyzstan – October, 2000*
- *Opportunities for Education and Training Institutions in Eastern Europe and the Former Soviet Republics – A presentation at CIDA Days – Government of Canada, Ottawa, September 2000*
- *Sustaining International Institutional Linkages – A presentation to the Association of Canadian Community Colleges' (ACCC) annual conference – May, 2000*
- *Instructional Skills for Delivering Vocational Training – Presentations to the Israel, Palestine and Jordan Water Authorities – November 1999.*

- *Establishing Employer Driven Training Standard Models* – A presentation to the Ministry of Labour and Social Welfare, Hanoi, Vietnam – March, 1999
- *A Decentralized Approach to Training Certification* – A presentation to the Directorate of Technical and Vocational Training, Ministry of Education, Hanoi, Vietnam – October, 1998
- *Competency Profile Development and its use in Needs Assessment for Technical/Vocational Training* – A presentation at the Colombo Plan Staff College Conference, November 1998
- *Eastern Europe and the Former Soviet Union: a Unique Development Model for Prior Learning Assessment* – A presentation at the Canadian Prior Learning Assessment and Review Convention, 1998

LANGUAGES:

- English (fluent)
- French (basic)

CURRENT VOLUNTEERING:

- Member, Practice Management Education Committee, Immigration Consultants of Canada Regulatory Council (ICCRC)
- United Way Campaign Committee – Bow Valley College
- Employment Search Counselling and Homework Club, Immigrant Services Calgary

OTHER INTERESTS:

- Long distance running
- Hockey
- Bicycling
- Skiing
- Canoeing
- Camping

REFERENCES:

Available upon request.