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Higher education institutions can apply a more agile curriculum development approach that allows them to meet the speed of change, while maintaining academic integrity and freedom. Deans, department heads, and professors can establish working groups that allow them to stay well-versed on market trends and how they impact their curriculum. Rather than taking 1–5 years, departments can review and update curriculum

Increase flexible pathways and learning opportunities

Recent graduates in our focus groups cited that they were surprised by how different college was from the real-world, in particular, in how unstructured and unpredictable jobs and work can be. This was

educational experience, where students knew what to expect in their coursework and were able to prepare accordingly. Traditional major and minor programs where students know what their pathway will be for the four years are yet another way in which the educational] wa d Mb o ^ t b ht

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