

TRUE

Texas Reskilling & Upskilling through Education

Jacob Fraire

President & CEO
Texas Association of Community Colleges

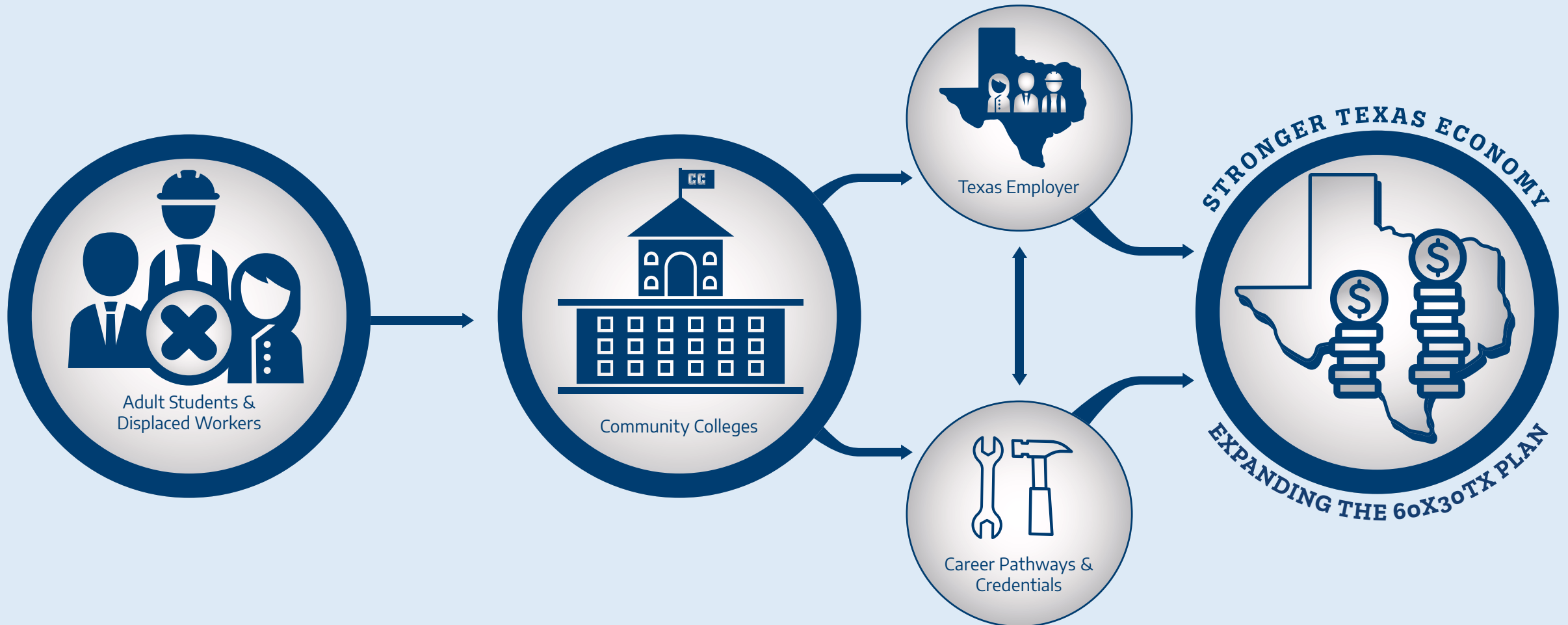
Andres Alcantar

Public Policy Consultant
Texas Association of Community Colleges



**Texas Association of
Community Colleges**

TRUE: Texas Reskilling & Upskilling through Education



TRUE is a proposed **\$50 million investment in Texas community colleges** to reskill and upskill the Texas workforce, put Texans back to work in high demand occupations, and accelerate the Texas economic recovery. The program would be administered by the Texas Higher Education Coordinating Board.

Eligible Entities:

Texas Community Colleges

- Texas colleges have a proven **record of delivering for our workforce** and employers in times of need.
- Texas colleges play a critical role in our state's economy delivering workforce development central to job creation. In fact, **community colleges provide over 90 percent of career and technical education enrollments and certificates** in Texas.
- Texas colleges exist to meet the education needs of all learners through **accessible, high quality, and low-cost** (4th most affordable in country) programs.
- Texas colleges deliver a broad range of education and training services through partnerships with businesses to **meet regional workforce needs critical to success.**
- Texas colleges are best positioned to build an enduring education infrastructure **to support a thriving Texas economy** throughout the diverse regions of the state.
- Texas colleges have also been adversely impacted by the pandemic and **their strength is paramount to a more prosperous Texas future.**

An investment in the TRUE initiative and our colleges is an investment in a **stronger Texas economy.**

TRUE Components

Employer engagement to highlight areas of future job growth, define high-demand skills and inform credential development and training.

- Texas Community Colleges have formed a statewide Business Advisory Council to advise on changes in the economy and job market, highlight areas of future job growth and advise on skills most critical to business and industry. The Council will advise on the TRUE initiative.
- Our colleges engage with employers to strengthen the Texas workforce. As an example, **San Jacinto College**, through the Chancellor's Business Advisory Council, works directly with business leaders with a particular focus on Maritime, Petrochem, and Aerospace programs.

Data infrastructure (local, regional & state) to inform skills-based education and training program development and delivery that meets employer workforce needs.

- **Dallas College** aligns in-demand skills, as reflected in near real-time labor market data along with employer engagement, to build workforce development programs that meet employer needs.
- **Austin Community College** launched *Fast Track Careers* in fall of 2020 to offer quick-turnaround workforce certificates at half price to help people who lost jobs during the pandemic gain a certification in a high-demand field. The college began with about a dozen programs and expanded to more than 25 programs in the spring of 2021.

Community College capacity-building to expand new and redesigned workforce training leading to jobs in the Texas economy. In legislation, **TRUE funds will be invested to:**

- Providing training in existing, new, or redesigned accelerated programs that teach high-demand skills and lead to postsecondary industry certifications or other workforce credentials valued in growing occupations;
- Developing new, or redesigning existing, industry-aligned, high-demand postsecondary industry certifications or other workforce credentials and certificate programs or other courses of instruction leading to those certifications or credentials that can be completed in six months or less;
- Build institutional capacity to provide high-demand credentials that are stackable in career pathways as identified by regional or statewide targeted occupations lists.

Business Advisory Council

Texas Association of Community Colleges

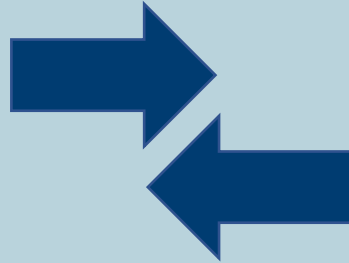
Industry Partners



TRUE Outcomes

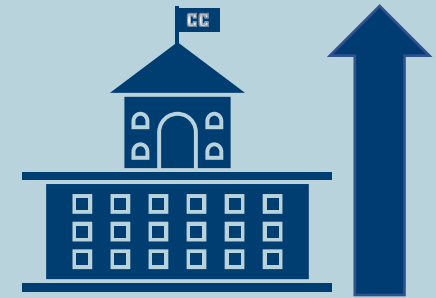


Work and coordinate with state (TWC, THECB, others) and local partners (LWDBs, Chambers, EDCs, others) to **put Texans back to work.**



Workforce reskilling and upskilling through educational opportunities aligned with good careers.

- **New accelerated employment training leading to credentials** of value that can be completed in weeks or less than six months.
- Certificates may be stacked leading to additional skills and credential attainment aligned to current COVID-impacted workforce needs.
- **Sustainable talent pipelines** to meet local and regional workforce needs of the future.

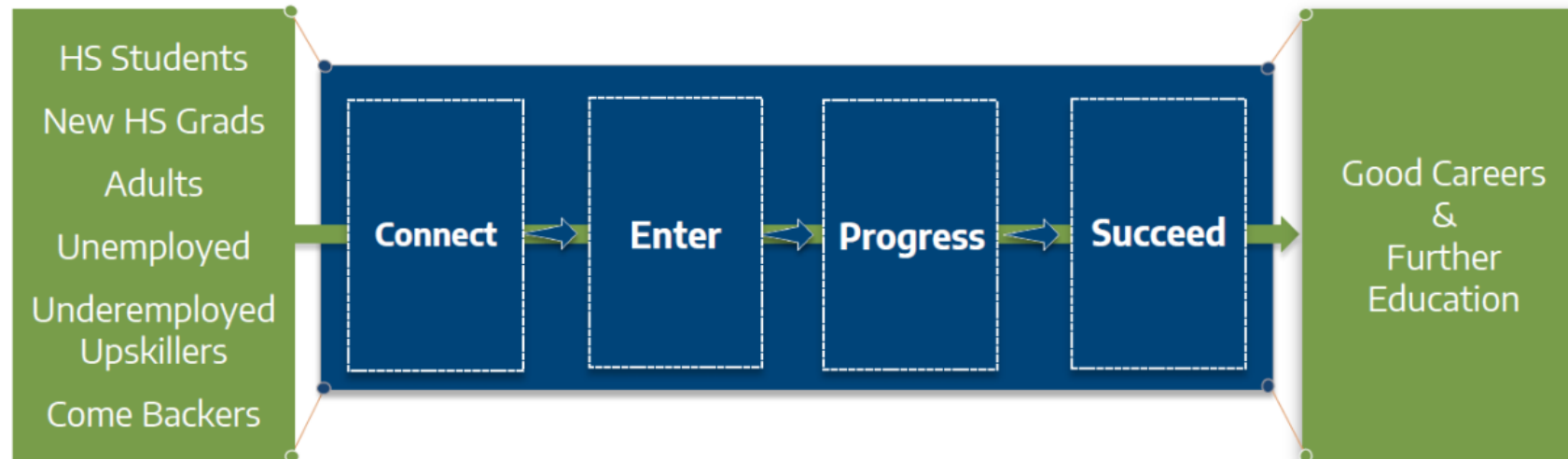


Short term credentials increased and **recognized under 60x30TX plan** to meet the goals of Texas higher education plan.

- New credentials identified under this initiative used to inform funding formula recommendations related to institutional appropriations of funds for public junior colleges.

Texas Pathways: A critical framework for scaling TRUE statewide

- TRUE will deliver high-quality credentials aligned with labor market demand that can be stacked.
- Texas Pathways provides a critical framework for leveraging the investment made through the TRUE legislative and appropriations request.
- Colleges' success and momentum scaling Texas Pathways provides the foundation needed to build sustainable talent pipelines.



TRUE Labor Market Impact: A Stronger Texas Economy

- **Texas workers benefit from attaining more and relevant skills.**
 - **For every \$50 million in investment, more than 30,000 Texans receive job training in high demand fields during the biennium building a stronger Texas workforce.**
 - Earn certificates or micro-credentials representing high-demand marketable skills acquisition.
 - Dislocated workers more efficiently transition back to careers.
 - Programs developed also benefit incumbent workers and other students.
 - Reskilled and upskilled workforce earn higher wages.
 - According to a recent Comptroller report, workers with college or an associate degree earn an average of \$8,393 more annually than high school graduates.
- **Texas Employers benefit from a more skilled workforce.**
 - Address immediate workforce needs while strengthening future workforce and market alignment.
 - Labor market skills gaps reduced in high-demand occupations.
 - Productivity gains realized as workers equipped with needed skills increase.
 - State and local tax benefits, including in unemployment Insurance Trust fund. **(As of December 2020, more than \$5.8 B. has been borrowed from the federal accounts for the UI Trust fund to respond to pandemic demand.)**

Q & A



Texas Association of
Community Colleges