



Texas Pathways Institute #2
Mapping Pathways to Students' End Goals: Careers

October 26, 2020

Using Zoom Webinar

- Only presenters will have audio controls.
- We welcome your questions and comments. Please use the Q&A feature to type your questions for the speaker.
- If you are disconnected, please use the webinar link to to rejoin.



Welcome

Dr. Cynthia Ferrell
Vice President
Texas Success Center

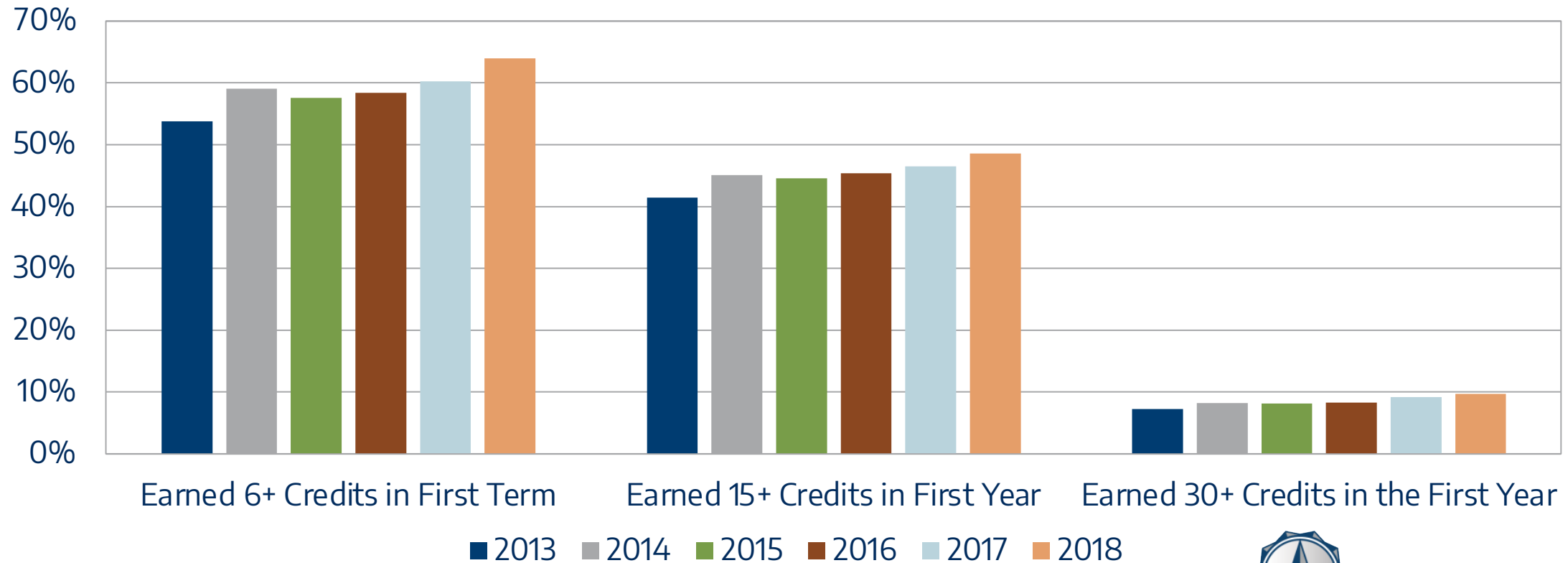


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October 19, 2020

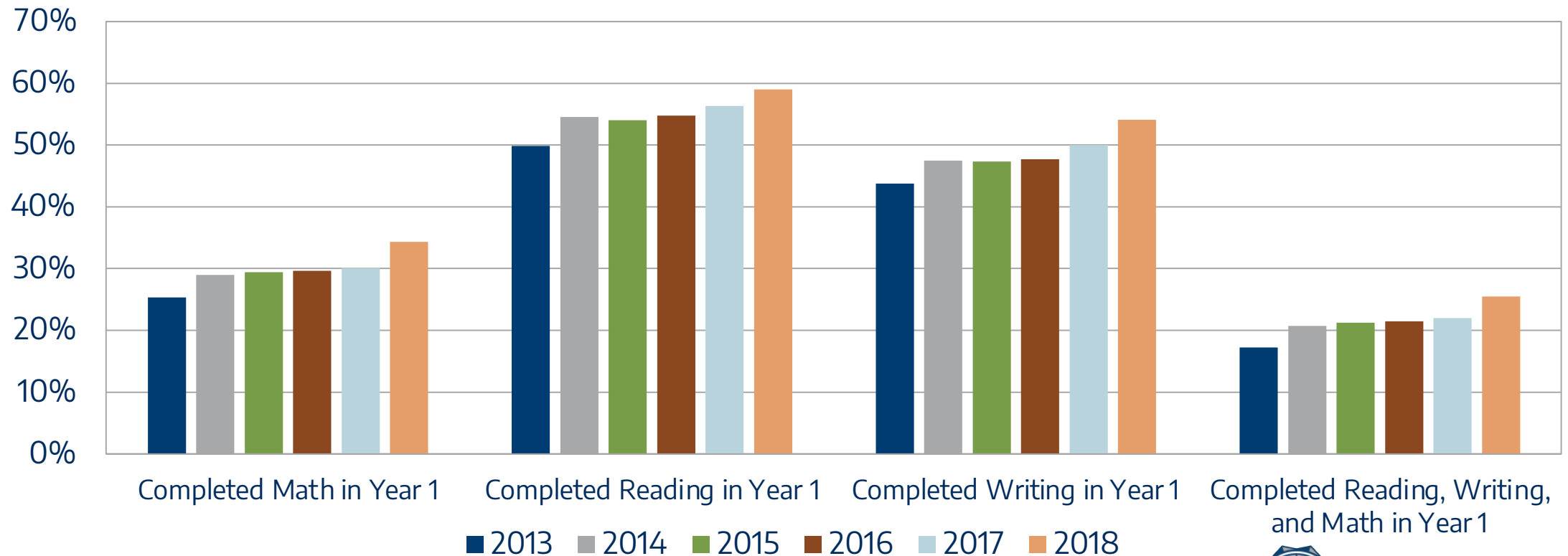
Students are earning more credits early in the college experience.

FTIC Students Meeting Credit Momentum Metrics



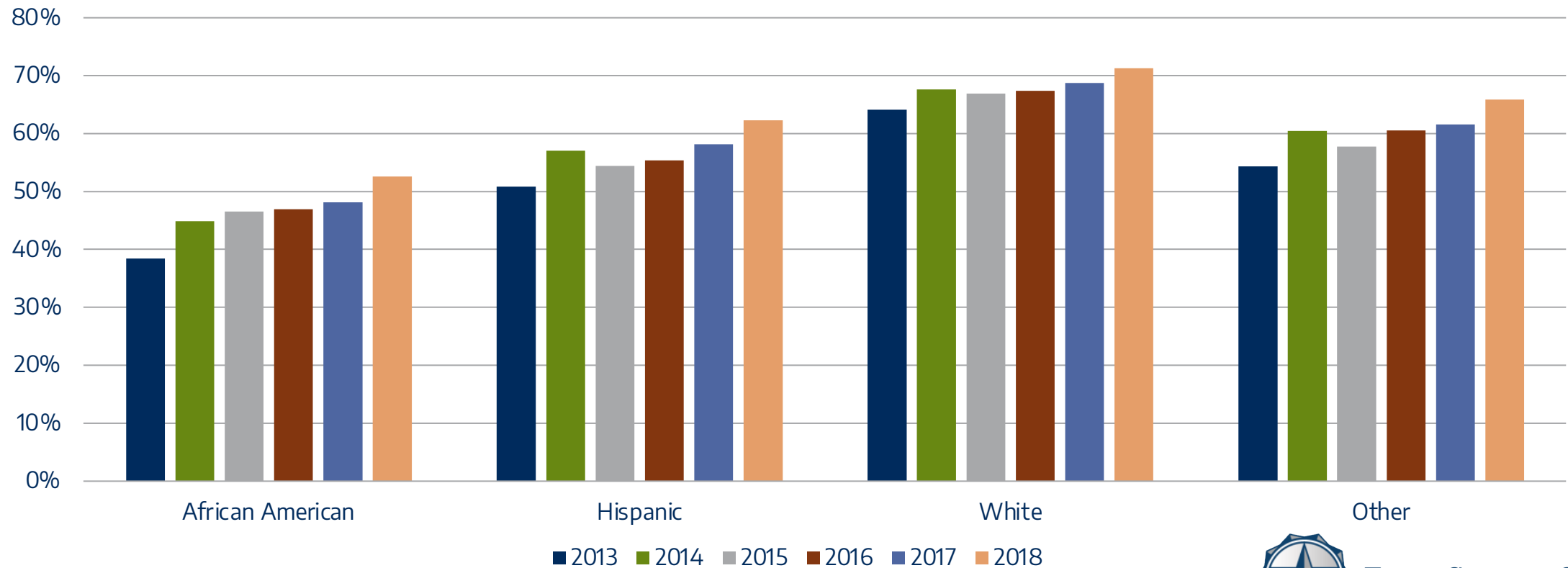
More students are completing gateway college courses in the first year.

FTIC Students Meeting Course-Taking Momentum Metrics



More students are earning 6 or more college credits in the first term.

FTIC Students Earning 6+ Credits in the First Term by Race/Ethnicity



Introduction of Dr. Carolyn McMorran

Josh Wyner, Vice
President, The Aspen
Institute & Executive
Director, College
Excellence Program

October 26, 2020

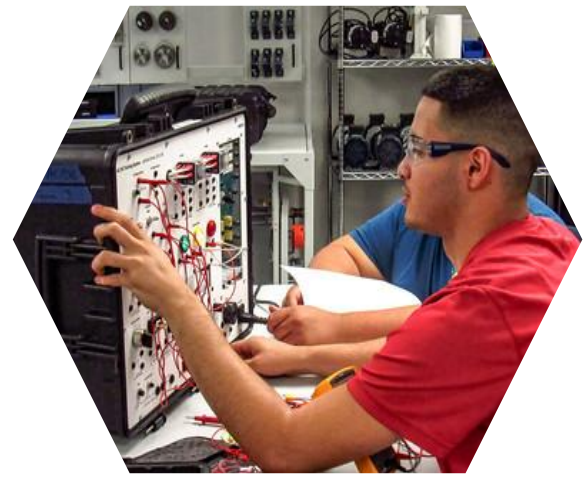


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**WANT A NEW CAREER ASAP?
MAKE IT HAPPEN.**

VALENCIA COLLEGE

Accelerated Skills Training



The Beginning of AST Programs

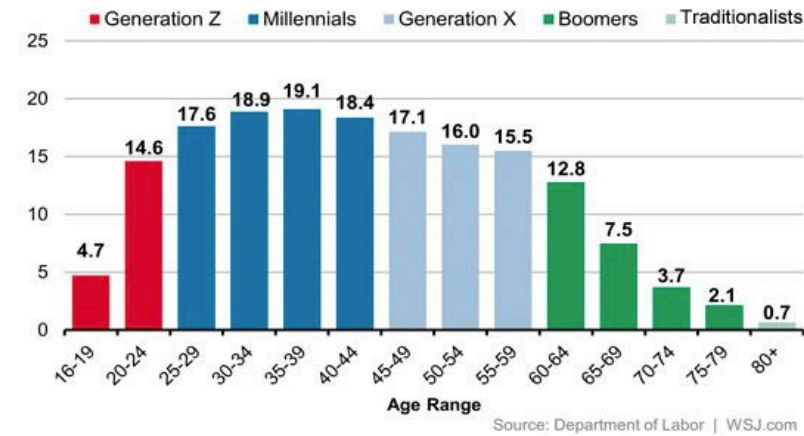
Diverse Populations not Being Served

- High School Drop-outs
- People in distressed communities
- People who didn't want to go to college
- People who tried college and were not successful
- Unemployed
- Underemployed (hospitality)



The Workforce in 2025

Projected size of U.S. labor force (in millions) by age, for the year 2025



Generational Churn in Organizations

- The Boomer labor force has been declining by 2.2 million on average each year since 2010, or about 5,900 daily. (Pew Research Center)
- Generation X is significantly smaller than BB or Millennials
- Millennials and Gen Z don't have knowledge of careers in Manufacturing or Construction
- Gen Z are seeing their brothers and sisters get Bachelor degrees and not getting a job, yet having school debt

Employers Needing Help Now

- Coming to us saying we need talent
- We need it today
- We need it to focus on our specific needs
- We need help finding the people



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Accelerated Skills Training

What is an AST Program?

**Fast Training
4 – 18 Week
Programs**



**Nationally
Recognized
Credentials**



**Lives in Continuing
Education**



**Industry
Collaboration on
Curriculum**



**Hands-on
Training**

Small Cohorts 10 to 20 students



Accelerated Skills Training

Our First Launch – DOL Grant

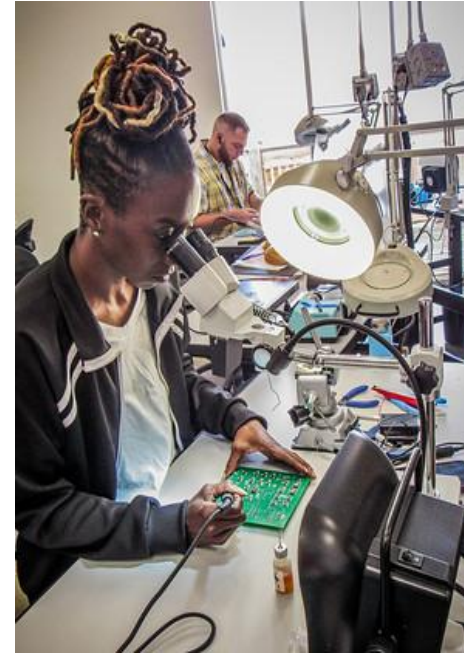
Advanced Manufacturing

Computer Numerical Control

Electronic Board Assembly

Mechatronics

Welding Level I & II



FINFROCK
DESIGN-MANUFACTURE-CONSTRUCT

**BLUE
ORIGIN**

RUAG

Aerospace Defence Technology

SIEMENS

SPACEX
Space Exploration Technologies

LOCKHEED MARTIN

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Accelerated Skills Training

Next Set of Programs

Construction

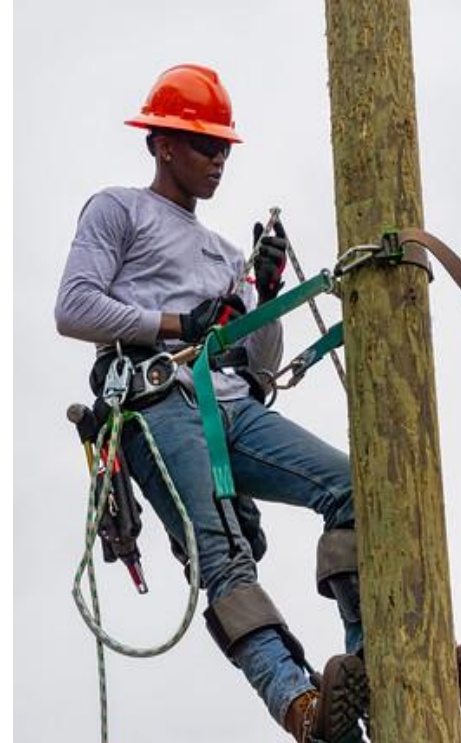
Apartment Maintenance Technician

Electrical Powerline Technician

Heavy Equipment Operator

Carpentry

Core Construction & Masonry in the Jail (Re-entry)



Accelerated Skills Training

Current & Future Programs

Manufacturing



- Electronic Board Assembly
- CNC Technician
- Certified Production Technician
- Welding I and II
- Mechatronics (Industrial Maintenance Technician)

- *Optics Program*
- *Solar Panel Technician*
- *Robotics Technician*

Construction

- Apartment Maintenance Technician
- Carpentry
- Heavy Equipment Operator
- Electrical Powerline Technician

Re-Entry Programs Inside the Jail

- Core Construction
- Masonry



Distribution



- Distribution Operations Technician
- CDL Truck Drivers (A & B, plus testing)

- *Certified Forklift Technician*

Healthcare

- Clinical Medical Assistant
- Medical Office Specialist



Information Technology

- IT/Network Support Specialist

Finding our Target Audience

Director of Recruitment and Job Placement

Recruiter

Recruiter

Recruiter

Recruiter

Social
Media
Manager

Implementation
Coordinator



- Implemented a CRM System
- Case Management Model following the students all the way through the process

Barriers for Students

Money for Tuition

Didn't see themselves in college

Transportation/Childcare



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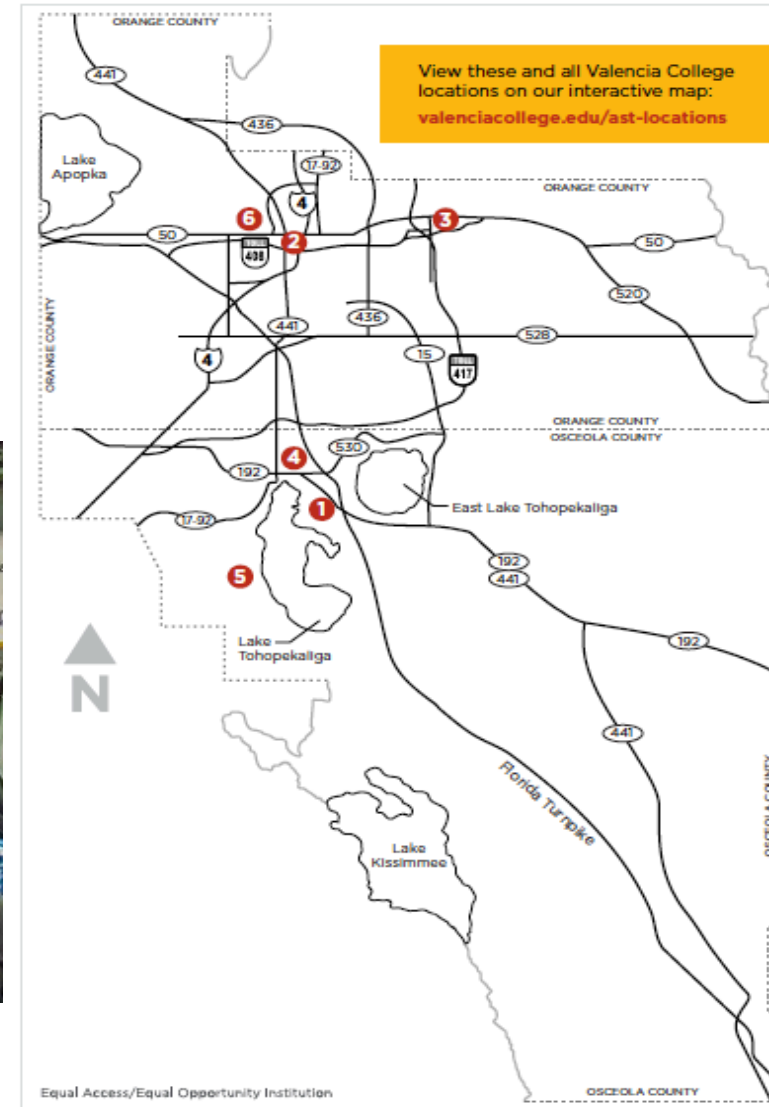
Accelerated Skills Training

Create Access

CENTERS FOR ACCELERATED TRAINING



Accelerated Skills Training and programs are available at 6 convenient locations, as well as various areas around the community.



Our programs help to build a skilled workforce through intensive, hands-on training. Students gain experience using the newest tools and technology, earning nationally recognized certifications in high-demand trades and professions:

- Advanced Manufacturing
- Construction and Maintenance
- Health Care
- Transportation and Logistics
- Information Technology

1 ADVANCED MANUFACTURING TRAINING CENTER

1099 Cross Prairie Pkwy
Kissimmee, FL 34744

2 DOWNTOWN CENTER FOR ACCELERATED TRAINING

400 Pittman St
Orlando, FL 32801

3 EAST CAMPUS CENTER FOR ACCELERATED TRAINING

COMING SOON

701 N Econlockhatchee Trl
Orlando, FL 32825

4 OSCEOLA CAMPUS CENTER FOR ACCELERATED TRAINING

1800 Denn John Lane
Kissimmee, FL 34744

5 POINCIANA CAMPUS CENTER FOR ACCELERATED TRAINING

3255 Pleasant Hill Road
Kissimmee, FL 34746

6 WEST OF DOWNTOWN CENTER FOR ACCELERATED TRAINING

COMING SOON

Don't Forget the Soft Skills

“Can you just make them good human beings?”



Resume Writing

Interviewing

Financial Literacy

Selling Points to Employers

- We find them
- We vet them
- We train them on the specific skills needed
- We create the opportunity for you to interview them

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Who are our Students?

FY 2019-2020 Diversity and Demographics

As recorded in student program applications

Diversity	FY 19/20	%
American Indian or Alaskan Native	2	1%
Asian	8	2%
Black or African American	108	27%
Caucasian	86	22%
Hispanic	133	34%
Multi-Racial	0	0%
Other	18	5%
Unknown	14	4%
Non-Disclosed	27	7%
TOTAL	396	100%
Demographic	FY 19/20	% (based on responders)
Female	143	36%
Male	229	58%
Non-Disclosed	24	6%
Veterans (subset of total)	13	3%

Average Age = 32 years of age
Age Range = 18 to 72 years of age



Bachelor's Degree = 8%
Two-year Degree = 11%



Accelerated Skills Training

Major Industries in our Community (Central Florida)

Pre-Pandemic

1. Hospitality/Tourism
2. Healthcare
3. Manufacturing
4. Construction
5. IT/Business
6. Distribution/Logistics



Post-Pandemic

1. Distribution/Logistics
2. Healthcare
3. Construction
4. Manufacturing
5. IT/Business
6. Hospitality/tourism



Current State

**750
students**



**16 AST
Programs**



**95%
Completion
81%
Placement**

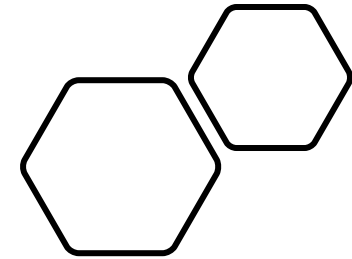


**All
Programs
Articulate**

Best Practices Recap

- 1. Base your programs on the essential industries in the community**
- 2. Identify the key employers and develop a meaningful relationship**
- 3. Keep these programs in CE and create a pathway to a degree**
- 4. Invest in Recruiting and Job Placement teams**
- 5. Identify Community Partners and develop meaningful relationships**
- 6. Look for grants to support your work**
- 7. Practice a cohort model**
- 8. Hands-on is the only way**
- 9. Develop networks**
- 10. Grass roots is the most effective marketing tool**

+ Follow



**Questions
And
Answers**

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Accelerated Skills Training



#ValenciaAST

This Week's Discussion Boards

- Program Alignment
 - Aligning pathways to economic needs
 - COVID-19 challenges
 - Lifetime job, springboard job, static job – JFF week 1 spotlight
 - Recommendations for training programs
- Work-Based Learning
 - Types of work-based learning
 - Developing capacity for work-based learning
 - Core purposes of work-based learning – JFF week 2 spotlight
 - Supporting and expanding your college's WBL models



This Week's Spotlights

- AlamoEXPERIENCE
 - Experiential learning to affirm career pathway choice
 - All students required to complete experiential learning experience
- Amarillo College
 - Integration of experiential learning into Adult Education programs
- JFF
 - Framework for high-quality work-based learning that promotes equity
 - Strategies to design and implement high-quality virtual work-based learning opportunities





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Have a great week!