

Work-Based Learning and Solving for the Supply-Side Challenge

A Problem of Practice Activity to Examine Different
Approaches within the Educate Texas Workforce &
Education Community College Apprenticeship
Network of Texas (WE CAN TX) and Dallas College

Anita Bedford, Dallas College

Kenyatta Lovett, Educate Texas

Erica Simon, Educate Texas



EDUCATE TEXAS
at COMMUNITIES FOUNDATION of TEXAS



Variations of Work-Based Learning

Internships

Co-ops

Practicums

Clinicals

Pre- and Youth
Apprenticeships
(starting in high
school)

Non-registered
Apprenticeships

Registered
Apprenticeships

Defining Work-Based Learning

- Work-Based Learning
- A student or worker completing meaningful job tasks in a workplace that develop readiness for work, knowledge and skills that support entry or advancement in a particular career field and matching career paths with student employment opportunities.
- Work-based learning supports a continuum of lifelong learning and skill development for a range of workers and learners – K-12 students, young adults, college students, adult jobseekers, and incumbent workers.
- Source: [JFF Work-based Learning Framework](#)



Why Work-Based Learning?

- Opportunities for hands-on learning
- Exposure to new environments and expectations
- Meaningful tasks
- Skills attainment(documenting competencies)
- Mentoring / Positive relationships with adults that support growth and development
- Social capital = contacts in the employment world
- Circular feedback loop (students and employers)
- Compensation!

Source: Metropolitan Policy Program at Brookings, Work-Based Learning Can Advance Equity and Opportunity for America's Young People, Nov. 2020

National Landscape



National Landscape

<https://youtu.be/1taHMUqj8ic>

Problem of Practice for Texas

How can learn-and-earn models be improved (equity and data-informed) and expanded (scale and sustainability) across the state of Texas?

Improvement

- Change the employer mindset on acquiring talent
- Understand employers' skills needs
- Flexibility (not all students can work business hours)
- Clear communications and expectations
- Clear pathways to reach valuable credentials that are stackable
- Mentoring/Coaching relationships

Expansion


- Regional sector partnerships
- Leadership advisory councils by sector
- Cohort employer leaders to proselytize the up-side to working with colleges to align curricula and create benchmarks.

Problem of
Practice for
Texas: **Focus
on Equity**


- What are we doing now?
- How do we intentionally create equitable access?



The Workforce & Education Community
College Apprenticeship Network of Texas
(WE CAN TX)



WE CAN TX is a statewide peer-learning network that empowers regional partnerships to build education-to-workforce pathways. Led by community colleges and workforce organizations, partners develop and scale innovative, modern work-based learning experiences and academic structures that address employer needs in high-wage and high-demand careers.



WE CAN TX Partnerships By Region

Austin

Workforce Solutions Capital Area
Austin Community College

Dallas/North Texas

Dallas College
North Central Texas College
Tarrant County College

East Texas

Tyler Junior College

Gulf Coast

Lee College
San Jacinto College

Panhandle

Amarillo College

West Texas

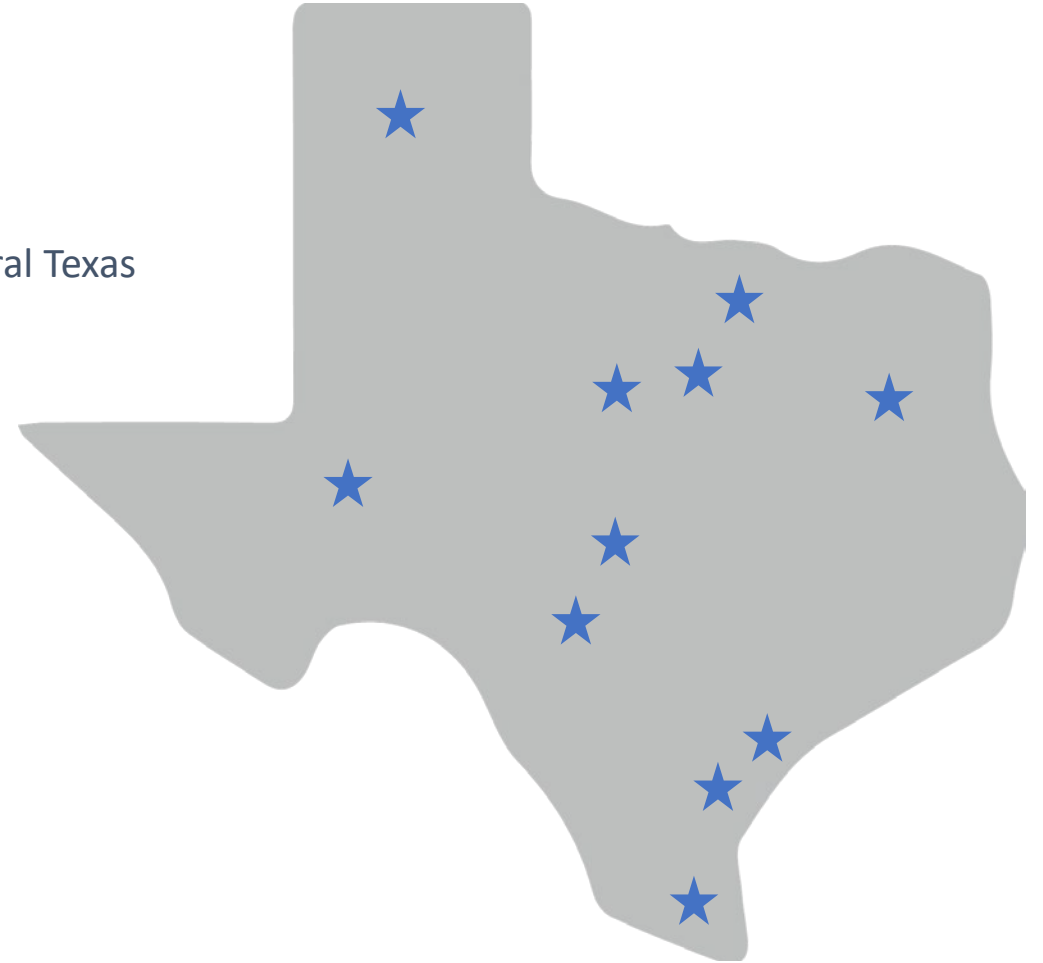
Workforce Solutions West Central Texas

San Antonio

Alamo Colleges District
SA Works

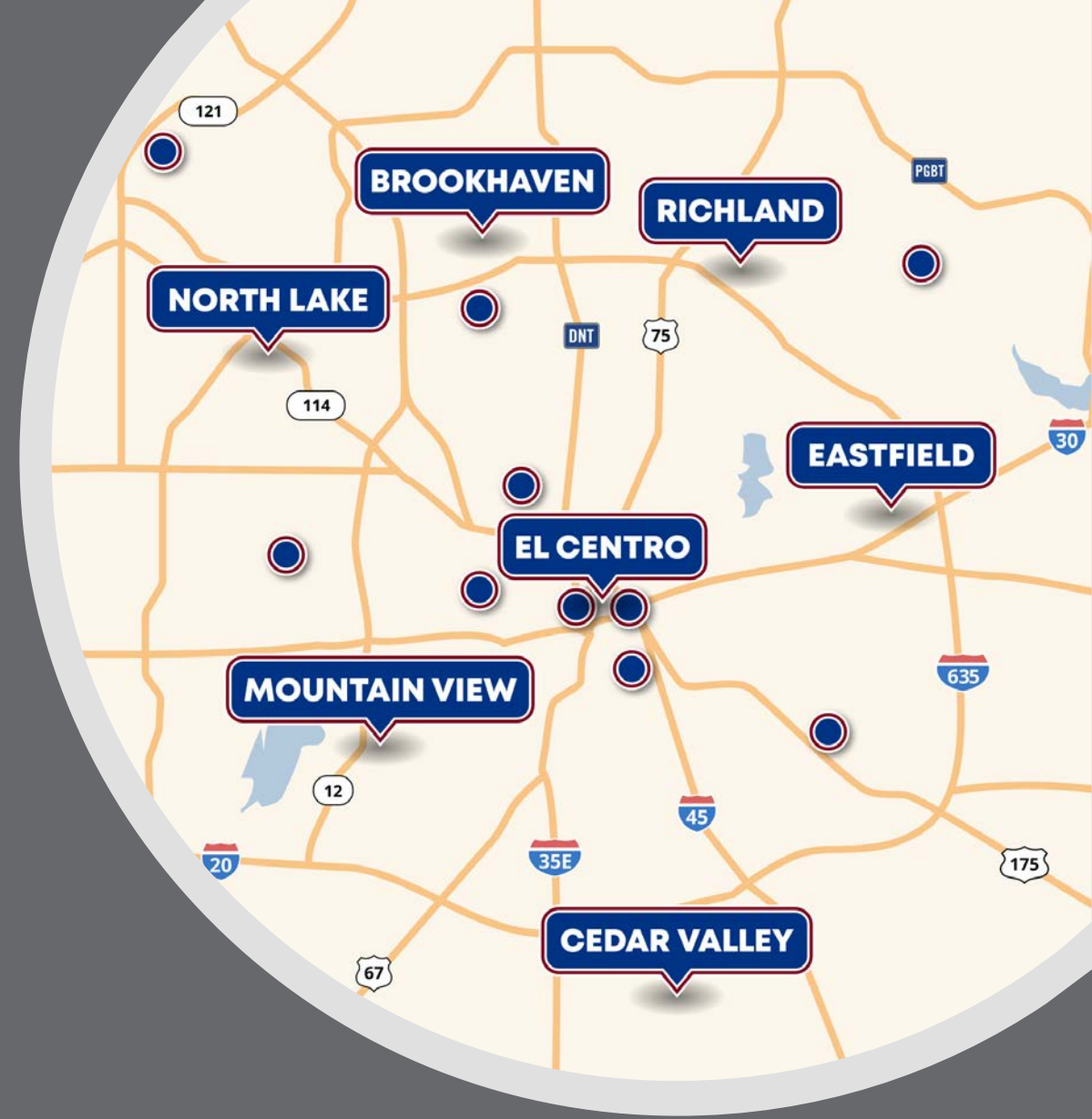
South Texas

South Texas College
RGV Focus





- 100k Learners enroll each Fall, 80% come from underserved populations
- Centralization taking place - college's first year under one accreditation
- One strategic priority for Dallas College is to impact income disparity throughout the community with an emphasis on the underserved



Career Connected Learning

Career Connected Learning arm was created within Workforce and Advancement that focuses on connecting our students with workforce opportunities

- Experiential Learning is workgroup was created to provide:
 - Providing students with equitable access for work-base learning opportunities
 - Creating and maintaining an aligned process for work-based opportunities
 - Implement common procedures for effective assessment, review, and evaluation of experiential learning



According to the Texas Workforce Commission, Texas had 22,000 active apprenticeships and ~18,000 completed their apprenticeships.

September 2021

Critical Levers for Success



Student/Participant
Engagement &
Enrollment

Employer
Engagement

Curriculum &
Program
Development

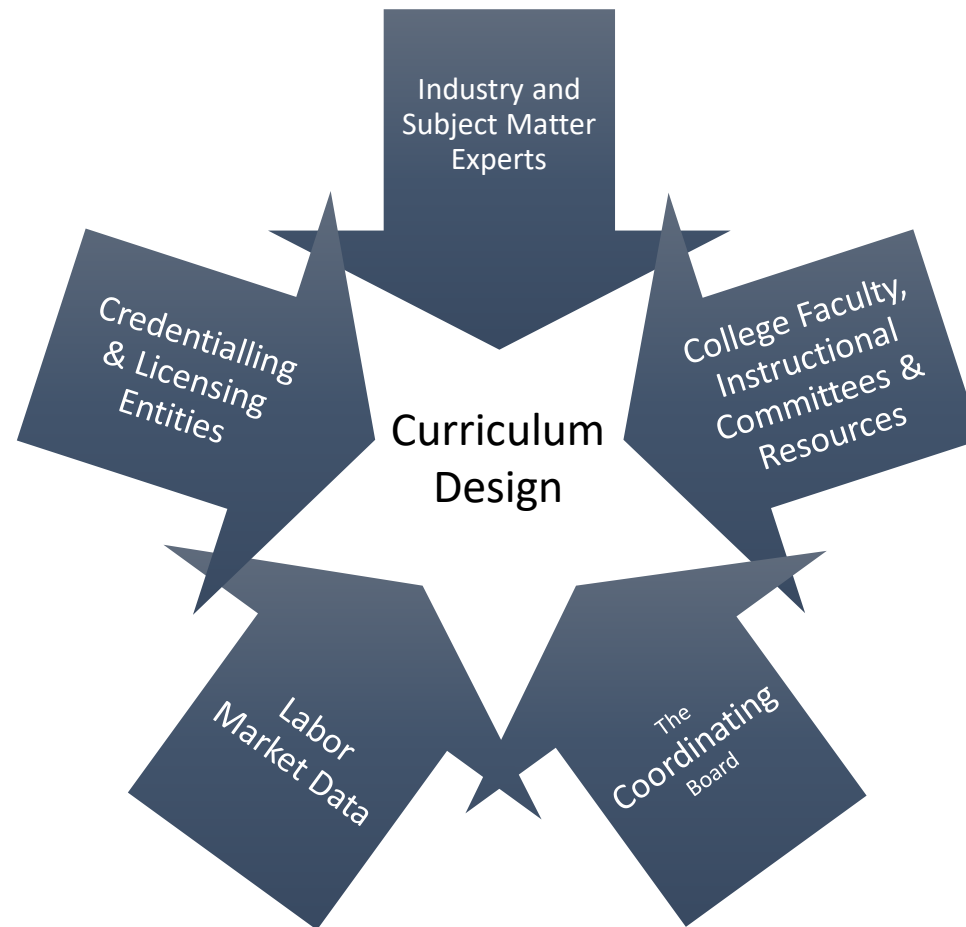
Equity

Student/Participant Engagement & Enrollment

- **Problem of Practice:** What are the best measures to communicate the value and opportunity of learn-and-earn models to prospective students/participants?
 - New America's Partnership to Advance Youth Apprenticeship: Challenges with Communicating with Communities and Households
 - Discussion Question(s):
 - How do your students learn about youth apprenticeships or earn and learn opportunities?
 - Good examples of messaging? Posters, Social Media (TikTok, Insta), Job Fairs?
 - How to scale the messaging?



Curriculum Design





TRUE Pathway

Logistics Technician

ASSOCIATE OF APPLIED SCIENCE

Logistics and Manufacturing Technology AAS

LEVEL 1 CERTIFICATE

Logistics Distribution Technician Certificate

FAST-TRACK CE

Logistics Technician

The Logistics Technician TRUE Pathway is built on stackable, workforce credentials with employment and advancement opportunities in the local economy.



Fast-Track CE Occupation Opportunity

INDUSTRIAL TRUCK AND TRACTOR OPERATORS

Median Salary > \$35,218

CE Non-Credit + Certifications

FAST-TRACK CE

Logistics Technician

CNSE 1003 Forklift Operator Certification

OSHT 1000 Basic Safety and Health

MSSC Certified Forklift Technician (CFT)

OSHA 10 Certificate

LMGT 1019 Intro to Business Logistics

LMGT 1021 Intro to Materials Handling

MSSC Certified Logistics Associate (CLA)

LMGT 1025 Warehouse and Distribution Center Management

MSSC Certified Logistics Technician (CLT)

LMGT 1040 Contemporary Logistics Issues

IBUS 1000 Global Logistics Management

BMGT 2084 Experiential Learning

Level 1 Certificate Occupation Opportunity

FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS

Median Salary > \$62,088

Up to 18 Credits Articulated CEU

LEVEL 1 CERTIFICATE

Logistics Distribution Technician Certificate

LMGT 1319 Intro to Business Logistics

LMGT 1321 Intro to Materials Handling

MSSC Certified Logistics Associate (CLA)

LMGT 1325 Warehouse and Distribution Center Management

MSSC Certified Logistics Technician (CLT)

LMGT 1340 Contemporary Logistics Issues

IBUS 1300 Global Logistics Management

BMGT 2384 Co-Op in Operations Management & Supervision

or LMGT 2334 Principles of Traffic Management

FAST-TRACK CE



Associate of Applied Science Occupation Opportunity

TRANSPORTATION, STORAGE, AND DISTRIBUTION MANAGERS

Median Salary > \$97,115

18 Credits Articulated CEU + 3 Earned Credits + 39 Credits
[Total 60 Credit Hours]

ASSOCIATE OF APPLIED SCIENCE

Logistics and Manufacturing Technology AAS

7 Courses Specialization

LMGT 2330 International Logistics Management

ENGL 1301 Composition I

MATH 13xx College Algebra or Elem Stats or Math for Business & Social Sci

SPCH 13xx Speech of Public Speaking

Elective Humanities/Fine Arts

ECON 2301 Principles of Microeconomics
or ECON 2302 Principles of Macroeconomics

LEVEL 1 CERTIFICATE

FAST-TRACK CE



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Curriculum & Program Development

Problem of Practice: How can colleges efficiently build or modify learn-and-earn programs to remain aligned with labor market demands?

- Dallas College Solution: Planning exercise/Getting started
- Breakout Group Discussion Question(s):
 - Which faculty would need to be included
 - What additional college resources included (workforce to write grants)?

What are
your first
steps?

Junior Cloud Focused Analysis

Certification	Job Postings	Median Salary	Top Job Titles	Top Employers
Junior Cloud	240	\$68,231	Salesforce Service Cloud Technician Lead Junior Systems Administrator Data & Insights Manager - Customer Analytics IT Technician Supervisor IT Systems Administrative Field Service Technician Desktop Support Technician	Bowman Williams Deloitte Moneygram Ingram Micro Freddie Mac
CompTIA A+	614	\$37,002	IT Technician Computer Technician PC Technician	Karls uBreakiFix Excell Parkland Health CRGT
CompTIA Linux+	55	\$86,585	Linux Systems Administrator Systems Administrator Systems Administrator Manager Support Technician Senior Systems Administrator	ZTE USA Inc IBM Greyhound Lines Inc Zixcorp Systems Serigor Inc
AWS Certified SysOps	13	\$72,549	Systems Administrator Remote Senior Systems Integratn Tchnlgst II - Clearance Senior Devops Administrator Technical Support Analyst AWS/Til Technical Support Analyst AWS/Linux/Itil	Beyondsoft Inc. Sunray Enterprise Quality Informatics Consulting Ntirety Inc North American Bancard LLC
Cisco Certified Cyber	33	\$78,933	Senior Systems Security Administrator Operational Technologist III Operational Technologist II Operational Technologist I Lead Network Administrator - IT	Jacobs Engineering Group Inc Spry Group Inc Leidos JPS Health Network Deloitte

Thank you for attending!

- Erica Simon, esimon@cftexas.org
- Anita Bedford, abedford@dcccd.edu
- Kenyatta Lovett, klovett@cftexas.org