

TRUE Pathways

**Texas
Reskilling and
Upskilling through
Education**

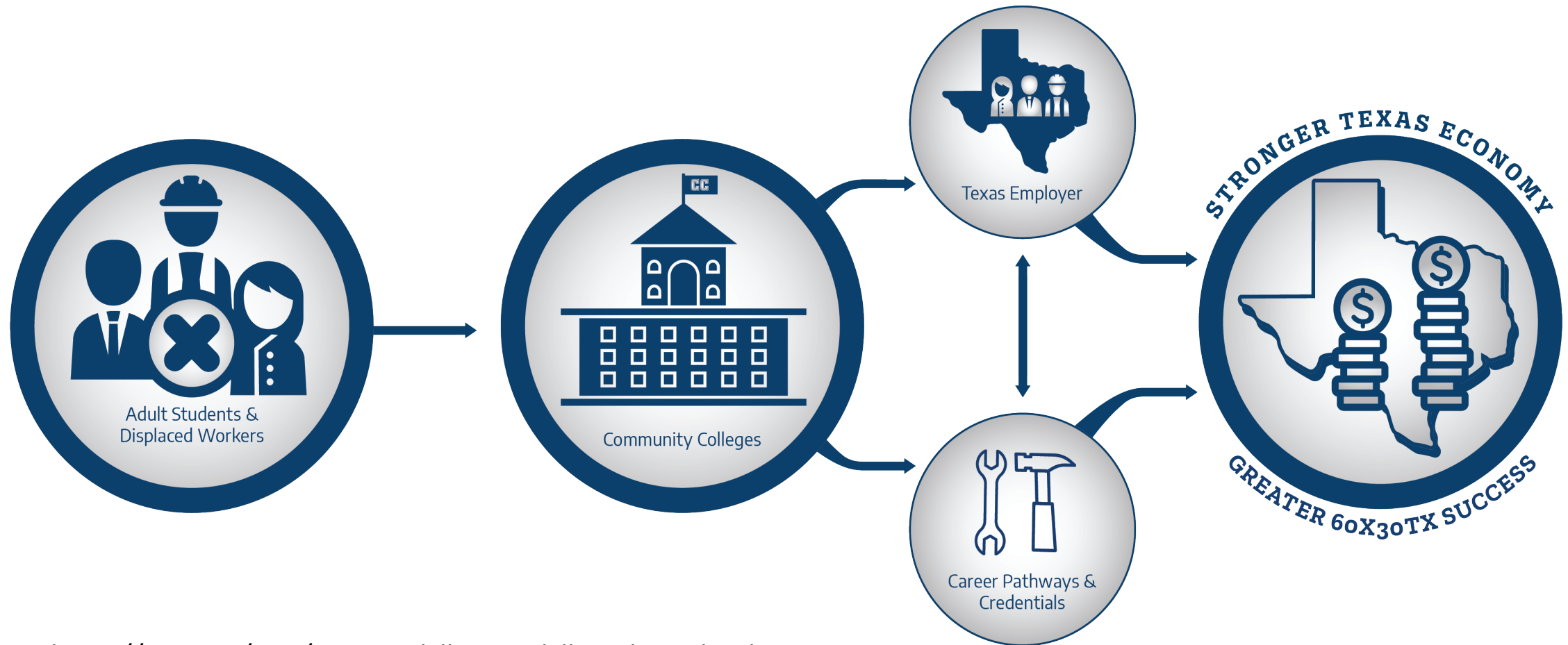
**Gloria Smith, Associate Vice Chancellor
Karen Stills, Associate Vice Chancellor
Veronique Tran, Vice Provost
Linda Braddy, Campus President**



Transforming the Educational Experience via TRUE Pathways



TRUE EcoSystem



<https://tacc.org/tacc/texas-reskilling-upskilling-through-education-true>





Students will be prepared for in-demand careers



Accelerates transitions to work, supports the economy throughout the state



Dallas College is building partnerships with businesses to ensure a strong workforce pipeline

TRUE Pathways



High Demand High Wage Jobs

- Dallas College stays attuned to workforce needs
- Agile and responsive
- Jobs and careers that didn't exist 5 or 10 years ago
- TRUE Pathways can be completed in one year or less, some in less than 6 months
- Living wage: \$15 per hour





Expanding Known Strategies



Concierge
Onboarding &
Registration
Services

*"No more
students lost
in the
admission
cycle"*

Intrusive
Success
Coaching

*"Just-in-time
early
intervention"*

Embedded
Instructional
Success
Facilitators

*"Academic
supports to
enhance
learning"*

Pathways
With
Structured
Support

*"Built-in
guardrails on &
off ramps"*

Complete
Industry
Buy-in

*"Connecting
learning to
work"*

Customized
Instructional
Delivery
Solutions

*"The right
modality and
format at the
right time"*

Career
Connected
Learning

*"Capitalizing on
'enroll in a job'
approaches"*

ABILITY TO SCALE QUICKLY

SENSE OF URGENCY



Strengths of Dallas College Approach

- Intentional collaboration with leaders from academic affairs, student affairs, and workforce development at the table
- Strong CE to credit connection
- Labor market intelligence utilized on the front end of development
 - Where are the jobs?
 - What skills do employers seek?
- Community embedded training

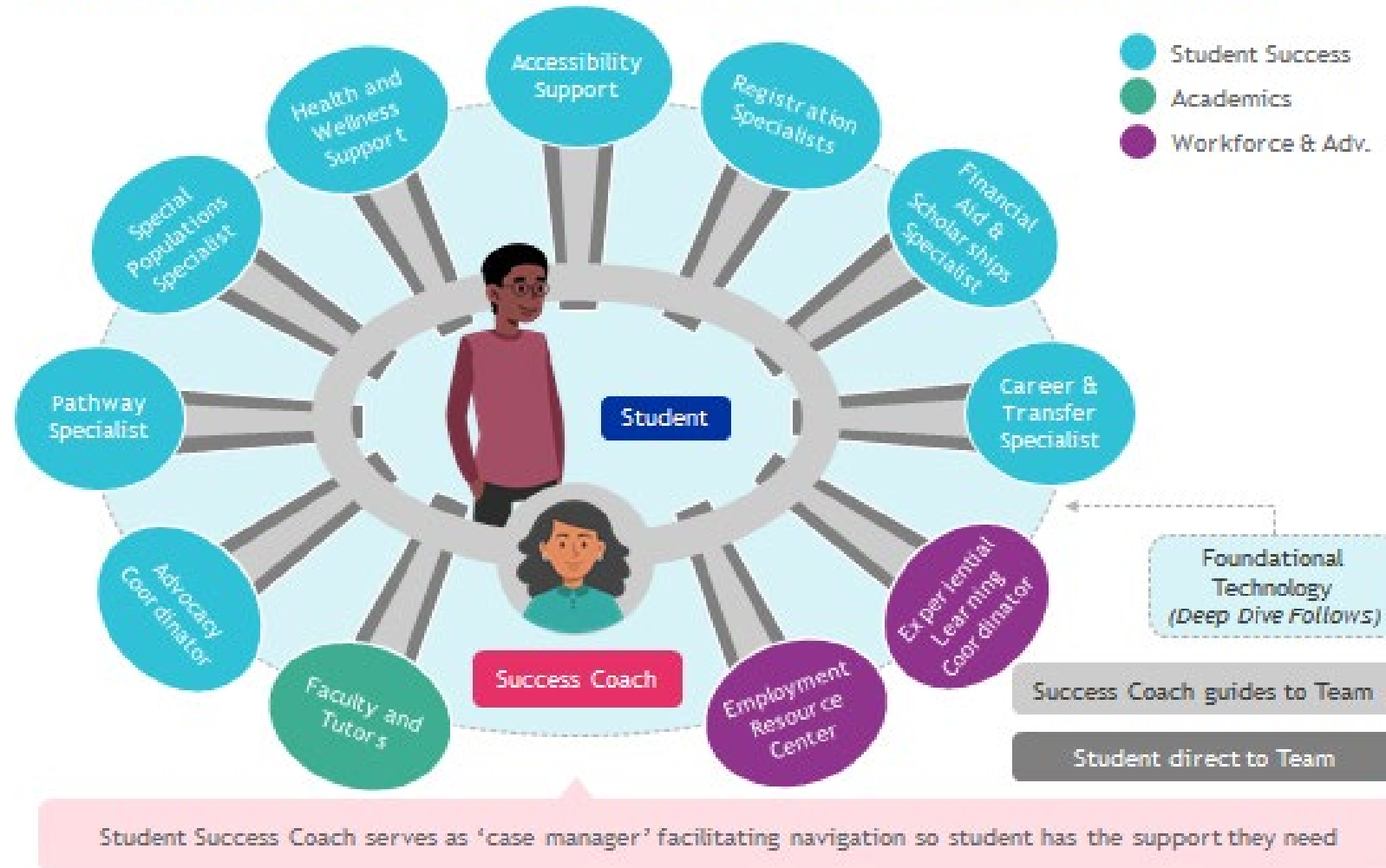


Student Affairs Points of Focus

- Dedicated coaches for non-credit pathway advising
- Capturing credentials on the transcript
- Providing advising tools & training advisors



Student Success Coaches aided by specialists who provide targeted expertise for more detailed student questions



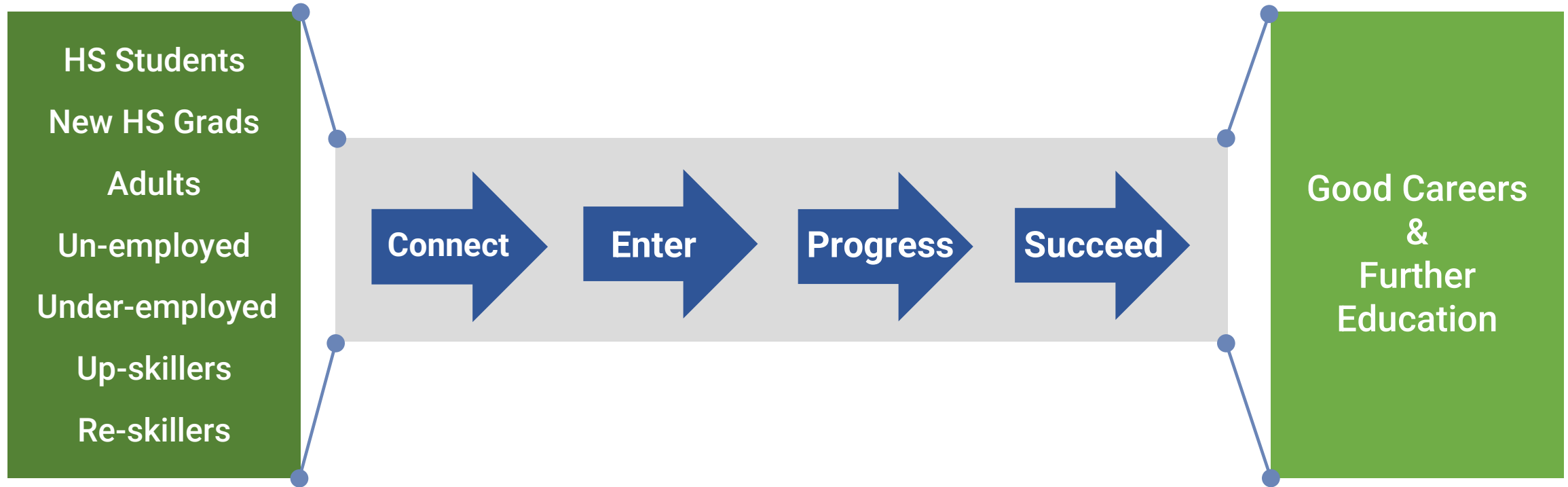
Success Coach is the **primary care provider** within the Learner Care Model

Success Coach is **student-focused**:

- Single point of consistent contact
- Communication & nudging
- Personalized referrals
- Case management
- Connections to resources
- Grouped to provide customized care for:
 - Traditional Students
 - Dual Credit/ ECHS/ P-Tech Students
 - CE Students



Target Audience



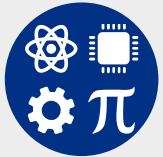


Dallas College TRUE Pathways



Manufacturing & Industrial Technology

- Logistics: MSSC Certified Forklift Operator, Certified Logistics Associate and Technician
- Mechatronics: PMMI Certifications in Electrical, Mechanical, Fluid Power, and PLC
- Robotics: Universal Robot Certification, PMMI Certification in Motors and Motor Controls



Engineering, Technology, Mathematics and Sciences

- IT Support: Comp Tia A+ and Linux+
- Cloud Support: AWS SysOps Administrator and CyberOps



Health Sciences

- Telehealth Patient Care Technician: PCT Certification and Google IT Support Professional



Business, Hospitality and Global Trade

- Business Foundations



Logistics Job Demand DFW Region

Industrial Truck and Tractor operators
8,551 job postings

First-Line Supervisors of Production
& Operating Workers
3,098 job postings

Transportation, Storage, &
Distribution Managers
3,053 job postings

LMI Data: June 2020 – June 2021



TRUE Pathway

Logistics Technician

ASSOCIATE OF APPLIED SCIENCE

Logistics and Manufacturing Technology AAS

LEVEL 1 CERTIFICATE

Logistics Distribution Technician Certificate

FAST-TRACK CONTINUING ED (CE)

Logistics Technician



MSSC CFT Occupation Opportunity

INDUSTRIAL TRUCK AND TRACTOR OPERATORS

Median Salary > \$35,218

CE Non-Credit + Certifications

FAST-TRACK CE

Logistics Technician

CKSE 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

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



MSSC Certified Forklift Technician (CFT), Certified Logistics Associate (CLA), and Technician (CLT)



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MSSC CLA/CLT Occupation Opportunity

FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS

Median Salary > \$62,088



Up to 15 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



MSSC Certified Forklift Technician (CFT), Certified Logistics Associate (CLA), and Technician (CLT)





TRUE Pathway Logistics Technician

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FAST-TRACK CE

AAS 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

Electives	Choose Specialization 7 Courses
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



TRUE Pathway Medical Assisting



TRUE Pathways are built on stackable, workforce credentials with employment and advancement opportunities in the local economy.



Work Opportunity
MEDICAL ASSISTING
Median Salary > \$35,266

FAST-TRACK CE

MDCA 1013	Medical Terminology
MDCA 1043	Medical Insurance
HPRS 2000	Pharmacology for Health Professionals
MDCA 1021	Administrative Procedures
MDCA 1052	Medical Assistant Laboratory Procedures
MDCA 1060	CMA Clinical Internship

NHA Certified Clinical Medical Assistant (CCMA)



Work Opportunity
MEDICAL ASSISTING
Median Salary > \$35,266

LEVEL 1 CERTIFICATE

MDCA 1313	Medical Terminology
MDCA 1443	Medical Insurance
HPRS 2300	Pharmacology for Health Professions
MDCA 1421	Administrative Procedures
MDCA 1352	Medical Assistant Laboratory Procedures
MDCA 2361	Clinical-Medical/Clinical Assistant

NHA Certified Clinical Medical Assistant (CCMA)



Education Opportunity
TRANSFER TO A COLLEGE/UNIVERSITY

ASSOCIATE OF ARTS
42 Credit Hours Core Curriculum





Small Animal Veterinary Assistant

TRUE Pathway to Associate of Arts or
Associate of Applied Science in Veterinary
Technology



TRUE Pathway

Veterinary Technology



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* Exam administered by the Texas Veterinary Medical Association





Challenges

Transcripting Credentials Earned

Verifying Labor Market Intelligence

Funding & Sustainability

Limited Scale (faculty/space/equipment, etc.)

Internal & External Buy-In





What's Next?

- Expanding staffing
 - Director of TRUE Pathways
 - Faculty facilitators
 - Program specialists
- Grant funding opportunities
- Expanding industry partners
- Developing prior learning pathways
- Bringing training to the community



Questions?

GSmith@dcccd.edu

KStills@dcccd.edu

VeroniqueTran@dcccd.edu

lbraddy@dcccd.edu

[Dallas College TRUE Pathways Website](#)

