

Reskilling/Upskilling Adults through Micro-credential Innovation: TRUE



Texas Success Center

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Texas Reskilling and Upskilling Through Education: TRUE Agenda

| | |
|--------------------|--|
| Section I | Making the case for TRUE and college implementation examples |
| Section II | Business Advisory Council (BAC) |
| Section III | Legislation and grant funding |

Texas community colleges will be the **state's economic engine for recovery** by providing training that meets regional and local labor market demands.





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PATHWAYS FRAMEWORK

Connect

Enter

Progress

Succeed

Learners From
Multiple Entry Points

Adult Students &
Displaced Workers

Enter Careers, Earn
More Credentials, &
Transfer to 4-Year
Institutions



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Community College
Association of Texas Trustees



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Section I

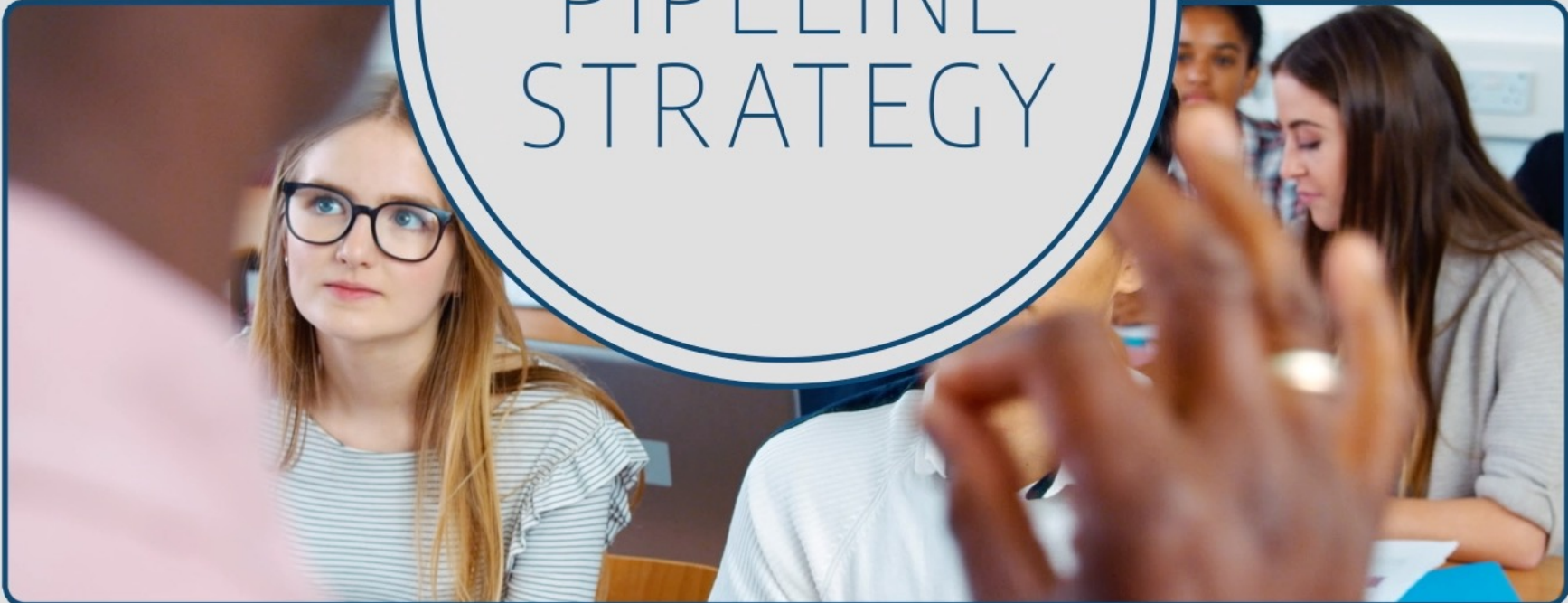
Making the Case and
Implementation

CAREER
PATHWAYS
&
CREDENTIALS





TALENT
PIPELINE
STRATEGY



What challenges does your college face when embedding aligning micro-credentials across continuing education and credit programs?



TRUE PATHWAYS

Systemic whole-college reform helping students reach their goals

Connect



Easily shop and select career pathways that include industry-based certifications within metamajor/career cluster

Enter



Onboard with a clear initial completion plan of less than 6 months

Progress



Gain skills and work-related experiences
Provide support to be successful

Succeed



Complete credentials in key occupations with living wages

Enter Good Careers

Earn More Credentials

Transfer

Learners From Multiple Entry Points

- High school
- AEL
- Cont. Ed
- Adults
- Displaced workers

The TRUE Workforce Initiative

Phase I TRUE Colleges

- Central - Austin Community College
Central - McLennan Community College
- East - Paris Junior College
- East - Northeast Texas Community College
- North - Dallas College
- North - Tarrant County Community College
- South - Alamo Colleges
- South - Del Mar College
- Southeast - Brazosport College
- Southeast - San Jacinto College
- West - Amarillo College
- West – Midland College

Phase I: January-August 2021

1. Identify high-priority credentials and foundational career specific skills
2. Design and implement high-quality, short-term and micro-credentials aligned with regional demand
3. Create program maps to credentials, including opportunities for careers, further education, and related wages

Phase II: September 2021-August 2024

1. Leverage business & industry partnerships
2. Utilize the Texas Pathways strategy for statewide scaling
3. Advocate for state and federal policy

Profile: Statewide

Key Occupation: Cardiovascular Technologists and Technicians*



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4,197

Job Postings

Dec 1, 2019 - Nov 30, 2020



\$52,560

Median Salary

*Based on BLS data for
Texas*

16%

Projected Growth

*Estimated growth in
employment, 2020-2030*

85%

Entry Level

*Percent of job postings calling for 0-
2 years of experience*

10%

BA+ Level

*Percent of job postings
calling for a BA or higher*

23% (Low)

Automation Risk

*Based on Osborn and Frey's
methodology*

Top 5 Specialized Skills


1. Cardiopulmonary Resuscitation
2. Patient Care
3. Electrocardiogram
4. Cardiology
5. Catherization Laboratory (Cath Lab)

Top 5 Certifications

1. First Aid CPR AED
2. Basic Life Saving (BLS)
3. Advanced Cardiac Life Support Certification
4. Basic Cardiac Life Support Certification
5. American Registry of Radiologic Technologists Certification

Top 5 Employers

1. Hospital Corporation of America
2. Christus Health
3. Baylor Scott & White Health
4. Texas Health Resources
5. Houston Methodist



This occupation is important to the following industries:

Health Care and Social Assistance
Professional, Scientific, and Technical Services
Other Services (except Public Administration)

*License typically required

TRUE Pathways Map

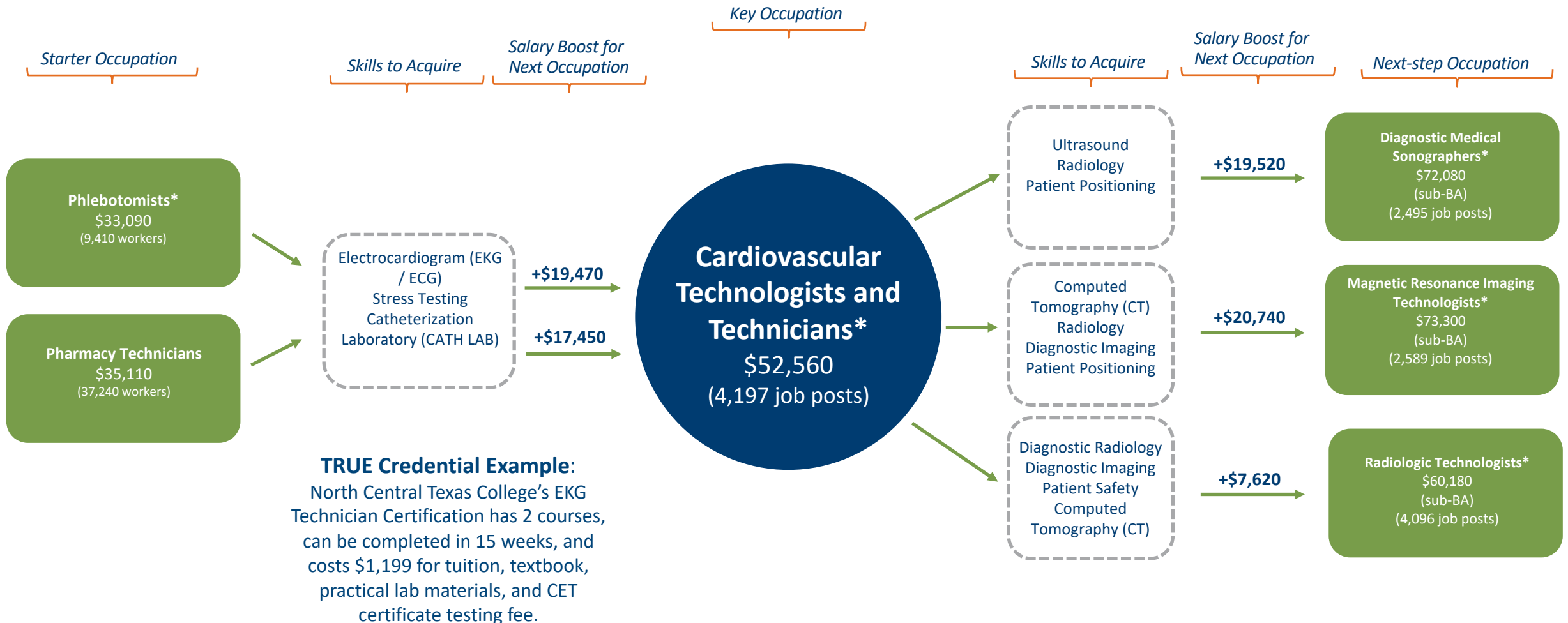
Industry Area of Study: Health Sciences



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TECHNOLOGIES



*License typically required

Profile: Statewide

Key Occupation: Heating, Air Conditioning, and Refrigeration Mechanics and Installers*+



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9,235

Job Postings

Dec 1, 2019 - Nov 30, 2020



\$45,510

Median Salary

Based on BLS data for Texas

16%

Projected Growth

Estimated growth in
employment, 2020-2030

38%

Entry Level

Percent of job postings calling for 0-2
years of experience

0%

BA+ Level

Percent of job postings
calling for a BA or higher

65% (Med)

Automation Risk

Based on Osborn and Frey's
methodology

Top 5 Specialized Skills

1. HVAC
2. Repair
3. Plumbing
4. Ventilation
5. Predictive/Preventative Maintenance

Top 5 Certifications

1. Drivers License
2. Environmental Protection Agency Certification
3. EPA/CFC/HCFC Certification
4. North American Technician Excellence (NATE)
5. Occupational Safety and Health Administration Certification

Top 5 Employers

1. Sears
2. TDIndustries
3. Lochridge Priest Industries
4. Johnson Controls Incorporated
5. Cxc Talent Solutions



This occupation is important to the following industries:

Construction
Manufacturing
Retail Trade

*License typically required
+Texas Workforce Commission Target Occupation

TRUE Pathways Map

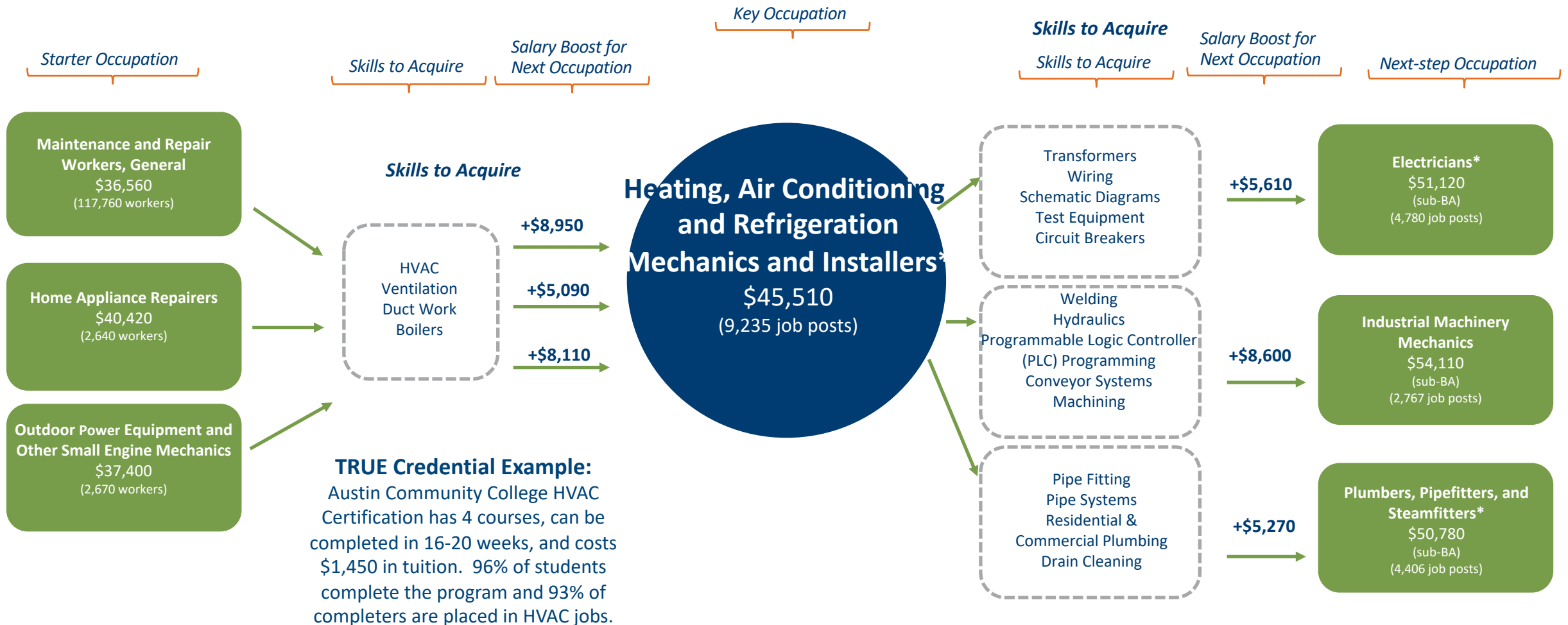
Industry Area of Study: Design, Manufacturing, Construction & Applied Technologies



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TECHNOLOGIES



*License typically required



Post-Secondary Education Outcomes Explorer

PSEO

The Post-Secondary Employment Outcomes (PSEO) is an experimental data product from the US Census Bureau containing **earnings outcomes and employment flows for recent graduates of partner colleges and universities.**

These statistics are generated by matching university transcript data with a national database of jobs.

Data Type

Earnings Flows

State

Texas

Institution

Houston Community College

Degree Level

Associates

Graduation Cohort

2006-2010

Compare Earnings by

Time Percent

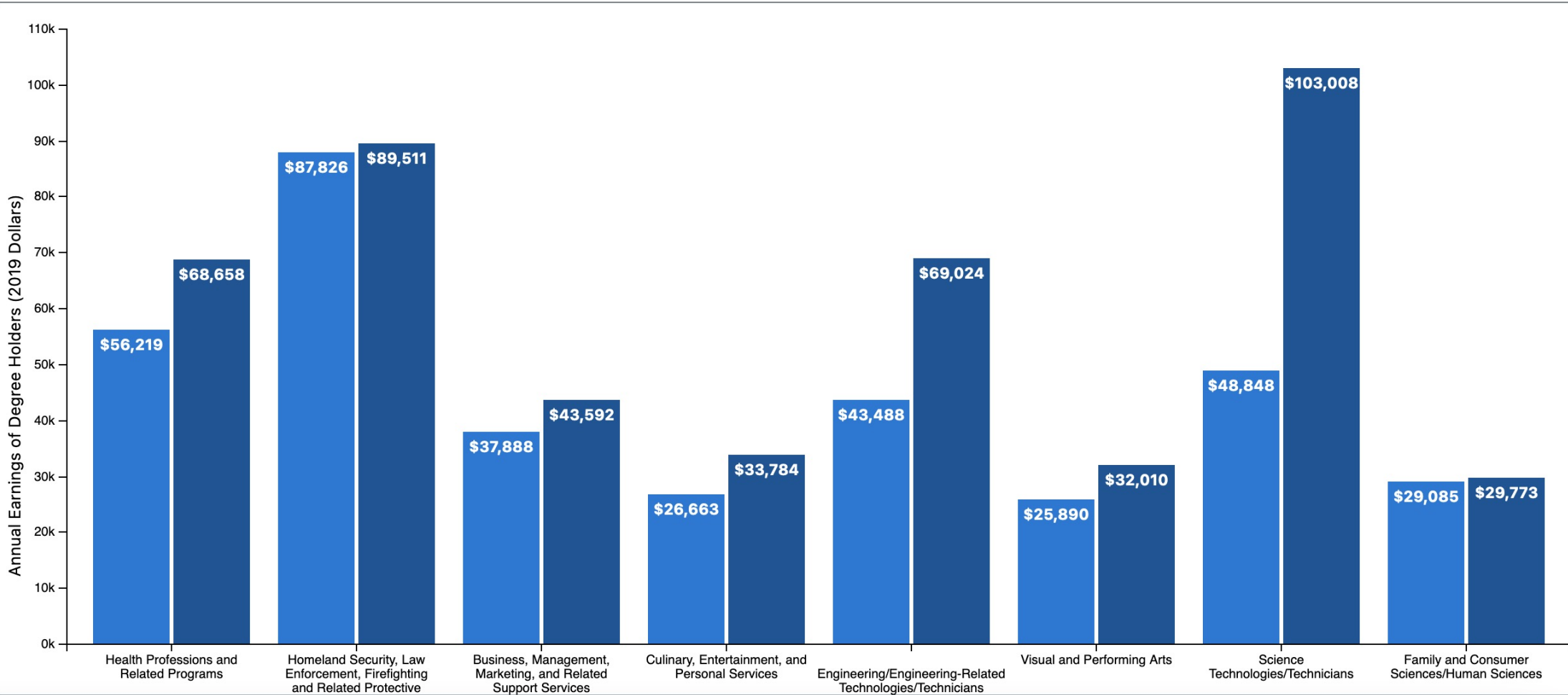
Earnings-percentile Filter

25 50 75

Legend

1 Years Postgrad

5 Years Postgrad

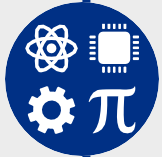


Dallas College True Pathway Focus Areas



Manufacturing & Industrial Technology

- Logistics – Certified Logistics Technician and Associate
- Mechatronics – PMMI Mechanical and Fluid Power
- Robotics – Automation Technician



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



TRUE Pathway
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

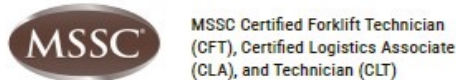
| | |
|-----------|-----------------------------|
| LMGT 1019 | Intro to Business Logistics |
| LMGT 1021 | Intro to Materials Handling |

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

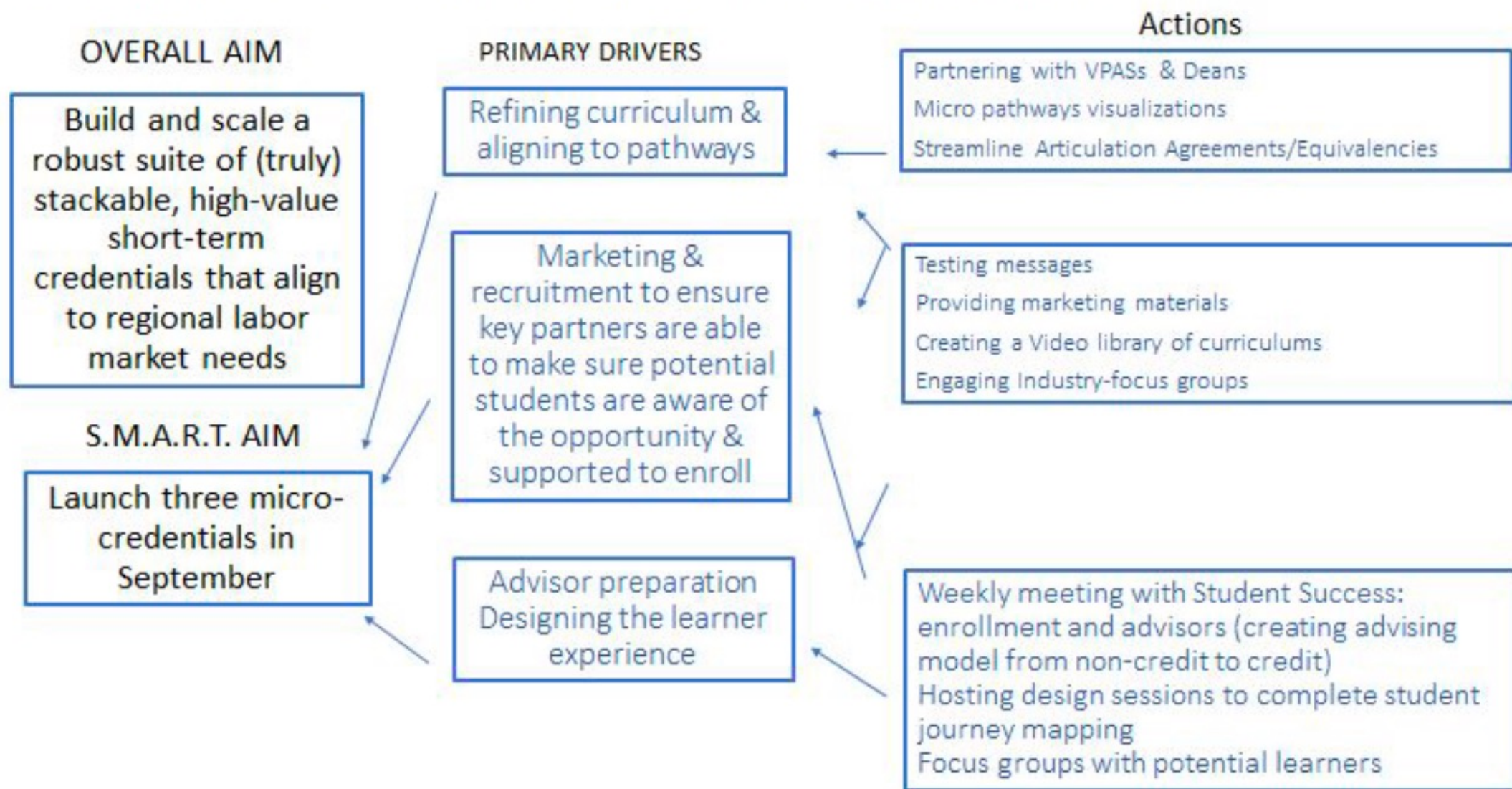
| | |
|--------------|---|
| LMGT 2330 | International Logistics Management |
| ENGL 1301 | Composition I |
| MATH 13xx | College Algebra or Elem Stats or Math for Business & Social Sci |
| SPCH 13xx | Speech of Public Speaking |
| Elective | Humanities/Fine Arts |
| ECON 2301 | Principles of Microeconomics |
| or ECON 2302 | Principles of Macroeconomics |

LEVEL 1 CERTIFICATE

FAST-TRACK CE

Driver Diagram Discussion Starter for TRUE colleges:

What's Your Focus, What's the Work to Be Done between Now & September?



Pilot: UpSkill Project

- 1 Facebook Ad
- Free Until July 17
- Products Tested:
 - 3 Marketable Skills Career Badges
 - 8 Professionals Certificates in IT Support, Cybersecurity, Construction Management and Health IT
 - Google IT Support Included
- Results as July 28:
 - 170: Approximate # of Inquiries
 - Over 300: Applications (2/3 Women, Average Age: 38)
 - 187: Total Joined a Pathway and Actively Engaged
 - 131: Class Completions as July 28
 - 4 Top Pathways: Cybersecurity Analyst, Healthcare IT Support, Google Data Analytics, Construction Management





Del Mar College TRUE Initiative Team

Dr. Mark Escamilla
President & CEO

TRUE Initiative Update

Micro-credentials:

Accounting

Industrial Machining Applied Technology Specialization:

Industrial Rotating Equipment Mechanic (Millwright)

Welding Applied Technology

Frontline Program Advisors:

P/T Career Counselor hired

Training for Program Coordinators and Program Managers

Industrial Machining Applied Technology

Specialization: Industrial Rotating Equipment Mechanic (Millwright)

Helpers
Median Salary
\$30,967

Maintenance
Technician
Median Salary
\$48,750

Millwright
Median Salary
\$54,920

CE OSA

MCHN 2005* Millwright III
MCHN 2007* Millwright IV
MCHN 2016* Millwright VII
MCHN 2018* Millwright VIII

*Course able to be matriculated to credit

Level II Certificate

MCHN 1325 Millwright I
MCHN 1338 Basic Machine Shop I
MCHN 1341 Basic Machine Shop II
MCHN 1329 Millwright II
MCHN 1300 Beginning Machine Shop
MCHN 1343 Machine Shop Mathematics
MCHN 1308 Basic Lathe
MCHN 2312 Millwright V
MCHN 2314 Millwright VI
MCHN 1313 Basic Milling Operations
INMT 2388 Internship – Manufacturing Technology/Technician
OR
PTRT 1313 Industrial Safety
COMG 1391 Special Topics in Communications, General
TECM 1301 Industrial Mathematics

CE OSA

Associate in Applied Science

ENGL 1301 Composition I
Core Mathematics OR Life & Physical Sciences
Core Elective
Core Communications (SPCH) Core
Core Elective
Core Creative Arts or Language, Philosophy &
Core Culture Core Elective
Core American History, Government/Political Science
Elective OR Social and Behavioral Core

Level II Certificate

CE OSA



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Section II

Business Advisory Council

Business Advisory Council

The Business Advisory Council (BAC) provides strategic guidance in three key areas:

- **Changes in the economy and job market.**
 - Provide insight into the areas of future job growth and the skills most critical to business and industry.
- **Texas Reskilling and Upskilling through Education (TRUE).**
 - Provide support, strategic guidance, and advocacy in establishing and advancing the components of the TRUE Initiative.
- **Legislative priorities and strategies.**
 - Provide strategic guidance in advancing the components of the TACC legislative priorities in support of a stronger Texas economy.



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Industry Partners



Membership of the BAC

| | | | | | |
|--|---|---------------------------------------|---|---|---|
| 6 College CEOs | President, Texas Business Leadership Council | Chairman and CEO, Commit Partnership | Vice President, Texas Cattle Feeders | Director of Global Programs, AWS | Public and Government Affairs, ExxonMobil |
| CEO & President, Precision Task Group, Inc | CEO & President, Texas Chemical Council | Managing Director, J. P. Chase | Director of Workforce Partnerships, Lockheed Martin | Senior VP, Americas Manufacturing, LyondellBasell | Workforce Development Lead, Tesla |
| | CEO & President, Texas Association of Manufacturers | Chairman of the Board, Hunt Companies | Chair, Metro 8 Chambers of Commerce | CEO Texas Economic Development Council | |



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Section III

Legislation & Grant Funding

SB1102 and TRUE Program Uses

By statute, funding for TRUE must be used as follows:

- to support industry-aligned, high-demand postsecondary workforce credentials or industry certifications in growing occupations that can be completed in six months or less;
- to provide training through existing, new or redesigned programs focused on high-demand skills and leading to workforce credentials or industry certifications in growing occupations;
- to expand institutional capacity to provide stackable postsecondary workforce and industry certifications in high-demand pathways;
- to provide student aid awards to incentivize enrollment and completion of industry-aligned, high demand postsecondary workforce credentials and industry certifications; and
- to cover the cost of tracking and reporting enrollment, credential completion and employment outcomes of students in these courses and programs to gauge student success.

Accelerating the Production of High Value Credentials

Additional GEER Funding July 2021:

\$25 million - TRUE Program Start Up

Purpose:

Institutional capacity building to rapidly create, redesign and expand education and training programs in high value occupations that are tightly aligned with employer and industry needs.



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tacc.org/tsc