



Opportunities:

Adult Education and Community Colleges

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Texas Success Center



Texas Success Center

Texas Peer Mentor
NETWORK*

Working together to put Texans to work



Amarillo College®

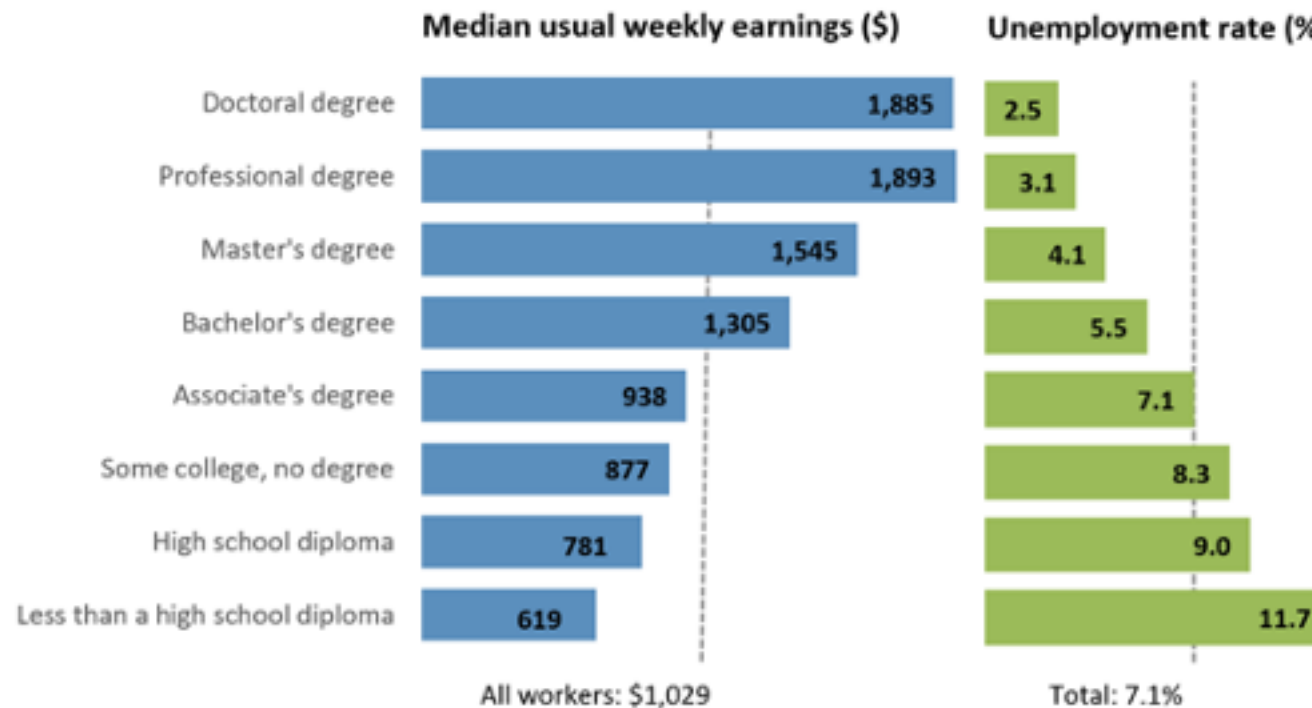
What opportunities exist
to improve the lives of Texans
through education?



Why We Need Bold Change

Texans need ongoing education to get good jobs.

Earnings and unemployment rates by educational attainment, 2020

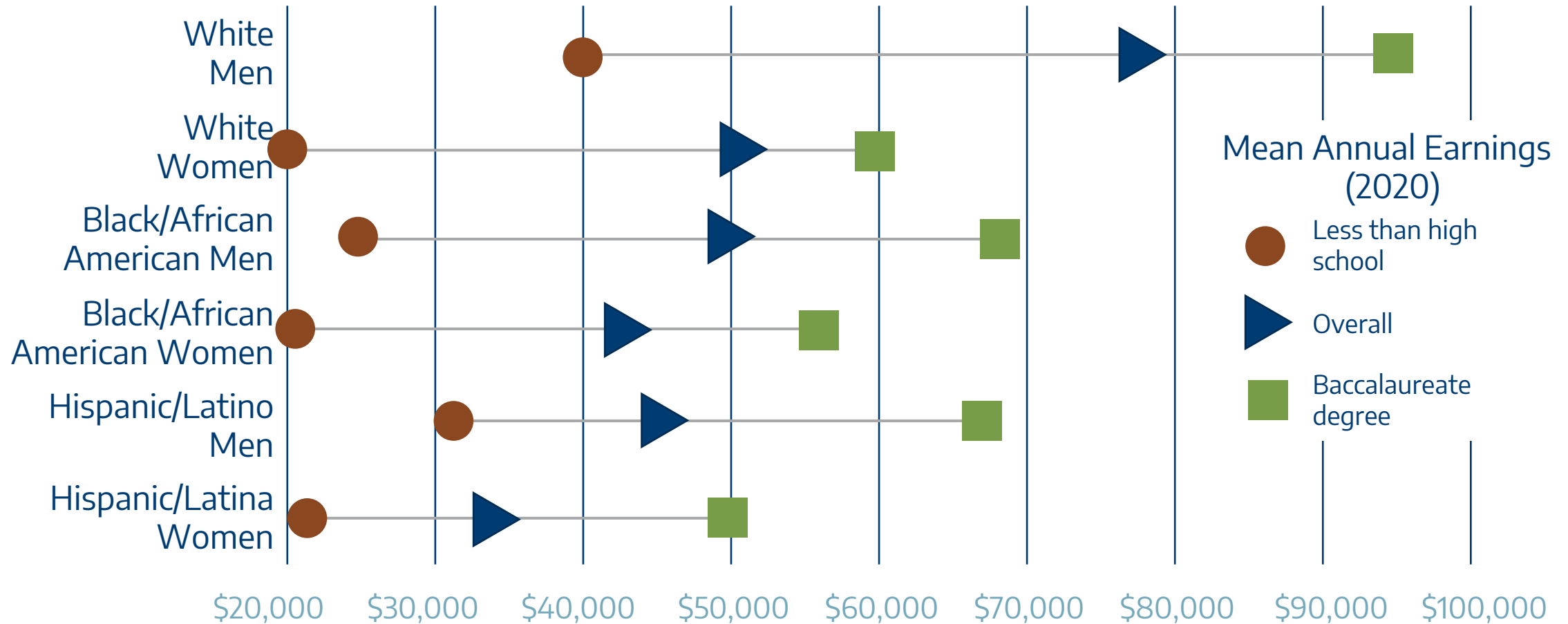


Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

Source: US Bureau of Labor Statistics <https://www.bls.gov/emp/chart-unemployment-earnings-educatio>

Why We Need Bold Change

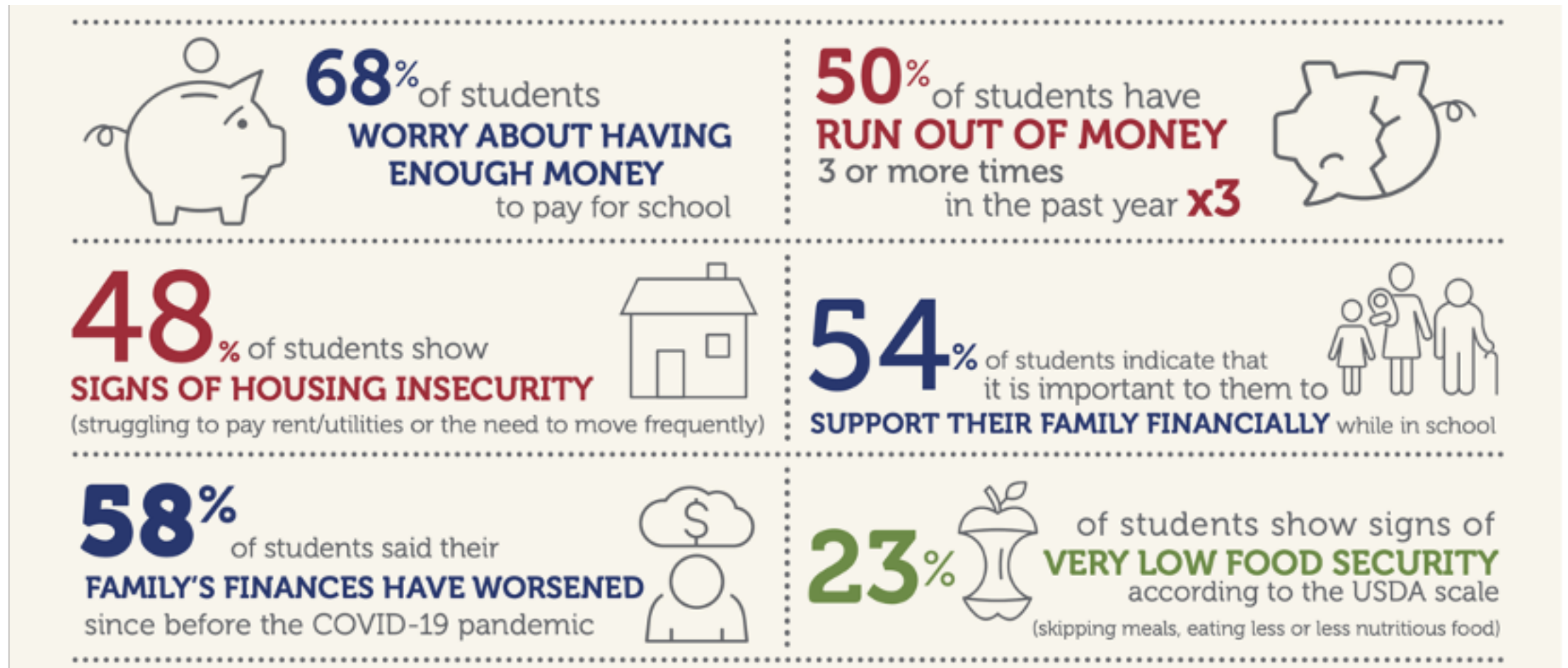
Earnings inequalities persist after credential attainment.



Source: U.S. Census Bureau, 2003 to 2021 Annual Social and Economic Supplement to the Current Population [Survey](#).

Why We Need Bold Change

Community college students in Texas have immediate needs.



Source: [2020 Trellis Research Student Financial Wellness Survey](#)

We want to hear from you!

Respond at Pollev.com/texassuccesscenter024

Text TEXASSUCCESSCENTER024
to 22333 once to join



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What stood out to you about the need for bold change?



Texas Context





Adult Education and Literacy (AEL) programs are managed by the Texas Workforce Commission (TWC).

The governor of Texas has initiated a statewide tri-agency workforce initiative that includes:

- **Texas Workforce Commission**
- **Texas Education Agency**
- **Texas Higher Education Coordinating Board**

*State-Administered Adult Education Program
Eligible Agencies*



State Eligible Agency Types		
	Technical and Adult Education Workforce	05
	Department of Labor	06
	Community, Technical College or University	17*
	State Education Agency	29**
*Includes American Samoa, Guam, Northern Marianas College		
**Includes District of Columbia, Palau, Puerto Rico, Virgin Islands		

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In your state, which system manages Adult
Education and Literacy services?

A – State K-12 Agency

B – State Higher Education Agency

C – Department of Labor Agency

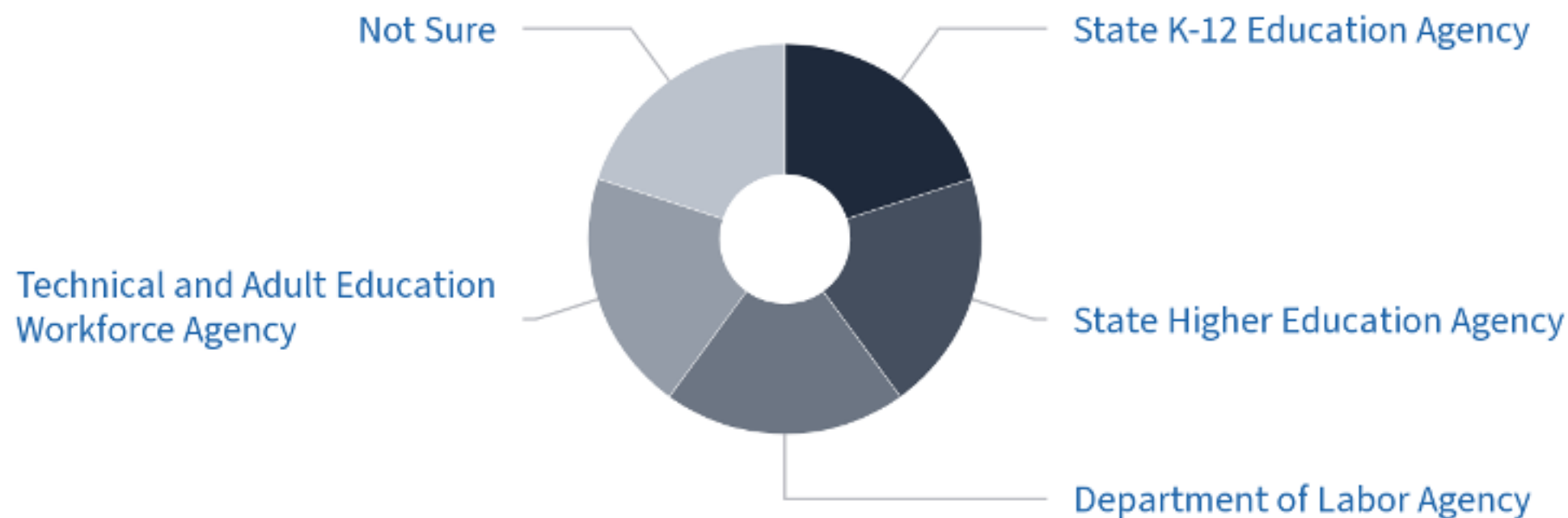
D – Technical and Adult Education Workforce Agency

E – Not Sure



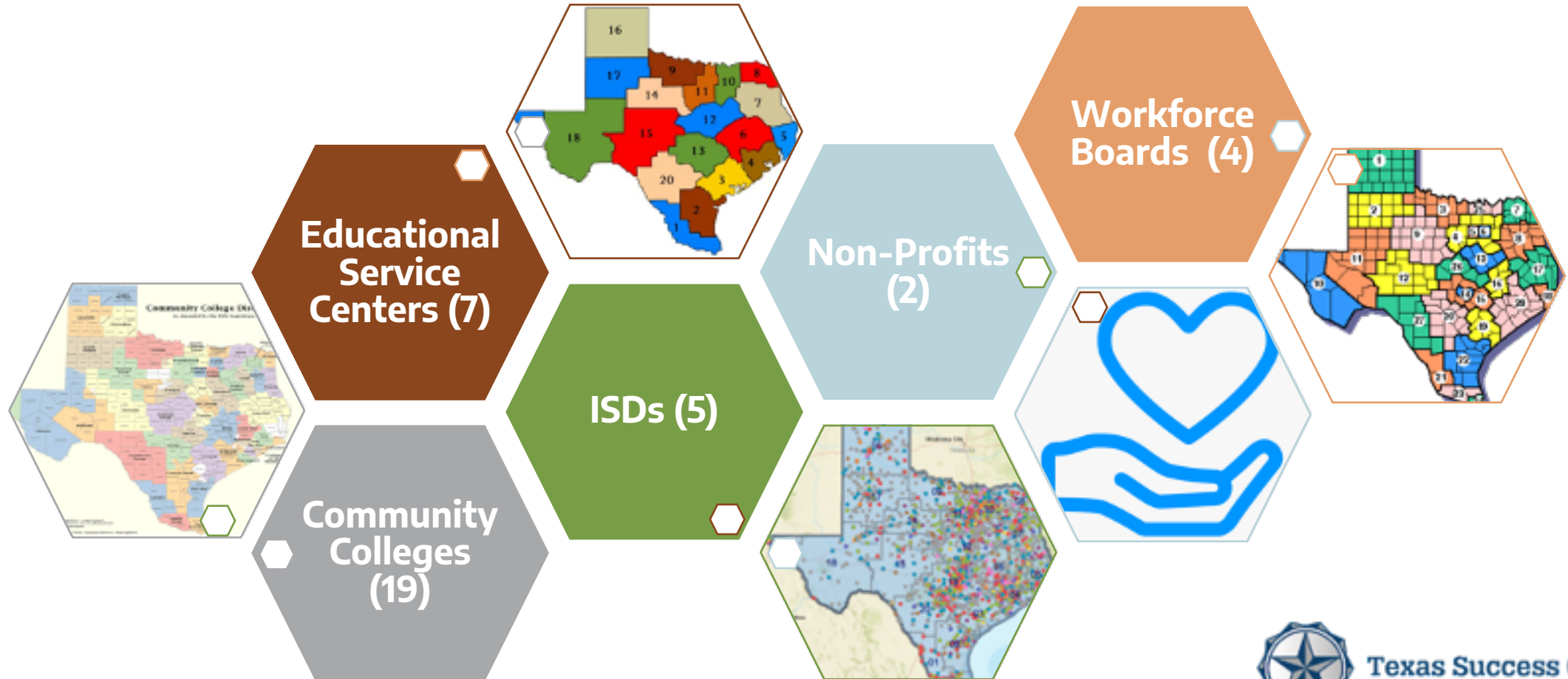
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In your state, which system manages Adult Education and Literacy services?



Texas Context

44 community colleges work as fiscal agents or in consortia to provide AEL services



Texas Workforce Commission

2021-2025 Strategic Plan Goals

TWC's goals promote workforce development success through **flexibility, technology, and innovation**:

- Support a Workforce System that allows employers and workers **to achieve and sustain economic prosperity**.
- **Prepare individuals for employment** by supporting education and training that equips individuals with **in-demand skills as identified by employers**.



Texas Higher Education Coordinating Board

2022-2030 Strategic Plan: Building a Talent Strong Texas

Texas is raising the bar for higher education through three goals:

1. Attainment of certificates and degrees so at least **60% of Texans aged 25-64 have a postsecondary credential of value by 2030.**
2. Postsecondary **credentials of value aligned with workforce demands** that will raise incomes for individual Texans while reducing debt.
3. **Research, development, and innovation** that drives discovery, improves lives, broadens education, and creates new jobs.



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How do community colleges
support state goals for education?

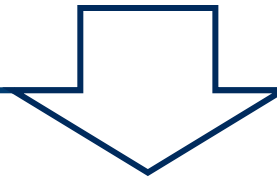


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The Texas Success Center

Dedicated to socio-economic mobility, we support community college strategies that will empower Texans to rise out of poverty and achieve better life outcomes.



The Texas Pathways strategy is:

- Comprehensive
- Student-Centered
- Focused on the design and implementation of structured academic and career pathways at scale



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Texas Pathways

Systemic whole-college, student-focused reform

Learners
From
Multiple
Entry
Points



Easily shop and select career-focused pathways that include industry-based certificates within the metamajor



Onboard with a clear initial completion plan which could span less than 6 months



Gain skills and work-related experiences in all programs



Complete credentials in high-demand occupations aligned with further education without the loss of time or credit

Enter
Good
Careers
with
Living
Wages
&
Further
Education
Plan

1. Mapping Pathways to Student End Goals

- Multiple entry points
- Default program maps
- Completion, further education, employment
- Guides through transition and transfer

2. Helping Students Choose and Enter a Program Pathway

- College readiness in 1st year
- Career exploration
- Early contextualization
- Accelerated remediation for most poorly prepared

Texas Pathways

Four Pillars of Essential Practices

3. Keeping Students on Path

- Strong, inescapable advising
- Clarity for education and career choices
- Predictable schedules
- Early intervention
- Academic and non-academic support

4. Ensuring Students are Learning

- Program learning outcomes aligned with careers and further education
- Internships and apprenticeships
- Active culturally competent teaching practices

Statewide Commitment

50 community colleges are committed to Texas Pathways



West

Amarillo
Clarendon
El Paso
Frank Phillips
Howard
Midland
Odessa
South Plains
Western Texas



South

Alamo
Coastal
Bend Del
Mar Laredo
South Texas
Southwest
Texas Texas
Southmost
Victoria



Central

Austin
Blinn
Central
Texas
Cisco
Hill
McLennan
Navarro



Southeast

Alvin
Brazosport
College of the
Mainland
Galveston
Houston
Lee
Lone Star
San Jacinto
Wharton



East

Angelin
a
Kilgore
Northeast
Texas
Panola
Paris
Texarkana
Trinity
Valley

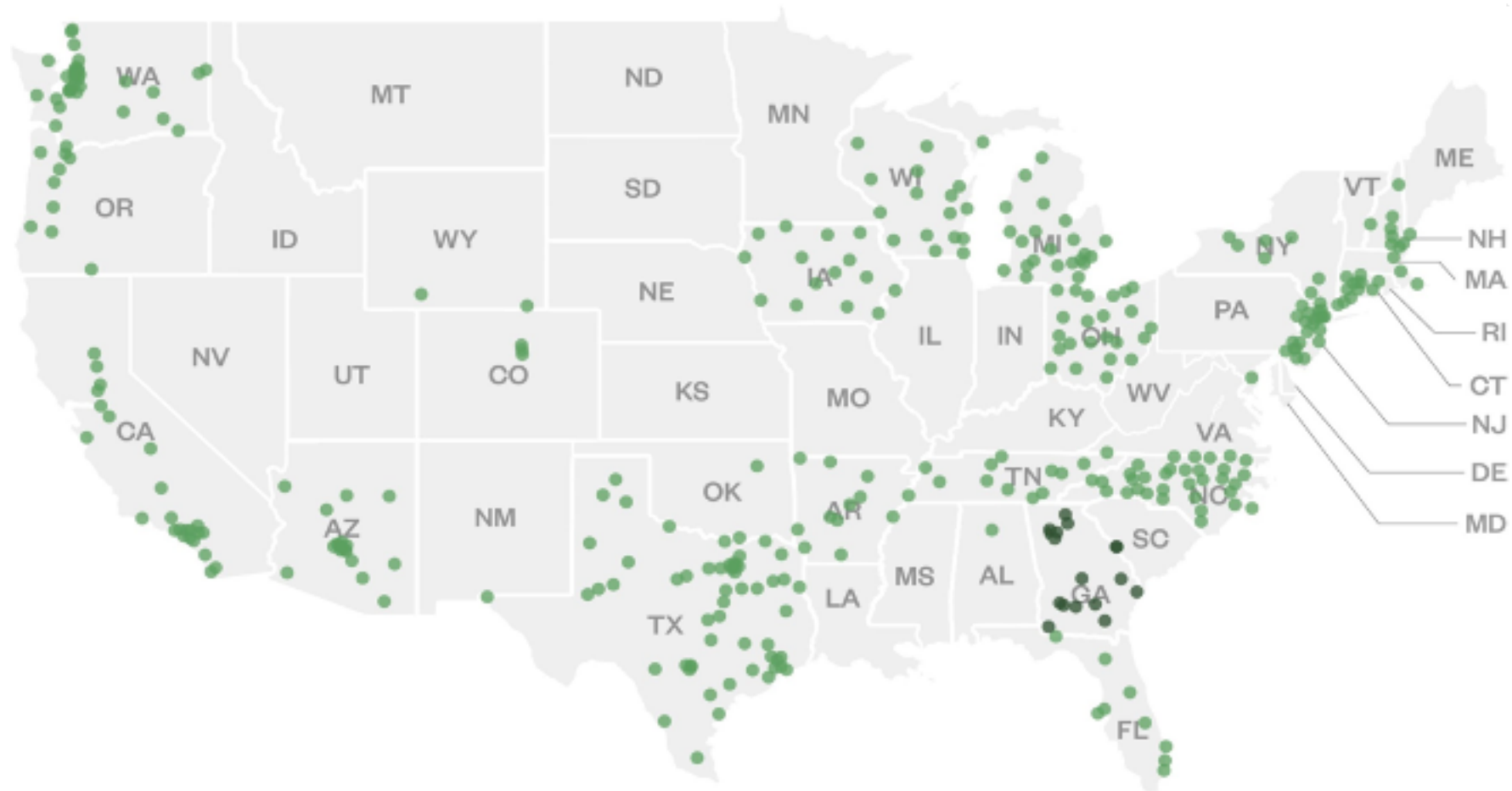


North

Collin
Dallas
Grayso
n
North
Central
Ranger
Tarrant
Weatherfor

A National Movement

Colleges across the country are implementing Guided Pathways



- Community colleges implementing guided pathways as part of formal state or national initiatives
- Four-year colleges implementing pathways practices as part of state initiatives

Updated October 2019

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What word or words come to mind
when you think about
guided pathways?



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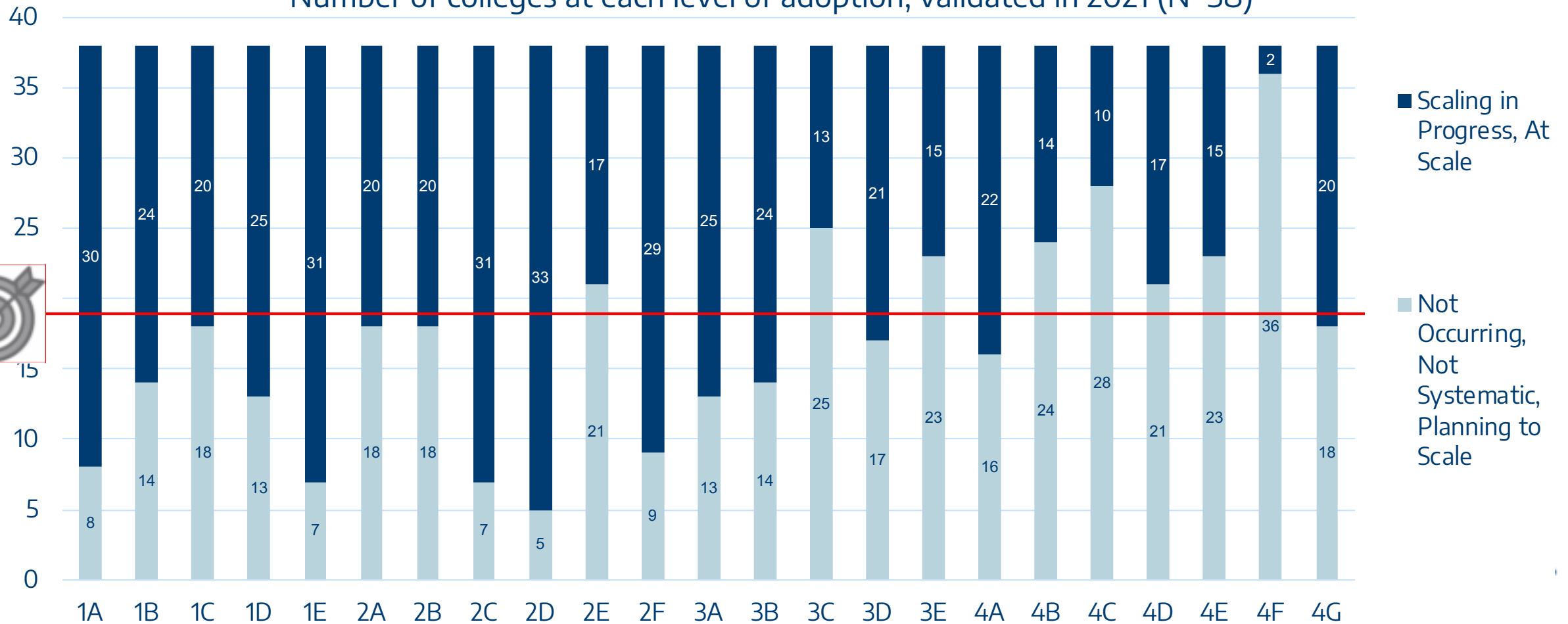
**What word or words come to mind when you think about
guided pathways?**



Texas Pathways Scale of Adoption Assessment

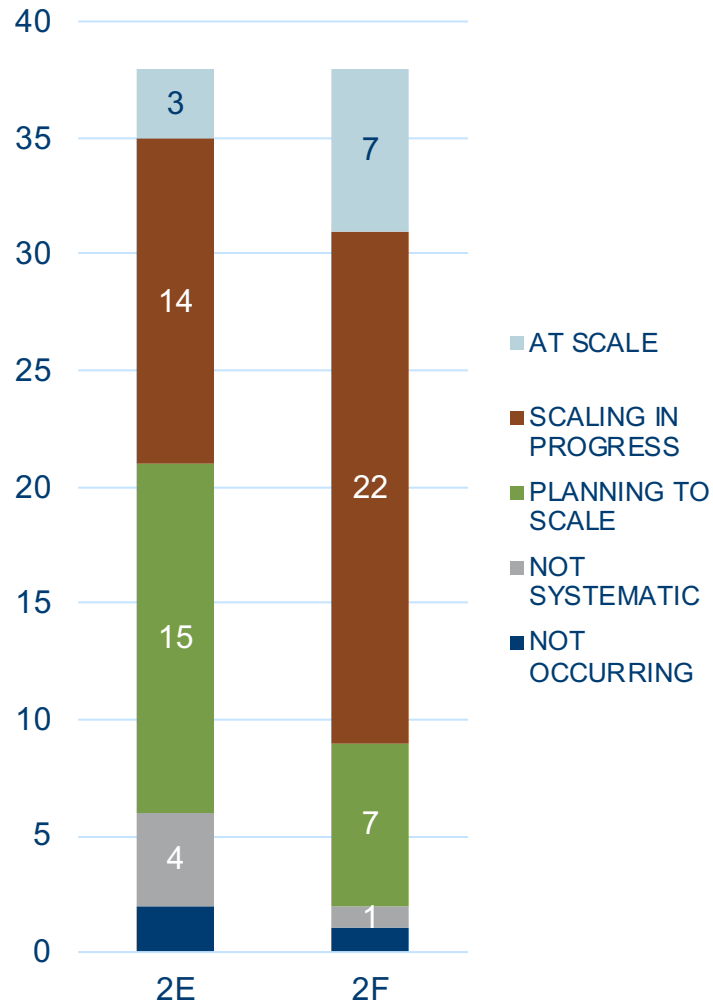
2021 Summary: Working Towards the Goal

Number of colleges at each level of adoption, validated in 2021 (N=38)



Texas Pathways Pillar 2

Helping Students Choose and Enter a Path



Practice 2E	Practice 2F
Intensive support is provided to help very poorly prepared students to succeed in college-level courses as soon as possible.	The college works with high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college.
Navarro College AEL courses are paired with developmental courses or offered independently as appropriate to provide remediation for very poorly prepared students. In addition, AEL works with CTE to provide financial assistance and support classes as students transition from AEL to a degree programs and into the workplace.	Amarillo College leads the state in AEL integration. AEL students are given student IDs and are included in all AC systems. The college has created pathways from AEL Career Pathways into communities (meta-majors).

Impact of Texas Pathways Strategy

More Students Are Meeting Early Momentum Milestones

	Early Momentum Metric	2015 %	2018 %	2020 %	Percentage Change 2015-2020	Percentage Point Difference 2015 - 2020
Enter	Earned 6+ credits in Term 1	58%	64%	65%	12%	+7%***
	Completed Math in Year 1	29%	34%	38%	30%	+9%***
	Completed Reading in Year 1	54%	59%	58%	8%	+4%***
	Completed Writing in Year 1	46%	53%	53%	15%	+7%***
	Completed All Subjects in Year 1	20%	25%	28%	39%	+8%***
Progress	Persisted from Term 1 to 2	76%	76%	72%	-5%	-4%***
	Earned 15+ credits in Year 1	44%	48%	50%	13%	+6%***
	Earned 30+ credits in Year 1	8%	9%	11%	40%	+3%***

Note. *** $p < .001$, $N = 50$ community college districts
Source: [Texas Pathways Key Performance Indicators](#)

Student Success is **EVERYONE's** job.

What might we do differently
to help students succeed?



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TX-PMN and Texas Association for Literacy and Adult Education (TALAE)

Working together in service to students





Working together to put Texans to work

Tenets

Leadership & Culture

Student Services

Curriculum & Instruction

Professional Learning

Faculty Engagement

Digital Integration

TX-PMN Equity Institute

Community College Research Center



Davis Jenkins

Senior Research Scholar

Dev Ed Reform



Jessica Brathwaite

Senior Research Associate

Equity Framework



Maria Scott Cormier

Senior Research Associate

Equity Career Pathways

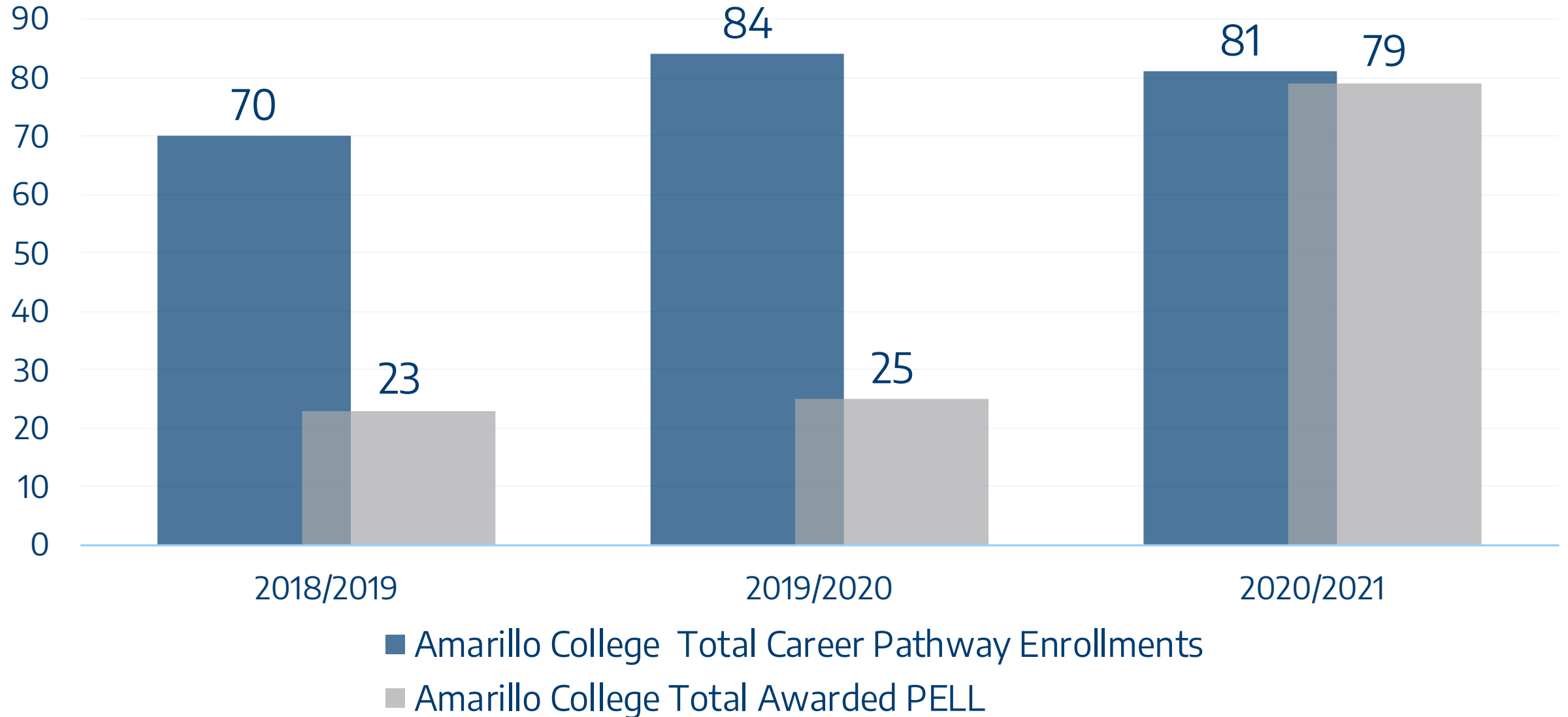


Working together to put Texans to work

Career Pathways Options

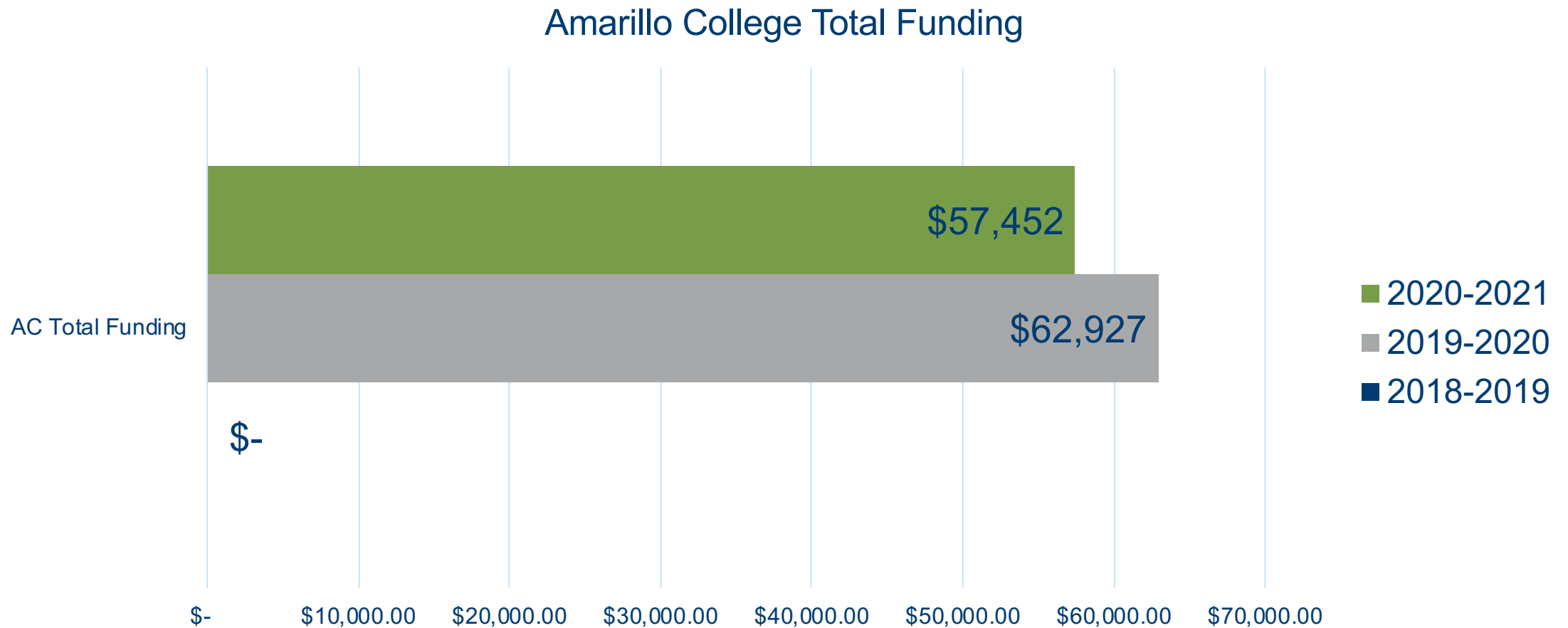
Leveraging Ability to Benefit
for Adult Education

Amarillo College ATB Data



Student Aid

Utilizing Adult Education Funding



ATB Projections



2020 Impact Goals

Impact Students

Change lives
through
transformational
opportunities

Impact College

Generate revenue
200 Students
\$6500/Student
= \$1.3 Million

Impact Community

**Increase local
gross domestic
product** by
upskilling workers

Student Voices





Building AEL to Community College Pathways

Lessons Learned

Texas Pathways and TX-PMN Collaboration Findings

1. Texas community colleges and AEL providers are working to create viable pathways for AEL completers, but there is still work to be done.
2. Opportunities exist to address silos within and across institutions.
3. Information barriers exist, such as:
 - Understanding AEL innovations across the state
 - Understanding higher education systems and reform efforts
 - Navigating funding structures and options for student support
4. Engaging community college CEOs is imperative to systematic change.
5. Engaging the tri-agency partnership in Texas is necessary.





Building AEL to Community College Pathways

Recommendations

Charge a leadership team with integration.

Community College Representatives

- CEO and CAOs
- Academic and Workforce Deans
- Continuing Education Leaders
- Equity/Diversity Officer
- Math/English Faculty, Learning Framework Course Faculty
- Admissions, Financial Aid, Registrar, Testing Services
- Student Success , Student Support Services

AEL Representatives



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Align program offerings.

1. **Use the TX-PMN Tenets** to design and align AEL and college programs.
2. **Develop coherent program maps** from AEL programs to Texas Pathways programs aligned to community college meta-majors.
3. **Streamline college readiness assessments** for AEL completers transitioning to college-level programs.
4. **Integrate** AEL students and program information into community college systems.
5. **Mirror** AEL content courses with credit-bearing college-level courses, including an AEL and credit-bearing college-level Learning Framework course.

Accelerate transitions to college-level programs.

1. Systematically inspect transition points, **identify and remove barriers**, simplify enrollment processes.
2. Enact placement policies using **multiple measures of readiness** to ensure college-ready students have access to credit-bearing coursework, and students needing support have access to appropriate corequisite supports.
3. Design clear and consistent **student-facing messaging**.
4. Develop a **transition experience or orientation** prior to start of the college program to introduce AEL completers to college life.
5. Support **student service partnerships** between AEL Career Navigators and college staff to provide wraparound support services.



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Explore funding options.

1. Encourage AEL completers to **continue to a stackable credential**.
2. Offset the cost of developmental education.
3. Ensure all students have access to aid.

Funding options in Texas include:

- Jobs & Education for Texans (JET) grants defray start-up costs associated with the development of career and technical education programs
- Skills Development Fund (SDF) grants from TWC support business programs
- Ability to Benefit (ATB) funds certain AEL students without a high school diploma or equivalency



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Seek continual improvement.

1. **Engage AEL faculty in professional development led by college partners** to understand how to prepare AEL students for success in community college programs.
2. **Engage college faculty in professional development led by AEL partners** to be able to recognize and address the challenges faced by AEL students as they navigate Pathways.
3. Participate in healthy **college-to-college mentoring**.
4. Communicate new program initiatives and **broadcast student success stories** to highlight innovative changes.
5. **Collect and share data** to monitor, reflect, and adjust program alignment for student success.



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Which of these are already in action at your college to connect AEL students with the community college?

- A – A leadership team is charged to connect Adult Ed with the community college.
- B – Adult Ed and community college programs are aligned.
- C – Transitions from Adult Ed to community college programs are being accelerated.
- D – Consistent funding is in place.
- E – Continuous improvement cycles are in action.

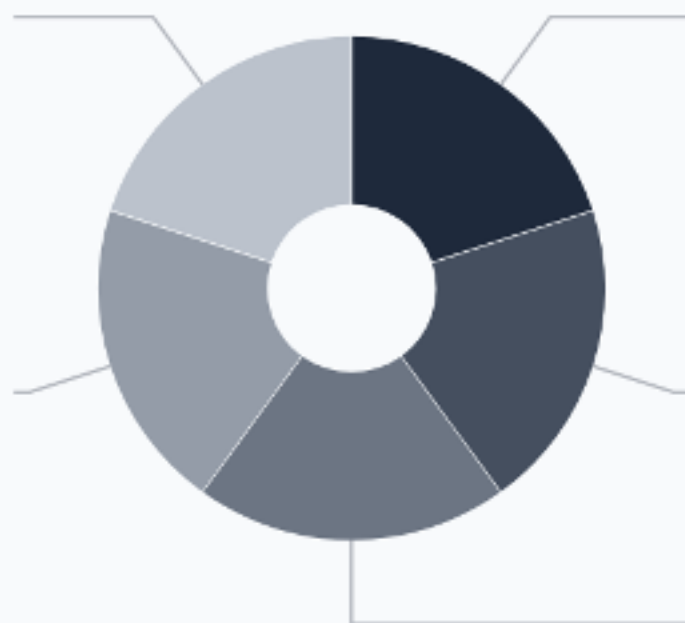


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■ D - Consistent funding is in p... **D** ■ E - Continuous improvement cyc... **E**

E - Continuous improvement cycles are in action.

D - Consistent funding is in place.



A - A leadership team is charged to connect Adult Ed with the community college.

B - Adult Ed and community college programs are aligned.

C - Transitions from Adult Ed to community college programs are being accelerated.

Integrating AEL and community college programs is not just another new initiative,
**but a new way to think about who we are
becoming together:**

changed organizations that are
systematically better at serving students.



Thank you!



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TX-PMN
<https://www.txpmn.org>



Texas Success Center
<https://tacc.org/tsc>



Texas Success Center

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