

Reskilling/Upskilling Adults through Micro-credential Innovation: TRUE



Texas Success Center



Texas Association of
Community Colleges

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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



**Learners From
Multiple Entry
Points**

Connect

Enter

Progress

Succeed



**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





TRUE PATHWAYS

Systemic whole-college reform helping students reach their goals

Connect



Adult Students &
Displaced Workers

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

Enter



Community College

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

Progress



Texas Employer



Career Pathways &
Credentials

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

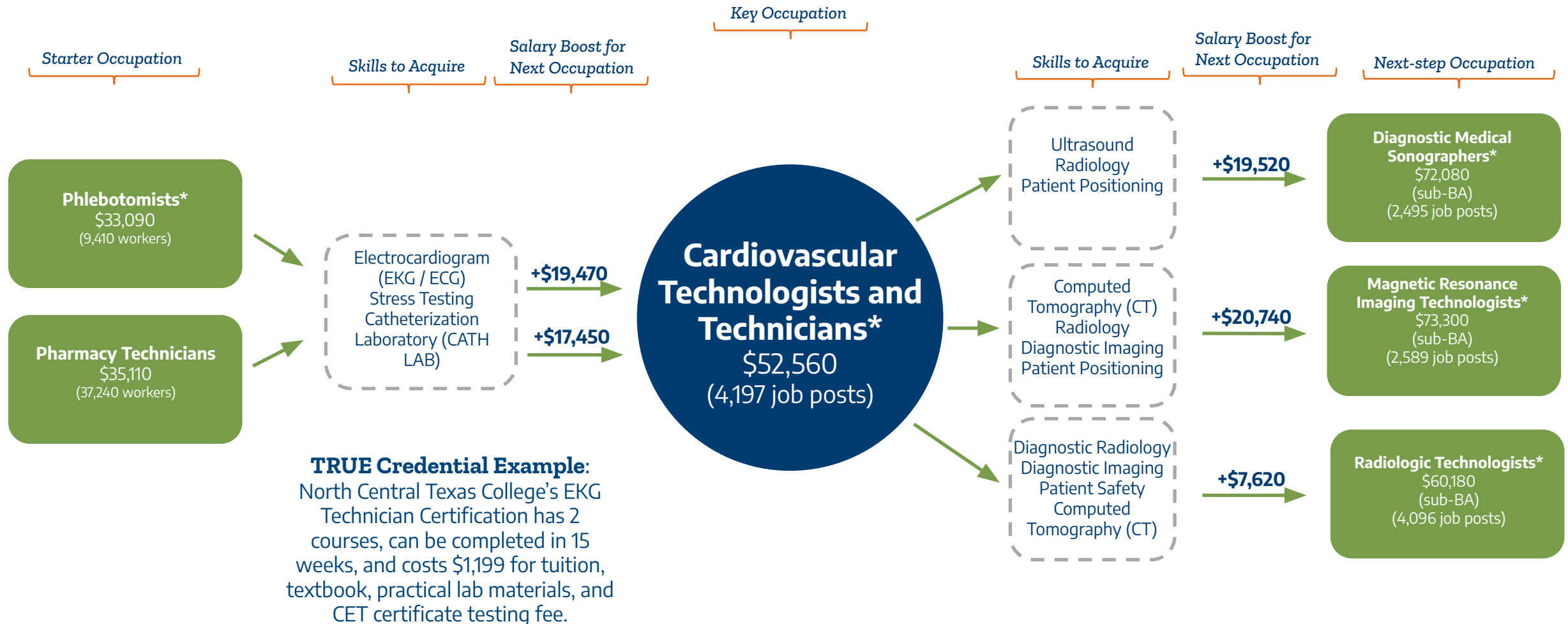
Industry Area of Study: Health Sciences



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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

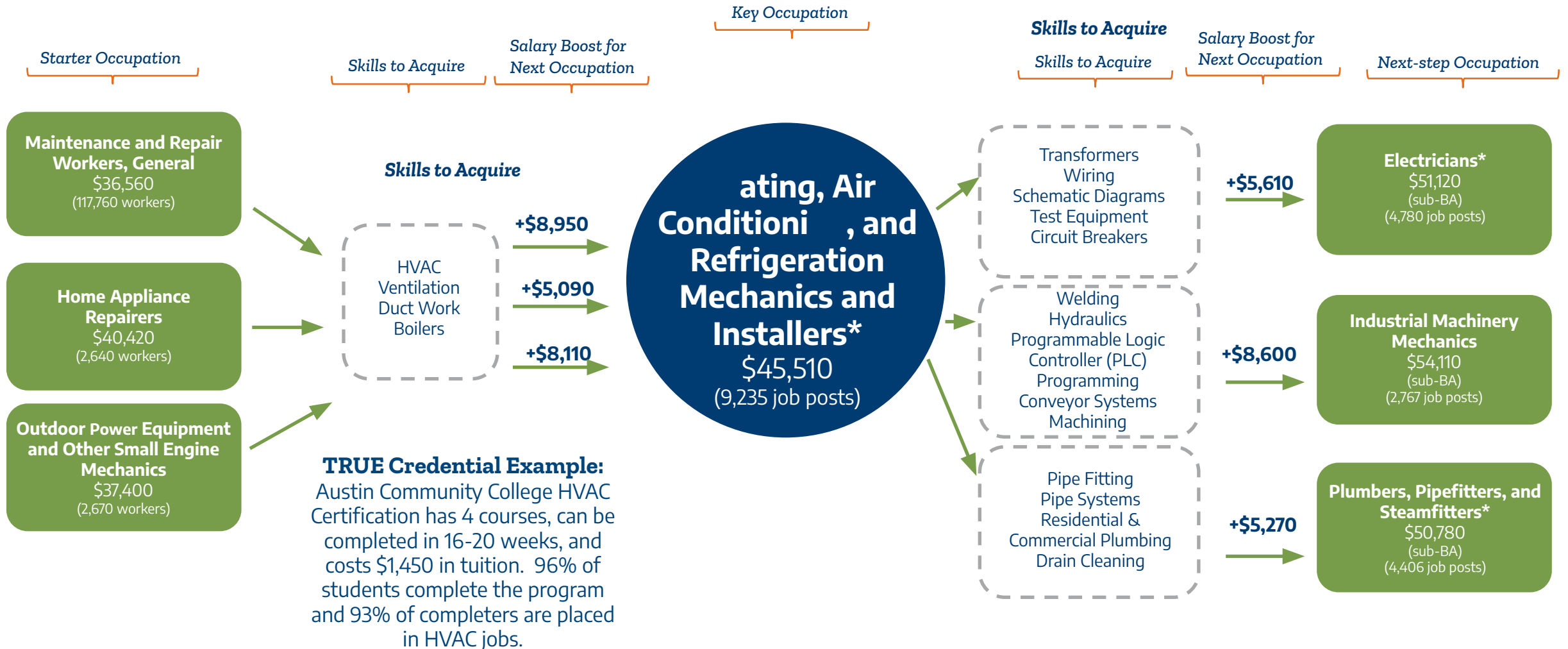
Industry Area of Study: Design, Manufacturing, Construction & Applied Technologies



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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

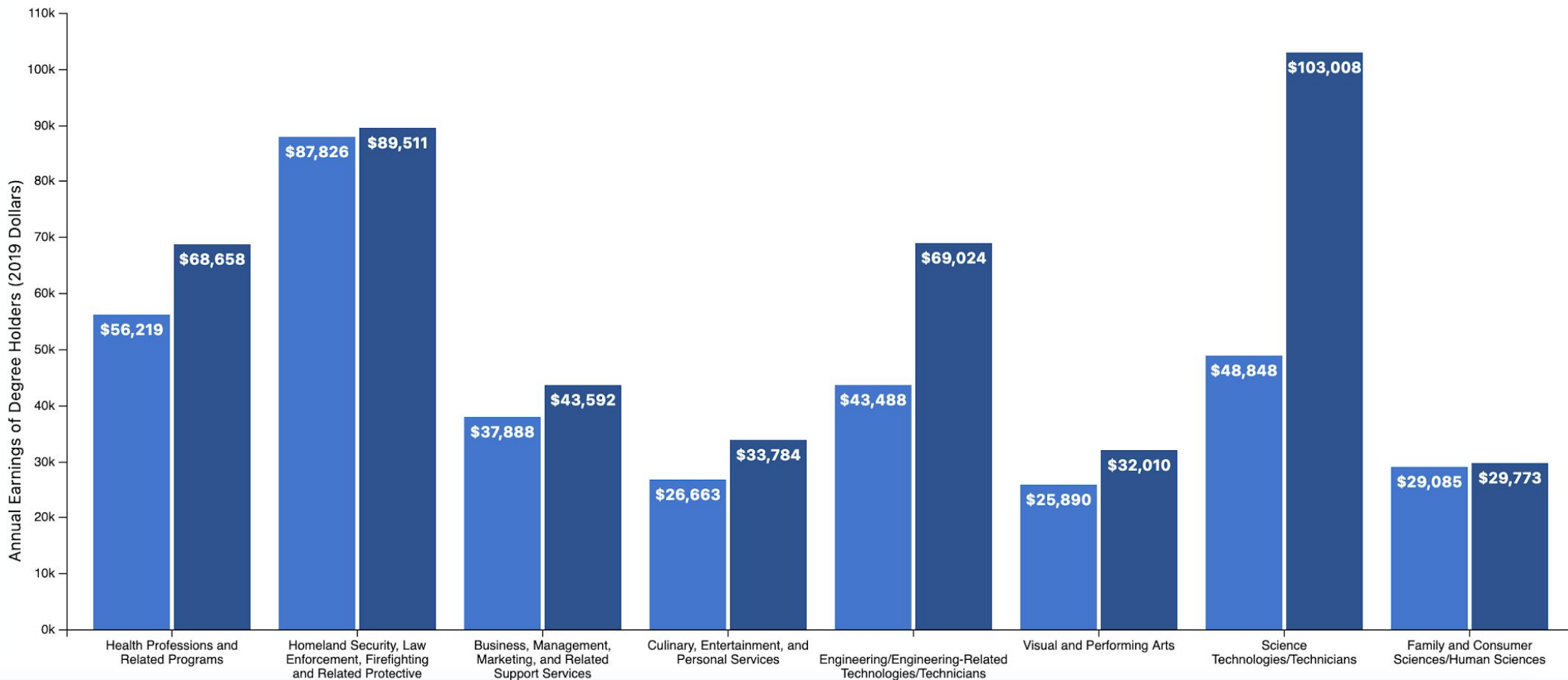
50

75

Legend

1 Years Postgrad 

5 Years Postgrad 

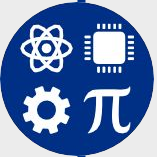


Dallas College True Pathway Focus Areas



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 Pathways In Practice- Logistics Technician



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



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

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

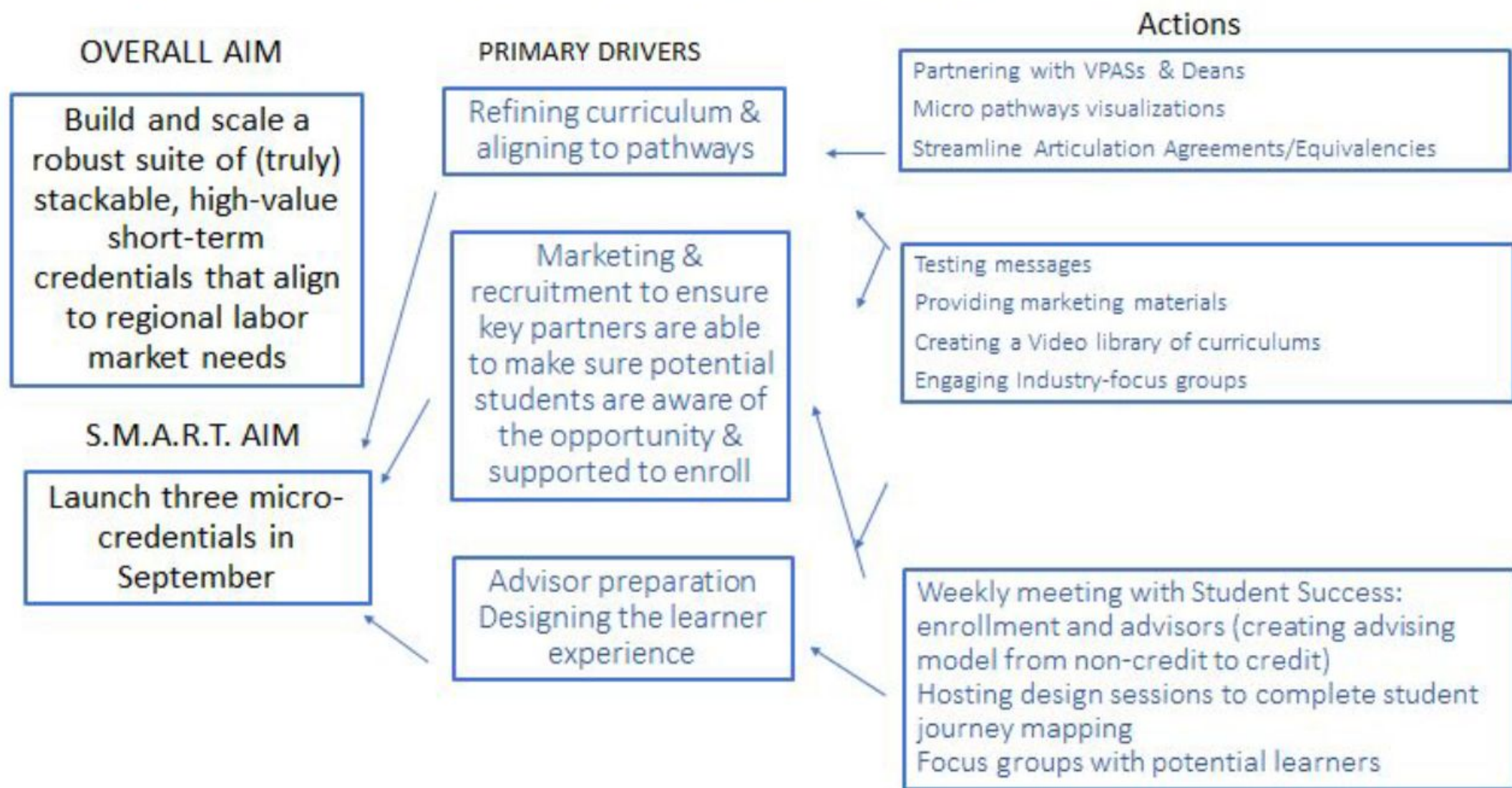
or ECON 2302 Principles of Macroeconomics

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 Core Elective
Core Communications (SPCH) Core Elective
& Creative Arts or Language, Philosophy
Core Culture Core Elective
Science American History, Government/Political
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.



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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