



JUNE 21, 2022

WORKFORCE EDUCATION

Milestone 2: Applying Context to Texas

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Charge of the Workforce Education Workgroup

Promote alignment between
credential programs and
current/emerging
educational and workforce
needs

Encourage efficient
collaborations among
institutions in offering high-
demand workforce
education programs

Better reflect actual costs,
including regional
differences, associated with
offering high quality
workforce education
programs

Explore innovative funding
models to incentivize
alignment with regional
workforce needs

TOPICS COVERED



01

Credit & Non-Credit Education

02

Alignment:

- K-12/ Endorsements
- CC's and Employers

03

Non-Degree & High Quality Credentials

04

Approaches in other states



Texas Commission on Community College Finance

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CREDIT & NON-CREDIT EDUCATION

PRESENTERS: TAMAR JACOBY, CONTINUING EDUCATION PANEL (ACC & KILGORE)

- Continuing Education is the quickest way to respond to workforce/ industry
- Need to integrate and align credit and non-credit
- Create pathways for students: stackable and convertible
- Funding incentives can play a role:
 - Credential Completion
 - Job Placement
 - Wage Earnings

ALIGNMENT WITH K-12



- Limited alignment of programs – such as dual enrollment, and endorsements – across K12 and community colleges.
- Barriers include:
 - Access to Advising
 - Capacity at institutions
 - Access + Structures of Dual Enrollment
 - Testing requirements
 - Funding structure/disparities
 - No program coherence (random assortment of credits vs. integrating pathways model)
 - Transferability
- Endorsements
- Limited use of internships/apprenticeships



OTHER STATE MODELS



Virginia

- Financial aid for noncredit workforce students
- Certifications validated by LMI & bottom-up employer input
- Pay-for-performance model – learner, state & school have skin in the game
- Median credential earner's wage gain – 31%

North Carolina (Tiered Funding Model)

- 4 tiers
- FTE based (not outcomes/credentials)
- Credit and continuing education courses treated on same playing field
- All high value programs get highest tier of funding





WORKFORCE EDUCATION: CONSIDERATIONS

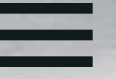
- Provide front-end capacity
 - Grant/other funding for start-up costs for certain institutions
 - Expectations for workforce-aligned credentials (jobs + higher wages)
- Adjust the current funding structure
 - Be agnostic of credit vs. non-credit, focus on workforce alignment
 - Job Placement + Wage Return
- Enhance data to facilitate workforce responsiveness
 - State and regional level
- Create incentives for expanded partnerships/shared services for training and jobs
- Strengthen alignment with high school
 - More structured dual credit
 - Workforce/CTE Pathways
 - Endorsements
 - Advising and other supports





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THANK YOU

ADDITIONAL COMMENTS

