

Talent Strong Texas Pathways Institute #2

Mapping Pathways to Student Post-Completion Goals

November 1-3 | Hyatt Regency Houston, Texas



Texas Success Center



Institute Orientation Webinar

September 8, 2023

Dr. Cynthia Ferrell

Executive Director,
Texas Success Center

Dr. Christine Bailie

Director, Institutional Strategy,
Texas Success Center

Dr. Martha Ellis

Senior Pathways Lead,
Texas Success Center



Texas Success Center



Today's Agenda

- **Welcome**
Talent Strong Texas Pathways Strategy Overview
- **Pathways Institute Overview**
Event Purpose, Registration, and Logistics
- **Agenda-at-a-Glance**
Featured Speakers, Pre-Institutes, Call for Proposals, & Pre-Reading
- **Advance Work**
Creating Credential Maps
- **Question & Answer**



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Talent Strong
Texas Pathways

Mapping Pathways to Students Post-Completion Goals

Welcome!



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Texas Success Center

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



Texas Success Center Team



Cynthia Ferrell, Ph.D.
Vice President



Christine Bailie, Ed.D.
Director of Institutional Strategy



Felicia Day, CPA
Grants Accountant



Kristina Flores, Ph.D.
Director of Research & Evaluation



Nour Hammoudeh
Events Planner



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Project Manager

Funding Partners



BILL & MELINDA
GATES *foundation*



THE ANNIE E. CASEY
FOUNDATION

HOUSTON
ENDOWMENT

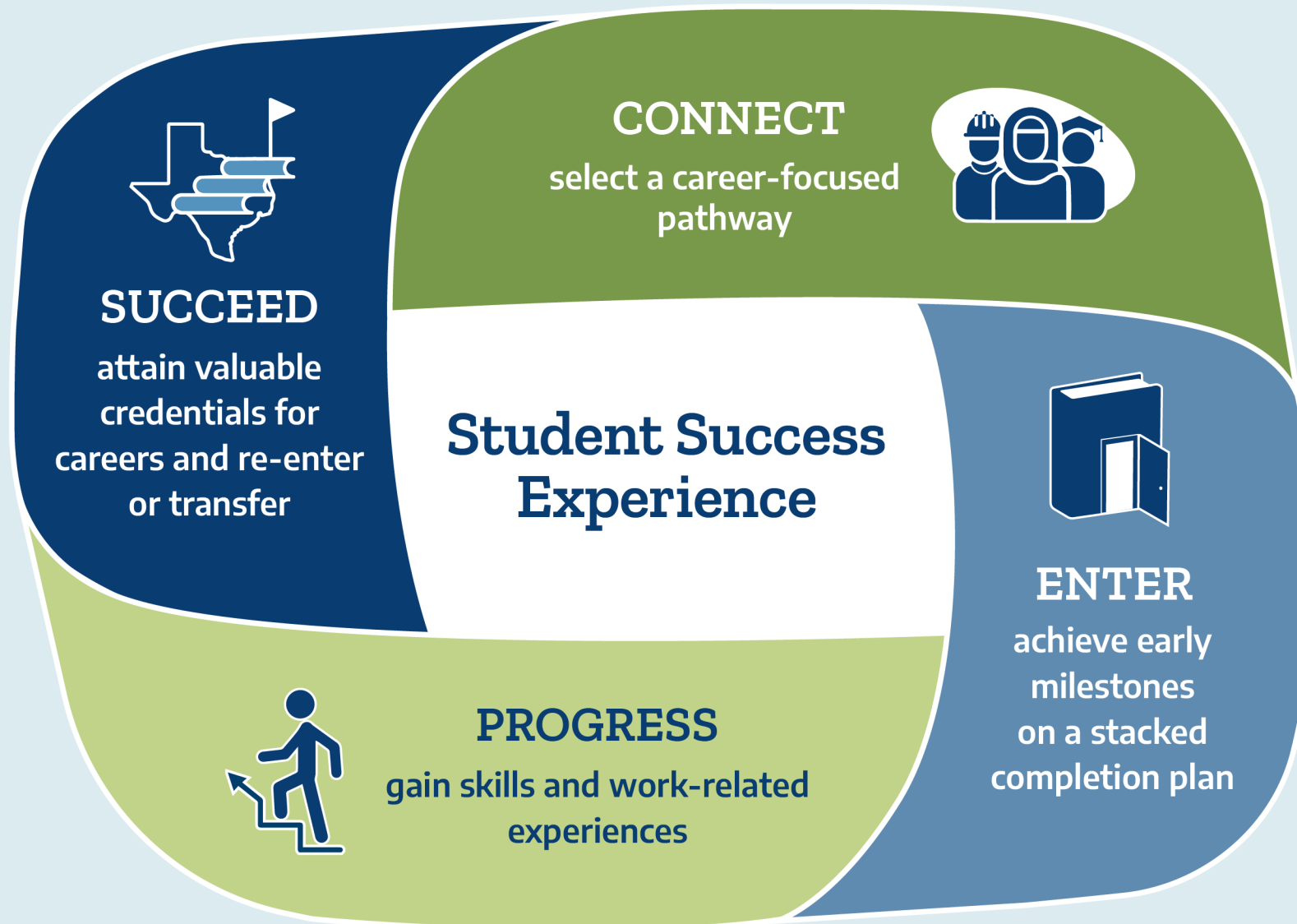


Texas Pioneer Foundation



GREATER TEXAS FOUNDATION

Talent Strong Texas Pathways Framework



Success

Accomplishment and
Self-Fulfillment Needs
Students' Career Goals
Socio-Economic Mobility

Belonging
& Wellness

Psychological,
Basic & Safety Needs

Talent Strong Texas Pathways

Four Pillars of Essential Practices

1

**Map pathways to
student end goals**

Employer-informed
maps from multiple
entry & reentry points
to completion, transfer,
& valuable careers

2

**Help students
choose and enter
a pathway**

Career- focused
onboarding with
academic & social
integration to promote
college-level success
in the 1st year

3

**Keep students on
their pathway**

Proactive supports to
improve completion
& transfer, enhance
belongingness, &
address students'
basic needs

4

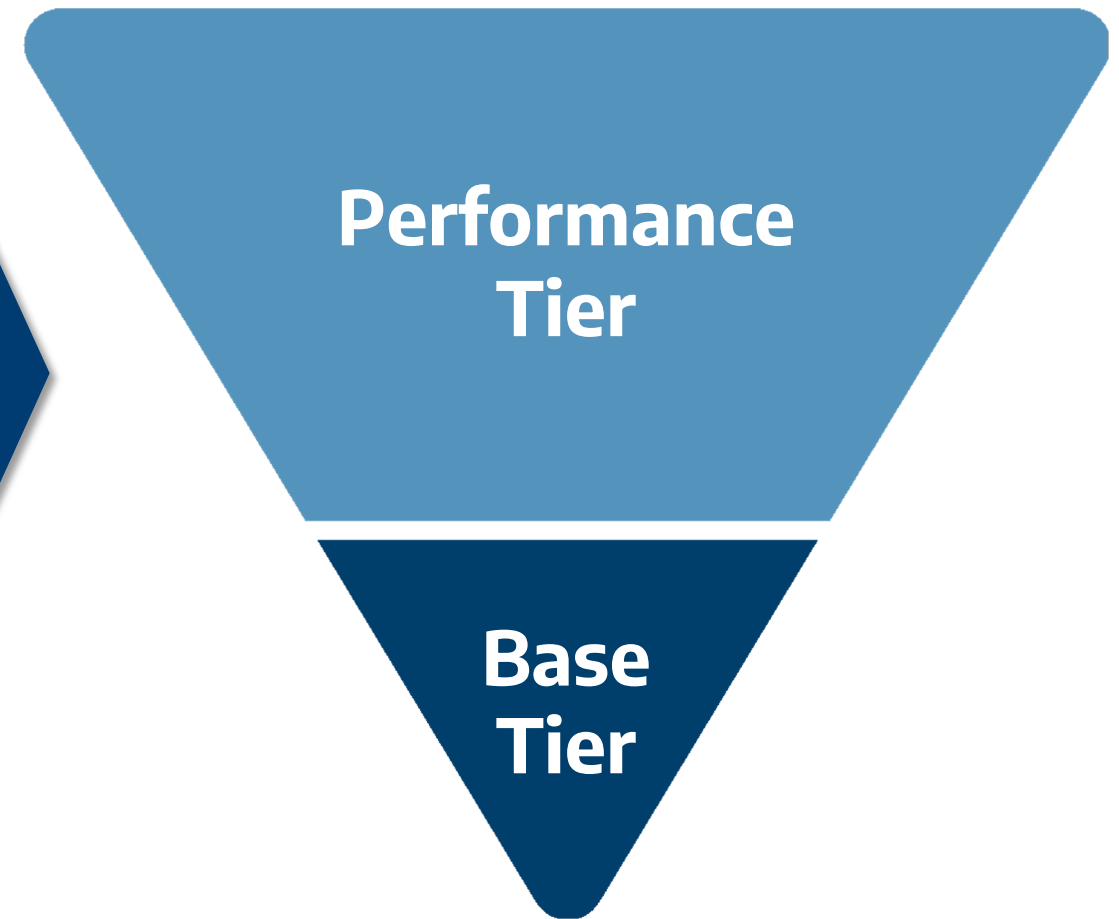
**Ensure students
are learning**

Active & work-based
learning with culturally
responsive teaching
aligned with careers &
further education

Legacy Funding Model

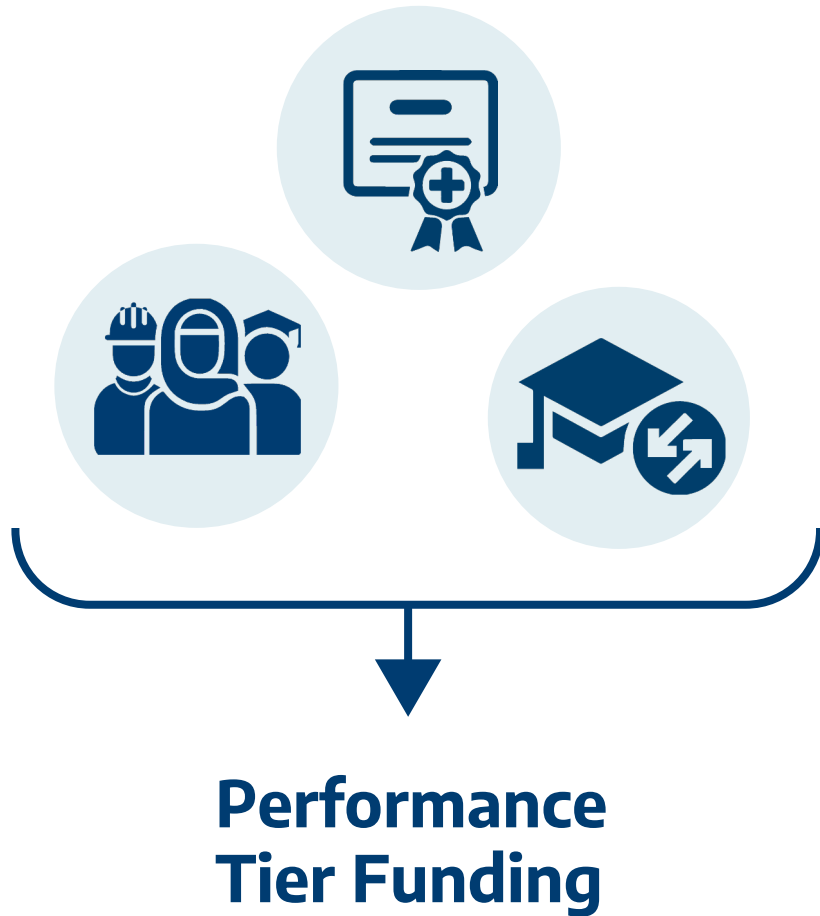


HB 8 Funding Model



Historic opportunity transition from a funding model primarily based on contact hours to one primarily based on **dynamic outcomes**.

Performance Tier



Outcomes

- **Credentials of value**, including credentials from credit and non-credit programs
- Credentials of value awarded in **high-demand fields**
- Students who **transfer with at least 15 SCH** to four-year universities
- Students who complete a **sequence of at least 15 SCH in dual credit** courses

Weights

- Economically disadvantaged
- Academically disadvantaged
- Adult learners (25 years of age or older)

Mapping Pathways to Students Post-Completion Goals

Pathways Institute Overview



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Institute Purposes

As a result of actively engaging in Mapping Pathways to Student Post-Completion Goals college leadership teams will:

- 1** Consider **findings and reflections from national experts and successful Texas colleges** to inform and accelerate whole-college redesign efforts of Talent Pathways.
- 2** Engage with fellow Texas community college leaders in a **peer learning network** designed to implement and scale the essential practices associated with Pillar 1: Map Pathways to Student Post-Completion Goals throughout the institution.
- 3** **Analyze data** to gain insights into program access and completion.
- 4** Develop detailed **college action plans for scaling the Talent Strong Texas Pathways strategy** to promote improved student outcomes.

Who Should You Bring?

Institute Team: 7 Roles from Below

- President/Chancellor/Chief Executive Officer
- Chief Academic Officer
- Pathways Lead (if different from CAO)
- Chief Workforce Officer
- Chief Continuing Education Officer
- Others:
 - Dual Credit Partnership Lead
 - Transfer Programs Lead
 - Adult Basic Education Lead
 - Chief Student Services Officer
 - Chief Information Officer
 - Institutional Research Lead
 - Communications Lead



Registration



Registration Information:

Pathways leads will receive email on **September 8, 2023**

- Your college discount code will cover expenses for 7 team members, including: institute fee, pre-institute, and hotel on 11/1 & 11/2
- College may choose to cover
 - Hotel room for additional night on 10/31 for those attending pre-institutes
 - Expenses to bring additional team members (\$450/pp)



Registration Deadline: October 6, 2023




Hotel reservations will be made through the registration process



Hotel:

Hyatt Regency Houston
1200 Louisiana Street

Prepare for the Institute with Your **Pathways Coach**

-  Set up 1-hour Zoom prep meeting
-  Review College Action Plan from April 2023
-  Identify priority discussion topics for your college:
 - Getting to know the team
 - Leadership & new priorities
 - Development & refinement of credential maps
 - Use of disaggregated student data for decision-making

Bring a copy of your **Credential Map & College Action Plan** to Team Strategy Time.



Texas Success Center's Pathways Coaches



Dr. Eileen Baccus



Ed Bowling



Dr. Martha Ellis



Dr. Jo-Carol Fabianke



Dr. Linda Garcia



Dr. Maria Harper-
Marinick



Dr. Tina Hart



Krista O'Neill



Dr. Mary Rittling



Laura Rittner



Dr. Teresa Leyba Ruiz



Dr. Stephanie Sutton



Dr. Linda Watkins



Dr. Linda Welsh



Dr. Ted Wright

Mapping Pathways to Students Post-Completion Goals

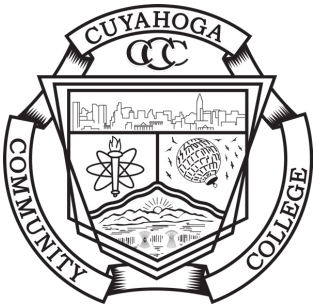
Agenda-at-a-Glance



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Featured Speaker



Michael Baston, J.D., Ed.D.

President & CEO,
Cuyahoga Community College

Pre-Institutes

Strategically Improving Employer Engagement Through the BILT Model

Deepening Industry Engagement

- "Co-leadership" advisory council model to validate the job skills that students need
- Knowledge, skills, & abilities (KSAs) valued in the workforce
- Program redesign and new program development
=>Innovation & industry re-engagement
- Structured and replicable process to accomplish real curricular change
- Recommend: 2 participants per college

Presenter

Dr. Ann Beheler, Director of Innovation, Center for Occupational Research and Development, and Inventor of the Business & Industry Leadership Team (BILT) Model

Recognizing, Validating, and Credentialing Prior Learning

Building Stackable Credentials

- Credit for prior learning to recognize students for what they know and can do
- Explore opportunity to Integrate into non-credit & credit courses
- Focus on competency clusters
- How is knowledge formed?
- How might colleges adjust assessment and policies to eliminate barriers to access and success
- Recommend: 2 participants per college

Presenter

Dr. Nan L. Travers, Director, Center for Leadership in Credentialing Learning, SUNY Empire State College

Agenda-at-a-glance

Wednesday, November 1, 2023

10:00 AM – 1:30 PM

Pre-Institute #1: Strategically Improving Employer Engagement Through the BILT Model

- Dr. Ann Beheler, Director of Innovation, Center for Occupational Research and Development, and Inventor of the Business & Industry Leadership Team (BILT) Model

Pre-Institute #2: Recognizing, Validating, and Credentialing Prior Learning

- Dr. Nan L. Travers, Director, Center for Leadership in Credentialing Learning, SUNY Empire State College

Pre-Institute #3: Implementing & Scaling 8-Week Terms: 2023 Cohort Capstone (Invitation Only)

- Odessa College, Grayson College, & Kilgore College

2:00 PM - 3:15 PM

Opening Plenary

- Dr. Michael Baston, President and CEO, Cuyahoga Community College

3:30 PM - 4:45 PM

Team Strategy Time 1

5:00 PM - 7:00 PM

Reception - Featuring the San Jacinto College Central's Brass Ensemble

Agenda-at-a-glance

Thursday, November 2, 2023

7:00 AM - 8:50 AM	Breakfast
9:00 AM – 10:00 AM	Concurrent Sessions
10:15 AM - 11:30 AM	Team Strategy Time 2
11:45 AM – 1:15 PM	Lunch
11:45 PM – 3:30 PM	CEO Roundtable (CEOs Only) <ul style="list-style-type: none">• Josh Wyner, Executive Director, College Excellence Program Aspen Institute
1:30 PM – 2:30 PM	Concurrent Sessions
2:45 PM - 3:45 PM	Problem of Practice Sessions
4:00 PM - 5:00 PM	Team Strategy Time 3
5:00 PM	Adjourn - Dinner on Your Own

Agenda-at-a-glance

Friday, November 3, 2023

7:30 AM – 8:50 AM	Breakfast
9:00 AM – 9:45 AM	Pathways Awards Ceremony
10:00 AM – 11:30 AM	Team Strategy Time 4 (Action Planning)
11:30 AM	Adjourn

Call for Proposals

Topics

- Student-Centered Communications
- Well-Designed Programs
- Community College 3.0
- Outcomes-Based Funding (House Bill 8)
- Other Innovations Relating to Pillar 1



Scan here!

Due Wednesday, September 27, 2023:

<https://www.surveymonkey.com/r/TSTPI2>





BUILDING A STRONGER TEXAS WORKFORCE TOGETHER

A REPORT ON TACC'S REGIONAL
WORKFORCE & EDUCATION PARTNERSHIP ROUNDTABLES



Pre-Readings

- Kazis & Leasor (May 2021). **Aligning Short-Term Credentials with Community College Degree Programs**. Published by Community College Research Center.
- **How to Plan High Quality, Non-Degree Workforce Programs at Community Colleges** (December 2022). Published by New America.
- Fuller, J., and Raman, M. (December 2022). **The Partnership Imperative: Community Colleges, Employers, and America's Chronic Skills Gap**. Research brief published by American Association of Community Colleges and Harvard Business School.
- **Moving Up and Moving Forward: Advancing Mobility for Adult Learners** (2022). Published by Lightcast.
- **Building a Stronger Texas Workforce Together**. (August 2022). Published by Texas Association of Community Colleges and Texas Success Center.

Mapping Pathways to Students Post-Completion Goals

Feedback & Questions?



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Mapping Pathways to Students Post-Completion Goals

Advance Work: Credential Maps



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Credential Maps

Credential maps can show the workforce learner how to navigate through intentionally designed programs, beginning with short-term continuing education credentials and early workplace learning, leading toward high-value employment opportunities.

Cadre Expectations

- Cadre 1 Colleges develop at least 2 credential maps.
- Cadres 2 and 3 develop at least 1 credential map.

Guidelines for Credential Maps

- Select programs with high student enrollment that lead to occupations with a living wage for a family with two working adults and one child.
- Utilize regional labor market data provided by local workforce boards, industry advisory committees, state agencies, and/or licensed vendors.
- For workforce credential maps, consider high-wage and in-demand programs that lead to family-sustaining wages.
- For academic credential maps, consider the top programs and associated skills for successful transfer to a strategic 4-year institution partner.

Student Learning Journey



Elements to Include

- Short-term credentials, industry-based certificates, and micro-credentials
- Level 1 certificates, Level 2 certificates, and applied associate degrees
- Associate degrees and credit applicability information for transfer partners
- Median wages and salary bumps associated with occupations along the credential map

Suggested Additional Elements

- Entry-level courses and/or critical courses needed to successfully advance along the credential map
- Employer informed skill sets and marketable skills
- Work-based learning opportunities
- Time to complete each credential on the map
- High school endorsement/CTE program of study aligned with the credential map
- 15+ dual credit hours that aligns with the credential map
- Credit mobility and applicability for transfer programs which enable a student to seamlessly earn a baccalaureate degree
- Industry partners validating the knowledge, skills and abilities of the program
- Annual job openings
- Location along the credential map when a student can earn a living wage

Resources & Submission

Online Resources

- Explore how TSC used labor market data to identify and visualize Texas' key occupations:
 - [For the state](#)
 - [For each region](#)
- Use MIT's [Living Wage Calculator](#) to determine the required annual income before taxes for a family with 2 working parents and a child for the counties that your college serves.
- Explore the Texas Education Agency's (TEA) [Career and Technical Education Programs of Study](#). View links for each individual state-approved CTE program under TEA's 14 career clusters and learn about the industry-based certificates that high school students may earn which enable the outcomes bonus funds district to earn College, Career and Military Readiness (CCMR). Median wages for aligned occupations are provided.
- Learn more about [building micro-pathways](#) with the Alamo Colleges.

Submission Process

Submit your credential map(s) as a single document (e.g., word, PDF, or PPT) to the DOCUMENT CENTER on the [TSTP Institute #2 Event Page](#) by **Friday, October 20.**

Complete our [short survey](#).

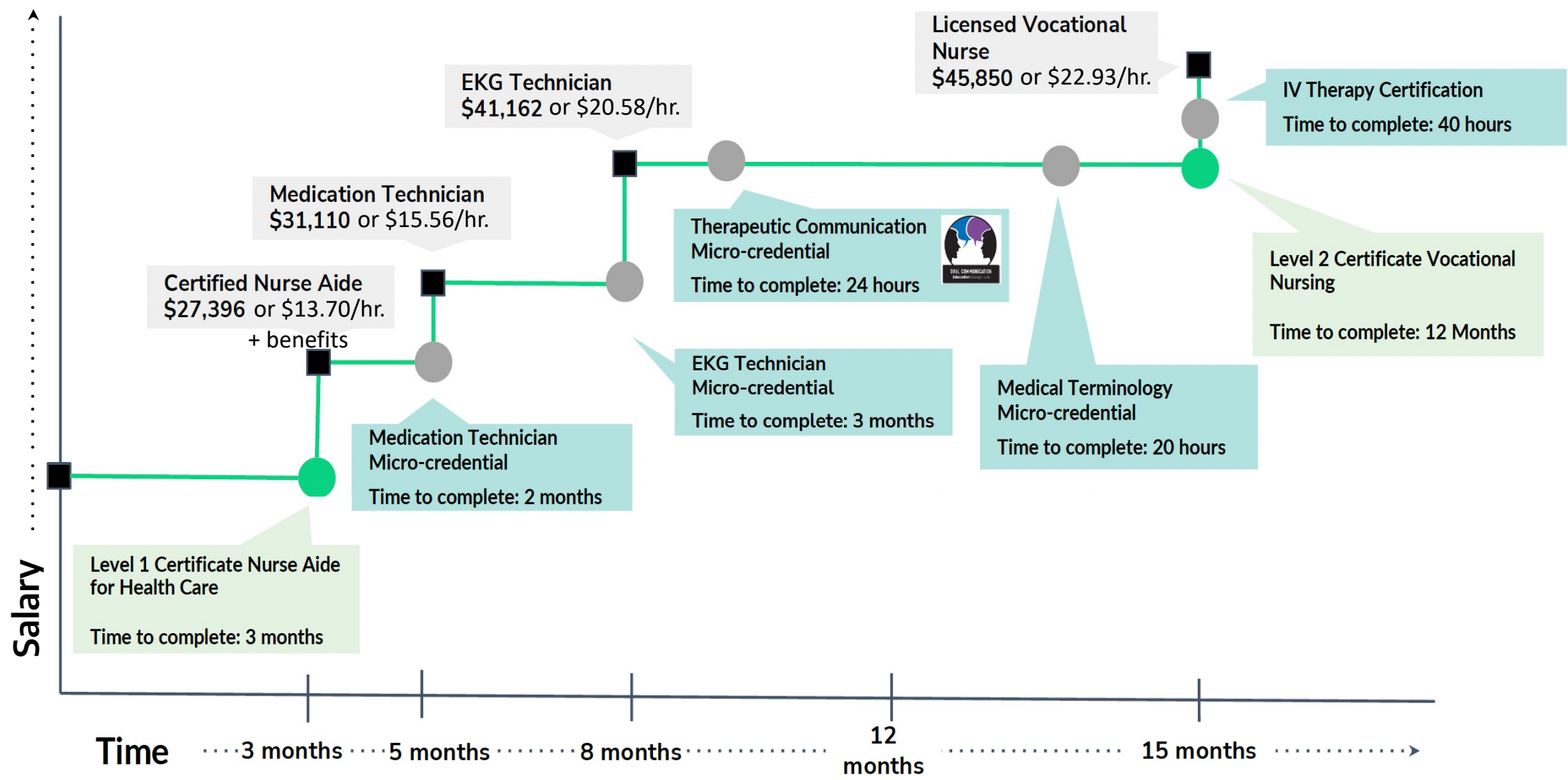
Please **bring copies** to the event to use during Team Strategy Time.

Alamo Colleges

Nursing Micro-Pathway



Ariana
Store Cashier
\$10 hour
\$20,000 annually

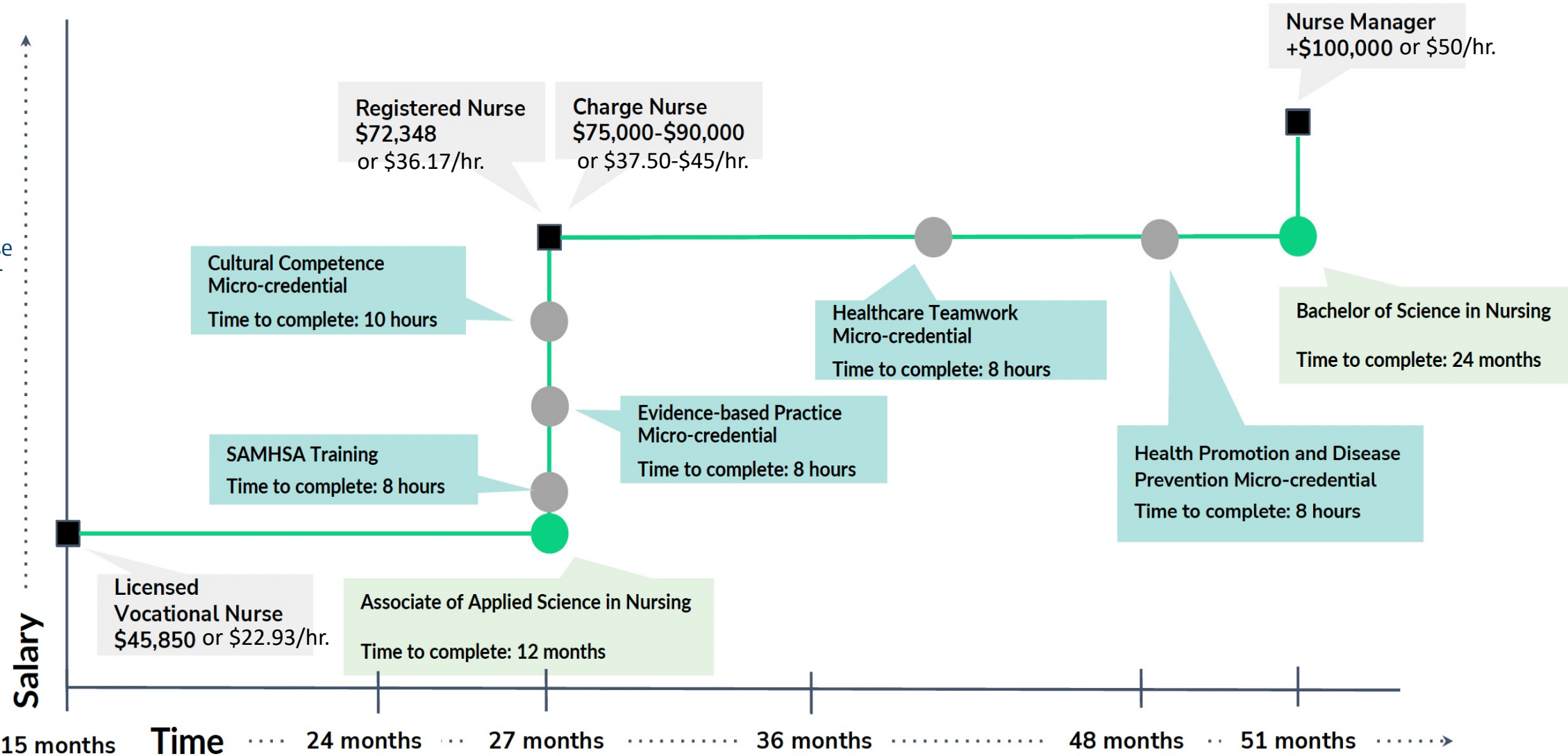


Alamo Colleges

Nursing Micro-Pathway



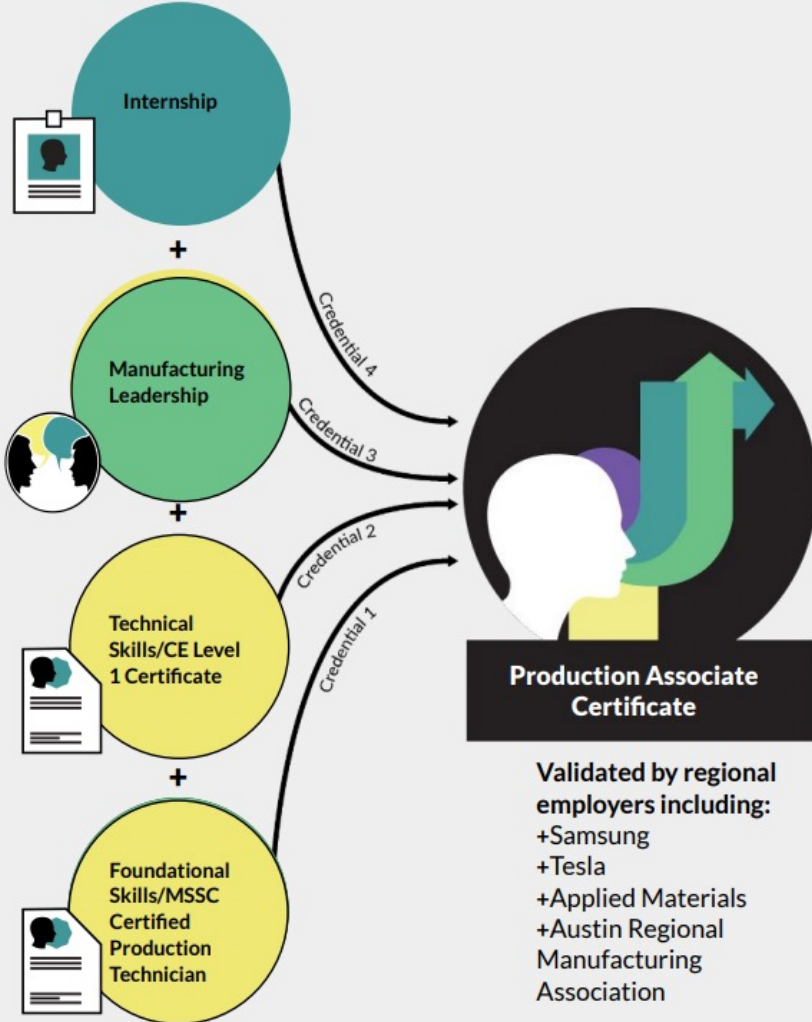
Ariana
A skilled nurse
reaching her
goals



Austin Community College's Production Associate Certificate

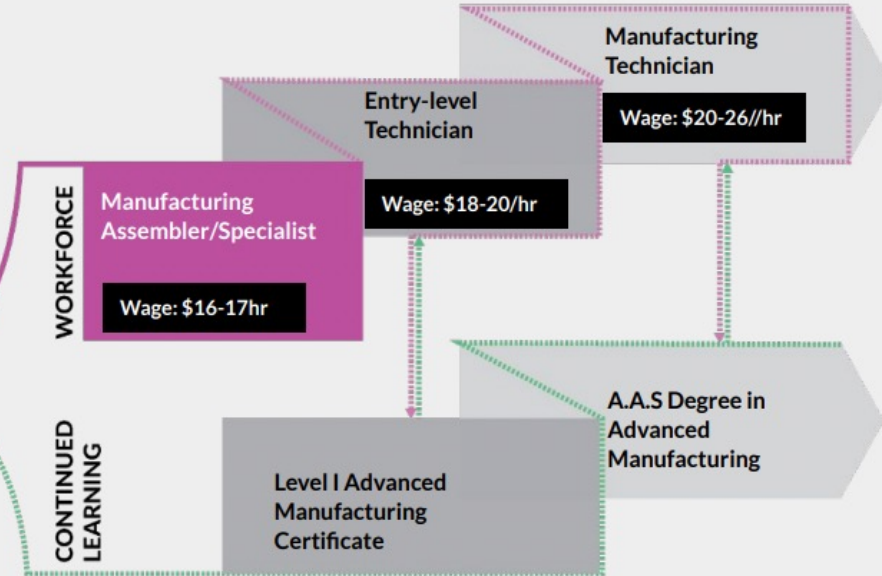
A Micro-Pathway to Become a Manufacturing Assembler/Specialist

CREDENTIALS EARNED



2-4 months, full-time/6-8 months, part-time
Offered in noncredit
14 credits apply towards higher credentials

FUTURE GROWTH OPPORTUNITIES



Legend



2+ Stackable Credentials
→ Credentials + Courses
articulate to Credit
→ Credits count towards a
Degree.



21st Century Skills
Digital Micro-
Credential



Technical Skills
Credential



Work Based
Learning



Direct Entry into
Workforce



Continued Learning and
Upskilling Opportunities

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

DIT: Cyber security Career Pathway

CE Certificate

IT Networking
Technology

Computer Support
Specialist

Median Annual Salary:
\$49,206

Annual Job Openings:
1161

Level 1 Certificate

Computer Systems
Networking – Cyber
Security Specialization

IT Core

Median Annual Salary:
\$76,003
Annual Job Openings: 264

Level 2 Certificate

Computer Systems
Networking – Cyber
Security Specialization

CE Certificate

Advanced Cyber
Security

Information Security
Engineers

Median Annual Salary:
\$79,418
Annual Job Openings:
465

Associates of Applied Science

Computer Systems
Networking – Cyber
Security Specialization
Information Security
Analysts

Median Annual Salary:
\$114,358
Annual Job Openings:
242

Top Occupations: Regional Labor Market Insights Report

NORTH

Aircraft Mechanics and Service Technicians
Insurance Appraisers and Auto Damage
Dental Hygienists
Architectural and Civil Drafters
Paralegals and Legal Assistants

CENTRAL

Computer User Support Specialists
Industrial Engineering
Telecommunications Equipment Installers and
Repairers
Computer Network Support Specialists
LPNs and LVNs

EAST

Electrical and Electronics Repairers,
Commercial and Industrial
Physical Therapist Assistants
Surgical Technologists
Dental Hygienists
Industrial Engineering

SOUTH

Web Developers, Digital Interface Designers
Fire Inspectors and Investigators
Occupational Therapy Assistants
LPNs and LVNs
Computer Network Support Specialists

SOUTHEAST

Cardiovascular Tech.
Dental Assistants
Diagnostic Medical Sonographers
Calibration Tech and Engineering Tech,
Except Drafters
Computer Network Support Specialists

WEST

Heavy & Tractor-Trailer Truck Drivers
Radiologic Tech
Health Information Tech, Medical Registrars,
Surgical Asst, Healthcare Practitioners and
Technical Workers
Electrical/Electronic Engineering Tech
Respiratory Therapists

THE CENTER SUPPORTS COLEGES WITH LABOR MARKET DATA

Example -Key Occupation: Aircraft Mechanics and Service Technicians

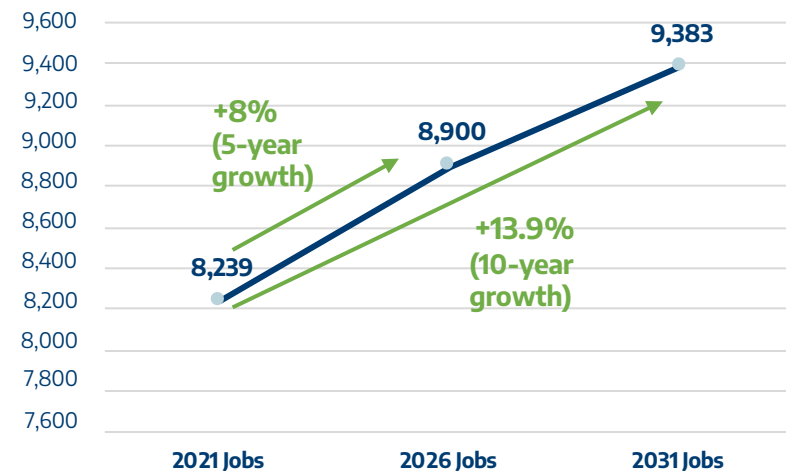


Texas Association of
Community Colleges

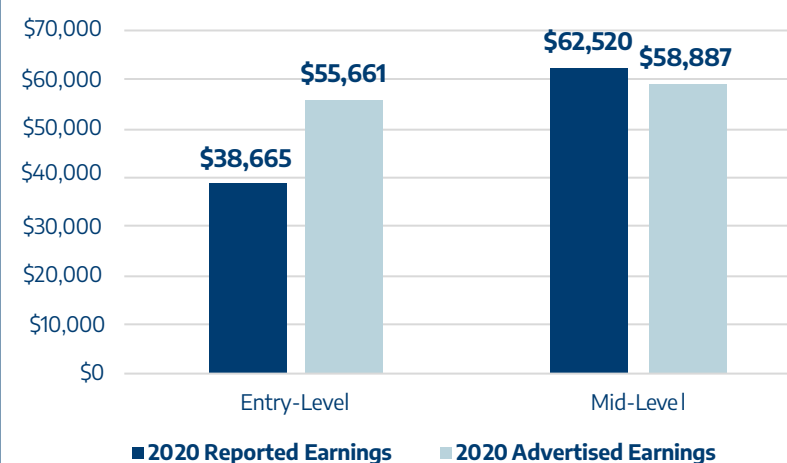
Region: North Texas

Unique Job Postings: 554

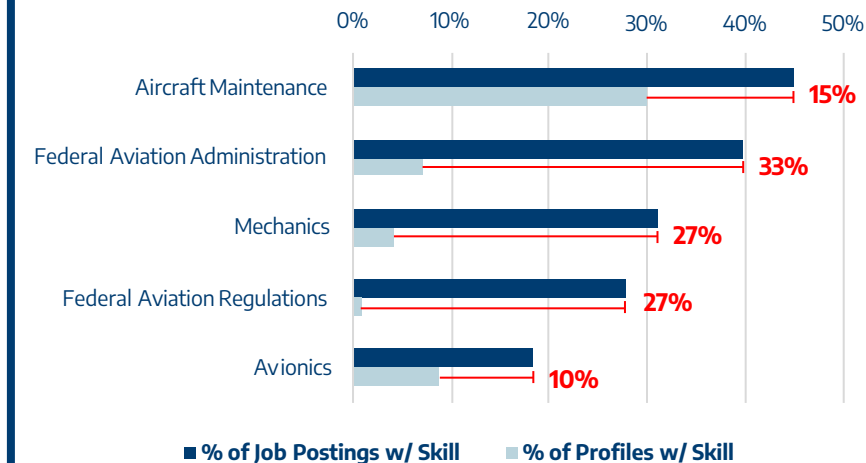
Job Growth Projections



Annual Earnings



Top Skills Gaps



Common Qualifications

- Security Clearance
- Secret Clearance
- Security Identification Display Area (SIDA) Badge
- Airport Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

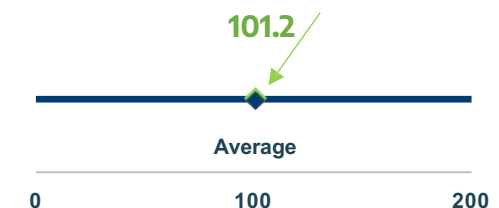
Top Industry Sectors

- Transportation and Warehousing
- Manufacturing
- Public Administration
- Health Care and Social Assistance
- Professional, Scientific, and Technical Services

Top Employers

- State of Texas
- Global Medical Response
- Airbus
- Gulfstream Aerospace
- Textron

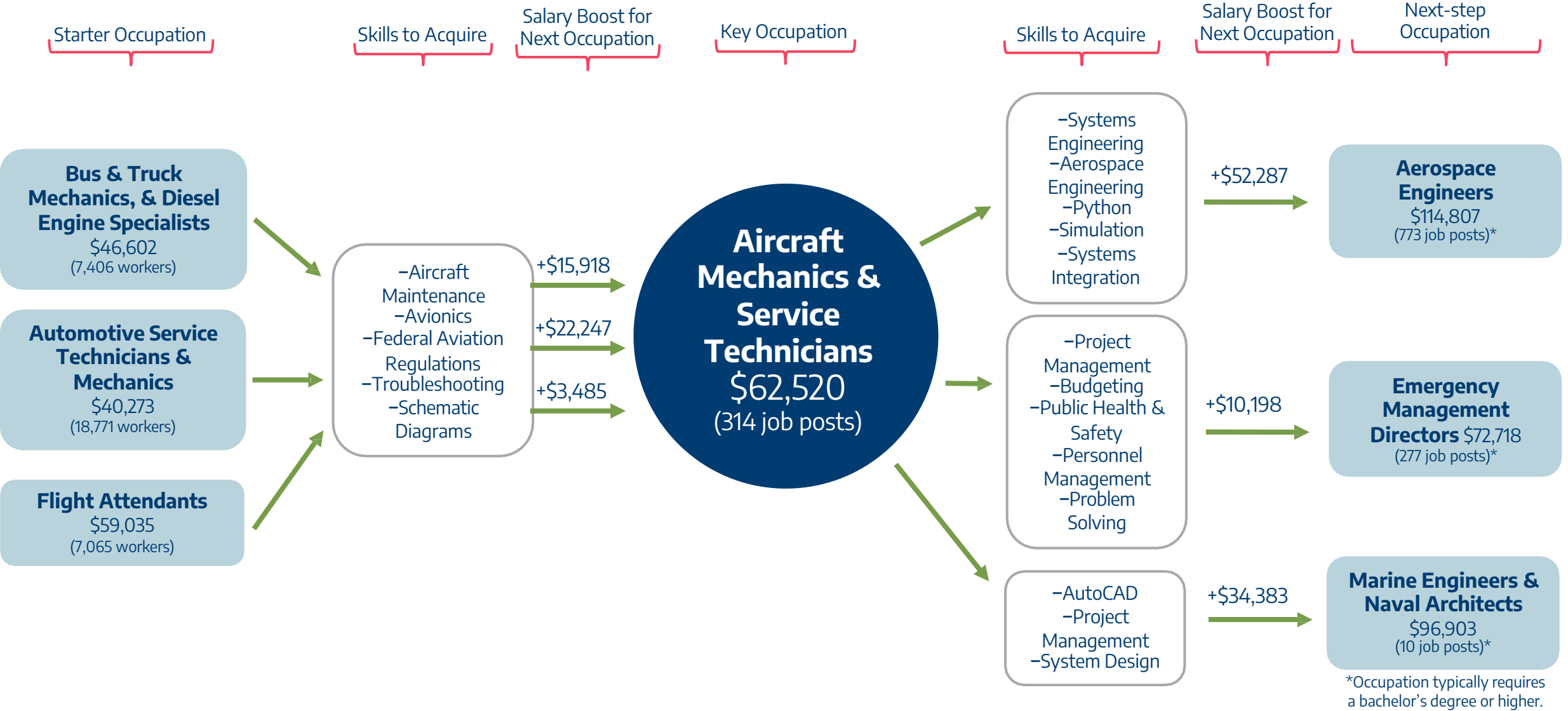
Automation Risk





Key Occupation: Aircraft Mechanics & Service Technicians

Region: North Texas



*Occupation typically requires a bachelor's degree or higher.

Mapping Pathways to Students Post-Completion Goals

Feedback & Questions?



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Fall 2023 Timeline

Event Logistics

- Friday, September 8: Orientation webinar (see recording on [Talent Strong Texas Pathways Institute event page](#))
- Friday, September 8: Registration opens; all presenters/attendees attending Institute & Pre-Institute must register
- Friday, October 6: Registration portal closes; hotel block released
- September 11-October 20: Conduct institute prep meeting with your Pathways coach
- October 20: Advance Work due; submit Credential Map to DOCUMENT CENTER [TSTP Institute #2 Event Page](#)
- Wednesday, October 25: Pathways leads and coaches receive Team Strategy Time documents

Call for Proposals for Concurrent Sessions

- Friday, September 8: Call for proposals open <https://www.surveymonkey.com/r/TSTPI2>
- Wednesday, September 27: Proposal submission deadline
- Friday, September 29: Selections announced
- Friday, October 6: All presenters must be registered
- Wednesday, October 25: Deadline to submit session materials to share at Institute

Register Today: Fall 2023 Administration Student Financial Wellness Survey

- ✓ Sign Up Now for Fall 2023 Administration
- ✓ Advance work for Spring 2024 TSTP Institute #3

Participating institutions receive:

- Customized institutional report with peer group comparisons
- Technical supplement report with full survey frequencies
- 1-page infographic highlighting key findings
- Access to additional ad hoc reporting
- Option to request a presentation to your campus stakeholders



Scan here!

trelliscompany.org/SFWS-get-started

Register Today: Fall 2023 Administration Student Financial Wellness Survey

Registered Institutions:

Angelina College
Brazosport College
Clarendon College
Coastal Bend College
College of the Mainland
Dallas College
Frank Phillips College
Galveston College
Grayson College
Hill College
Houston Community College
Kilgore College

McLennan Community College
Midland College
Odessa College
Panola College
Paris Junior College
Ranger College
Southwest Texas Junior College
Texarkana College
Tyler Junior College
Texas Southmost College
Wharton County Junior College



Scan here!

trelliscompany.org/SFWS-get-started

Community College Research Fellows

Year-Long Community College Research Fellowships:

- Build the knowledge base about the Talent Strong Texas Pathways strategy
- Enhance the impact of community college reform efforts
- Increase the capacity of community college researchers

Application and Selection Timeline:

- Application with nomination by CEO or Funding Partner:
September 29, 2023
- Invited Proposals
October 13, 2023
- Selection of Fellows
October 18, 2023

Contact:

Kristina Flores, Ph.D.

Director of Research & Evaluation

E-mail: kflores@tacc.org

Thank you!

institutes@tacc.org

cbailie@tacc.org

We look forward to seeing you in Houston for
TSTP Institute #2 on November 1-3.



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