



CAREER CONNECT TX
an INITIATIVE *of* EDUCATE TEXAS

*Career Connect TX is a peer-learning network that brings together leaders from across the state to **build education-to-workforce pathways** that lead Texans to livable-wage jobs. Leaders from community colleges and workforce organizations partner to develop and **expand innovative, modern work-based learning experiences** coupled with **academic instructional experiences** that address employer needs in high-demand careers.*

*Career Connect TX was formerly known as WE CAN TX.

CCTX is advancing innovative, modern work-based learning in Texas

Three Big Goals

Vision

to ensure equitable outcomes for first-generation, low-income students of color across Texas and meet the talent and workforce demands of businesses.

Mission

to increase the number of students earning postsecondary credentials and working in high-demand industries that pay a living wage.



Enhance Regional Capacity and Align to Employer Needs



Innovate for Equity



Scale and Sustain



CCTX Regional Partners Across Texas

Regional Partners

Austin/Central Texas

- ✓ Workforce Solutions Capital Area
- ✓ Austin Community College

Dallas/North Texas

- ✓ Dallas College
- ✓ North Central Texas College
- ✓ Tarrant County College

Houston/Gulf Coast

- ✓ Lee College
- ✓ San Jacinto College

Panhandle

- ✓ Amarillo College

San Antonio

- ✓ Alamo Colleges District
- ✓ San Antonio Works

South Texas

- ✓ South Texas College
- ✓ RGV FOCUS

West Texas

- ✓ Workforce Solutions West Central Texas
- ✓ El Paso Community College



CCTX Work Streams

Technical Assistance

- Quality Work-based Learning Pathway Design
- Youth Apprenticeship and Pre-Apprenticeship Program Development
- Employer Engagement Strategies
- Sector Partnership Development and Support

Network Learning Activities

- Virtual Learning Events (e.g. workshops, team coaching sessions)
- Statewide Convenings
- Regional Convenings including K-12, Higher Education, Workforce partners
- Local Program Data Collection and Reporting

Partnerships with Key Stakeholders

- Statewide Business and Industry Organizations, including Texas Business Leadership Council and Trellis
- Tri-Agency Initiative – TEA, TWC, THECB
- Regional K-12, Higher Education, and Workforce Development Organizations
- National Higher Education and Workforce Organizations, including Business Higher Education Forum

CCTX Quality Work-based Learning Pathway Design

- Create a technical pathways map for priority pathway that ensures alignment of coursework, work-based learning, and credentials.
- Outline pathway expectations for students, partners, and internal staff.
- Ensure that each pathway includes a range of work-based learning opportunities with intentional supports.
- Support implementation, progress monitoring, problem-solving, and partnerships as students enroll students in pathways and programs.

Technical Assistance Provider: Jobs for the Future



www.Lee.edu

Baytown, Texas

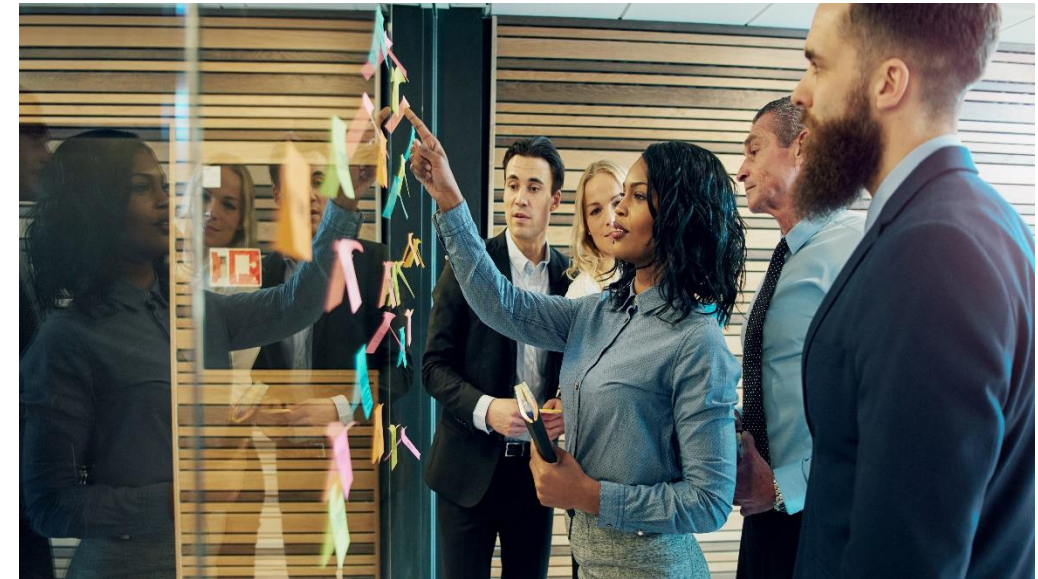
Selected Pathway: Logistics

- **Houston is positioned as a Global Logistics Hub**
- **18% Projected Growth for Logistics**
- **A projected 6 billion square feet of Warehousing in the Baytown & Chambers County area**
- **To increase Industry Certifications within the Logistics Program**



Solving Challenges:

- To mirror industry demands
- To educate students entering the workforce
- To include work-based learning and provide hands on experience and increase career exposure
- To address aging population
- To educate the community on the value of post-secondary training



Driving Student Success:

- **Collaborating with our industry partners:**
 - **Program Relevancy**
 - **Review courses and align with job demand**
 - **Attaining information for future program development**
 - **Build and sustain partner relationships**
 - **Work-based Learning:**
 - **Apprenticeship Internships, Mentoring, Job Shadowing**



Path Ahead: Next Steps

- **Hired a Director of Work-based Learning and a Program Manager**
- **Organizational Restructure**
 - **Combined credit & non-credit to cross credit to better align with pathways for future growth**
- **Increasing advisory forums**
- **Increasing our presence in the community through outreach and speaking engagements**
- **Revamping our marketing strategies**
 - **Social Media Presence**
 - **Redesigning our Printed Materials**
 - **Updating our Web Page**



Tarrant County College District



Selected Pathway: Logistics

- Why was the specific pathway selected? (e.g. LMI data, employer engagement, industry certifications, etc.).
 - High demand occupation with expected growth of 18% for first-line supervisors, 21% for managers, and 38% for logistics analysts
 - Location: “AllianceTexas aims to become the ‘catcher’s mitt’ for northbound goods” (Dallas Business Journal)
 - Major logistics & supply chain employers include Amazon, DHL Supply Chain, BNSF, UPS, FedEx
 - Increasing employer interest in partnering for our students (new internship opportunities)
 - Program enrollment has increased to over 100 students...but there is room for growth

**Tarrant
County
College
District**



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Solving Challenges

- What specific challenges is your institution trying to solve by redesigning the pathway to include work-based learning?
 - Convincing Middle School and High School students to choose the pathway
 - Marketing the program to different audiences
 - Expanded to online courses and not engaging students face-to-face



Driving Student Success

- How have you addressed alignment of coursework, work-based learning, and credentials to drive student success outcomes within the pathway?
 - Changes to the curriculum based on Advisory Committee input
 - Added MATH 1342 Statistics – skill desired by industry
 - Added LMGT 2371 Leadership in Logistics & Supply Chain Management – industry identified the need for graduates with leadership & decision-making skills
 - Intern Mentorship program



Path Ahead

- What are the next steps for your college with this pathway?
 - Institute formal Faculty Advising
 - Expand mentorship to industry leaders
 - Explore adding micro-credentials
 - Advanced MS Excel
 - Data Analytics
 - Embed Six Sigma Yellow Belt training into BMGT 2331 Quality Management
 - LinkedIn Learning course through TCC's Library
 - Arlington ISD P-TECH for dual credit



South Texas College

Sara Lozano,
Dean for Business, Public Safety, & Technology



SOUTH TEXAS
COLLEGE



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Selected Pathway: Surveying & Geospatial Technology

Why was the specific pathway selected? (e.g. LMI data, employer engagement, industry certifications, etc.).

- Demand was demonstrated:
 - LMI Data, Employers, Texas Society of Professional Surveyors (TSPS) RGV Chapter
- 1% of Registered Professional Licensed Surveyors (RPLS) retiring every year (State of Texas)
- Continuous growth of population/infrastructure (State of Texas)
- 11 RPLS in South Texas (RGV area)



Solving Challenges

What specific challenges is your institution trying to solve by redesigning the pathway to include work-based learning?

- Preparation for employment to meet an industry need.
 - By completion of AAS degree, students must be prepared to sit for the Surveyor in Training (SIT) exam, which will put them on a path to licensure (needing 2 years under RPLS after AAS)
 - Certificate ideal for students with no experience
 - Students currently working under RPLS, taking courses to prepare for SIT

Driving Student Success

How have you addressed alignment of coursework, work-based learning, and credentials to drive student success outcomes within the pathway?

Career Preparation

These additional activities are embedded within the pathway to support students in preparing for their career. Work-based learning enables students to apply academic learning in a real-world setting. Advising and career navigation support helps students make decisions that align best with their strengths and future goals. Competencies describe the technical skills students need for a successful career in Surveying and Geospatial Technology.

	Semester 1	Semester 2	Semester 3	Semester 4
Work-Based Learning	Career Exploration: <ul style="list-style-type: none"> • Program introductory courses • Visits to industry specific offices • Industry Presentations 	Career Exposure: <ul style="list-style-type: none"> • Program specific courses and labs • Industry presentations • Site Visits to local industry projects 	Career Engagement: <ul style="list-style-type: none"> • Advanced program courses and labs • Job Shadowing • Site visits 	Career Experience: <ul style="list-style-type: none"> • Cooperative Education course • Training with advanced equipment
Advising and Career Navigation Support	<ul style="list-style-type: none"> • Program Orientation • Program Advising • Career Mentoring 	<ul style="list-style-type: none"> • Program/Career Advising • Professional certification advising • Industry Mentoring 	<ul style="list-style-type: none"> • Career Advancement Advising • Professional degree advisement/plan • Industry mentoring 	<ul style="list-style-type: none"> • Workforce advising • Professional degree preparation
Competencies	<ul style="list-style-type: none"> • Field equipment & operations basics • Map Reading fundamentals • Drafting/CAD fundamentals • Basic computational skills 	<ul style="list-style-type: none"> • Intermediate computational skills • Research and data collection fundamentals • Operate advanced field equipment • Data processing • Safety Awareness 	<ul style="list-style-type: none"> • Advanced software skills • Problem solving skills • Planning, organizing, & scheduling projects • Critical & analytical thinking 	<ul style="list-style-type: none"> • Employability skills • Interpersonal skills • Following directions • Teamwork • Flexibility and adaptability • Ethics

Path Ahead

What are the next steps for your college with this pathway?

- Prior Learning Assessment (PLA) and Competency Based Education (CBE) are all options under development for this program to account for prior work experience
- Apprenticeship completion to serve as guide for other credit apprenticeship programs

Challenge: Finding qualified faculty



