



**TODAY**

A woman with dark hair pulled back, wearing a black turtleneck sweater, is seated and looking directly at the camera. The background is a light-colored wall with a wooden shelf to the left and a potted plant to the right. The floor is covered with a blue patterned rug.

**PBS**   
**NEWS**  
**HOUR**





# Solving the Teacher Talent Crisis through Micro-Credentials

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Dr. Michael Webster

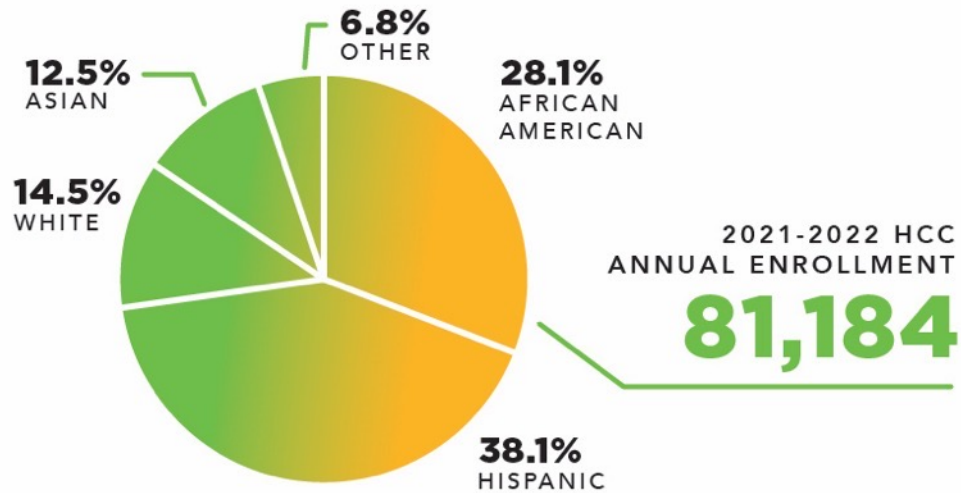
Associate Vice Chancellor, Workforce Instruction

September 12, 2023

# Agenda

- Background and Context:
  - HCC
  - K12 Educator Landscape
- Microcredentials as Solution:
  - Entry Level
  - Incumbent Worker
  - Talent Pipeline
- Q and A

# Houston Community College System Profile



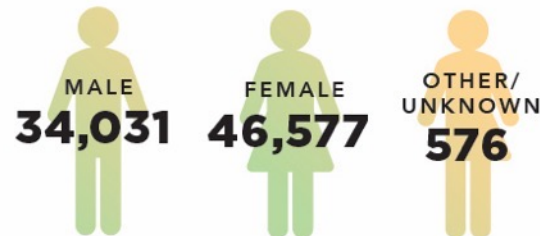
INTERNATIONAL STUDENTS (F1) ENROLLMENT  
**3,151**



2021-2022 STUDENTS TRANSFERRED TO 4-YEAR SCHOOLS

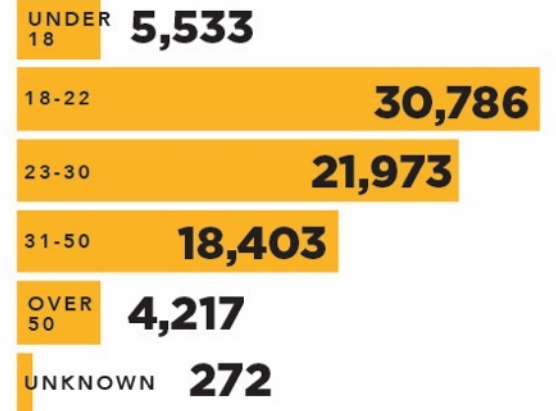


GENDER ALL STUDENTS



**2021-2022**

AGE GROUP



# HCC Centers of Excellence

**13 Centers strengthen the region's workforce.**

1. Architectural Design and Construction
2. Business and Logistics
3. Consumer Arts and Sciences
4. Digital and Information Technology
5. Education Professions
6. Engineering
7. Global Energy
8. Health Sciences
9. Material Sciences and Smart Manufacturing
10. Media, Visual and Performing Arts
11. Public Safety
12. Resiliency
13. Transportation



# HCC Microcredentials: How It Started

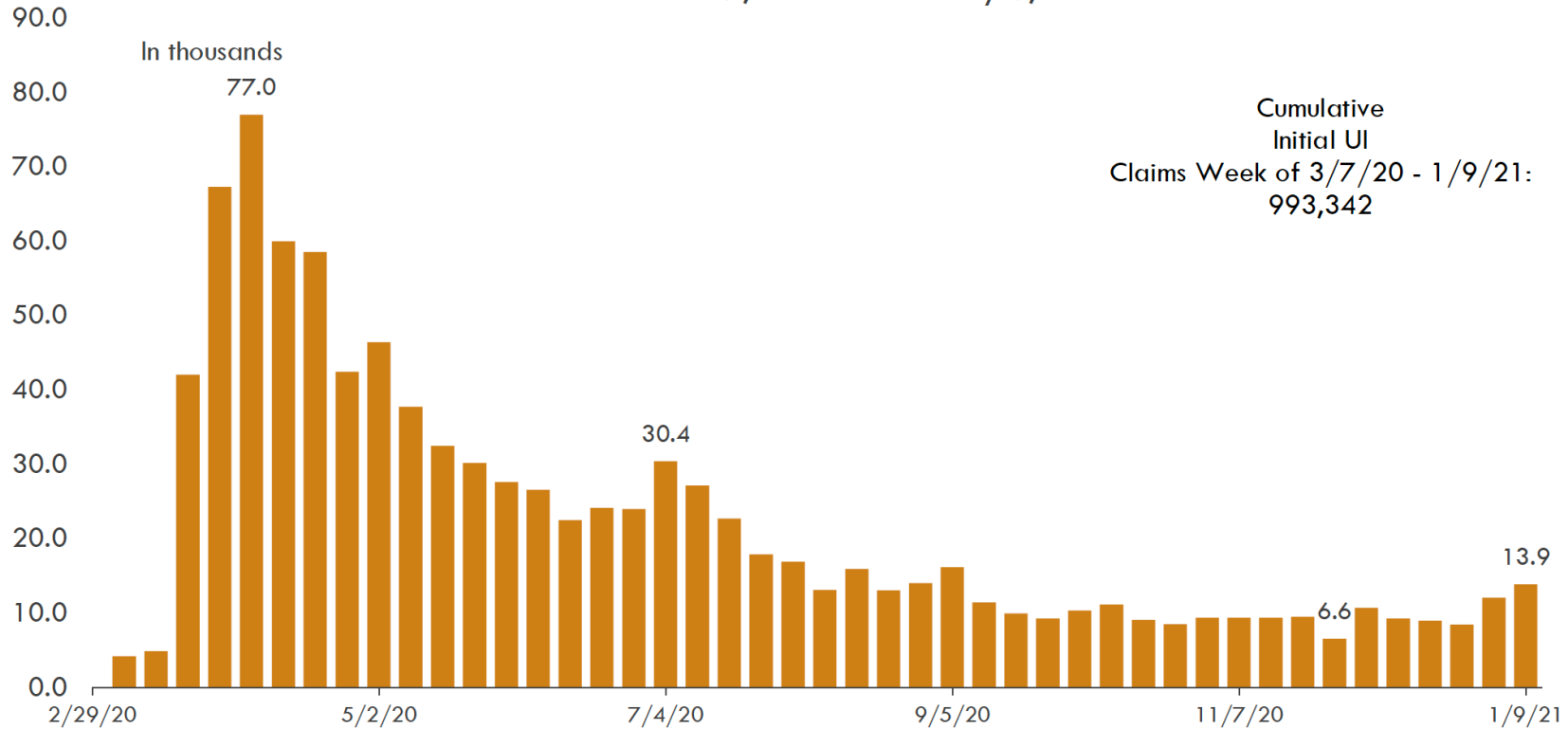




# WHAT HAPPENED?

## Initial Claims for Unemployment Insurance

13-County Gulf Coast Region Initial Weekly Claims  
Week of March 7, 2020 to January 9, 2021

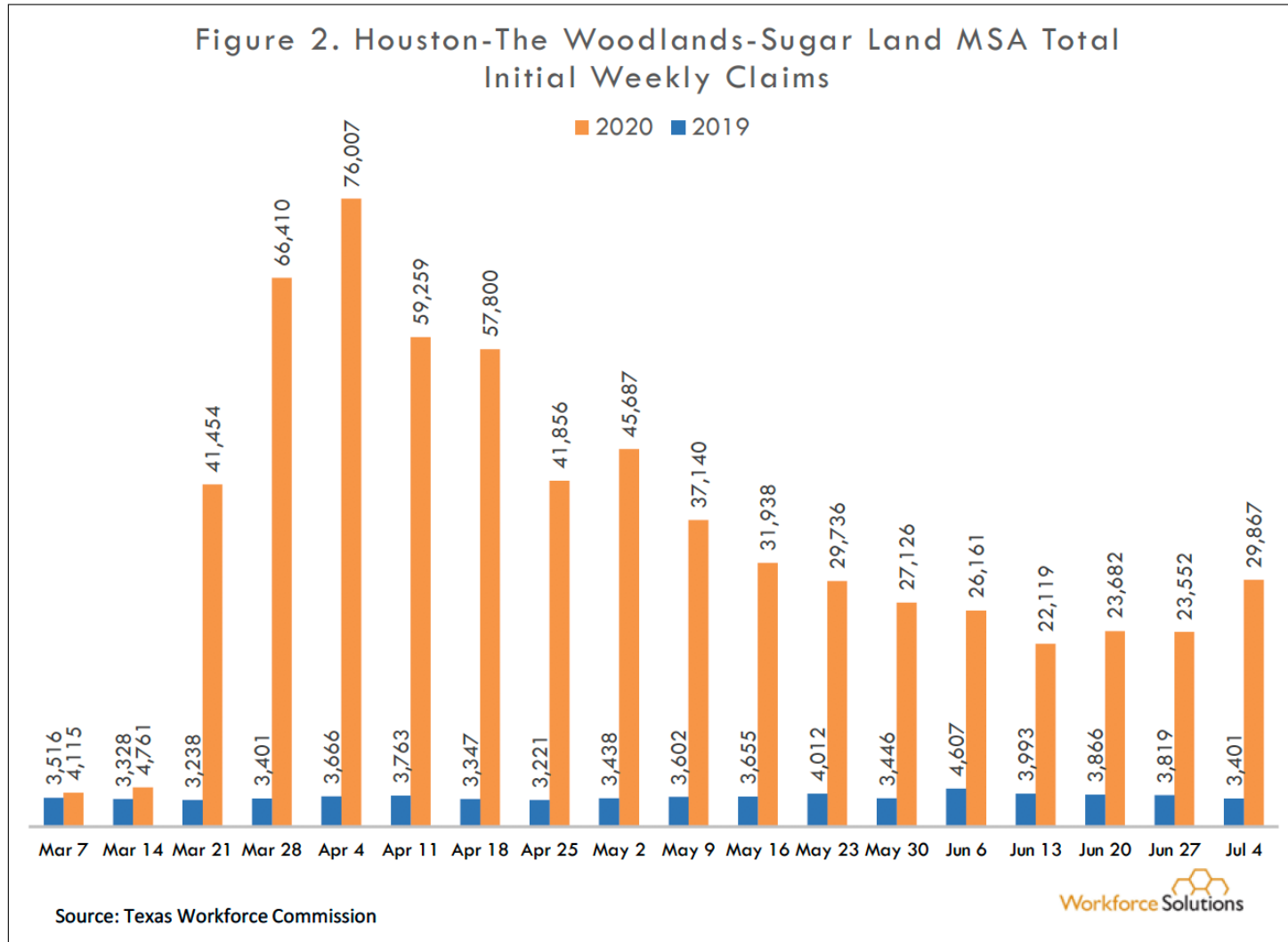


Source: Texas Workforce Commission

Note: Data shown does not include initial filings under Pandemic/Disaster Unemployment Assistance (PUA/DUA).

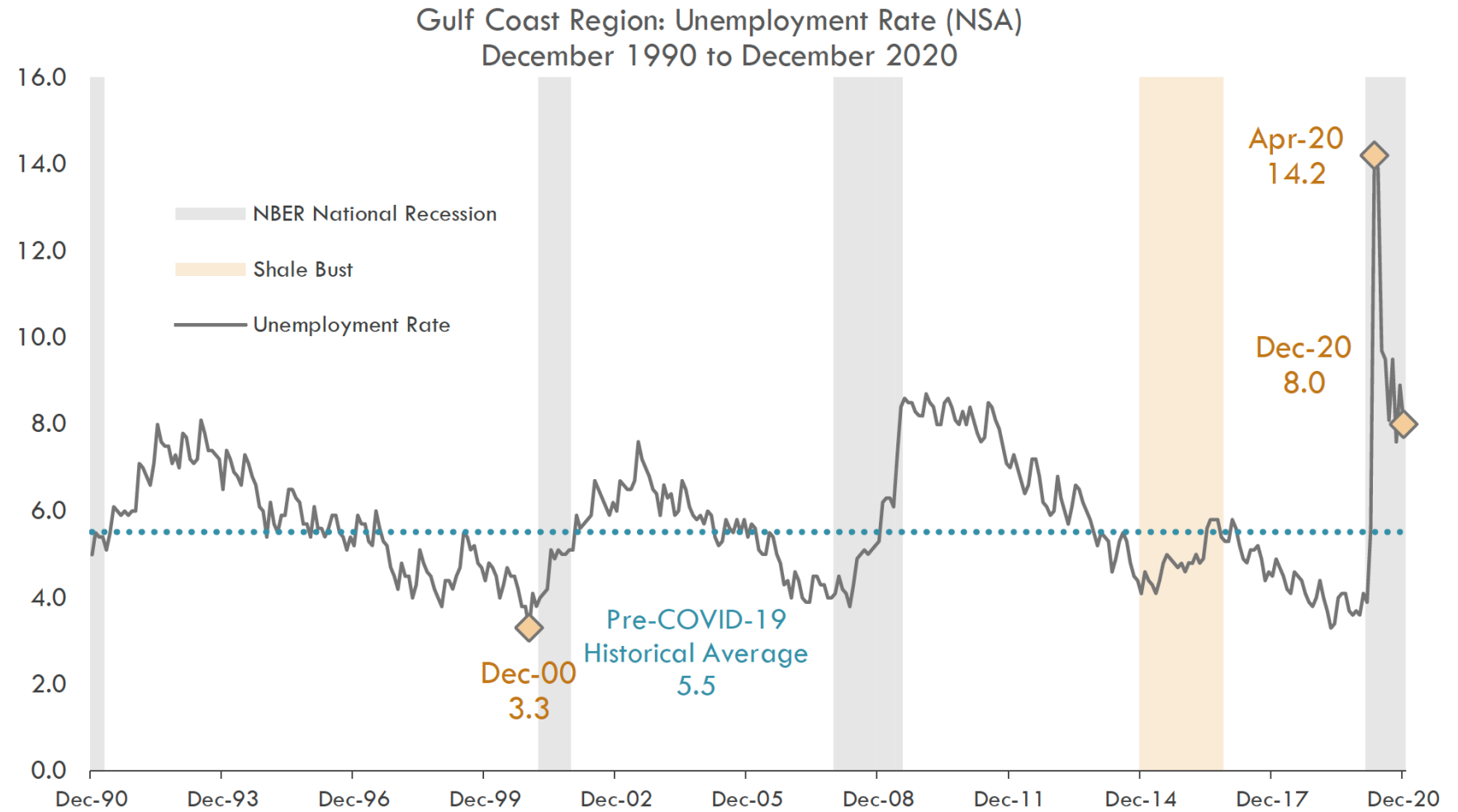


# WHAT HAPPENED?



# WHAT HAPPENED?

## Unemployment Rates

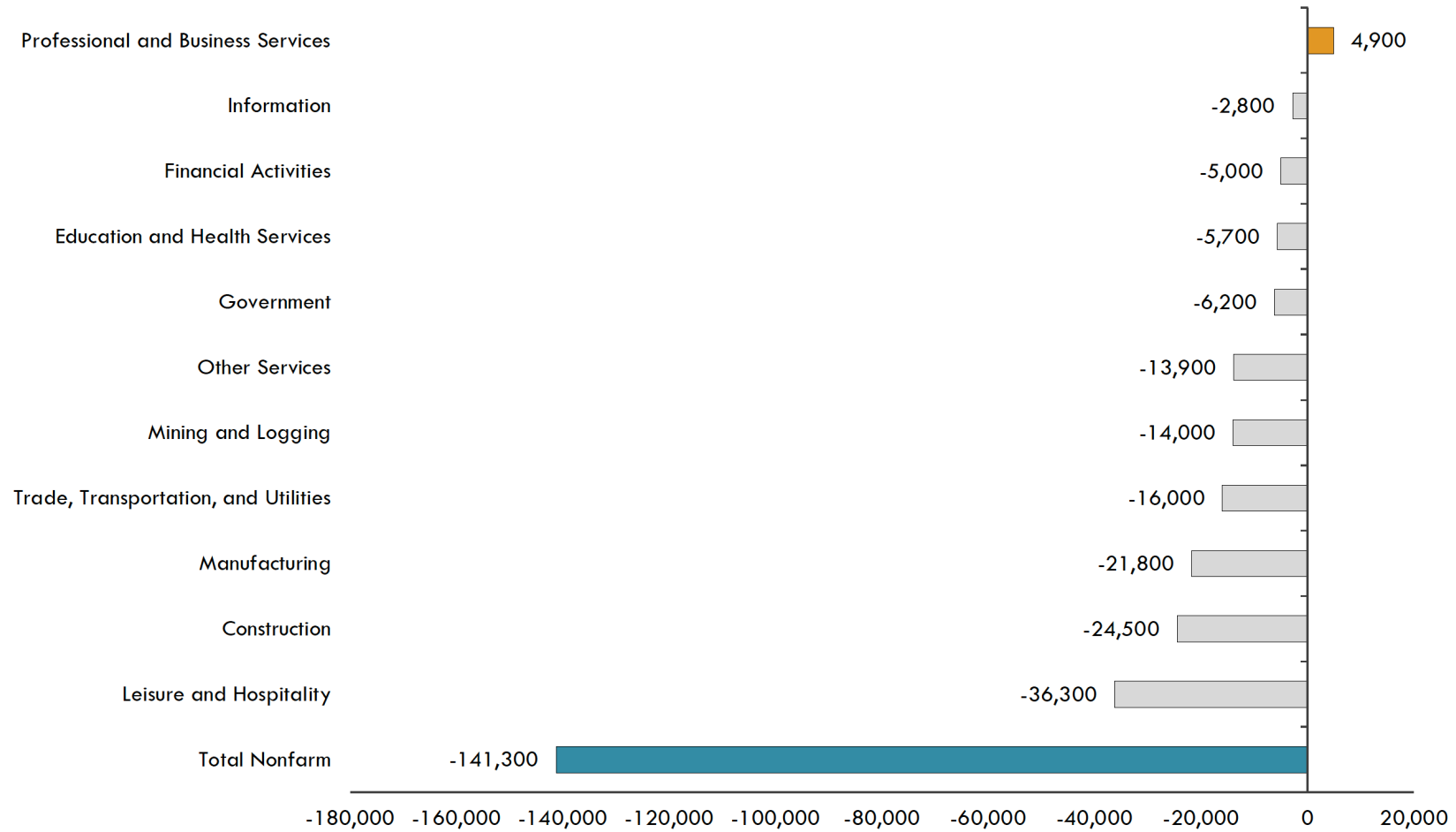


Source: TWC/BLS

Workforce Solutions

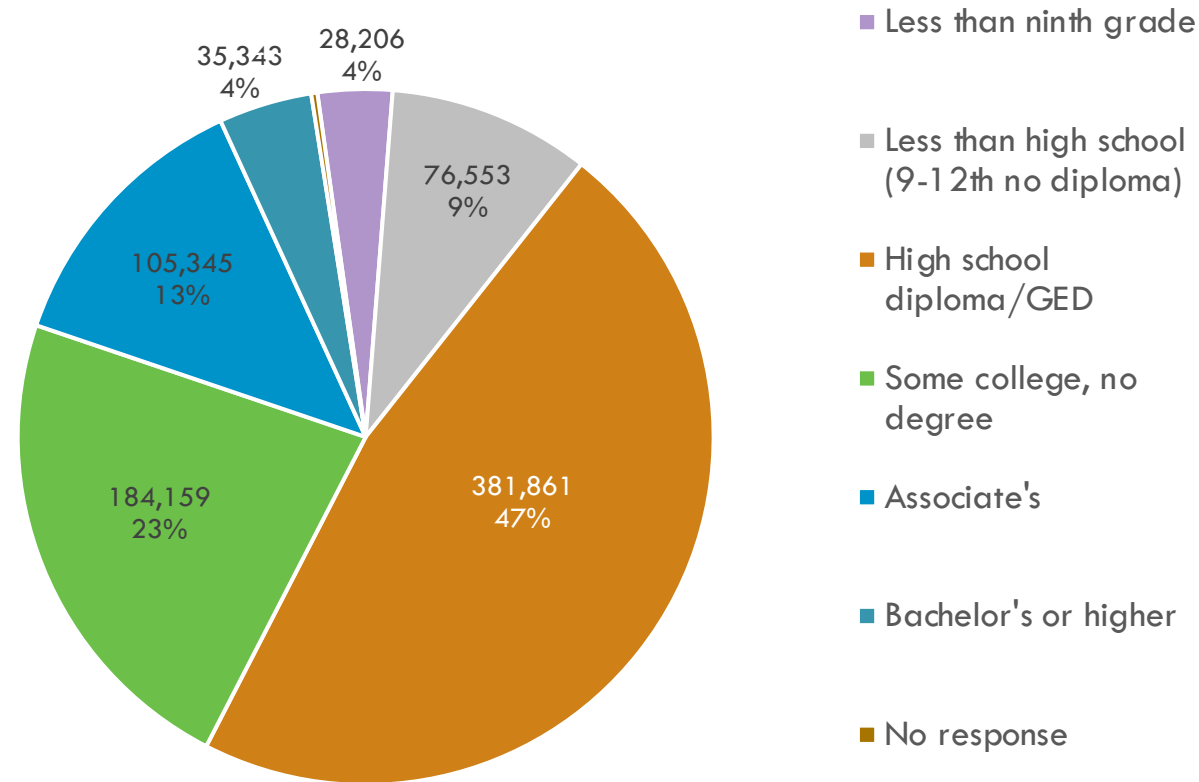
# WHAT HAPPENED?

Chart 4. Over-the-year Net Change, Houston MSA Supersectors, December 2019 to December 2020



# Gulf Coast Region Total Population vs. UI Claimants by Ed. Attainment

Gulf Coast UI Claimants by Ed. Attainment (TWC 3/1 to 7/18 2020)





# Fast Track Training for Free

Times are tough right now, but good jobs are out there. Come take our most popular training in high demand occupations for free and get back to work. We've dug through our large catalog of programs to create a shortlist of training programs that you can get in and out of fast and into a job. Better still, we can help you pay for the training if you qualify.



## Check out HCC's Micro-LEARNING

Today's competitive workforce is in a constantly changing. Job descriptions and responsibilities are frequently updated and realigned. New skills are constantly needed to ensure your workforce and new employees can meet the demands of changing industries and technology.

**HCC's Micro-LEARNING courses** address this dynamic through coursework that is dramatically trimmed and strategically designed to focus on specific relevant skills need to position yourself and become more valuable to your employer.

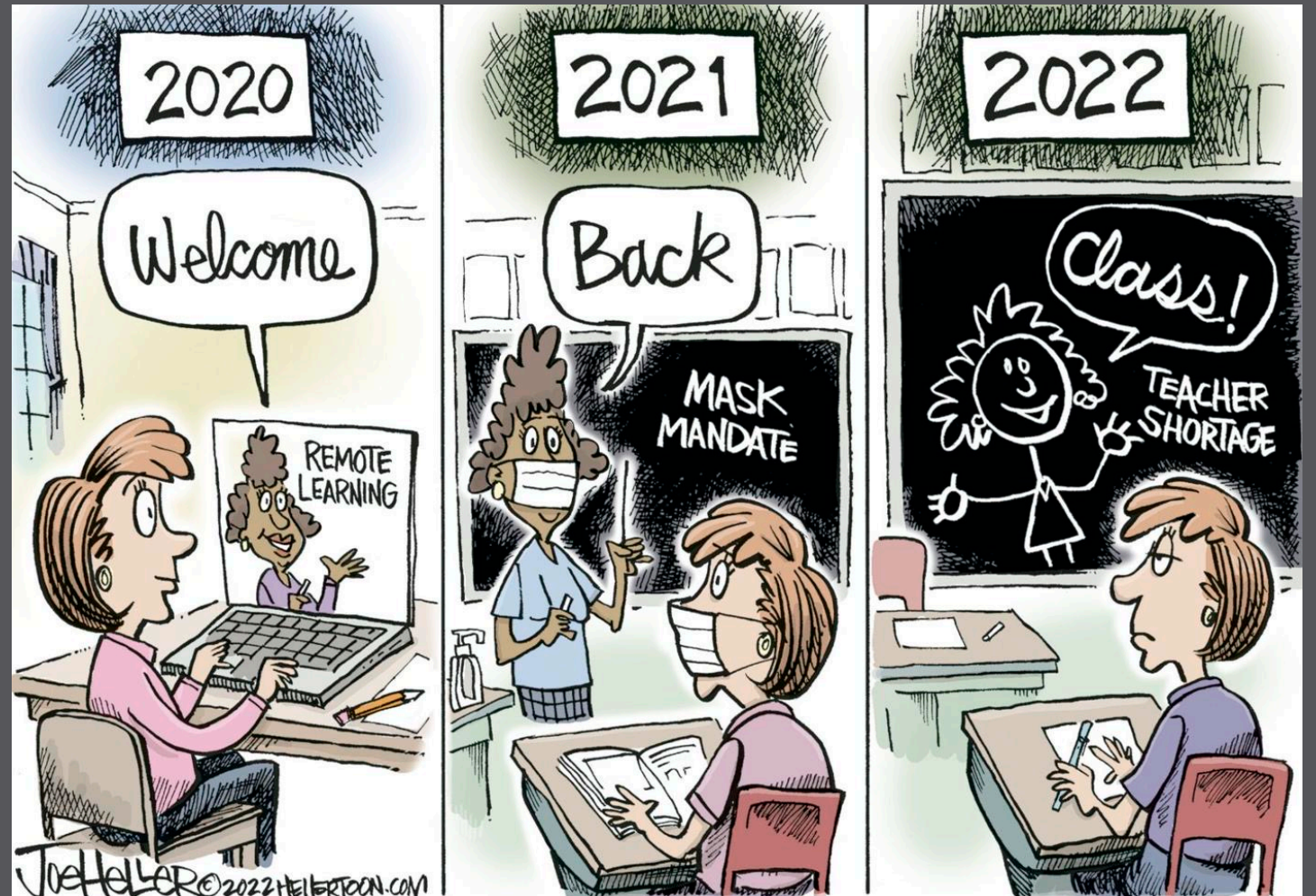
# What We Launched

- Homegrown Courses
- Off the Shelf
- "Bite Sized"
- Online and Hybrid
- IT and Business Focus
- Stackable
- In Transcripts
- Badged





# Microcredentials: An Approach to Solving the Teacher Talent Crisis



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EDUCATION

...sing online



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EDUCATION

Teacher shortages [Add Topic +](#)

# Teacher shortages continue to plague US: 86% of public schools struggle to hire educators



**Zachary Schermele**  
USA TODAY

Published 12:01 a.m. ET Oct. 17, 2023 | Updated 1:46 p.m. ET Oct. 17, 2023

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EDUCATION

## As School Year Kicks Off, Virginia's Teacher Shortage Persists

## Retired educators return to Jefferson Parish classrooms to help curve teacher shortage

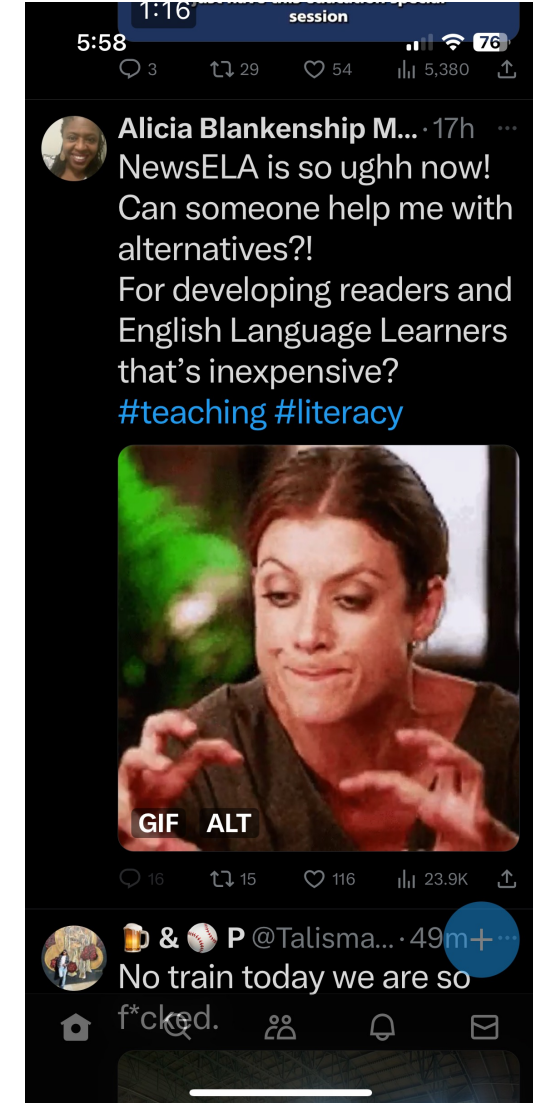
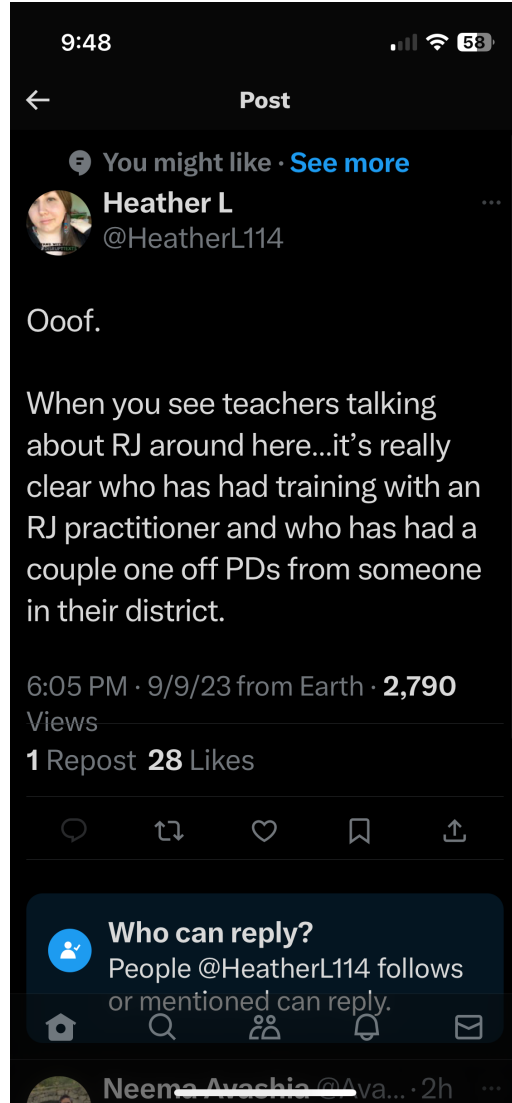
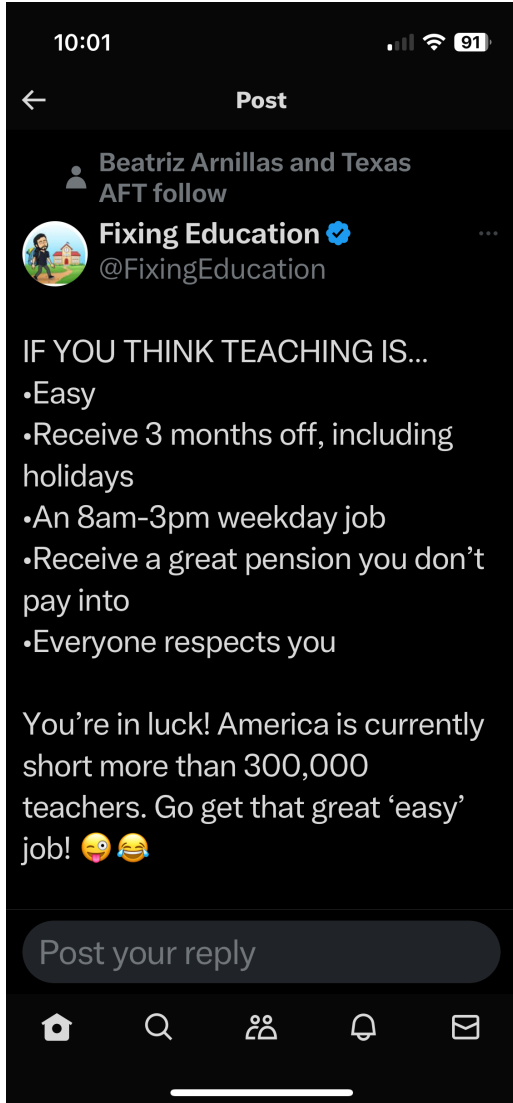
by: [Raeven Poole](#)  
Posted: Sep 11, 2023 / 10:05 AM CDT  
Updated: Sep 11, 2023 / 10:05 AM CDT



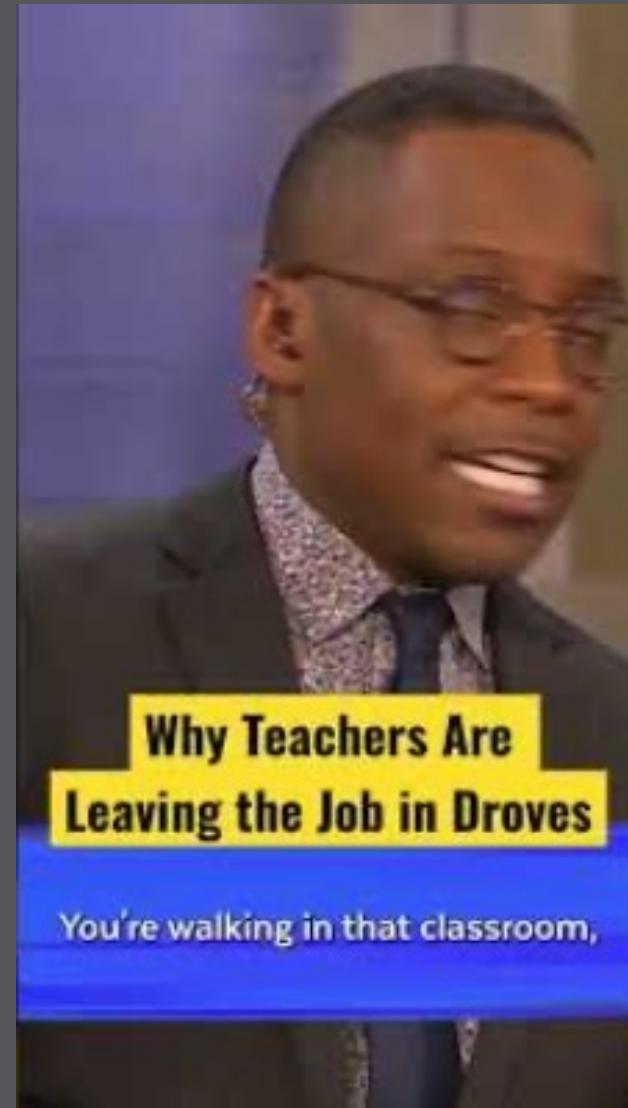
JURY COULD NOT REACH A [WGNO.COM](#) 80° 5:05

# The Teacher Crisis

Description	2023 Jobs	2033 Jobs	Avg. Annual Openings	2023 - 2033 % Change	2023 - 2033 Change	2023 - 2033 Openings	2022 Turnover Rate	2023 - 2033 Replacement Jobs
Kindergarten Teachers, Non SPED	3,351	3,869	440	15%	518	4,404	34%	3,862
Elementary School Teachers, Non SPED	35,222	40,942	3,338	16%	5,719	33,381	22%	27,409
Middle School Teachers, Non SPED/CTE	16,555	19,173	1,561	16%	2,618	15,608	22%	12,858
CTE Teachers, Middle School	369	421	34	14%	52	345	22%	284
Secondary Teachers, Non SPED/CTE	24,590	28,812	2,218	17%	4,222	22,180	21%	17,883
CTE Teachers, Secondary School	2,891	3,281	253	14%	390	2,532	21%	2,067
Special Education Teachers, K-5	3,438	4,119	344	20%	681	3,443	22%	2,757
Special Education Teachers, Middle	1,743	2,051	171	18%	307	1,706	22%	1,384
Special Education Teachers, Secondary	2,498	3,026	255	21%	528	2,547	22%	2,014
<b>Total</b>	<b>90,658</b>	<b>105,694</b>	<b>8,615</b>	<b>17%</b>	<b>15,036</b>	<b>86,146</b>	<b>22%</b>	<b>70,518</b>
Texas	386,120	439,670	35,187	14%	53,550	351,869	23%	296,334
USA	3,780,236	4,090,495	321,020	8%	310,259	3,210,201	27%	2,818,889



# Firsthand Statement





INSIGHTS

# Teacher Learning Systems Need Micro-Credentials to Move Teachers and Students Forward



H. Frank  
Education



STUDENT SUCCESS

YOUR RIGHTS & WORKPLACE

PROFESSIONAL EXCELLENCE

Just & Equitable Schools

Student Engagement

Professional Learning

Leadership Development

Conferences & Events

Professional Excellence Professional Learning Professional Learning Resources

PROFESSIONAL LEARNING

# Supporting English Language Learners - Micro-credentials

This stack of eight micro-credentials is designed to help educators understand the complexities of teaching students who are learning English as a second language.

SHARE



January 2021

# Harnessing Micro-credentials for Teacher Growth

A National Review of Early Best Practices

Melissa Tooley & Joseph Hood



# HCC Center of Excellence in Education Professions

- Teaching, AAT
- Child Development, AAS
- Child Development, Administration, C1
- Early Childhood, C2
- Infant and Toddler Teacher, C1
- Teacher Assistant/Aide, C2
- Alternative Teacher Education Program
- Child Development Associate, CEU

**Entry Level  
Training**

**Incumbent  
Workers**

**Talent Pipeline**



# Entry Level: ATCP

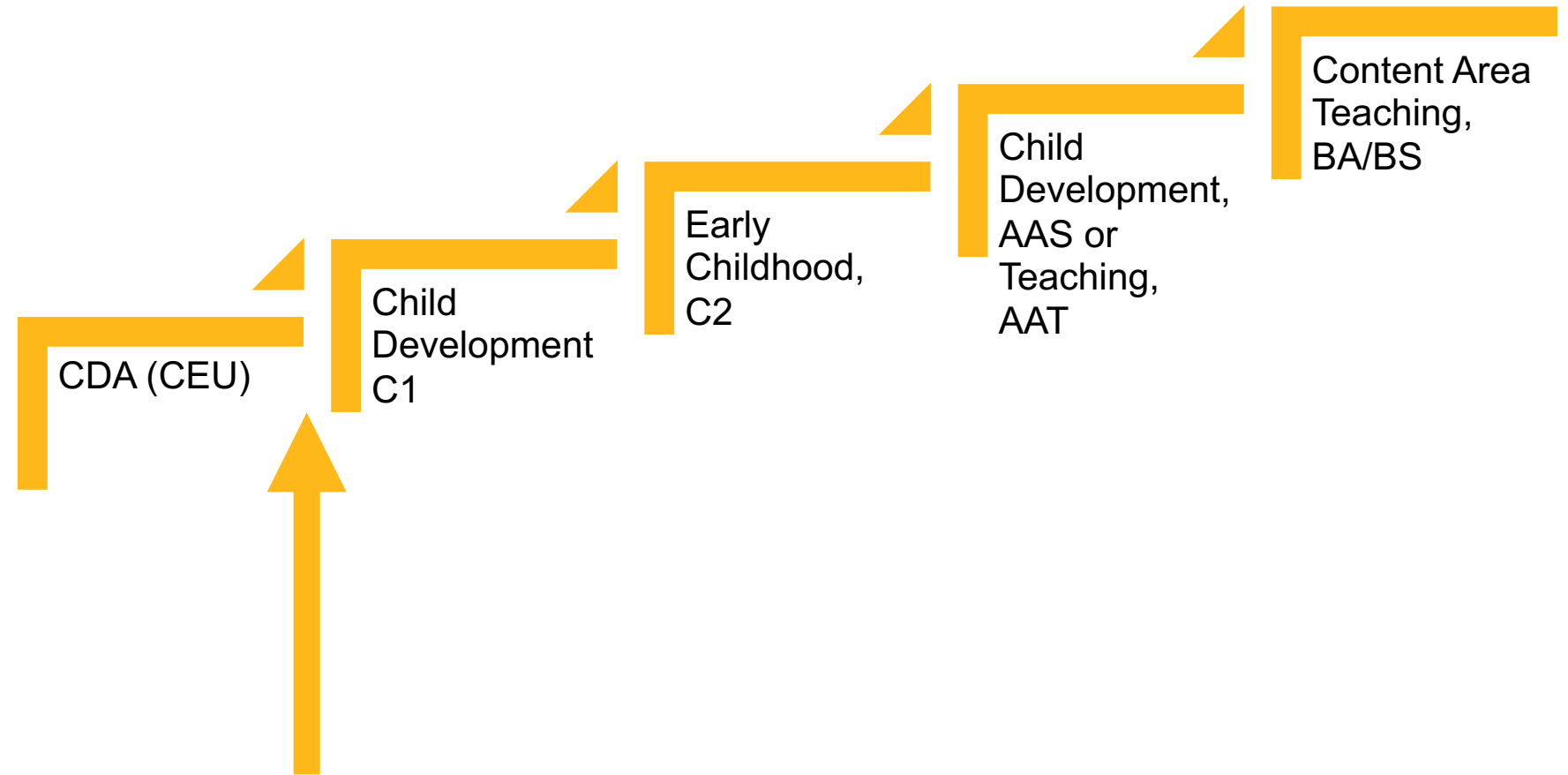
ACP 4103	Cognitive Development, Literacy Strategies, & Special Education	48
ACP 4201	Pre-Service Field Observation	32
ACP 4113	Content Preparation	48
ACP 4203	Pedagogy for Curriculum and Instruction	48
ACP 4213	Science of Teaching Reading I	24
ACP 4303	Managing Culturally Diverse Classrooms	48
ACP 4403	Professional Practices in an Educational Environment	48
ACP 4513	Internship I	48
ACP 4523	Internship II	48

**Entry  
Level:  
ATCP**



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ACP 4523	Internship II	48

# Entry Level: Pathway



Ensure Access to Relevant, Immediately Useful Professional Learning

Promote Teacher Engagement and Collaboration

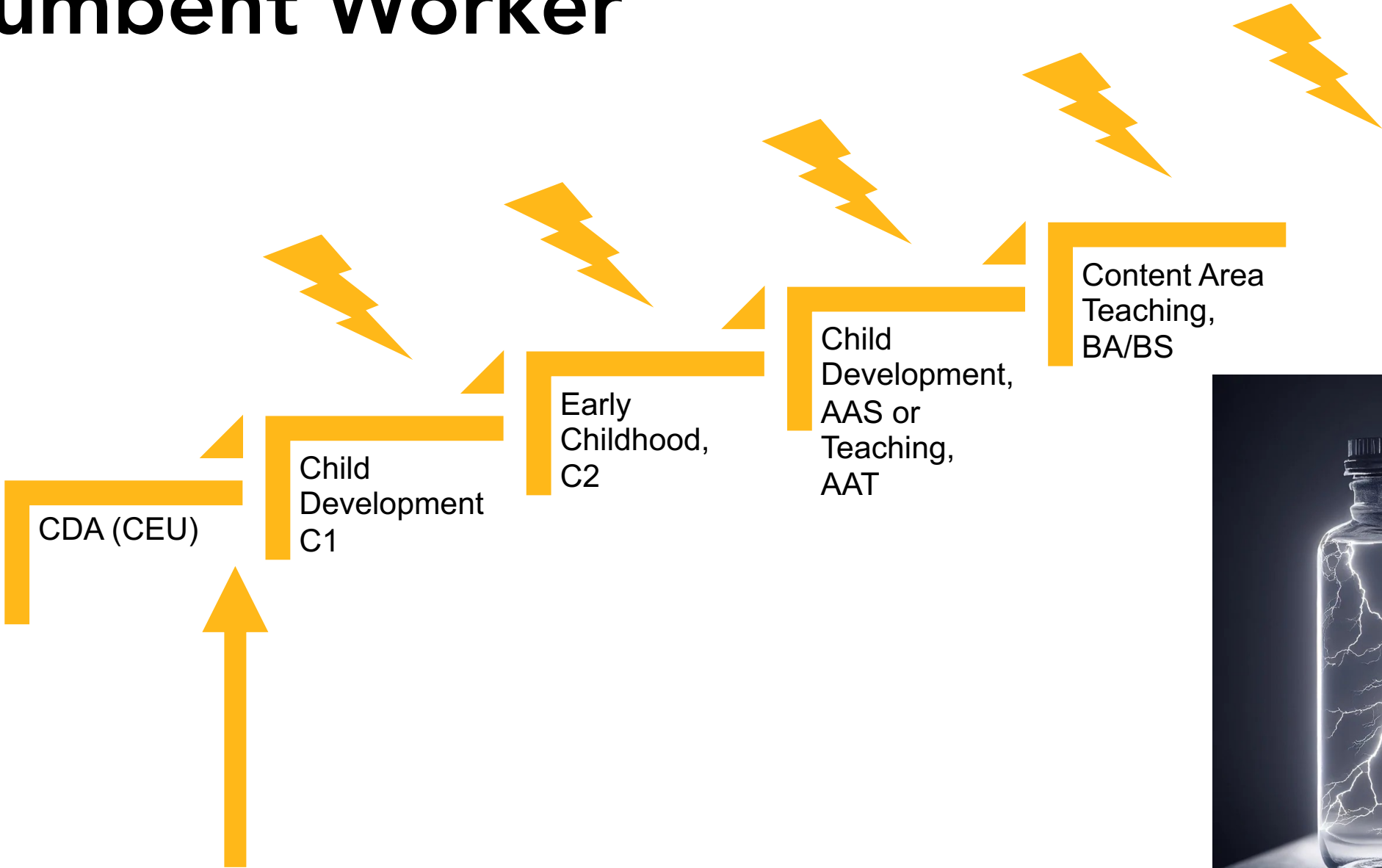
# Incumbent Worker

- [Four Strategies to Increase Teacher Retention—Hanover Research](#)
- [K–12 Teachers are Quitting. What Would Make Them Stay?—McKinsey & Company](#)
- [5 Ways School Districts Can Better Retain Educators—NEA](#)
- [Teacher Retention Strategies—California DOE](#)
- [Five Recommendations for Retaining Your Teachers--IRIS](#)

# Incumbent Worker

- Teacher/Instructional Leadership
- Coaching
- Differentiation
- Looking at Student Work
- Critical Friends Training
- Science of Reading
- Classroom Management Strategies
- Utilizing Technology in the Classroom
- Project/Problem Based Learning
- Effective Instructional Strategies
- Building Curricular Units

# Incumbent Worker



# Talent Pipeline

