Aligning Education with Workforce Needs

Initiatives to assist students and employers in filling high-demand jobs across Texas

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Our future workforce will demand even more postsecondary trained and educated workers

In 1973, only 28% of all U.S. jobs required postsecondary education/skills. By 2020, 65% of all jobs will require this level of education.

59% of all jobs in Texas will require postsecondary training or education by 2020. Currently, 33% of Texans 25 and older have an associate degree or higher.

Source: Georgetown University Center on Education and the Workforce, June 2013
THECB, TEA and TWC are working together to align the educational pipeline with the needs of employers

✓ THECB, TEA and TWC leadership held regional workforce and educational forums around the state to identify and advance targeted educational workforce training opportunities

✓ Collaborating to expand career-focused curriculum options and ensure efficient transitions between K-12, higher education and the workforce

✓ Examining future workforce needs and educational/training requirements, and integrating workforce demands into strategic goals for higher education

Tri-agency collaboration has led to innovative initiatives aimed to inform students and respond to workforce needs

Examples of Early Manifestations of Tri-agency Collaboration

Career and Technical Early College High Schools

✓ In response to HB 5, THECB, TEA and TWC awarded grants to four institutions for early college high schools with a CTE focus

✓ CTE ECHS let students graduate with a diploma and a workforce credential

✓ Developed through local collaborations of colleges, ISDs and workforce boards to align regional workforce needs

Grant Recipients

Dallas County Community College District – Eastfield College in partnership with Dallas ISD
Odessa College in partnership with Ector County ISD
Houston Community College in partnership with Alief and Houston ISDs
South Texas College in partnership with Mission Consolidated and Weslaco ISDs
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Examples of Early Manifestations of Tri-agency Collaboration

Texas CREWS

- Developed by the THECB and TWC, Texas Consumer Resource for Education and Workforce Statistics (CREWS) is an interactive dashboard tool providing comparative information about wages and loan debt of postsecondary graduates ([http://www.thecb.state.tx.us/apps/txcrews/](http://www.thecb.state.tx.us/apps/txcrews/))

Public-Private Partnerships

- In initial stages of developing a public-private partnership strategy to focus on a variety of areas including:
  - Expanding work-based learning and career awareness activities including student internships, apprenticeship programs and industry tours;
  - Improving secondary counseling; and
  - Investing in new equipment for CTE/Dual Credit/Workforce programs in partnership with ISDs based on high need regional industry needs.

Adult degree completion projects offer guided pathways to degree and certificate completion

**Accelerate TX** programs require institutions to establish interagency partnerships to establish career pathways for lower skilled adults and youth.

- Programs directly target underprepared adults and out-of-school adults and youth without a high school diploma or GED who are interested in a career/technical education in a target or high-demand occupation in their region.

- **Grad TX** is designed to help adults return to college and finish their bachelor’s degrees.

- Participating institutions provide:
  - Flexible options;
  - Tailored personal assistance; and
  - Financial aid specialists.
The Texas Affordable Bachelor’s Degree offers a low-cost, competency-based option for Texans

✓ The Texas Affordable Bachelor’s Degree is the state’s first competency-based bachelor-level degree from a public institution

✓ Unique, low-cost degree in Organizational Leadership

✓ Developed through collaboration between the THECB, South Texas College and Texas A&M University-Commerce

✓ Faculty-driven initiative developed by community college and university faculty with input from community and business leaders

Texas must continue to implement and scale promising initiatives to align education with workforce needs

RECOMMENDATIONS

Invest in Advise TX College Advising Corps
✓ Near-peer advisors provide college and career advising in selected high-need high schools across the state to help students understand the postsecondary options available (career/technical schools, community colleges, and four-year colleges) and how each differ in terms of time investment, cost, and career preparation

Authorize Opportunities for New Applied Baccalaureate Degrees
✓ Authorize a measured, deliberative process to provide opportunities for specific community colleges to offer new applied baccalaureate degrees in Applied Science and Nursing (Per SB 414, 83rd Texas Legislature)

Expand Programs of Study and Fields of Study
✓ Expand Programs of Study and Fields of Study to ensure clear career-focused pathways through high school, college and the workforce
THECB established a strategic planning committee consisting of former higher education leaders, P-12 officials, and business representatives. The dialogue has begun with an examination of Workforce, Marketable Skills, and Value as possible goals.

Developing the Next Higher Education Strategic Plan

By 2030...

- At least **60% of Texans aged 25-34** will have a postsecondary credential or degree of value in the workplace.

- At least **550,000 students will complete a certificate or an associate, bachelor’s, or master’s degree** from a Texas public, independent, or for-profit college or university.

- All award recipients from Texas public institutions of higher education will graduate from programs with identified **marketable skills**.

- The average undergraduate **student loan debt** of graduates from Texas public colleges and universities will be no greater than XX percent of the average first-year wage for graduates.