

Perkins State Leadership Grants

Panel 1: Promoting Curricular Innovation

Austin Community College

Dallas County Community College District

South Texas College



Texas Higher Education
Coordinating Board

Perkins State Leadership Grant 2019-2020

Fast Track To Success: Expanding Competency- Based Education Across Texas

Amardeep Kahlon, PhD - Project Director



Past Perkins Leadership Grant Accomplishments 2015 - 2019

- **Established a network of institutions to expand CBE and provided mentoring for them**
- **Created and curated video case studies of successful CBE programs**
- **Established the first conference focused on CBE in Texas – now in the fourth year**
- **Published a white paper on setting up a CBE program**
- **Disseminated the grant workshop at SXSW EDU, TACTE, and other venues**
- **Conducted a statewide survey to get a snapshot of CBE in Texas**

The Current Grant

Partners, Goals, Deliverables

Grant Partners

Austin Community College

Austin

El Paso Community College

El Paso

Amarillo College

Amarillo

Trinity Valley Community College

Athens

Lamar Institute of Technology *New*

Beaumont

Goal One

Conduct two customized regional training programs for 60 faculty, administrators, and other staff at Texas colleges, universities to share CBE best practices



Goal Two

Increase membership to ACC's CBE Consortium



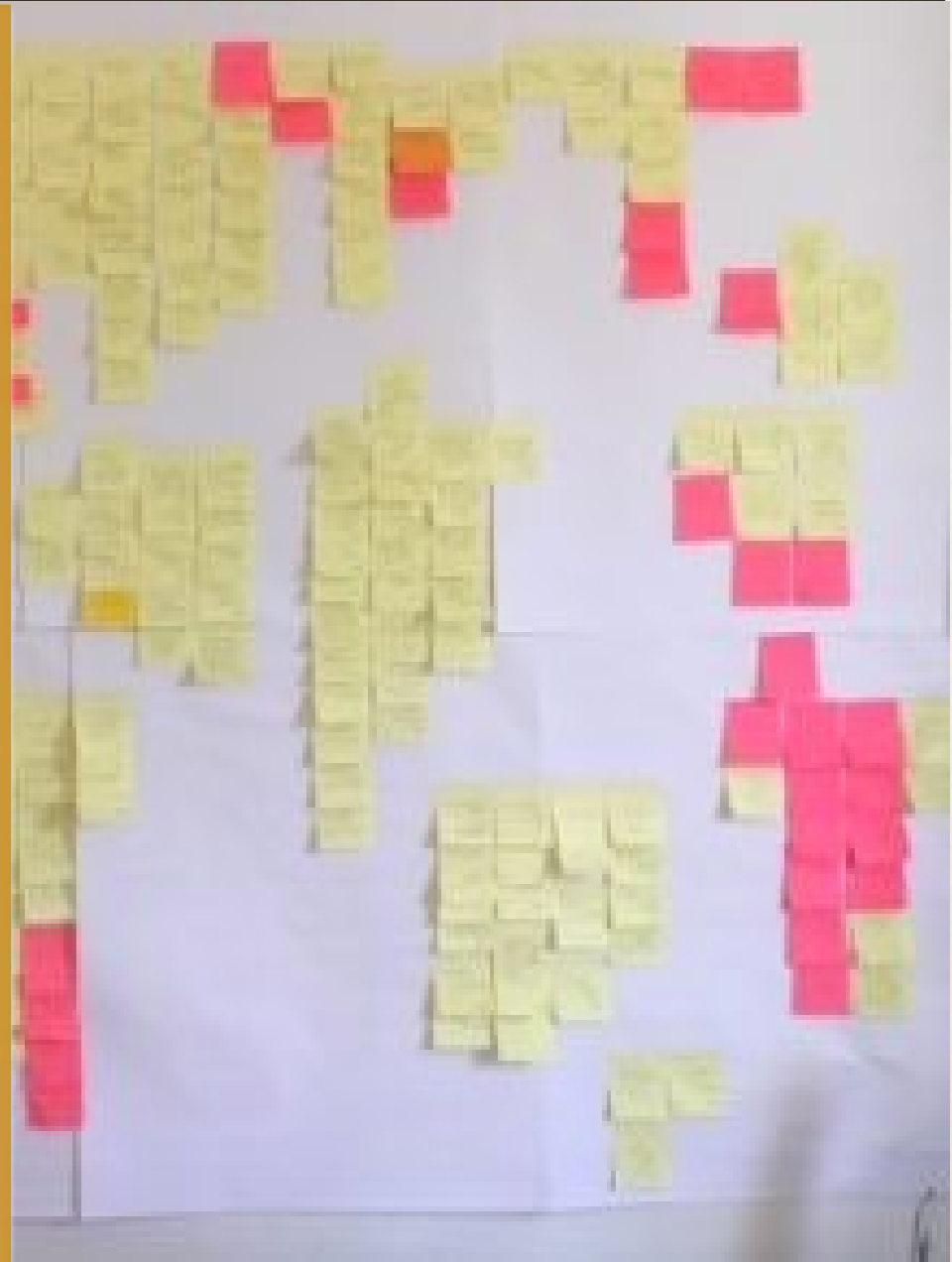
Goal Three

A person with short brown hair, wearing a red polo shirt, is seen from the back, sitting at a desk in a server room. They are looking at a computer monitor that displays a network diagram. In the background, there are several server racks with various cables and components. The room is dimly lit, with the primary light source being the computer screens and the server racks.

Maintain the
Consortium
website to
facilitate
dissemination
of best practices.

Goal Four

Using a qualitative research methodology and a storytelling approach, FTTS staff will gather CBE stories from selected institutions



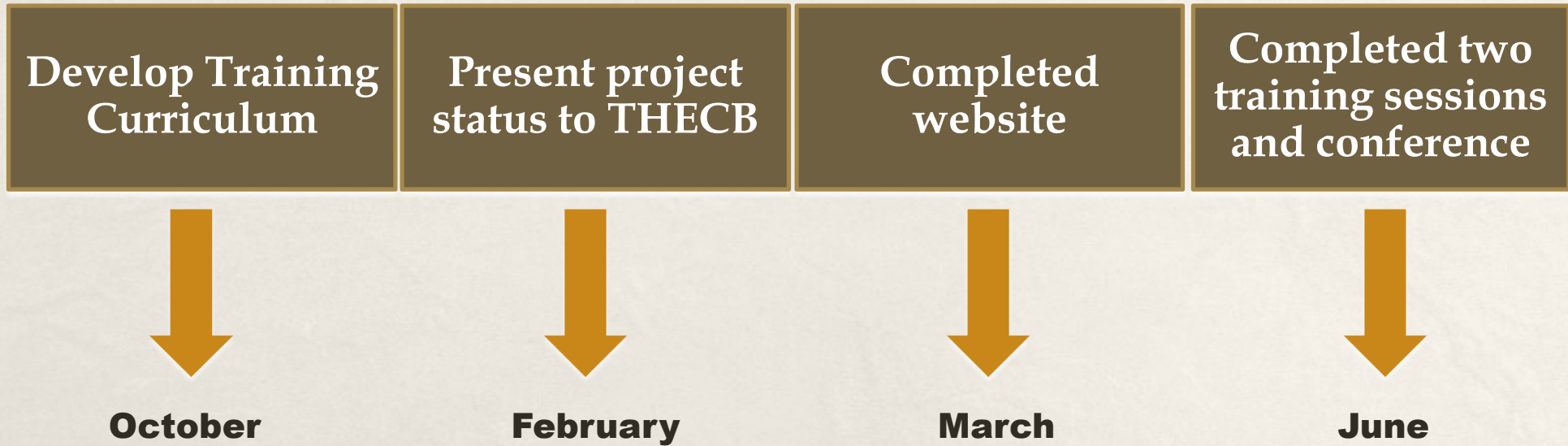
Goal Five

Continue to enhance and improve quality of ACC's FTTS Project's annual CBE Best Practices Conference to provide educational partners and conference training needed for CBE CTE programs

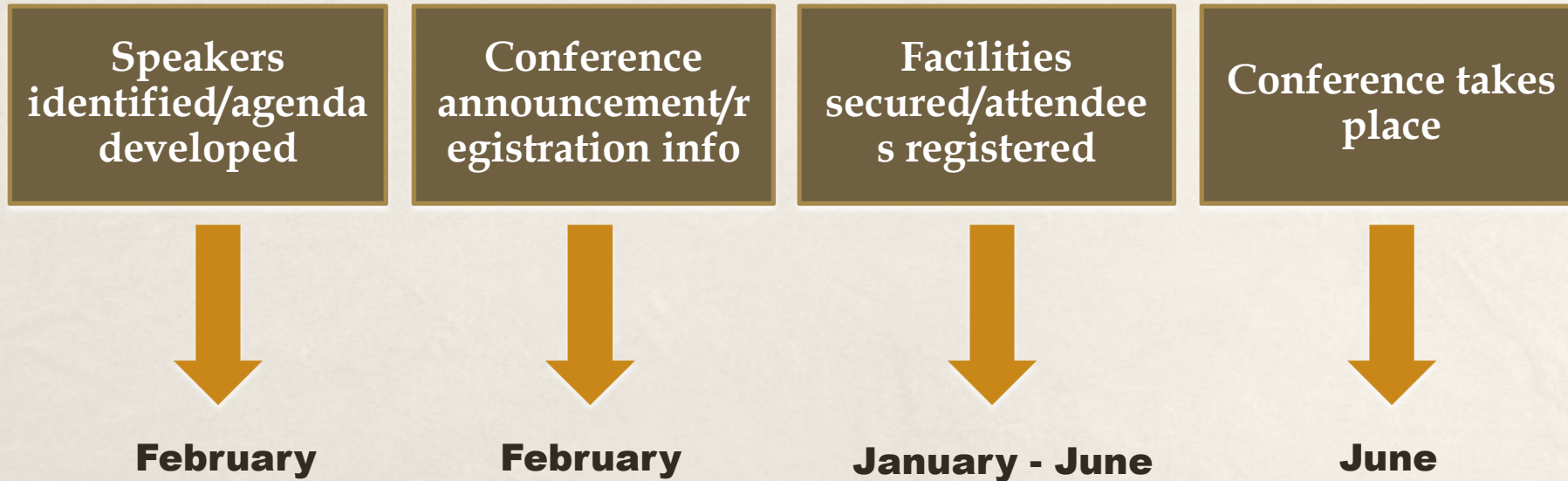


Project Timeline

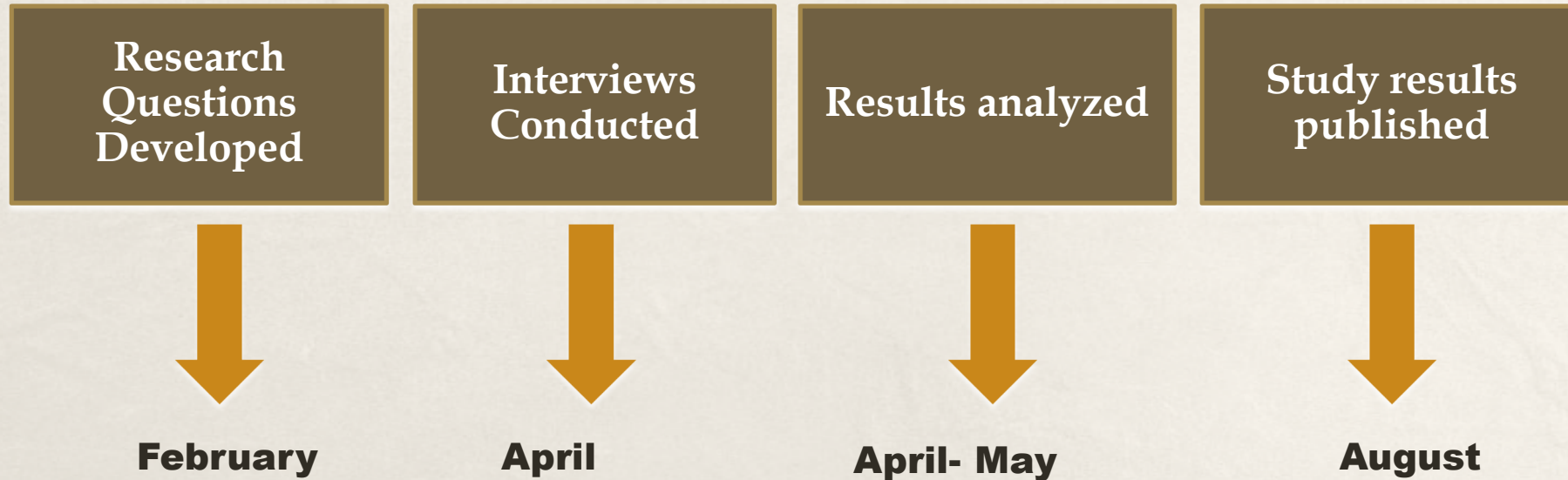
Timeline: Key and Reporting Dates



Timeline: Conference



Timeline: Qualitative Study



Past & Future Disseminations



For information contact:

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Tricia Thomas-Anderson, Ph.D., CGW
Dean, Office of Resource Development



A member institution of the Dallas County Community College District Higher Education Network

2015-2016



Assessed and addressed the need for training and development of faculty and staff regarding prior learning assessment through day conferences and the development of an online PLA resource.

www.plaportal.org

2017-2018



American Council of Education partnership to provide credit for prior learning faculty evaluation training and technical support in the development of non-credit to credit crosswalks in career and technical programs.

Moving Beyond Skilled Workers to College Completers

CTE Program	Third-Party Certifications
HVAC	North American Technician Excellence (NATE) Environmental Protection Agency (EPA) Industry Competency Exam (ICE) Carrier Technician Certification Texas Air Conditioning and Refrigeration (ACR) Contractor License (TACL)
AUTM/ABDR	Automotive Service Excellence (ASE) Jiffy Lube SNAP-ON
BOSS/CIT	Microsoft Office User Specialist (MOUS) IC3 CISCO

Moving Beyond Skilled Workers to College Completers



CPL FACULTY EVALUATOR INSTITUTE

- ☐ Foundations of mapping
- ☐ Project Mechanics
- ☐ Alignment and Mapping
- ☐ Faculty met with their specific Subject Matter Experts (SMEs)
- ☐ Panel Discussion of SMEs
- ☐ Action Planning

Blended Pathways
FROM INDUSTRY TO DEGREE

Credit for Prior Learning Evaluator Institute

This training institute, facilitated by The American Council on Education (ACE) will lead faculty, staff, and administrators in the evaluation of recognized third-party industry certifications such as NATE, ASE and MOUS. Participants will develop crosswalks for awarding credit for programs of study that create replicable accelerated Blended Pathway models.

When: Friday, January 26, 2018
Registration: 8:30am
Workshop: 9am – 2pm
A Working Lunch will be provided

Where: Eastfield College
Building G, Room 101/102
3737 Motley Drive
Mesquite, TX 75150

Free by invitation

An optional Pre-Institute Webinar with ACE will be held on Friday, January 12, 2018 at 1:30pm.

REGISTRATION DEADLINE: JANUARY 19, 2018
CLICK HERE TO REGISTER


Eastfield College
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT


American Council on Education
CEAI
Center for Education Advancement & Innovation



Eastfield College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



CREDIT FOR PRIOR LEARNING FACULTY EVALUATOR INSTITUTE



Blended Pathways Project: From Industry to Degree Project

CEAI Collaboration / CUP / Blended Pathways Project: From Industry to Degree Project

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Blended Pathways Discussion Board

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HVAC Discussion Board

By Johnson, Chris | Latest reply by Myles, Calvin | March 8

AUTM/ABDR Discussion Board

By Johnson, Chris | Latest reply by Allgood, David | March 1

Rough Draft

Good morning everyone, Does anyone know where to post the Rough Draft to?

By Ojeda, Carlos | February 28

BOSS/CIT Discussion Board

By Johnson, Chris | Latest reply by Brewer, Patricia | February 13

Central Discussion Board

We hope everyone had a good start to the week. We would like to thank those who were able t...

By Johnson, Chris | Latest reply by Johnson, Christopher | February 11

Virtual Pre-Institute

- ☐ Faculty Project Orientation
- ☐ Pre-Work Materials
- ☐ Pre-Institute Video Webinar with SMEs



Eastfield College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

COMPUTER INFORMATION TECHNOLOGY

Each of the following credit recommendations are the result of faculty evaluation by subject matter experts and recommended by the American Council on Education (ACE).		LEVEL I CERTIFICATE (16 - 24 CR)	LEVEL II CERTIFICATE (41 - 46 CR)	ASSOCIATE OF APPLIED SCIENCE (60 CR)
NON-CREDIT THIRD PARTY CREDENTIAL	AWARDED CR	REMAINING CR	REMAINING CR	REMAINING CR
IC3 – GS4 Certification: Certiport Pearson Inc.**	4	12 - 20	37 - 42	56
MOS Certification: Microsoft Office***	16	4 – 12*	25 - 30	44
Cisco Certification****	12	4-12	29-34	48

*In compliance with 25% seat requirements of the Southern Association of Colleges and Schools – Commission on Colleges for completion of a program of study. Credits awarded beyond 75% of a credential can be awarded as elective credit.

**The IC3 Digital Literacy Certification fulfills the course outcomes and learning objectives of Introduction to Computer courses.

***The MOS Certification Exam fulfills the course outcomes and learning objectives of Introduction to Word Processing, Spreadsheets, Databases, and Presentation Graphics Software courses.

**** This Blended Pathway is only available at Cedar Valley College.

Moving Beyond Skilled Workers to College Completers

CREDIT FOR PRIOR LEARNING FACULTY EVALUATOR INSTITUTE

- ☐ Extensive review and evaluation of competencies in industry certifications with credit bearing curricula
- ☐ Technical Support with ACE and Subject Matter Experts
- ☐ Faculty Uploading Information for review by SMEs
- ☐ Virtual Meetings with SMEs

Auto Body Repair

Up to 32 credits

I-Car and ASE
Certifications

HVAC

Up to 35 credits

Carrier Enterprise,
TACL, ICE, and EPA
Certifications

Computer Information Technology

Up to 16 credits

IC3 Digital Literacy and
Microsoft Office
Certifications

Automotive Technology

Up to 27 credits

ASE and Jiffy Lube
Certifications

OUTCOMES OF THE PROJECT

- BP2 trained five additional faculty from two additional colleges within the DCCCD Higher Education Network as evaluators,
- Replicated two of the four crosswalks created in BP1, and
- Developed a new BP crosswalk in Criminal Justice.
- An additional college is currently scheduled for training and replication of the Computer Information Network BP crosswalk.



“Connecting Credentials”
Lumina Grant Project

MAJOR INITIATIVES IMPLEMENTED

- Development of a *Credit for Prior Learning Implementation Taskforce*
- Development and implementation of “*Policies and Procedures for Awarding Credit for Prior Learning*”.

LESSONS LEARNED

- Faculty buy-in is more easily attainable with engagement and support of other subject matter experts/evaluators from best practice institutions.
- According to faculty, ***“It’s easier said than done”*** and requires detailed research and support to do correctly.
- Engage faculty in the conversation early on.

Moving Beyond Skilled Workers to College Completers

BP III: Replicating PLA and Emerging CBE Pathway Options

GOALS/OUTCOMES OF THE PROJECT

- Partner with colleges in Texas to replicate and/or develop at least two of the crosswalks in CIT, Accounting, or other programs
- Develop a CPL pathway in Accounting and train faculty in the development of a CBE pathway in CIT and other CTE programs (Accounting, Business, etc.)
- Assist colleges in the development of ***“Policies and Procedures for Awarding Credit for Prior Learning”*** to ensure alignment with SACSCOC.
- Statewide dissemination of BP Models for replication and guidance in CPL policy development.



Mountain View College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



**Dallas County
Community College District**

Moving Beyond Skilled Workers to College Completers



Eastfield College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



**CREDIT FOR PRIOR LEARNING
FACULTY EVALUATOR INSTITUTE 2020**

Virtual Pre-Institute – January 31, 2020

Friday, February 14, 2020

Eastfield College
Mesquite, TX

**COMPETENCY-BASED EDUCATION
FACULTY EVALUATOR INSTITUTES**

LATE SPRING 2020

FALL 2020

EARLY SPRING 2021

Eastfield College
Mesquite, TX



Eastfield College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



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Eastfield College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



Perkins State Leadership Grant Presentations

The Higher Education Coordinating Board

February 6, 2019

Austin, TX

Dr. Rosemond Moore & Dr. Kevin Peek
South Texas College



Perkins Leadership ACE-IT Grant

- **What:** Develop a replicable Career and Technical Education (CTE) Pathway based on a Competency Based Education (CBE) framework for high demand / high wage occupations in the Information Technology (IT) Career Cluster
- **Why:** To advance the 60X30TX initiative goal that by 2030, at least 60% of Texans ages 25-34 will have a certificate or degree that is affordable and marketable
- **Who:** The Higher Education Coordinating Board (THECB)
- **When:** January 2020 - August 2021
- **Where:** South Texas College, Tyler Community College, Eastfield College, and El Paso College

Note: **ACE** = Advancing Completion and Employability

ACE-IT Grant Team

- Dr. Rosemond Moore - Project Coordinator
- Dr. Kevin Peek - CBE Liaison
- Mr. Adolfo Lozano - Program Chair, Information Technology Programs
- Ms. Angelita Teniente – Faculty-Trainer, Information Technology
- Ms. Norma Zaragoza – Faculty-Trainer, Information Technology
- Ms. Patricia Pomares – Faculty-Trainer, Information Technology
- Ms. Gabriela Pena – Faculty-Trainer, Information Technology
- Ms. Maby Rosenbaum – Faculty-Trainer, Information Technology

60x30TX Plan

- By 2030 at least 60% of Texans ages 25 - 34 will have a certificate or a degree (**Overarching Goal**)
- By 2030 at least 550,000 students will complete a certificate, Associates, Bachelors, or Masters degree at an Institute of Higher Education (IHE) in Texas (**Completion**)
- By 2030 all graduates of Texas public IHE will have completed programs with identified marketable skills (**Marketable Skills**)
- By 2030 undergraduate student loan debt will not exceed 60% of first year wages for graduates of Texas public institutions (**Student Debt**)

Key Elements

- Focus on High Wage / High Demand Occupations in IT
 - Certificate in Computer and Network Specialist
 - Certificate in Computer Applications Specialist
- Competency Based Education (CBE) Framework
- Four Regional Symposiums throughout the state
- Pre-Apprenticeship to Apprenticeship Design

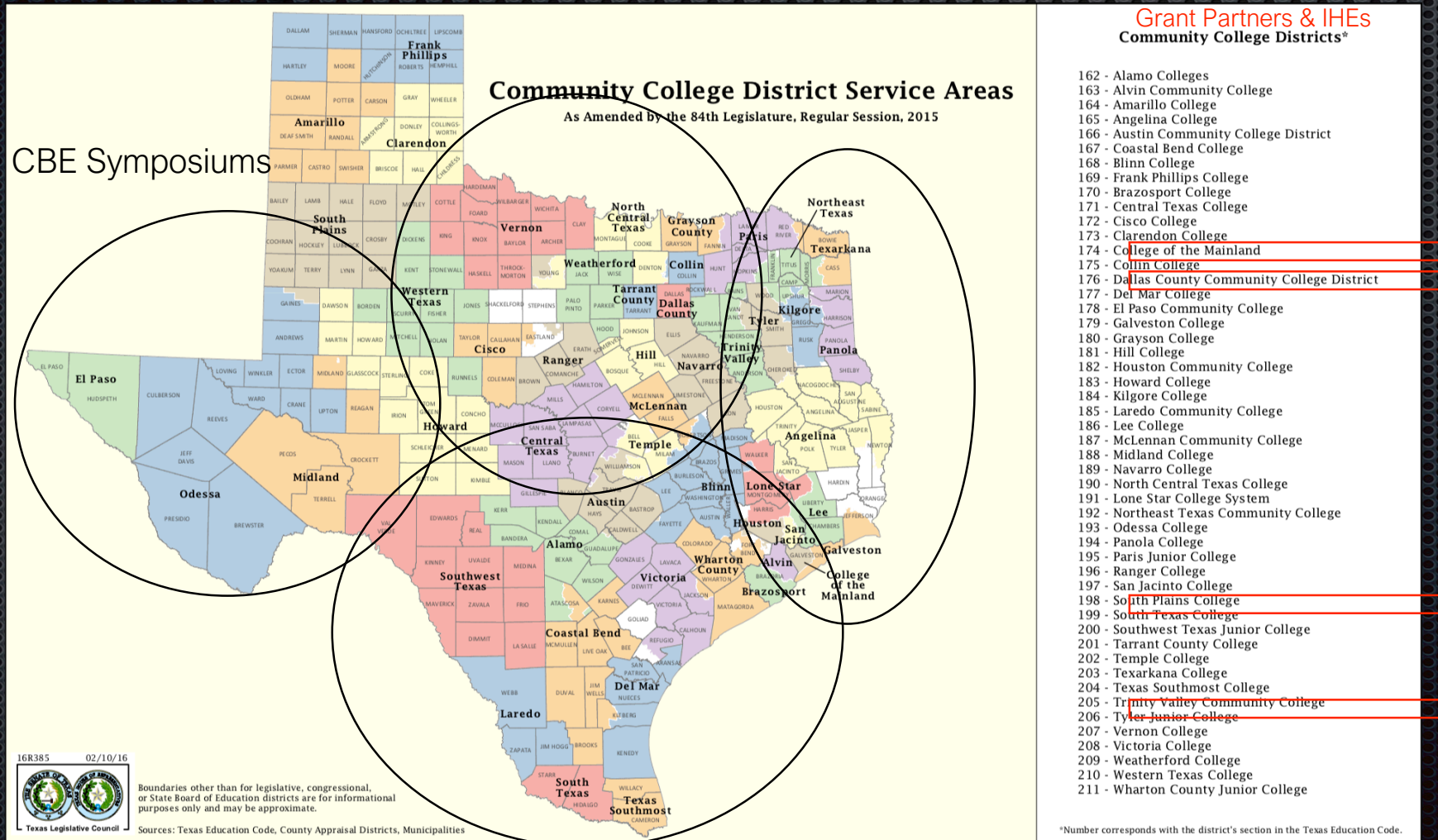
High Wage / High Demand Occupations in IT

- Texas Labor Analysis of Occupations by Projections for Texas and the Lower Rio Grande Valley (LRGV) identified **Computer User Support Specialists** and **Computer Network Support Specialists** as High Wage / High Demand Occupations
- **Computer User Support Specialists (TX)**
 - Some College, No Degree
 - Current Employment (2018) 60,380
 - Wage (2018) \$52,253
 - Projection (2026) 66,644
- **Computer User Support Specialists (LRGV)**
 - Some College, No Degree
 - Current Employment (2018) 670
 - Wage (2018) \$40,139
 - Projection (2026) 859
- **Computer Network Support Specialists (TX)**
 - Associates Degree
 - Current Employment (2018) 14,230
 - Wage (2018) \$73,441
 - Projection (2026) 20,178
- **Computer Network Support Specialists (LRGV)**
 - Associates Degree
 - Current Employment (2018) 150
 - Wage (2018) \$48,783
 - Projection (2026) 255

Competency Based Education Framework

- Course competencies are identified in collaboration with Industry Partners / Advisory Committee (**Marketable Skills**)
- CBE Course Structure - Pre-Test, Supporting Content, Post-Test
- Must Pass the Post-Test with a score of 80 or higher (Grades: A, B, or F)
- Online CBE Courses based on Key Competencies Identified (**Accessible**)
- 7 Week Semesters: 6 Semesters Offered Year Around (**Accelerated**)
- Flat Rate Tuition of \$850 per 7 Week Semester (includes books / OER Content) (**Affordable**)
- Assigned Academic Coach (**Student Centric**)

Four Regional Symposiums on How to Develop and Implement CBE Programs in Targeted Disciplines



Symposium Goals

- 3% Increase in Course Completion
 - Certificate in Computer and Network Specialist
 - Certificate in Computer Applications Specialist
- Create a Replicable, 100% Online CBE Model
- Promote and Share the Model Throughout Texas at 4 Regional Symposiums
- Collaborate with IHEs to Implement the Model
- Provide Ongoing Course Development/Implementation Support to IHEs in Attendance

Apprenticeship Programs

- Consider exploring apprenticeship as a workforce strategy
 - Decreased Recruitment Costs
 - Increased Productivity
 - Increased Workforce Diversity
 - Improved Employee Retention
- Structured On-the-Job Training from experienced mentors for a minimum of one year
- Related instruction in a South Texas College CBE Certificate Programs (Network Specialist or Computer Applications Specialist)
- Set Entry and Ending Wages with progressive wage increases at various stages in the apprenticeship
- Student receives an industry credential (CompTIA A+)
- Student receives a national DOL Apprenticeship Credential for a Registered Program

DOL Apprenticeship Programs

 **APPRENTICESHIP.GOV**

CAREER SEEKERS ▾EMPLOYERS ▾EDUCATORS ▾RESOURCES ▾HELP ▾

HOME / EMPLOYERS / EXPLORE APPRENTICESHIP BENEFITS



EXPLORE APPRENTICESHIP BENEFITS

HOW CAN AN APPRENTICESHIP PROGRAM BENEFIT YOU?



SKILLED WORKFORCE

Recruit and develop a highly-skilled workforce that helps you grow your business



POSITIVE IMPACT TO YOUR BOTTOM LINE

Improve productivity, profitability, and your bottom line



REDUCE TURNOVER

Minimize cost with reduced turnover and liability



CUSTOMIZABLE TRAINING

Create flexible training options that ensure workers develop the right skills



RETAIN WORKERS

94% of apprentices continue employment after completing an apprenticeship



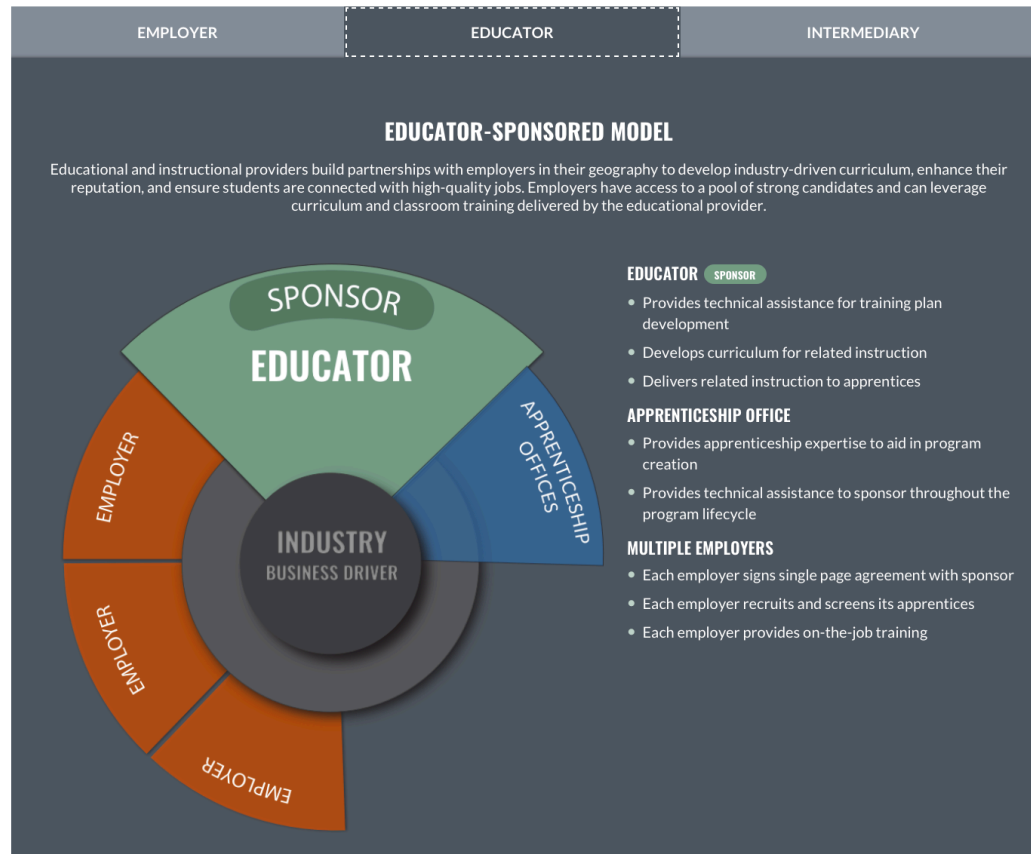
DIVERSITY

Foster a diverse and inclusive culture

DOL Apprenticeship Programs

DETERMINE THE SPONSOR MODEL THAT IS RIGHT FOR YOU

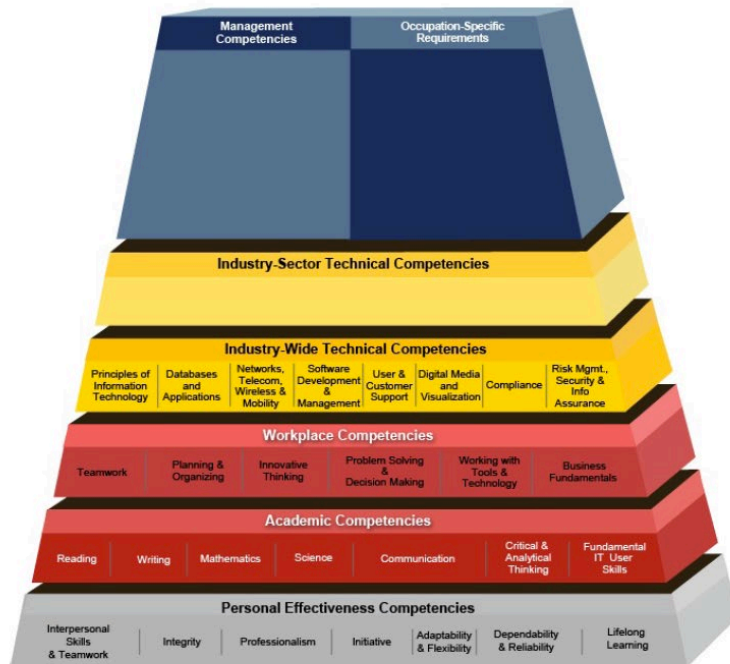
Understanding what you need to achieve allows you to better select a program partner model that is right for you. Below you will see some of the most common apprenticeship partner models that leverage different sponsors. A sponsor is the organization that assumes responsibility for the overall operation of the apprenticeship program. The models below can help inform how you might approach and customize your own apprenticeship.



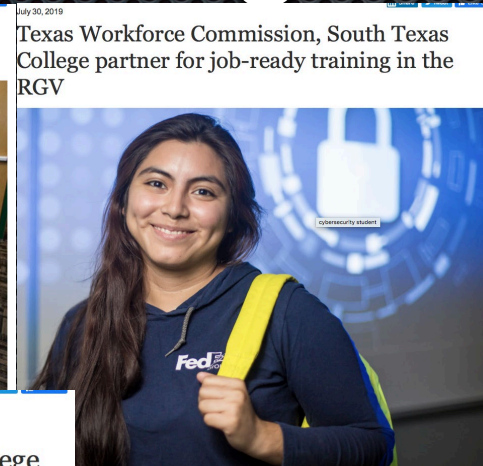
<https://www.apprenticeship.gov/employers/create-program>

DOL Apprenticeship Programs

Information Technology Competency Model
September 2012



STC Apprenticeship Programs



STC creates apprenticeship for breweries to keep up with demand

by Julianne Martinez, CBS 4 News | Monday, October 28th 2019



STC creates apprenticeship for breweries to keep up with demand (Source: KRGV) 10/29/19

Diving Right In: Unique Youth Apprenticeship Program Bringing Real-World Work-Study Opportunities to the Surface



There's getting your feet wet, and then there's splashing into the talent pool, cannonball-style. With the help of South Texas College, some enterprising McAllen-area high school students are choosing the latter.

Two months into a first-of-its-kind Youth Apprenticeship Program — developed through a partnership between STC, McAllen ISD, the Chamber of Commerce, and local business owners — things are going swimmingly. In late October, more than 65 students participated in a unique, pitch-and-interview process with McAllen businesses, from which 15 were selected for paid, college-credited work as an industry apprentice.

- Apprenticeship Roundtable (2017)
- STC Designated by the DOL as a Federal Apprenticeship Sponsor Institution (2018)
- Dual Enrollment Youth to Apprenticeship with McAllen ISD in the areas of HVAC, Culinary Arts, Automotive (2018)
- TWC, STC, and Edinburg EDC Partner to offer Apprenticeships in the areas of Maintenance Biomedical Equipment and Phlebotomy / Nursing Assistance (2019)
- STC to Offer Apprenticeship for Professional Brewer (2019)
- STC & RGV Technology Association Businesses to Offer Apprenticeships in Information Technology (2020-2021)

Progress to Date

- Developed Mind Map of Grant Goals
- Developed Project Gantt Chart for Program
- Presentation at IT Program Advisory Committee Meeting
- Meeting with Apprenticeship Coordinator at South Texas College
- Presentation at RGV Technology Association Meeting
- Official Kick Off - Spring 2020

Questions?

Dr. Rosemond Moore, Project Coordinator ACE-IT Grant

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Dr. Kevin Peek, CBE Liaison ACE-IT Grant

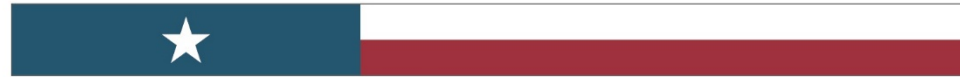
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ACE-IT Mind Map





Texas Higher Education
Coordinating Board

Questions and Discussion