

Adult Education and Literacy

Advisory Committee Meeting Minutes

April 19, 2018

MINUTES NO. 3

A duly posted open meeting of the Adult Education and Literacy Advisory Committee was held on Thursday, April 19, 2018, at 1:30 p.m. at the Texas Workforce Commission Main Building located at 101 East 15th St., Austin, Texas, 78778, Room 244.

MEMBERS PRESENT

Tiffany Johnson

David Barron

Traci Berry

Jesus Hernandez Jr.

Samuel Keeler

Donald Tracy

MEMBERS NOT PRESENT

Lisa Hembry

Laurie Larrea (Recently appointed on April 3, 2018. Not expected to attend.)

Mary Jo Ochoa-Hernandez

EXECUTIVE STAFF PRESENT

Chairman Andres Alcantar

Courtney Arbour

Kerry Ballast

Agenda

1. Introduction and Opening Remarks

Adult Education and Literacy (AEL) Director Anson Green called the meeting to order. Members introduced themselves. Chairman Andres Alcantar gave an overview of AEL in Texas and efforts to close the skills gap. Chairman Alcantar thanked the Committee and asked what AEL can do in order to create more workplace opportunities, and what strategic actions can be taken to increase skilled

participants to fill job openings. He added focusing on foster children who age out of the system, as well as outcomes for students and companies might address this.

2. Information and Updates

Samuel Keeler provided an update on Tyson Food's Upward Academy initiative in Sherman, Texas, including details on the background of the project and how, in collaboration with Grayson College, it has changed the delivery of services to attract more employees to attend classes. Mr. Keeler explained how classes had previously been offered after work, which resulted in decreased participation as classes progressed. With the new classes, Tyson Food offered to pay employees to attend class during their shift, in order to try a new approach to retain students. Class registrations had just taken place and there were over 300 applicants but only 40 seats available.

Mr. Green and Tiffany Johnson updated the Committee on the Texas Pathways Institute conference, which many community colleges attended earlier that week. Mr. Green, who presented at the conference, described some of the Pathways such as dual credit and high school to community college. He stated an important outcome of the conference may be making inroads to putting AEL on the radar for college leadership. Ms. Johnson also presented at the conference and said 28 administrators from Victoria College attended, as the college president recognizes AEL and the population served. Ms. Johnson said she felt the door was opening for communities where direct AEL services are not currently offered, and summarized how integration can happen in colleges while highlighting a focus on high-demand jobs. Mr. Green added that student debt is another topic on everyone's radar.

Chairman Alcantar invited members to bring new ideas on frameworks and competencies in accelerated certificate pathways and stressed that completions are important.

3. Discussion

Mr. Green introduced the Leadership of Excellence Academy (LEA), and recommendations the Committee outlined in the 2017 Annual Report to the Commission related to the LEA model. There are two strands of the LEA, one for management and the other for instructional leaders.

Glenda Rose, with TRAIN PD @ TCALL, presented on the LEA, including a history of the national LEA and the objectives, desired outcomes, and proposed timeline of the Texas LEA. Ms. Rose answered how the LEA will utilize badges. She continued to outline the possible training topics for administrator content, like Leadership 101 and developing a high performance team, and instructional content, such as adult learning principles, classroom dynamics, and accountability and assessment.

Ms. Johnson asked whether this type of training would lead to the professionalization of the industry, specifically with the badges and whether employers would know what those mean. Mr. Green responded that it could be part of the reimagining of AEL. Courtney Arbour asked who will recognize the training from the industry down the road, and added industries start with identifying

and recognizing certificates, and then other industries acknowledge it, so something like this would be a process and not happen overnight. Donald Tracy asked whether the LEA badge is backed by Texas A&M University, and whether other state organizations back it. Ms. Rose said she would explore that option with the university department. Ms. Rose then explained how a Credly badge shows everything an individual did to attain that badge.

Mr. Green explained to members the tier-leveled approach for the LEA and asked for feedback. Samuel Keeler asked about training for management and leaders and whether the face-to-face trainings will include hands-on implementation. Ms. Rose responded that that would be a part of those meetings. Traci Berry noted training on how to create a culture in your organization is also important, and Ms. Rose said that too would be included.

Mr. Green moved the discussion to the topic of the public perception of AEL. He added that AEL is looking at creating a standardized logo for AEL much like the branding for Workforce Solutions Offices. He suggested the committee could work on bullets about the program that could serve as a common “elevator speech.” Programs could use this when they develop their promotional materials. During the recent Texas Two-Step Tour with Commissioner Alvarez, AEL provided bullets and points about the program, which Mr. Green said he would send to the Committee for feedback.

The last topic was integration with Workforce Development Boards (Boards) and what AEL could do to help reach employers. David Barron provided his program’s experience and stressed that a Board needs to understand what a program does.

Jesus Hernandez said he learned about AEL through volunteering but would not know about AEL otherwise. For the workforce, he said, the perception is that AEL is for small things, though AEL has a deep pool of resources. Mr. Keeler added that it was helpful seeing all the Upward Academy representatives and Tyson food plant representatives come together, and that employers want to take care of their employees. He added that they can help employers know what is available to them. Demetria Robinson asked whether employers think about the Workforce Solutions office when they need employees to fill jobs or to prepare people for jobs. Mr. Keeler said having the relationship with employers to understand their needs and the employer needs vary. Ms. Berry said an issue is the reverse of that, with programs telling employers what they need, rather than hearing what the employer says its needs are.

Mr. Barron said having a clearinghouse, like a website, to show what services are available would help people find that information. Ms. Berry asked if there’s a website for employers that explains how AEL can serve them and said CapCOG is looking at creating something like this. Mr. Tracy added that he’s on the board for CapCOG and provided more information on that. He went on to describe how his organization’s training programs are customized, but the issue is scaling such programs, and Ms. Berry agreed that is a question she has for her organization as well. Ms. Robinson said their Board’s (Workforce Solutions Greater Dallas) employer representatives have recently

started approaching employers by industry clusters, as many employers within the same industry have similar needs.

Mr. Green introduced Ms. Kerry Ballast and Ms. Arbour. Mr. Green gave new members a certificate thanking them for serving on the Committee. Ms. Arbour concluded by saying how exciting it is that there are several new members with different perspectives.