



<http://ntrp16.org/>

**North Texas Regional P-16 Council  
Meeting Minutes  
February 14, 2023  
9:00 AM – 12:00 PM  
Meeting via Zoom**

<https://unt.zoom.us/j/87123508107>

**A. Happy New Year and Valentine's Day (9:00– 9:05)**

Jean Keller

Kent Andersen, Leslie Birdow, Danielle Davis, Tracey Fleniken, Jorge Figueroa, Javier Garza, Tiffany Gilmore, Lisa Harrison, Brandi Harrison-Trotter, Susan Holmes, Christine Hubbard, Tanisha Johnson, Jean Keller, Karrabi Malin, Mike Mattingly, Cornelia McCowan, Mathew Mengesha, Bobby Morris, Tanda Nasche, Renee Parker, Anita Perry, Quortina Phipps, Isaac Rivera, Ray De Los Santos, Jennifer Temesvary, Traci Thomas-Bragg, Rosalyn Walker, Shareea Woods

**B. Approval of October 11, 2022 Council Meeting Minutes (9:05-9:10)**

The October 11, 2022, minutes were reviewed. Christine Hubbard moved to approve the minutes. Lisa Harrison seconded the motion. Minutes were accepted as written. Minutes will be posted to the NTRP-16 Council website.

**C. Pipeline to Careers and Stackable Credentials (9:15-10:00)**

Lisa Harrison,  
Christine Hubbard, and Rosalyn Walker

Panel Participants:

- **Isaac Rivera**, District Director of Curriculum and Educational Planning, Tarrant County College District
- **Susan Holmes**, Chief Corporate Relations and Government Affairs Officer, University of North Texas
- **Brandi Harrison Trotter**, Business Development Supervisor, Workforce Solutions for North Central Texas
- **Renee Parker**, Industry Services Unit Director, Workforce Solutions for Tarrant County

1. Please share your perspectives on what is a stackable credential and the types – traditional or progressive, supplemental or value added, independent, work-based learning, apprenticeships, and employer-sponsored training, and military.
  - Susan Holmes: University of North Texas's (UNT) best offering for stackable credential is the Bachelor of Applied Arts and Sciences (BAAS) degree. The Bachelor of Applied Arts and Sciences (BAAS) programs at the University of North Texas provide you a direct path to a fully accredited bachelor's degree if you have: Completed course work for technical, applied, or military credit and a technical or applied degree from a community or technical college. Our BAAS degrees accept and build on these unique credits, combining them with course work intended to meet your individual or career goals. Flexible evening, weekend and online courses make it easy for you to earn a BAAS degree while balancing full-time or part-time work and your personal life.  
UNT also has a partnership with Coursera. Through the Coursera pathway, there are technical certifications. I see the stackable credentials as the building blocks to give credit to work that has been done and apply it to a degree.
  - Isaac Rivera: At Tarrant County College (TCC) we offer the Associate of Art and the Associate of Applied Sciences. Most of the certificates and credentials in the district align and stack into the Associate of Applied Science. This is to make sure that the students not only could progress if they want, but that all the courses that they take at the college leads to a degree. For those that may have completed an Associate of Applied Science, we have enhanced skills, certificates, and advanced technical certificates. We also offer more transferability in the field of study. Work is being done to give students the opportunities to work with industry partners through apprenticeships.
  - Brandi Harrison Trotter: We follow the lead of education partners to work with industry and outline what those credentials look like. Stackable credentials allow individuals to build their desired skill set and be exposed to different occupations and multiple levels of industry. This is important because everyone's path to the workforce looks different. One of the things that our board promotes is registered apprenticeships. This is an earn while you learn model and is beneficial to both employers and workers. Employers can outline the training and train individuals to the exact specifications to what they need. Pre-apprenticeships give students the opportunity to get basic level training that will help them be more successful in the future. In some cases, pre-apprenticeship can count towards the related training instruction in an apprenticeship program. Stackable credentials can be a way to get into the workforce at a person's own pace.
  - Renee Parker: We have done pre-apprenticeship models that have been successful in our area. We partnered with the North Central Texas Auto Dealers Association to do a 12-week pre-apprenticeship to their registered apprenticeship at both Tarrant County College and Collin College. The Workforce board can supplement a 12-week paid internship. If community colleges are registering through our eligible training provider list, there will be no not cost to the students. We partner with community colleges to make sure there is a credential, certification, or short-term program leading to gainful employment. Workforce also has funding sources that do incumbent training. Once a candidate is employed, whether they have an Associate or bachelor's degree, that supplemental training can be paid for by Workforce Systems to upskill and retool.

2. We know industry has great needs for skilled labor that may need to continue their education as the world of work changes or their positions expand, tell us how you are working to meet those needs in North Texas.
  - Brandi Harrison Trotter: Our focus is connecting employers with our education entities - ISDs, community colleges, universities. One of the things that is important from an industry side is to provide those externship opportunities to educators and internship opportunities to students to provide career exploration and exposure. The Board convenes partners to make sure conversations are happening.
  - Renee Parker: Education and industry relies on one another. Educators ask the workforce system: What are the in-demand occupations in the area? What are high wage careers, and what are high growth industries?
  - Susan Holmes: Our response to industry falls into three categories. The first is degree completion – any way we can acknowledge what has been done in the workforce and apply previous courses and technical skills. The second category is integration of industry partners. In building the new Frisco campus it has given us the opportunity to build degrees from scratch. We are really utilizing our industry partners there to influence degrees, to engage in the classroom, and to adapt curriculum. The third way is to meet industry need is the professional development - the upskilling and reskilling. We work closely with Toyota. We developed a customized data analytics curriculum for their finance department. UNT will teach it for two years and then turn it over to Toyota to teach it internally.
  - Isaac Rivera: All programs at TCC have advisory committees that meet twice during an academic year to stay engaged with occupations. We forecast at TCC. We use Burning Glass to see what is in high demand in the region. We receive reports from the Workforce Commission and regional reports for the Texas Association of Community Colleges to ensure that we are being responsive. Being a large institution and having six campuses, we have programs that are specific to certain areas in Tarrant County. This gives us an opportunity to serve a broad spectrum of students and partner with different employers. Our Vice President of Academic Affairs is the one reaching out and developing those relationships with industry partners.
3. When we look at potential post-secondary students, we know that they may directly leave high school or come from industry and already hold college credit and/or industry-based certifications, share how you see this changing our traditional world of education both the positives and the struggles.
  - Susan Holmes: UNT has always attracted students coming to higher education from differing paths. UNT's partnerships with our community colleges are strong and transfer students find seamless pathways and graduate in a timely fashion. UNT at Frisco serves non-traditional students. An understanding of a family dynamic and outreach through promise programs is helpful. If you look at who benefits from the BAAS program, it is active-duty military or veterans that have taken college credits, there are transfer students that want credit for workforce or technical skills. The BAAS program also sees students that have completed credit hours in various areas.

- Isaac Rivera: At TCC we try to be a college prepared to serve the community. This includes having stackable credentials available for students and giving students the support that they need to be successful.
  - Brandi Harrison-Trotter: There has been a big shift in how employers are identifying candidates and where they are sourcing them from. To be successful in developing talent, creating strategies, and training programs will take strong relationships between education and industry.
  - Renee Parker: Industry needs lifelong learners, whether it is through stackable credentials, short-term certifications, or degrees. In the last two to three years, industry is wanting more candidates (young or not) to work for them and to be the ones to send them in and out of education.
4. How did your institution develop stackable credentials and what outside sources were used in the development? Can you share an example or two?
- Susan Holmes: UNT is currently developing micro-credentials, stackable credentials. With business and industry partners UNT created conflict resolution, applied geospatial analytics, and residential property management certificates. UNT remains open to partnerships with community colleges and industries for stackable credentials.
  - Isaac Rivera: We are in the business of education and part of that is being responsive to the feedback that we get from industry partners on our advisory committees. One that I offer as an example is the AAS in Nursing. We have the traditional degree and then our stakeholders with allied health started working with partners to create a fast-track option for veteran students that already had training in the military. We work with guiding pathways and aligning our pathways with the high school endorsements to make sure there is a seamless path for those students that are coming to TCC.
5. In the world of education, we are successful if students leave us skilled for the world of work they choose to pursue. This may look different for each career and is affected by labor market needs. Can our Workforce Solutions partners share current trends and needs in North Texas?
- Renee Parker: Industry needs employees. Employers are wanting someone to fill a role quickly and employees are not always ready. They need someone that has basic skills, education, credentials, and/or certification. That is where the Workforce Commission comes in and tries to provide guidance. One of the highest demand industries is cybersecurity.
  - Brandi Harrison-Trotter: As Workforce Boards, we serve as in a consultative role in terms of helping industries identify talent needs. In terms of industry, North Central covers 14 counties around Dallas and Tarrant, so we have a little of everything. We have urban, suburban, and rural, and so our industry needs vary depending on where we are. We have been hearing more about aviation needs. With these skills being transferrable, they can also go to work for other manufacturers. We lean on local wisdom from our employers along with data tools. We use data and compare it with our industry partners to determine needs.

6. We know not every individual will go straight through pre-K to advanced college degree and not all careers require this. Please share how education across all levels and our partners can support each other as students navigate their career choice and the possible on and off ramps for further credentialing over their lifetime of learning.
  - Isaac Rivera: Something that was mentioned before was the soft and marketable skills that students need to go into the workforce. The advisory committees provide us with needed innovative ideas. Collaboration is the key collaboration. We want students to leave, not only with those technical skills and workforce readiness to be successful.
  - Brandi Harrison-Trotter: In terms of the continued partnerships amongst workforce, education, and industry partners, we must continue. It sounds simple and is complex. It also links to the fact that there is not one entity that can do everything. We can do more working together and we need to continue that collaboration. I think it will be important to help students and parents explore careers. They also need to know training requirements and the different options, salaries, and career, sustainability. All those things are something that we have been talking about in our sector partnerships.

**D. Questions, Reflections, and Actions (10:00-10:15)**

Christine Hubbard

Christine Hubbard: The reason the NTRP-16 Council exists is to help bring us together, so that we can understand all the players' perspectives to support students in their education and success in the workplace, and their lives and in their communities. One of the things that came up in the discussion was how can we best bring our entities together? We identified educational partners: ISDs and the educational service centers that support them, community colleges, universities, and then industry. In the middle, entities like Workforce Solutions. And I thought it was interesting that some of the things that came up in terms of the possible disconnects between industry and education is the fact that they may have misconceptions both ways. If we have these three partners, and each one seems to specialize, how can we best work together? What are your recommendations on how we can optimize our partnerships so that we can be most effective?

Renee Parker: I feel like Workforce Solutions attempts to be a bridge between industry and education. We are funded to get people quickly trained and off unemployment or re-employed. People are doing things in silos in our region. Interlink is doing something similar connecting industry with the CT directors. We at Workforce Solutions have done that. I do not know how we do it all together.

Patsy Robles-Goodwin: Can you give specifics regarding how a student would access the information? Also, can Workforce Solutions pay for internships for teachers?

Renee Parker: Texas Workforce Commission is our funding source. That is our hierarchy in our Workforce Board world. They have grants where you can apply for externships for teachers. Some workforce boards engage in those, and some do not. I know North

Central Texas has a small pot of money that they can do teacher externships where they place teachers in the summer in certain ISDs.

**E. Break (10:15-10:25)**

**F. Committee Work and Reporting to Council (10:25-11:15)**

1. Communications, Networking & Social Media – Rosalyn Walker & Renee Parker
  - a. Renee Parker: We have a Facebook page and Rosalyn is constantly putting out updates. If anyone in the Council has any updates that they would like to share, please send them to Rosalyn or myself and we will get them sent out. We have a new LinkedIn group. If you have a connection with me or Rosalyn on LinkedIn, we will get you added.
2. Leadership & Sustainability – Ray de los Santos & Jorge Figueroa
  - a. Ray de los Santos: We looked at looked at the leadership side of our charge and how we can evolve our organization. We discussed the possibility of a leadership retreat. We discussed the possibility of doing a regional or statewide conference. With conference registration fees, we could allay any type of need for our institutions to pay dues.
3. Professional Development – Lisa Harrison & Christine Hubbard
  - a. Christine Hubbard: Talked through the professional development opportunities coming up.
    - i. Instructional Innovation Conference – February 17<sup>th</sup>, 2023, at Hill College
    - ii. Outcomes and Assessment Conference – February 24<sup>th</sup> 2023, at Tarrant County College South Campus
    - iii. Diversity and Inclusion Conference at University of North Texas – March 23<sup>rd</sup>, 2023
    - iv. Expert to Expert: Connecting Industry Practitioners and Educators April 18th at ESC Region 11:  
<https://registration.esc11.net/catalog/sessions/30120/55386>
4. Research, Assessment & Accountability – Bobby Morris
  - a. Bobby Morris: We need to breathe some life into the research committee and get more people involved. I want to share a question that came up. As far as the certifications that people can earn and what they need, and whether they are getting those certifications in high school or post-secondary school or part of the workforce, where is that being tracked?

**G. Updates and Information Sharing (11:15-11:30)**

All Council Members

**Please mark your calendar!**

**2022-2023 NTRP-16 Council Meeting Dates and Programs**

9:00 AM – 12:00 PM

Date	Location	Topics	Program Facilitator
April 25, 2023	Virtual	Transition to Higher Education and Success	Javier Garza, Tiffany Gilmore, Shareea Woods, & Tiffany Kirksey

**H. Adjourn**

Jean Keller adjourned and thanked the Council members for their dedication.

**Happy Valentine's Day**