

Building Pathways from Corporate Training to Higher Education

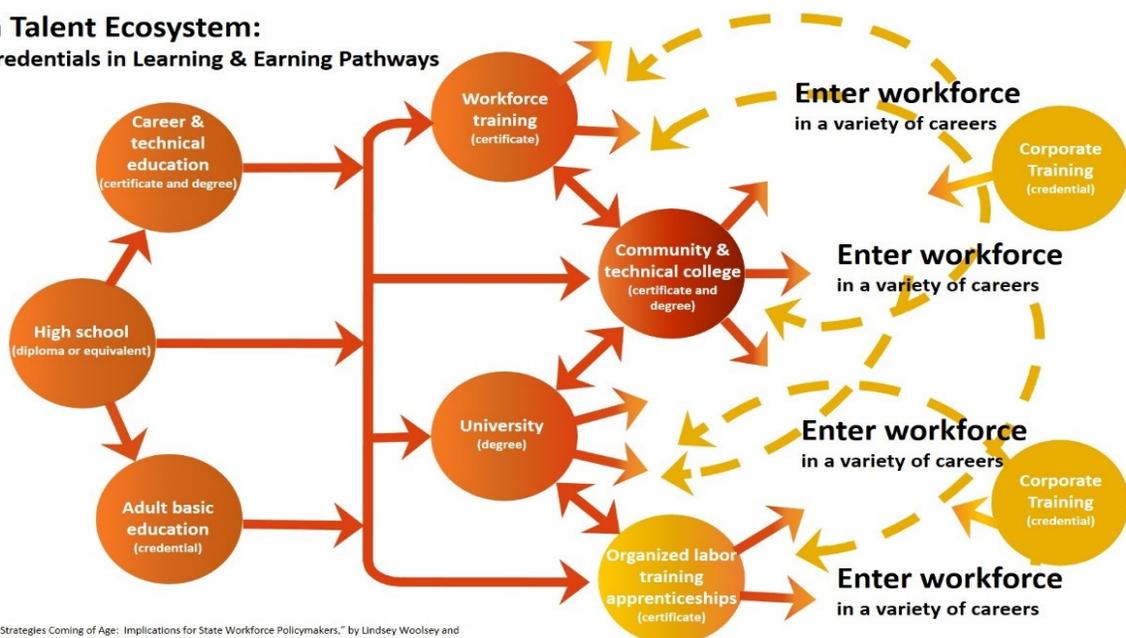
The rise of the knowledge economy is shifting the nature of work, as well as the talent ecosystems that prepare learners for careers. Institutions of higher education and employers are rethinking how, what, and where people learn. With the cost of attending college skyrocketing nearly 250 percent in the last four decades (Brown, 2016), learners are rethinking not only the how, what, and where, but when. The traditional path from high school to college or university is evolving into a privilege that is out of reach for many. For those individuals, the first stumbling block in their academic and career pathways may be during their efforts to acquire a high school diploma or GED. For others, learning English may be the challenge. Not surprising, about 40 percent of the student population in higher education in the United States are nontraditional learners who will enter and exit career and education pathways, as they are able (see Figure 1).

In this shifting environment, the link between education, training, and opportunity is blurred, and developing a talent ecosystem is critical to ensure organizations have access to the skilled labor they need to be successful. In response, many companies are partnering with colleges, universities, and K-12 schools, thus impacting the potential career and education pathways of traditional and nontraditional students. Companies are creating “learn and earn” programs, such as internships, apprenticeships, etc., to ensure employees and students are career ready.

This learn and earn project is designed to align corporate training with education credit to improve the accumulation of learning experiences for participants as they move in and out of education and career pathways throughout their careers. Beginning with the goal of creating a statewide articulation agreement with McDonald’s USA to align their corporate training curricula with community college credit, participating community colleges identified the next step as expanding the reach to the entire retail and restaurant industry in Texas. Those colleges are set on developing a system of “stackable credentials” to help ensure a more flexible and friendly approach for “learners and earners” in their lifelong pursuit of training and education.

Figure 1

**Building a Talent Ecosystem:
 Leveraging Credentials in Learning & Earning Pathways**



Adapted from “State Sector Strategies Coming of Age: Implications for State Workforce Policymakers.” by Lindsey Woolsey and Garrett Groves, Corporation for a Skilled Workforce, National Skills Coalition and the National Governors Association Center for Best Practices, Jan. 16, 2013.

OBJECTIVES

1. Create seamless pathways between workplace learning/corporate training and higher education certificates and degrees to support working adults' lateral and upward career mobility.
2. Facilitate career and educational pathway entry and exit points so working adults can stop and restart their education and training as needed.

PARTNERS	COLLEGES
<ol style="list-style-type: none">1. North Texas Community College Consortium2. Texas Higher Education Coordinating Board3. Texas Retailers Association4. Texas Retailers Education Foundation5. Texas Restaurant Association6. Texas Food and Fuel Association7. Texas Department of Transportation	<ol style="list-style-type: none">1. Alamo Colleges2. Amarillo College3. Austin Community College4. Central Texas College District5. College of the Mainland6. Collin County Community College District7. Dallas County Community College District8. Del Mar College9. Hill College10. Houston Community College System11. Howard College12. Midland College13. North Lake College14. San Jacinto College District15. Tarrant County College District16. Texarkana College17. Trinity Valley Community College18. Tyler Junior College19. Weatherford College
NEXT STEPS	
<ol style="list-style-type: none">1. Map corporate training February 22, 2018 at the Texas Higher Education Coordinating Board2. Create corporate training crosswalk, visualizations, and portal.	

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