



# SITAC Quarterly Report

System Integration Technical Advisory Committee  
Texas Workforce Investment Council  
June 2010

## System Integration Technical Advisory Committee

The System Integration Technical Advisory Committee (SITAC) is constituted as a Technical Advisory Committee to the Texas Workforce Investment Council (Council). Chaired by a member of the Council's Executive Committee, SITAC includes executive-level representatives from the Council's eight partner agencies, as well as representation from the Texas Association of Workforce Boards. SITAC's key responsibility is the implementation of the workforce system strategic plan.

## Implementation of *Advancing Texas* Underway

Chapter 2308.104 of the Texas Government Code mandates that the Council develop a single strategic plan for the Texas workforce system, and that the plan include goals, objectives, and performance measures for the workforce development system and state agencies that administer workforce programs. The current plan, *Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010-FY2015)* (*Advancing Texas*) was approved by Governor Rick Perry on October 23, 2009.

With its focus on enhancing Texas' competitive position in the global economy, *Advancing Texas* outlines 14 long term objectives (LTOs), grouped by the plan's three key performance areas that address eight critical business issues identified during the collaborative planning process.

### SITAC Meeting Schedule

Thursday, September 9, 2010 – 1:00 p.m.  
Teacher Retirement System, Austin

Thursday, December 2, 2010 – 1:00 p.m.  
Teacher Retirement System, Austin

SITAC members meet quarterly, providing status reports on action plans for which their organization is solely or jointly responsible. The committee is authorized to create and deploy cross-agency teams in order to devise and execute collaborative solutions to issues associated with the system strategic plan's LTOs.

### *Message from the Chair*

My first meeting as SITAC Chair was our *Advancing Texas* kickoff session held December 8, 2009. A new plan – new goals – it was easy to understand the enthusiasm of new and returning members.

However, I was even more excited at the outcome of our March 4 meeting. With implementation of *Advancing Texas* underway, reports were requested for several action plans. It was gratifying to hear how much work has already been completed, but even more encouraging to hear members openly discuss challenges and how to work together to address them. New endeavors present opportunities to learn from partners who have faced similar issues. Schedules slip and contingency plans must be identified.

In addition to the strategic plan updates reported here, members also received information on performance measure negotiation, the upcoming review of agency strategic plans and our annual review of the [Texas Work Explorer Portal](#).

I was very pleased that several of my fellow Council members were in the audience. One of my goals as SITAC Chair is to have the Council and system stakeholders better informed of our work and progress. Hearing the reports and engaging in focused discussions at SITAC meetings will allow us to better understand our system partners and the work in progress. Being better informed will help us to identify ways we can support increased collaboration.

I hope to see Council members at future SITAC meetings, and commend our partners on work accomplished to-date.

Paul Mayer

## Implementation Update: March 2010

Reports for five of *Advancing Texas'* action plans were presented at the March 4 SITAC meeting. Summaries of each are provided below, grouped by the plan's three key performance areas (KPA).

### **KPA: Systems, Operations, Competencies and Integration**

Career technical education (CTE) programs provide valuable skills training, and often lessen the risk of students dropping out. Texas needs enhanced and more effective integration of academic and CTE options at both the secondary and postsecondary levels in order to increase graduation rates and assist with the transition to further education or the workforce. Two LTOs focus on this critical issue.

**LTO S1** addresses integrated planning initiatives that require partner coordination to ensure alignment, with work in progress by the Texas Higher Education Coordinating Board (THECB) and the Texas Workforce Commission (TWC).

#### **Assess Workforce Supply / Demand [S1] –**

Produce each biennium, commencing in 2010, a report that documents an assessment of the number and type of postsecondary education and training credentials (certificate, level two certificate, associate, bachelor's and advanced degrees) required to match the demand for a skilled and educated workforce. The assessment will include the number of forecast net job openings by occupation at each level of postsecondary education and training and the number of credentials needed to match that forecast.

**Owner: SITAC**

**Participants: THECB, TWC**

TWC has made progress toward creating a supply and demand database. Most work has been accomplished on the demand side, largely through the agency's Strategic Workforce Assessment Project (SWAP). TWC has been focusing on identifying detailed work activities, in part by interviewing employers to identify skill sets.

While noting that work on the supply side has been more difficult, TWC is working with THECB to address that challenge.

THECB has been studying the quality of available data and the production capacity of current training programs. A major issue lies in the reliance on student declared majors since many may change their major

multiple times before graduation. While declared majors are more stable by students' junior year of college, it is still difficult to project supply. However, THECB reports that data being collected could be used to make schools more aware of employer needs and to assist in creating and refining program offerings.

In addition to agency efforts, local boards regularly identify industry growth opportunities and associated demand occupations; however, the current recession has made this more difficult.

Linked to the same critical business issue of this objective, **LTO S2** focuses on college and career readiness. The intent is to increase the availability of both academic and rigorous career technical education courses to support all students through a range of choices including two- and four-year degrees, apprenticeship and the military.

**Career Technical Education – Increase Student Completion [S2] –** By 2013, Texas will decrease high school dropout rates by implementing rigorous Career and Technical Education (CTE) as a part of the recommended or advanced high school graduation program.

**Owner / Participant: TEA**

### **Advancing Texas – Key Dates**

- ★ *September 3, 2009* – Council approves plan after year-long development process
- ★ *October 23, 2009* – Plan signed by Governor
- ★ *December 8, 2009* – SITAC kickoff session
- ★ *Quarterly* – Implementation reports, beginning March 4, 2010
- ★ *Annual* – Evaluation reports (December 2010-2014)
- ★ *2012* – Plan review and update
- ★ *2014* – Plan update, including review of LTOs and targets
- ★ *December 2015* – Summative evaluation

The plan's initial tasks have been completed by the Texas Education Agency (TEA), including:

- ★ CTE courses that satisfy fourth year math or science graduation requirements have been developed and adopted.
- ★ CTE Texas Essential Knowledge and Skills (TEKS, state-mandated curriculum), incorporating the College and Career Readiness Standards (CCRS), have been adopted.
- ★ Professional development initiatives related to CTE TEKS have been designed.

New professional development training related to the CTE TEKS has been deployed to 300-350 CTE teachers, with sessions scheduled for January through August 2010. In addition, TEA is developing interactive modules for an online professional development system.

### ***KPA: Customer Outcomes***

To meet the growing and changing demands of Texas' employers, everyone must be part of the critical pool of potential employees. *Advancing Texas* specifies four target populations, including:

- ★ *Blind and disabled*, who with focused assistance can achieve enhanced employment outcomes; and
- ★ *English language learners over age 17*, who constitute a rapidly growing population requiring additional skills for workforce-related success.

**LTO C1** specifies that the Health and Human Service Commission's Department of Assistive and Rehabilitative Services (DARS) will develop system capabilities, including transition technologies, designed to ensure employment outcomes for workers with disabilities or who are blind or visually impaired.

For several years, DARS has been involved in successful, innovative models that have created and facilitated partnerships between business/industry and rehabilitation providers. To build on and replicate these models, a competitive request for proposals was issued in September 2009, with contracts awarded to nine providers in multiple industries and with various job opportunities. The contracts, awarded in February 2010, are scheduled to run from March 2010 through September 2011. The Council's February 2010 *Profiles in Success*<sup>1</sup> features individuals involved in this DARS initiative.

**Blind / Disabled Employment [C1]** – By 2013, the blind and disabled populations will achieve additional employment outcomes.  
**Owner / Participant: HHSC-DARS**

**LTO C3** requires TEA and TWC to develop new and enhance existing methods, programs and processes for programs targeted at the over 17 English language learner (ELL) population that address both language and occupation skill acquisition.

The ELL population is comprised of individuals who may have a high school diploma or degree in their native country, but for whom English is not their first language. TWC was responsible for working with the state demographer to

**English Language Learner (ELL) Employment [C3]**  
 – By 2013, design and implement integrated Adult Basic Education and workforce skills training programs to enhance employment outcomes for the English language learner population.

**Owner: SITAC**  
**Participants: TEA, TWC**

identify where individuals are located as well as their native language. Since work on a related Council report had occurred at the same time, the Council worked with the state demographer to gather the required data.

As part of the Council's mandate to monitor and facilitate adult education work, the Council recently published *A Primer on Adult Education in Texas* (January 2010)<sup>2</sup>. Several companion papers are

planned, with the first<sup>3</sup> (March 2010) including information from the state demographer on the nativity, education and working age of Texas' population. Data shows the current service need is over 3.8 million, with that number expected to double by 2040.

<sup>1</sup> Accessible at <http://governor.state.tx.us/files/twic/ProfilesinSuccessDARS.pdf>.

<sup>2</sup> January 2010, accessible at [http://governor.state.tx.us/files/twic/A\\_Primer\\_on\\_Adult\\_Education\\_in\\_Texas.pdf](http://governor.state.tx.us/files/twic/A_Primer_on_Adult_Education_in_Texas.pdf).

<sup>3</sup> March 2010, accessible at [http://governor.state.tx.us/files/twic/Primer\\_Comp\\_1.pdf](http://governor.state.tx.us/files/twic/Primer_Comp_1.pdf).

### ***KPA: Programs, Products and Services***

Data gaps regarding employers' needs and customer satisfaction hinder the ability to assess whether existing programs and services are adequately meeting customer requirements. During the previous strategic plan implementation cycle, several partner agencies increased their efforts to become more familiar with employers' awareness and perception of existing services, as well as gather information about projected hiring and training needs.

**LTO P5** incorporates five agency projects that were continued under *Advancing Texas*, with reports on four presented at the March SITAC meeting.

- ★ **DARS** – Employer surveys slated to begin in September 2009 were rescheduled to start in March 2010. Data collection will be ongoing for key transactional services.
- ★ **THECB** – An online survey system has been developed and THECB is working with TWC to notify employers of its availability. THECB is also informing the Texas Association of Community Colleges and local workforce boards of the survey in an effort to increase awareness and participation. Data collection for the four question survey was scheduled to continue through April 2010.
- ★ **Texas Veterans Commission (TVC)** – Employer surveys were faxed or emailed to over 150 employers in 2009. The survey included questions with a sliding scale of one to five satisfaction level, as well as open-ended questions. TVC received 150 completed surveys, with a high percentage of positive feedback. The agency plans to use the data for planning purposes and in preparation for the next legislative session.
- ★ **Texas Department of Criminal Justice – Windham School District (TDCJ-Windham)** – Oversight for the Project RIO program was transferred from the Windham School District to TDCJ in September 2009. Windham is reviewing options for collecting employer input in the future and will discuss new data collection strategies with TWC. Previously, Windham used a paper survey to collect data at job fairs; however, onsite job fairs will no longer be conducted at the unit level.

**Employer Needs / Satisfaction [P5]** – Partner agencies will gather data from employer customers at appropriate intervals to determine employer needs and satisfaction.

**Owner: SITAC**

**Participants: HHSC-DARS, THECB, TVC, TYC, TDCJ-Windham**

#### **SITAC Members**

##### *Chair*

Paul Mayer, Executive Committee Member, Texas Workforce Investment Council

##### *Economic Development and Tourism Division*

Keith Graf, Director, Aerospace and Aviation

##### *Texas Association of Workforce Boards*

Chakib Chehadi, Executive Director, Workforce Solutions Alamo

##### *Texas Department of Criminal Justice*

Debbie Roberts, Superintendent, Windham School District

##### *Texas Education Agency*

Vangie Stice-Israel, State Director for Career Technical Education

##### *Texas Health and Human Services Commission*

Debra Wanser, Deputy Commissioner, Department of Assistive and Rehabilitative Services

##### *Texas Higher Education Coordinating Board*

Dr. MacGregor Stephenson, Assistant Commissioner for Academic Affairs and Research

##### *Texas Veterans Commission*

Bill Wilson, Director, Veterans Employment Services

##### *Texas Workforce Commission*

Gene Crump, Deputy Executive Director

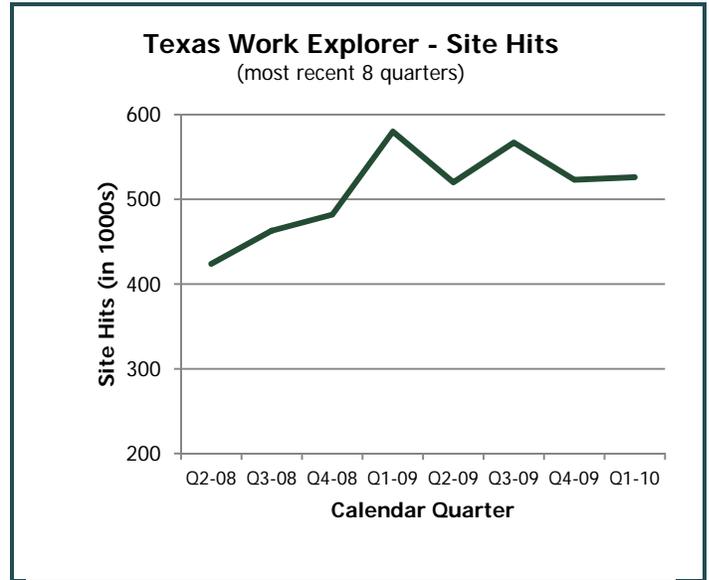
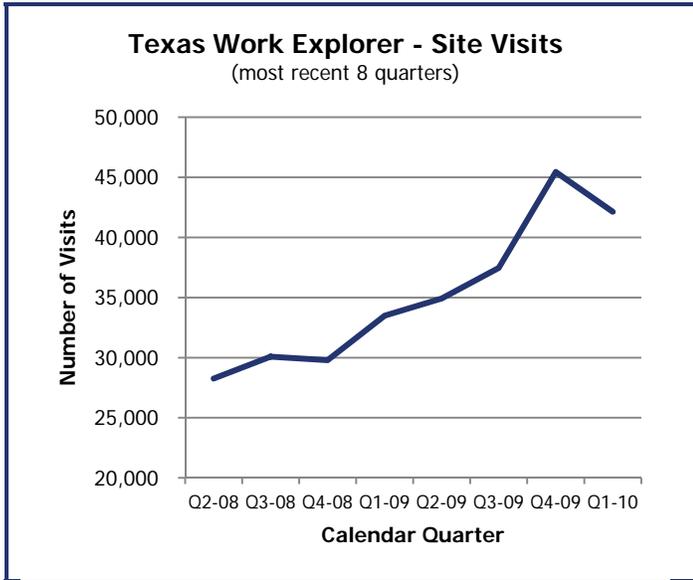
##### *Texas Youth Commission*

Dr. Clint Carpenter, Superintendent of Education

### Texas Work Explorer Portal

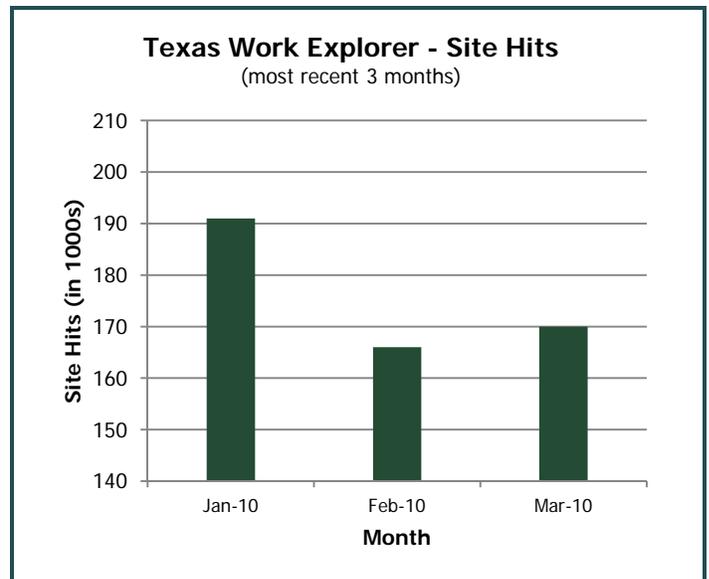
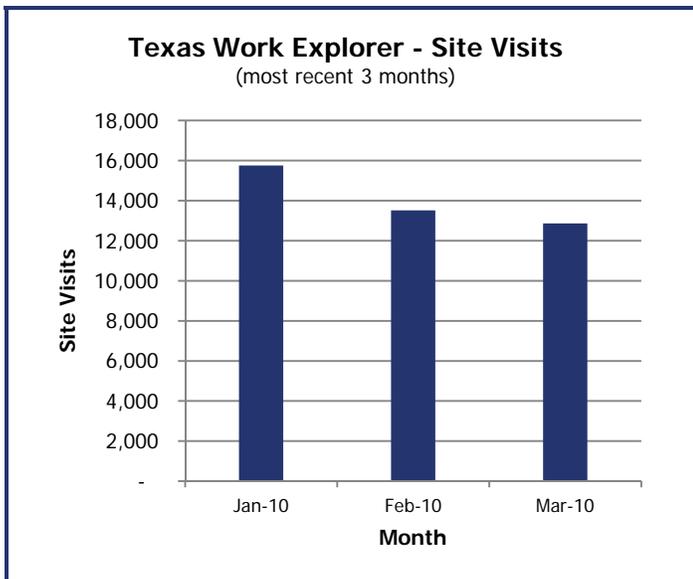
Available at [www.texasworkexplorer.com](http://www.texasworkexplorer.com), the Texas Work Explorer Portal has been on TexasOnline<sup>4</sup>, Texas' official website, since April 2007. A full site review, focusing on changes as a result of the 81<sup>st</sup> Legislative session, is in progress; however, partners are encouraged to submit corrections, additions or featured link suggestions at any time.

WebTrends 'visit' and 'hit' data is presented below:



**Visit** – A series of actions that begins when a visitor views the first page from the server and ends when the visitor leaves the site or remains idle beyond the idle-time limit (30 minutes).  
- WebTrends®

**Hit** – Each file requested by a visitor registers a hit. There can be several hits on each page. While the volume of hits reflects the amount of server traffic, it is not an accurate reflection of the number of pages viewed.  
- WebTrends®



<sup>4</sup> Effective May 22, 2010 TexasOnline.com will be rebranded as texas.gov.