



Texas Workforce Investment Council

Policy News Highlights

Issue 18, Quarter 2, July 2012

Policy News Highlights is a quarterly review of selected reports relevant to the policy and research functions of the Texas Workforce Investment Council (Council). Federal and state agency websites, in addition to numerous public policy and educational databases are scanned monthly for relevant and emerging issues. Reports are catalogued and stored electronically in the Council's Information Repository (IR).

The IR is divided into 11 topic areas that correspond to priority issues supporting the Council's current strategic plan. They are: adult education; apprenticeship; career and college readiness; career and technical education; clusters and sector strategies; competitiveness; data; disabilities; dropout prevention; green initiatives; and training.

Policy News Highlights is organized as an annotated bibliography with short summaries of recent articles placed in the IR and grouped according to their topic area. Not every topic area is addressed each quarter.

Adult Education

Competency-Based Degree Programs in the U.S. Postsecondary Credentials for Measurable Student Learning and Performance, Council for Adult and Experiential Learning, June 2012

This paper examines the current state of competency-based postsecondary education. It highlights the various types of competency-based, or competency-focused, models that currently exist, the extent to which these programs assess student competencies or learning outcomes, and the extent to which these programs operate outside of a credit-based system. The paper offers several suggestions for implementing such programs as well as recommending the policy changes to help foster them.

http://www.cael.org/pdfs/2012_CompentencyBasedPrograms

Using Labor Market Information to Support Career Pathways, Jobs for the Future, April 2012

This webinar presentation, co-hosted by the Texas Higher Education Coordinating Board (THECB), explores using data to support adult education programs. Labor market data can be used to determine which jobs are in demand to inform program development to provide students the skills that employers require.

<https://jff.webex.com/jff/ldr.php?AT=pb&SP=MC&rID=23423607&rKey=32b13fdc85bf97d8> ★

Apprenticeship

Partnering for Success: Recommendations to Facilitate Greater Collaboration between the Registered Apprenticeship and Public Workforce Systems, United States Department of Labor (DOL), May 2011

This brief white paper prepared by the Advisory Committee on Apprenticeship reviews barriers that inhibit collaboration between workforce boards and registered apprenticeship programs and highlights examples of promising practices that demonstrate how to support apprenticeship programs with federal and state funding. The paper recommends improving alignment of performance measures for registered apprenticeship programs with the workforce system to encourage the use of the registered apprenticeship model.

<http://wdr.doleta.gov/directives/attach/TEN/ten2011/ten44-11aA.pdf>

A Solid Foundation: Key Capacities of Construction Pre-Apprenticeship Programs, The Aspen Institute, April 2012

This research conducted through site visits to construction pre-apprenticeship programs demonstrates that pre-apprenticeship programs are highly valued by workers, employers, and other stakeholders in regional construction labor markets. Report recommendations urge policymakers to support efforts to build industry networks and to develop and retain staff.

<http://www.aspeninstitute.org/publications/strong-foundation-key-capacities-construction-pre-apprenticeship-programs> ★

Career and College Readiness

Hard Choices Ahead: Performance and Policy in Texas Higher Education, Institute for Research on Higher Education, April 2012

This policy brief gives a short overview of some of the challenges facing Texas colleges and universities, particularly in performance measures. The paper offers a number of policy considerations, including performance-based funding and increased funding for community colleges.

http://www.gse.upenn.edu/pdf/irhe/Hard_Choices_Ahead_Texas.pdf

Help Wanted: The Future of Work in Advanced Economies, McKinsey Global Institute, March 2012

This discussion paper looks at the long-term trends affecting job creation and employment, and offers recommendations on how to address challenges. Among the trends identified is a potential growing geographic mismatch between jobs and workers. Policymakers are encouraged to support innovation and implement economic strategies which emphasize human capital development.

http://mckinseysociety.com/downloads/reports/Economic-Development/Help_wanted_The_future_of_work_in_advanced_economies_full_report.pdf

Leaders and Laggards: A State-by-State Report Card on Public Postsecondary Education, Institute for a Competitive Workforce, June 2012

This is the third edition of a report examining how well state public higher education systems prepare students for life beyond college, and includes recommendations for improvements to postsecondary education. The report grades all fifty states in six categories offering comparative insight on Texas' strength and challenges.

<http://icw.uschamber.com/reportcard/>

Preparing High School Students for College: An Exploratory Study of College Readiness Partnership Programs in Texas, National Center for Postsecondary Research, May 2012

This report reviews college readiness programs in Texas and describes their features, targeted student populations, and intended outcomes. The report identifies challenges and offers observations about effective collaboration between high schools and colleges. The report also highlights a need for additional analysis to inform the design of efficient programs.

http://www.postsecondaryresearch.org/i/a/document/22458_NCPR_CRPFULLREPORT_051712.pdf

Reclaiming the American Dream: Community Colleges and the Nation's Future, American Association of Community Colleges, April 2012

This report from the 21st-Century Commission on the Future of Community Colleges identifies various challenges with the mission and operations of community colleges and offers a framework for improvement, including a renewed focus on student success as well as coherent educational pathways. The report makes several recommendations including a call for policies and practices that promote rigor, transparency, and accountability.

<http://www.aacc.nche.edu/AboutCC/21stcenturyreport/index.html>

Using Dual Enrollment Policy to Improve College and Career Readiness: A Web Tool for Decision Makers, Jobs for the Future, May 2012

This policy brief reviews some of the dual enrollment policies that have been recently adopted by various states and reveals an increasing interest to encourage high school students to enroll in career and technical programs. The brief also describes a soon-to-be-released interactive web tool that will display the extent to which each state has effectively implemented dual enrollment programs.

http://www.jff.org/sites/default/files/DualEnrollment_051512.pdf ★

Career and Technical Education

Certificates: Gateway to Gainful Employment and College Degrees, Center on Education and the Workforce, June 2012

This report examines whether certificate programs lead to gainful employment. The report finds certificates increase earnings about 20 percent above what the average high school graduate earns. Findings also include an indication that certificates can serve as a step on the way to a college degree. The report includes information about the differences among programs and the demographics of certificate holders.

<http://cew.georgetown.edu/certificates/>

Courses to Employment: Partnering to Create Paths to Education and Careers, The Aspen Institute, May 2012

This report provides an overview of six partnerships between community colleges and workforce nonprofits designed to educate low-income adult learners and job seekers. One of the partnerships reviewed is between Capital IDEA and Austin Community College. The findings provide lessons learned for encouraging such partnerships.

<http://www.aspeninstitute.org/sites/default/files/content/docs/pubs/C2E.pdf> ★

Competitiveness

Economic Impact of the Eagle Ford Shale, The University of Texas at San Antonio Institute for Economic Development's Center for Community and Business Research, May 2012

This report studies the economic impact of the oil and gas production in the counties associated with the Eagle Ford Shale formation. For 2011, the total economic output was approximately \$25 billion, which supported 47,000 full-time jobs in various categories such as drilling, construction and refining. The report also provides estimates of future revenue and job growth and follows a similar report which provided the 2010 economic impact.

<http://iedtexas.org/In-the-News/new-report-the-impact-of-eagle-ford-shale.html>

Evidence Counts: Evaluating State Tax Incentives for Jobs and Growth, Pew Center on the States, April 2012

This report reviews how well each state evaluates the effectiveness of the tax incentives it offers businesses to locate or expand within its borders. The report concludes that regular and comprehensive evaluation of tax incentives is necessary for policymakers to determine if such incentives are effective.

<http://www.pewstates.org/research/reports/evidence-counts-85899378806>

Value Added: America's Manufacturing Future, New America Foundation, April 2012

This report analyzes the ways new technology transforms manufacturing. The authors contend that advanced manufacturing supported by information technology will define the future of American manufacturing. The report includes policy recommendations such as continued public funding for research and development and targeted tax credits.

http://newamerica.net/publications/policy/value_added_americas_manufacturing_future ★

Data

Blueprint for a Texas Community College System, National Center for Higher Education Management Systems, June 2012

This report responds to a legislative mandate that the THECB produce a report that provides a plan for a statewide system of administration for community colleges. The report offers recommendations for Texas, including maintaining the distinction between community college and university missions. The report recommends THECB be charged with the administration of community colleges. The report also recommends while transitioning to the new system of administration that the legislature establish a temporary Texas Community College and Workforce Policy Center.

http://s3.amazonaws.com/static.texastribune.org/media/documents/NCHEMS_Report_on_RFP_781-2-08324.pdf

The Condition of Education 2012, United States Department of Education, May 2012

This annual publication provides a progress report on the education system across the country and is organized into 49 indicators. The report includes data on school demographics, dropout rates, enrollment, academic performance, and graduation rates. Findings are provided for all educational levels and include trends over the last several years.

<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2012045>

Healthcare, Georgetown University Center on Education and the Workforce, June 2012

This report analyzes the current and future healthcare workforce. Findings include an increased demand for care that will create 5.6 million new healthcare jobs nationwide by 2020. Demand for

nursing and other healthcare support occupations are projected to increase rapidly. Job shortages in these fields are expected, and 82 percent of new healthcare jobs will require postsecondary education and training. The report analyzes the expected growth in each state.

<http://cew.georgetown.edu/healthcare/>

Employment Projections – 2010-20, Bureau of Labor Statistics (BLS), February 2012

This news release details the 2010-20 employment projections, including the education, training, and related work experience typically required for each listed occupation. Industries and occupations related to healthcare, personal care and social assistance, and construction are projected to have the fastest job growth between 2010 and 2020.

<http://www.bls.gov/news.release/pdf/ecopro.pdf>

Employment Projections through the Lens of Education and Training, BLS, April 2012

This article, from a recent issue of Monthly Labor Review, summarizes projected employment trends using new education and training criteria. The new criteria were developed to more accurately describe the preparation that individuals need to enter and to become competent in specific occupations.

<http://www.bls.gov/opub/mlr/2012/04/art2full.pdf>

Left Out. Forgotten? Recent High School Graduates and the Great Recession, John J. Heldrich Center for Workforce Development, June 2012

This report describes the findings of a national survey of recent high school graduates who are not attending college. The report examines the experiences of the high school graduates in the current labor market. The survey also asked about job preparation and feelings about financial futures. Survey findings include that only one third of high school graduates are employed full time, compared to about two-thirds of college graduates.

http://www.heldrich.rutgers.edu/sites/default/files/content/Left_Out_Forgotten_Work_Trends_June_2012.pdf

Talent Shortage Survey: Research Results, ManpowerGroup, May 2012

This is a survey of nearly 40,000 employers around the world to gauge the impact of talent shortages on the global labor market. This is the seventh annual survey, which reviews the impact of talent shortages for organizations and what they are doing to respond. The hardest jobs to fill globally are skilled trade workers, engineers and sales representatives.

<http://www.manpowergroup.com/research/research.cfm>

Texas Public Higher Education Almanac, Texas Higher Education Coordinating Board, May 2012

The almanac presents information reported from Texas public higher education institutions, including community and technical colleges. It highlights data related to costs, access, and completion, and also compares Texas to the rest of the nation in such areas as degree attainment and tuition cost.

<http://www.theccb.state.tx.us/index.cfm?objectid=26AEABDA-D2CC-4D37-5AB48345339DFCE1>

Unemployed Older Workers, United States Government Accountability Office, April 2012

This report highlights unemployment trends for older workers and summarizes findings from interviews with workforce staff as well as unemployed older workers. Both groups identified employer reluctance to hire older workers as a key challenge. The report also reviews policies that assist older workers, including incentive programs such as temporary wage or training subsidies for employers to hire long-term unemployed older workers. The report recommends that the Secretary of Labor consider what strategies are needed to address the unique needs of older job seekers.

<http://www.gao.gov/products/GAO-12-445>

Washington State Student Achievement Initiative: Achievement Points Analysis for Academic Years 2007–2011, Community College Research Center, April 2012

This report examines the performance of Washington State's community colleges, which receive a percentage of funding based on certain measures of improved student achievement. It also considers whether alternative performance measures would yield different funding allocations. The study finds modest evidence that student achievement improved since the funding allocation method was implemented, primarily among students in college-level courses who were accumulating credits and making progress toward completion.

http://ccrc.tc.columbia.edu/Publication.asp?UID=1081&utm_source=AYPF&utm_campaign=UA-2832117-7&utm_medium=email

The World at Work: Jobs, Pay, and Skills for 3.5 Billion People, McKinsey Global Institute, June 2012

This research report examines 70 countries that account for 96 percent of global GDP and are home to 87 percent of the world's population. It profiles these countries' labor forces on how prepared they are to meet future demand, how easily they can grow their labor forces, and how productive their workforce is. Findings include identification of a trend where there are too many low-skilled workers and too few high-skilled workers in the labor force.

http://www.mckinsey.com/insights/mgi/research/labor_markets/the_world_at_work ★

Disabilities

Employer Strategies for Responding to an Aging Workforce, National Technical Assistance and Research Center, March 2012

This research paper explores how public- and private-sector employers are preparing for an increasingly older workforce that is likely to include workers with disabilities. Several studies have found that a majority of older workers indicate that they plan to work past the traditional retirement age. Findings in the report include that most employers have not made any special provisions for older workers. The report also includes recommendations on how employers can prepare for the aging of the workforce.

http://www.dol.gov/odep/pdf/NTAR_Employer_Strategies_Report.pdf

Impact of Federal Policies on an Aging Workforce with Disabilities, National Technical Assistance and Research Center, March 2012

This report assesses the potential impact of federal policy on work incentives for adults with disabilities in their late fifties and sixties. The report also examines other federal policy and programs affecting older workers regardless of disability, and highlights features that discourage work at older ages. Findings include that employment rates for older workers with disabilities are low and have been falling. Policy recommendations include finding ways to emphasize getting disability beneficiaries back to work.

http://www.dol.gov/odep/pdf/NTAR_Impact_Federal_Policies_Report.pdf

The Public Workforce System: Serving Older Job Seekers and the Disability Implications of an Aging Workforce, National Technical Assistance and Research Center, May 2012

This report identifies the challenges that older workers face and describes how the public workforce system serves these workers. The report identifies promising practices and makes recommendations for improving the effectiveness of the public workforce system in serving older workers. Recommendations include prioritizing economic security for older workers and workers with disabilities as a long-term

goal for the system, rather than a sole focus on the delivery of employment, training, and education programs.

http://www.dol.gov/odep/pdf/NTAR_Public_Workforce_System_Report_Final.pdf ★

Dropout Prevention

Completion Matters: The High Cost of Low Community College Graduation Rates, American Enterprise Institute for Public Policy Research, April 2012

This policy brief examines the high dropout rate of community college students. Nationally, only about 22 percent of students enrolled graduate from community colleges within three years. The paper offers some best practices for improving graduation rates.

http://www.aei.org/files/2012/04/02/-completion-matters-the-high-cost-of-low-community-college-graduation-rates_173407573640.pdf ★

Green Initiatives

Green Jobs and Healthcare Implementation Study, DOL, February 2012

This interim report reviews some of the programs that were awarded federal Recovery Act grants to provide skills training for green jobs and healthcare jobs. The report includes recommendations and lessons learned such as the need to use reliable data to guide operations and to address challenges which may arise.

http://wdr.doleta.gov/research/keyword.cfm?fuseaction=dsp_resultDetails&pub_id=2486&mp=y

Greening of the World of Work: Revisiting Occupational Consequences, National Center for O*NET Development, December 2011

This report follows a 2009 review of studies related to the green economy. The update presents the current state of green economy sectors, outlines related workforce development challenges, and includes recent research on new and emerging green occupations.

<http://www.onetcenter.org/reports/Green2.html> ★

Training

Return to Work After Prison: Final Results from the Transitional Jobs Reentry Demonstration, MDRC, May 2012

This report provides findings from a research project that tracked former prisoners participating in one of two types of reentry programs. The program that provided subsidized jobs increased employment in the short term. Over time however, the project showed that both groups experienced similar employment and recidivism rates.

<http://www.mdrc.org/publications/629/full.pdf>

Wanted: Energized, Career-Driven Youth, Manpower Group, April 2012

This white paper reviews some of the causes of high unemployment among youth, such as inadequate skills training. The paper offers suggestions to employers to address these challenges, including urging participation in career counseling programs and promoting career technical education.

http://files.shareholder.com/downloads/MAN/1884422267x0x559735/49b8cab1-acbd-44f2-81c7-af017eb9052d/CareerDrivenYouthPaper_lores.pdf ★

The Texas Workforce Investment Council promotes the development of a well-educated, highly skilled workforce for Texas and advocates a workforce system that provides quality workforce education and training opportunities.

For more information, visit:
<http://governor.state.tx.us/twic/>