

TSSB ORIGIN and MISSION

WHAT IS TSSB?

The Texas Skill Standards Board (TSSB) was established by the Texas Legislature in 1995 as an 11-member advisory board to the Governor and the Legislature. The members, who are appointed by the Governor, consist of:

- ★ 7 business and industry representatives
- ★ 2 labor representatives
- ★ 1 secondary education representative
- ★ 1 postsecondary education representative

WHAT IS THE MISSION OF TSSB?

TSSB is charged with the development of a statewide system of industry-defined and industry-recognized skill standards for all major skilled, sub-baccalaureate occupations with strong employment and earnings opportunities.

WHAT ARE THE MAJOR FUNCTIONS OF TSSB?

Skill Standards Development and Recognition

- ★ Convenes industry groups to develop new skill standards and validates existing, nationally-established industry standards.
- ★ Recognizes skill standards based on TSSB-established validity and reliability criteria.

Skill Standards Awareness and Usage

- ★ Promotes the use of standards and credentials.
- ★ Assists education and training providers to use skill standards in their workforce programs.

Skill Attainment: Certification and Credentialing

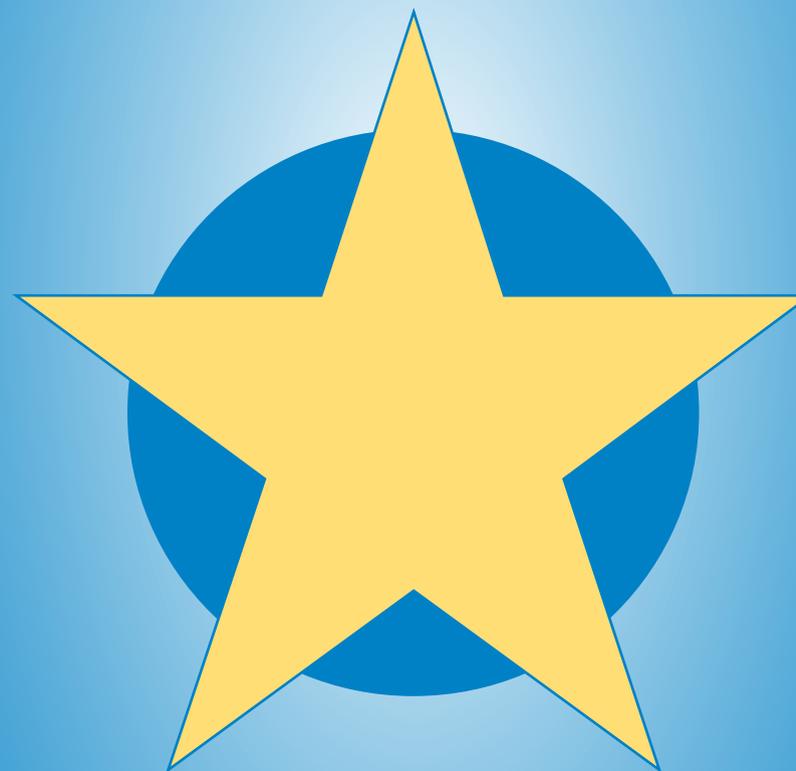
- ★ Facilitates the portability of skills by recognizing standards and credentials across states and nations.

This report lists TSSB's accomplishments and progress in each of these areas in FY 2007, followed by a list of challenges for the future.

Texas Skill Standards Board
P.O. Box 2241
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ANNUAL REPORT

September 2006 – August 2007



A MESSAGE from the CHAIR

Dear Interested Party:

As another fiscal year comes to a close, I offer you a look back at the accomplishments and progress of the Texas Skill Standards Board (TSSB) along with its industry, education, and state agency partners, toward the development of a statewide skill standards system. Significant highlights include the following.

Fiscal year (FY) 2007 saw the first applicants of Type 2 Skill Standards-Based Curriculum Development Incentive Awards to translate skills analysis data collected as the basis of a curriculum development project into TSSB-recognized skill standards. This initiative resulted in two new industry-defined standards, for the occupational areas of Geographic Information Systems Technician and Homeland Security Support Specialist, and a \$15,000 award for the facilitating institutions, Del Mar College and Lamar Institute of Technology. These outcomes would not have been possible without the generous funding support of the Texas Higher Education Coordinating Board (THECB), and the administration of the Texas State Leadership Council (TSLC), which oversees Perkins state leadership projects for THECB.

Also in FY 2007, the process and application forms were developed for renewal of TSSB program recognition. TSSB recognition for three programs is scheduled to expire at the end of 2007. The initial pioneering colleges, Brookhaven and Cedar Valley of the Dallas County Community College District and Lamar State College-Port Arthur, will once again lead the way in testing the renewal process for subsequent improvement and refinement.

I hope you find this report interesting. If you have questions about any of the initiatives described within, or would like to become involved in the Texas skill standards system, please feel free to call the TSSB office at (512) 936-8100.

Sincerely,

Wayne J. Oswald

Texas Skill Standards Board

Skill STANDARDS Development and RECOGNITION

Skill STANDARDS Awareness and USAGE

Skill ATTAINMENT: Certification and CREDENTIALING

Challenges for the FUTURE

ACCOMPLISHMENTS

Recognized new Texas skill standards.

Geographic Information Systems (GIS) Technician – developed by a panel of GIS analysts, specialists, and coordinators, and validated by subject matter experts from Texas. The skill standards development process was facilitated by Del Mar College.

Homeland Security Support Specialist – developed and validated by a nationwide panel of homeland security specialists, and facilitated by Lamar Institute of Technology.

The skill standards are the basis for the curriculum of the related Level 2 Certificate and Associate of Applied Science (AAS) degree programs at the colleges. The standards development for both occupational areas was conducted under a Type 2 Skill Standards-Based Curriculum Development Incentive Award (Incentive Award), which grants \$15,000 upon completion of deliverables. The Incentive Awards are administered by TSLC from Perkins state leadership funds provided by THECB.

Conditionally recognized national skill standards.

TSSB extended conditional recognition, which was scheduled to expire, to three sets of skill standards, including: the Manufacturing Skill Standards Council's manufacturing concentrations, the National Retail Federation Foundation's customer service and sales skill standards, and the National Institute of Metalworking Skills' metal forming and metal stamping standards. The industry groups endorsed the standards' continued usage and validity, as required every five years at a minimum to maintain recognition under TSSB's standards development, review, and recognition policy.

SYSTEM PROGRESS

Texas Skill Standards Repository Enhanced.

The TSSB web site repository was enhanced with a "rationale for recognition" section. The section provides an introductory summary for each recognized and conditionally recognized skill standard. The summaries provide background on the development of each skill standard and describe the impact of the related occupational area on the Texas economy.

ACCOMPLISHMENTS

Industry certifications verified and updated.

One of TSSB's major web site resources for education and training providers is a list of more than 450 certifications in various occupations, which complement and enhance the recognized skill standards in the on-line repository. These industry certifications, categorized into 15 industry sectors, were reviewed, with web links verified and updated, and additional certifications listed.

SYSTEM PROGRESS

Provided technical assistance for standards development.

In FY 2007, the first community and technical college (CTC) recipients of a Type 2 Incentive Award were approved to pursue the translation of occupational skills analyses, which were the basis for curriculum development projects, into TSSB-recognized skill standards. TSSB provided technical assistance in the conversion process and documented the steps to assist future Type 2 recipients.

Developed CTC informational handout on TSSB resources.

TSSB developed guidance on how TSSB resources can potentially be used to meet two core indicators of performance required of community and technical colleges in the new Carl D. Perkins Career and Technical Education Act of 2006. Those performance indicators include technical skill attainment aligned with industry-recognized standards, and an industry-recognized credential, certificate or diploma. In FY 2008, TSSB will pursue incorporation of these measures into the State Plan for Career and Technical Education.

Delivered Skill Standards Workshops and Presentations.

Skill standards workshops, which demonstrated the process to integrate skill standards into curriculum and explained the requirements for program recognition, were conducted on the campuses of San Jacinto College Central, Del Mar College, and Lamar Institute of Technology.

The 2006 Perkins Act performance indicators guidance was presented at three regional technical assistance workshops conducted by CTC leadership and the career and technical education staff of the Texas Education Agency and THECB.

ACCOMPLISHMENTS

Recognized Five Community College Programs.

TSSB continued to recognize CTC programs that integrated skill standards into curriculum. These programs include:

- ★ Biotechnology Laboratory Technician AAS Degree Program at Austin Community College – for integrating the Biotechnology and Biomedical Skill Standards for Research, Development, and Manufacturing into the curriculum.
- ★ Telecommunications Technology AAS Degree Program at Texas State Technical College-Waco – for integrating the Telecommunications Maintenance Technician standards into its curriculum.
- ★ Instrumentation Technology AAS Degree Program at San Jacinto College Central – for integrating the Industrial Instrumentation and Controls Technician standards into the curriculum.
- ★ Homeland Security AAS Degree Program at Lamar Institute of Technology – for integrating the Homeland Security Support Specialist standards into the curriculum.
- ★ GIS AAS Degree and Certificate Level 2 programs at Del Mar College – for integrating the GIS Technician standards into the curricula.

Developed Program Recognition Renewal Process.

TSSB program recognition is valid for three years, at which time it must be renewed. TSSB recognition of the first three recognized programs is scheduled to expire at the end of 2007. TSSB developed the renewal application process and forms, which will be piloted with those programs in FY 2008.

SYSTEM PROGRESS

Began implementation of CTC Credentialing Strategy.

In FY 2006, TSSB developed a credentialing strategy to indicate on a CTC credential that an individual had graduated from a TSSB-recognized program. In FY 2007, a gold embossed "TSSB-recognized" seal was developed, which will be piloted on the diplomas of graduates from several community and technical colleges in fall 2007.

RECOGNITION AND MAINTENANCE OF SKILL STANDARDS

Per its legislative mandate, TSSB must continue to identify sub-baccalaureate occupational areas with strong employment and earnings opportunities for which to facilitate development of new, or adopt existing, industry-defined skill standards. In FY 2008, TSSB will pursue opportunities identified in FY 2007 for new standards development, and identify additional existing standards for adoption. TSSB will also facilitate the appropriate industry group to review and update standards in the Texas Skill Standards Repository.

PROMOTION OF STANDARDS TO EMPLOYERS

An ongoing challenge is to promote the use of voluntary standards and credentials among industry. In FY 2008 and beyond, TSSB will investigate strategies to publicize recognized programs, in association with CTC industry advisory committees, to employers as a source of qualified applicants for their jobs. As part of this effort to make employers aware of recognized programs, TSSB will fully implement the CTC credentialing strategy to document graduates' skill attainment on a college credential.

FACILITATION OF SKILL STANDARDS USAGE

In the coming years, TSSB will continue to implement targeted strategies to increase the numbers of recognized programs that meet industry-defined standards. To encourage CTC pursuit of program recognition, TSSB will utilize the increased funding provided by THECB for FY 2008 Incentive Awards and the need to address the 2006 Perkins Act performance indicators.

STATES AND NATIONAL SYSTEMS ALIGNMENT

TSSB's third legislative mandate to enhance the portability of skills across other states and nations is an ongoing challenge. In FY 2008 and beyond, TSSB will continue to build relationships with other entities and identify strategies to address this charge.