"By building a talent-strong Texas, our state will play a leading and unprecedented national role in prioritizing credentials of value."

THECB Strategic Plan: *Building a Talent Strong Texas*, March 2022

The TRUE Grant Program Informational Webinar will begin shortly.

Building a Talent Strong Texas

2022–2030 STRATEGIC PLAN

GOALS

ATTAINMENT of Postsecondary Credentials

Postsecondary **CREDENTIALS OF VALUE**

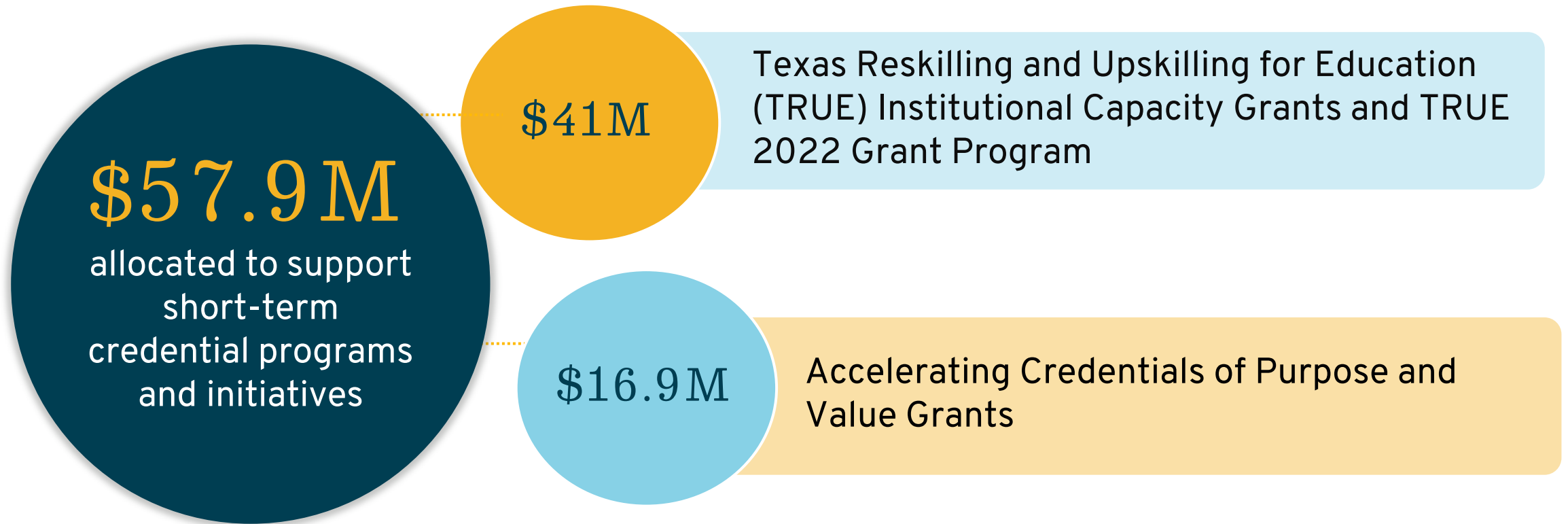**RESEARCH**, Development, and Innovation

COMMITMENT TO EQUITY
Data will be tracked and disaggregated by race, gender, and income

COLLABORATION
Engage public and private sector stakeholders to break down historic silos

Investments in short-term credentials

$57.9M allocated to support short-term credential programs and initiatives

$41M — Texas Reskilling and Upskilling for Education (TRUE) Institutional Capacity Grants and TRUE 2022 Grant Program

$16.9M — Accelerating Credentials of Purpose and Value Grants

A Transformational Investment:
HB8 Programs and Funding

STATE FUNDING FOR OUTCOMES

- Transition to a **dynamic, outcomes-based funding model:**
  - Majority of state funding distributed is based on <u>performance outcomes.</u>
  - Colleges that cannot fund <u>essential operating needs</u> through local revenue can also receive state support.
- Creation of a **Community College Finance Advisory Committee:**
  - Provide ongoing consultation to THECB on rules and funding.

AFFORDABILITY FOR STUDENTS

- **FAST:** Support educationally disadvantaged students with free dual credit courses.
- **TEOG:** Increase Texas Educational Opportunity Grant program funding.
- **Opportunity HS Diploma:** Create a program for students to concurrently earn a high school diploma while enrolled in workforce education.
- **Texas First:** Expand scholarships to eligible high school students who graduate early.
- **Texas Direct:** Codify associate degree program for completion of transfer pathways between two- and four-year institutions in select fields of study.

INVESTMENTS IN CAPACITY & DATA

- **Institutional Collaboration Center:** Facilitate efficient and effective operations at colleges through shared procurement, technology, and more.
- **Adult Career Education (ACE):** Provide grants to nonprofits to prepare low-income students to enter high-demand fields.
- **Postsecondary Outcomes Data:** Develop online tools providing information on the value of credential programs at colleges and universities.
- **TRUE: Provide funding for workforce education and training programs in high-demand fields.**

The **Texas Reskilling and Upskilling through Education (TRUE) Grant Program** was established during the 87th Legislature, Regular Session (Senate Bill 1102) and is in Texas Education Code, Sections 61.881-61.886.

The TRUE Grant Program is in rule: Texas Administrative Code, Title 19, Part 1, Chapter 13, Subchapter N, Sections 13.400-408.

The TRUE Grant Program received biennial funding during the 88th Texas Legislative Session.

TRUE Grant Program Essentials

- Funds for eligible applicants to expand, redesign, or create short-duration, industry-aligned credential programs in high-demand occupations

- Strategic selection of credential programs for grant projects, reflecting local and regional need, in partnership with workforce stakeholders

- Data collection and reporting on project progress and outcomes to inform ongoing capacity-building efforts by THECB in postsecondary workforce education

TRUE Grant Program Purposes

- To provide training in existing, new, or redesigned accelerated programs that teach in-demand skills and lead to postsecondary industry certifications or other workforce credentials valued in growing and/or high-need occupations

- To develop new, industry-aligned, high-value postsecondary certifications or other workforce credentials and certificate programs or other courses of instruction leading to those certifications or credentials that can be completed in six months or less

- To redesign existing postsecondary industry certifications or credentials and certificate programs, or other courses of instruction, to be industry aligned, be high value, and can be completed in six months or less

TRUE Grant Program Purposes *cont'd.*

- To expand institutional capacity to provide high-value postsecondary industry certifications or other workforce credentials that are stackable in high-demand career pathways and address the needs of high-demand occupations identified by the Texas Workforce Commission or applicable local workforce development boards

- To provide student aid awards to incentivize enrollment in and completion of industry-aligned, high-value postsecondary industry certifications or other workforce credentials and certificate programs, or other courses of instruction leading to those certifications or credentials

- To track and report enrollment, credential completion, and employment outcomes for students in courses and programs described above to gauge the impact on student success

TRUE Grant Program Eligibility

- This is a competitive grant award. Applications will be evaluated, ranked, and awarded until funds are fully obligated.

- Eligible applicants:
  - Texas public, lower-division institutions of higher education (public junior colleges, public state colleges, public technical institutes)
  - Consortia composed of three or more Texas public, lower-division institutions of higher education
  - Local chambers of commerce, trade associations, or economic development corporations partnering with public lower-division institutions of higher education or a consortium of lower-division institutions of higher education

TRUE 2023 Awards

Award Ranges
Up to $250,000 maximum for single institutions
Up to $500,000 maximum for consortia

- TRUE 2023 will award up to $12.5 million in grants.

- Grant periods are for approximately 12 months.

- Eligible applicants may submit a maximum of two applications: one as a single applicant and the other as a member of a consortium.

TRUE 2023 Grant Parameters

- Deliver education and workforce training that leads to postsecondary industry certifications or other workforce credentials required for high-demand occupations.

- Plan, redesign/expand, or create credential programs or courses of study that can be completed in six months or less.

- Focus on one or more highly related credential programs in high-demand occupations.

- Develop project in consultation with employers and other workforce stakeholders to use labor market analysis and determine high-demand occupational opportunities that match regional needs.

TRUE 2023 Grant Parameters *cont'd.*

Use the TWC list of regional, high-demand occupations:

Texas Workforce Commission -Target Occupation Job Title by Workforce Board Region

THECB's Fiscal Year 2024 High-Demand Occupation Fields list:

High-Demand Fields - Texas Higher Education Coordinating Board

- Preferably incorporate employer partnerships in the development of the credential program(s) and include work-based learning opportunities and employment pathways for individuals undertaking and receiving these credentials in the selected high-demand occupational field.

- Design the program as a standalone program or embed it in other credential programs.

- Deliver instruction digitally, face-to-face, or via hybrid instruction.

- May offer either credit or non-credit programs.

TRUE 2023 Budgets

Allowable Cost Categories

- Curriculum development and instruction design

- Instructional software

- Instructional equipment

- Renovations to instructional facilities required for the project

- Student financial aid

- Student supports

- Faculty hiring and training capacity

- Off the shelf credential and training materials

- Project marketing and outreach costs

- Data administration and reporting

THECB Texas Higher Education COORDINATING BOARD

TRUE 2023 Student Financial Aid

Eligible students: Students enrolling or enrolled in the specific program(s) covered by the project during the grant period.

Financial aid coverage: Cost of attendance, tuition, and fees

Award cap: $2,500 per eligible student per semester or term

TRUE 2023 Proposal Review Considerations

- Best overall value to the state

- Project quality determined by evaluation criteria

- Projects that exhibit priority criteria

- Consideration of location: grants to at least one eligible entity in each region of Texas to the extent practicable

- Consideration of unique credential programs: projects with programs that are not duplicative of existing programs, unless that duplication is necessary to meet regional workforce needs

TRUE 2023 Priority Proposals

- Priority in application review will be given to the following:

  - Proposals for new or existing consortia of three or more eligible institutions

  - Projects by single institutions or consortia that partner with workforce entities, such as employers, local chambers of commerce, trade associations, economic development corporations, or local workforce boards, to analyze labor market data and identify employment opportunities

  - Projects that feature affordable options for students

  - Projects that focus on serving displaced workers

TRUE Proposal Evaluation Criteria

Core Elements (30 Possible Points)	Maximum Points
Selection of Credential Programs and Credential Roster	10
Description of Project Goals/Activities and Logic Model	10
Applicant/Consortium Capacity	5
Budget Alignment with Project Costs	5
Bonus Points (14 Possible Points)	
Consortium Proposal	5
Workforce Entity Partnership	5
Affordability	2
Displaced Worker Opportunity	2
Total Possible Points	**44**

TRUE 2023 Grant Program Web Page

General information and links to application materials are available on the THECB website:

[Texas Reskilling and Upskilling through Education (TRUE) Grant Program 2023](#)

- TRUE 2023 RFA

- Link to the TRUE Grant Hub

- Slide Deck from this Informational Webinar

- Recording from this Informational Webinar

TRUE 2023 Application Packet

Application materials are available through the TRUE Grant Hub, which is a Smartsheet-based location.

[TRUE Grant Program Hub](#)

- RFA for reference

- Application Form

- Credential Program Roster Form

- Logic Model Form

- Budget Request Form

- Location to submit Letters of Support

TRUE 2023 Logic Model Form

A Logic Model is a depiction of the inputs, activities/timeline, and outcomes for the proposed project.

- **Inputs** are existing capacity and assets that project participants bring to the project, such as existing curricular or instructional expertise, management of a similar project in the past, or additional funding sources.

- **Activities/Timeline** outlines specific activities and prospective completion dates associated with the project.

- **Outputs** are significant components or milestones of the project.

- **Outcomes** are clearly articulated initial intermediate and ultimate that measure the progress toward the project goal.

TRUE 2023 Logic Model Form

Inputs	→	Activities/Dates	→	Outputs	→	Initial Outcomes	→	Intermediate Outcomes	→	Ultimate Outcomes

Inputs	Activities/Dates	Outputs	Initial Outcomes	Intermediate Outcomes	Ultimate Outcomes
Staff time faculty & administrators	Faculty/ administrator outreach (12.23 1.24)	Advisory group & operations team	Recruit committed and accountable leaders & participants	Active advisory & operational activities	Admin/faculty capacity to design & stand up new credentials
Existing curricular/ instructional expertise	Curriculum development (2.-7.24)	New Curriculum	Draft curricula/Curriculum Workshop	Internal approvals/Finalized curricula	Curricula utilized
	Equipment & software purchases (1.24-6.24)	Instructional support materials	Purchase order approval	Purchase order completion	Purchases delivered & in use
Perkins Funding					
Participation in the Microcredential Innovation Network	Financial aid information gathering (3.-8.24)	Financial support & incentives for student enrollment	Information gathering	Disbursement plan completed	Financial aid disbursed
	Student recruitment/ posting activities (7-8.24)	Outreach campaign	Cross-division teams (registrar, public relations, faculty) organized	Outreach materials and platforms fielded	Initial enrollment targets reached
	Outcomes assessment (12.24)	Clearer understanding of completion, retention and certification testing dynamics	Vouchers for certification testing purchased	Coordinated data gathering from certification testing, registrar, institutional research team	Completion and retention data analyzed

TRUE 2023 Grant Program Timeline

- **September 25, 2023**
Program Announcement

- **October 2, 2023**
Informational Webinar

- **October 25, 2023**

Last Day for Inquiries

- *October 30, 2023 Applications Due*

- **December 2023**

Grant Notifications

- **December 2024**

End of Grant Period

Roles for Workforce Stakeholders

- **Eligible applicant** – may be a grantee or receive grant funding in a partnership
  - Eligible workforce applicants are defined as chambers of commerce, economic development corporations, and trade associations

- **Required project development consultation**
  - Employers, chambers of commerce, economic development corporations, trade associations, or local Workforce Development Boards

- **Project partnerships with workforce stakeholders get priority** – the degree of partnership matters
  - Employers, chambers of commerce, economic development corporations, trade associations, local Workforce Development Boards

Tips for Quality Proposals

- Demonstrate robust use of **labor market information** during project development.

- Undertake and describe consultations with **workforce stakeholders** regarding program selection focused on growing occupations.

- The degree of workforce partnership matters. Preferably incorporate **employer partnerships** that include work-based learning opportunities and employment pathways.

- Focus the project on **one credential program or a small set of closely related set of programs** in a high-demand occupation.

Tips for Quality Proposals *cont'd*

- Create a budget that demonstrates **necessary and reasonable project costs** and check with your internal legal/sponsored projects team about **state requirements and regulations** on expenditure categories.

- Make sure the **project Logic Model** reflects the tasks and activities described in the proposal.

- Get up to five **letters of support/partnership agreements** from institutional and workforce partners concerning their roles in the project.

Tips for Quality Proposals *cont'd.*

Consortium Proposals

- Provide a **well-articulated rationale** for the formation of the consortia. Ground your rationale in the need for a common regional approach and/or a single high-demand occupation strategy.

- Clearly state the **criteria for selecting partners.**

- Detail each consortia member's **commitment and specific responsibilities.**

Questions?

Contts

Texas Higher Education
COORDINATING BOARD

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