

## TSSB Origin and Mission

### **What is the TSSB?**

The 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 TSSB's mission?**

The 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 TSSB's major functions?**

#### **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 from other states and nations.

Texas Skill Standards Board  
P.O. Box 2241  
Austin, Texas 78768



## A Message from the Chair

On behalf of the Texas Skill Standards Board (TSSB) I am pleased to present this report of our progress during the 2010 fiscal year.

I begin this report with a note of gratitude for outgoing Board member Mr. Gary Blagg, a founding member of this Board who has served the workforce and education communities with dedication since 1996. We wish him well in his retirement.

And it is with sadness that I share the news of the passing of Ms. Billie Conley Pickard. As the founding chair of the TSSB from 1996 through 2003, Ms. Pickard oversaw the development of the Texas skill standards system from idea to reality. Under her leadership, our system of skill standards took shape and became a vehicle for Texas employers to articulate and communicate their skill needs for qualified workers.

Also, the TSSB welcomes its two newest members: Mr. Joseph Croci, representing industry; and Mr. Ford Keating, representing labor. I look forward to our new members' leadership and guidance in moving the Texas skill standards system forward and continuing the good work begun by Ms. Pickard and Mr. Blagg.

Their tenure begins at the close of a very successful 2010, during which the Texas skill standards *system* – the development and recognition of industry-defined skill standards, the incorporation of those skill standards into community and technical college workforce education programs, and the replication of skill standards-based programs – expanded in participation in terms of industry, occupation, employer, and community college cooperation.

This report summarizes these accomplishments for the past year and presents our challenges for the future. We shall continue to work to promote this vital tool for industry to communicate its skill needs to the educators who are educating the state's future workforce. A well trained workforce is essential to Texas industry's ongoing competitiveness in these challenging economic times.

Respectfully Submitted,

Wayne Oswald

## Skill Standards Development and Recognition

### Wind Turbine Technician Skill Standards

This year the Texas Higher Education Coordinating Board (THECB) again provided federal Perkins Leadership funding to motivate two-year colleges with workforce education programs in emerging technology areas to engage their industry advisors to develop occupational skill standards as the vehicle to guide curriculum development. In fiscal year (FY) 2010, Texas State Technical College West Texas stepped forward to leverage Perkins Leadership funds, industry expertise, and TSSB technical assistance to develop occupational skill standards for Wind Turbine Technicians.

### Successful Review and Update Efforts

TSSB policy ensures that recognized skill standards are current and relevant by requiring that they be reviewed by industry experts at least every five years, and updated if necessary. Review and update efforts are an indication of ongoing employer and industry group belief in the value of skill standards and the important benefits they offer to all relevant parties: employers, educators, and workers.

In FY 2010 the TSSB extended its recognition of the following skill standards in accordance with the *TSSB Guidelines for the Development, Recognition, and Usage of Skill Standards*:

Skill Standards	Industry Development Group
Industrial Instrumentation and Controls Technician	Industrial Instrumentation and Controls Technology Alliance
Machining I and II	National Institute for Metalworking Skills
Chemical and Refining Process Technician	Gulf Coast Process Technology Alliance
Oil and Gas Production Technician	
Biotechnology and Biomedical Skill Standards for Regulatory Affairs and Clinical Trials	Washington (State) Biotechnology and Biomedical Association in partnership with Shoreline Community College (Shoreline, WA)
Biotechnology and Biomedical Skill Standards for Research and Development	

## Skill Standards Awareness and Usage

### Program Recognition Policy Intent

In FY 2010, the TSSB clarified its program recognition policy, which states that the initial college to incorporate skill standards into a given program may be awarded “program recognition” and that subsequent colleges should *replicate* the original recognized program. This policy reflects the TSSB’s awareness of employers’ desire to see consistent, industry defined outcomes in any given program area, regardless of the college from which they recruit.

The TSSB clarified the policy by clearly establishing an expectation that the original recognized college program and institutions that follow shall collaborate with the goal of agreement on a technical core of courses that is broadly representative of their college programs and is based on industry defined skill standards.

### Program Recognition Achievements

Through FY 2010, the TSSB continued to implement targeted strategies to increase the numbers of community and technical college programs that incorporate industry-defined skill standards into workforce training programs. For the second year in a row, the TSSB facilitated and participated in an awards ceremony at the Texas Council of College Instructional Leaders conference to honor colleges that achieved TSSB recognition in program year 2009.

### Outreach Successes

The TSSB’s FY 2010 increase in community and technical college program recognitions (see *Newly Recognized Programs*) are the result of an extensive and successful outreach effort. To make the most use of available Perkins Leadership funds, the TSSB conducted research to identify colleges and programs with a high likelihood of success in achieving program recognition. The TSSB contacted representatives of 17 college programs all around the state and communicated the benefits of program recognition to themselves, their students, and their local industry community. As a result of the outreach effort seven colleges participated in 12 separate projects to either incorporate skill standards into programs or replicate an existing skill standards-based program.

## Skill Attainment: Certification & Credentialing

### Newly Recognized Programs

FY 2010 achievements include continued promotion of the use of skill standards to guide curriculum development in community and technical colleges. To date, 40 workforce education programs at 22 colleges have incorporated skill standards. Many of the following colleges took advantage of Perkins Leadership funds in FY 2010 to enhance their respective programs with industry-defined skill standards:

College	Program
Del Mar	Information Security AAS Degree
	Network Support and Administration AAS Degree
	Biotechnology AAS Degree
	Computer Programming AAS Degree
Howard	Computer Maintenance and Networking Technology AAS Degree and Certificate II
Lamar Institute of Technology	Process Technology AAS Degree Homeland Security Crime Scene Technician AAS Degree
Wharton	Process Technology AAS Degree
Kilgore	Process Technology AAS Degree
TSTC Harlingen	Telecommunications Technology AAS Degree
TSTC West Texas	Wind Energy Technology AAS Degree

### Increased Credential Seal Participation

In FY 2010, participation in the TSSB credential seal option continued to increase. Twenty two programs statewide now affix this seal to their graduates’ diplomas. This seal signals to employers that the student has graduated from a program that teaches to industry-defined skills and knowledge.

### Common Core Technical Courses

The TSSB worked with faculty at five colleges with TSSB recognized biotechnology programs, and with faculty at seven colleges with process technology programs to identify common core technical courses for each discipline. This addresses two needs articulated by industry: colleges must teach a core of essential technical competencies to prepare students for the workplace; and similar programs at different colleges should impart similar outcomes for students.

## Challenges for the Future

### Employer Engagement

Employers are central to the TSSB’s mission to develop and expand the Texas skill standards system. The TSSB’s greatest challenge continues to be employer engagement in a system developed specifically to address their need for a skilled workforce. Employers can initiate skill standards development projects for in-demand occupations, participate in reviews of existing skill standards to ensure ongoing accuracy, recruit from TSSB recognized community and technical college programs, and use skill standards in the development of internal training classes. Through FY 2011, the TSSB will continue to pursue its strategy of outreach to employers on industry advisory committees of community and technical college programs to promote awareness of skill standards-based programs.

In addition, the TSSB will work to identify occupations that meet criteria for skill standards development, in terms of wage and education levels and growth projections, using state labor market information data. The TSSB will seek to engage industry groups that support the identified occupations in potential skill standards development efforts.

### Technical Assistance for Program Recognition

For every community and technical college program that the TSSB recognizes for incorporating skill standards, there is a significant technical assistance to facilitate the identification of a common technical core of courses shared among the colleges. In 2011 the TSSB will continue to provide the highest possible quality of assistance to help participating colleges achieve recognition, and seek to align resources to serve the increasing number of colleges with program recognition effectively.

### TSSB Website

The TSSB maintains an information-rich website that offers extensive resources to stakeholders such as industry groups and community and technical colleges. In FY 2011, the TSSB will implement a comprehensive redesign of the website that preserves its content and organization and also provides greater ease of use for those seeking information.