



Tri-Agency Workforce Initiative

*Public Education Commissioner Mike Morath
Commissioner of Higher Education Harrison Keller
Workforce Commission Chairman Bryan Daniel*

July 28, 2022

1

Tri-Agency Workforce Initiative Mission and Vision

Mission

To build a strong Texas workforce and ensure that Texans are prepared for jobs in the industries that power the state's economy today and tomorrow.

Vision

Texans of all ages should have access to high-quality education and workforce training that empowers them to achieve their full potential.

2

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2

History of the Initiative

Created in **March 2016** by Governor Greg Abbott, the Tri-Agency Workforce Initiative tasks the Texas Higher Education Coordinating Board, the Texas Education Agency and the Texas Workforce Commission to work together to develop strong links between education and industry with the goal of helping Texas grow in economic prosperity.

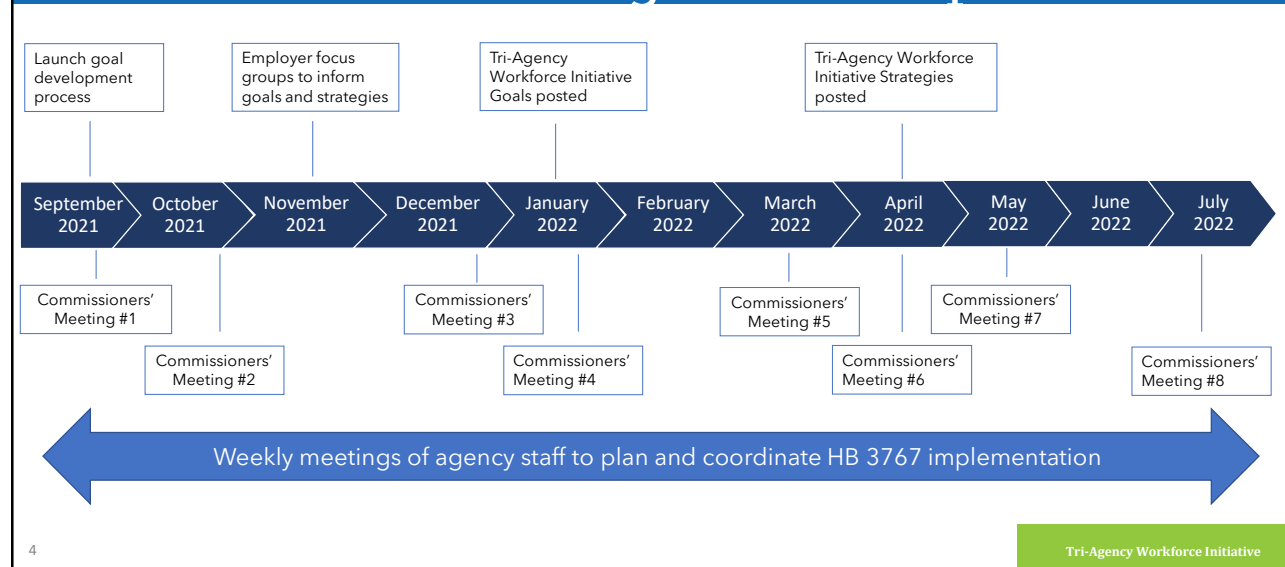
March-June 2016: Commissioners conduct regional meetings
November 2016: First Tri-Agency report is published
June 2019: House Bill 3 is signed into law
February 2020: Gov. Abbott issues new charges
March 2020: COVID-19 begins to affect Texas
April-June 2020: Virtual meetings held to develop second Tri-Agency report
November 2020: Second Tri-Agency report is published
February 2021: Legislative briefing on Second Tri-Agency Report
March-June 2021: Three Tri-Agency Working Groups launch (Agency Work Processes, Work-Based Learning and Advising)
June 2021: House Bill 3767 is signed into law
January 2022: THECB adopts updated strategic plan, *Building a Talent Strong Texas*
January-July 2022: Tri-Agency Initiative Goals and Strategies developed and refined via public comment process

3

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3

Interagency Collaboration: Goals and Strategies Development



4

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4

Interagency Collaboration: Coordinating Data and Processes

The Data Modernization Initiative and Tri-Agency Master Data Sharing Agreement will work together to streamline data sharing among the agencies, while increasing data security and usability for the public and other stakeholders.

Public Portal

Public Dashboards

- Audience: All stakeholders
- Format: Standardized reports and dashboards
- Granularity: High-level aggregation
- No FERPA data

Data Portal

Privileged Dashboards

- Audience: Institutional leaders and authorized institutional users
- Format: Dashboards
- Granularity: Smaller cell size aggregation
- Possible inclusion of TEA/TWC data

Secure Data Enclave

- Audience: Authorized institutional users
- Format: Virtual desktop
- Granularity: Individual de-identified data
- Includes TEA & TWC data

5

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5

Credential Library

- The three agencies are in process of creating a “. . . publicly accessible web-based library of credentials such as diplomas, certificates, certifications, digital badges, apprenticeships, licenses, or degrees.”
- The inventory will include credentials awarded by various entities, including:
 - Public colleges
 - Proprietary career schools and colleges
 - Registered Apprenticeship programs
 - Industry

6

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6

Career Pathways

Tri-Agency Workforce Initiative Priority 1: Pathways

“Support efficient and flexible pathways to earning degrees, certificates, and other credentials linked to high-wage, in-demand jobs.”

- Including:
 - Meeting employer needs
 - Expanding work-based learning opportunities
 - Increasing reskilling and upskilling opportunities
 - Increasing pathways information for students and adults

7

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7

Self-Sufficient Wage

- A Self-sufficient wage tool is under development
- A regionally adjusted self-sufficient wage will be determined for each county
- Stakeholders will be invited to review the tool and provide feedback

8

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8

Workforce Education

9

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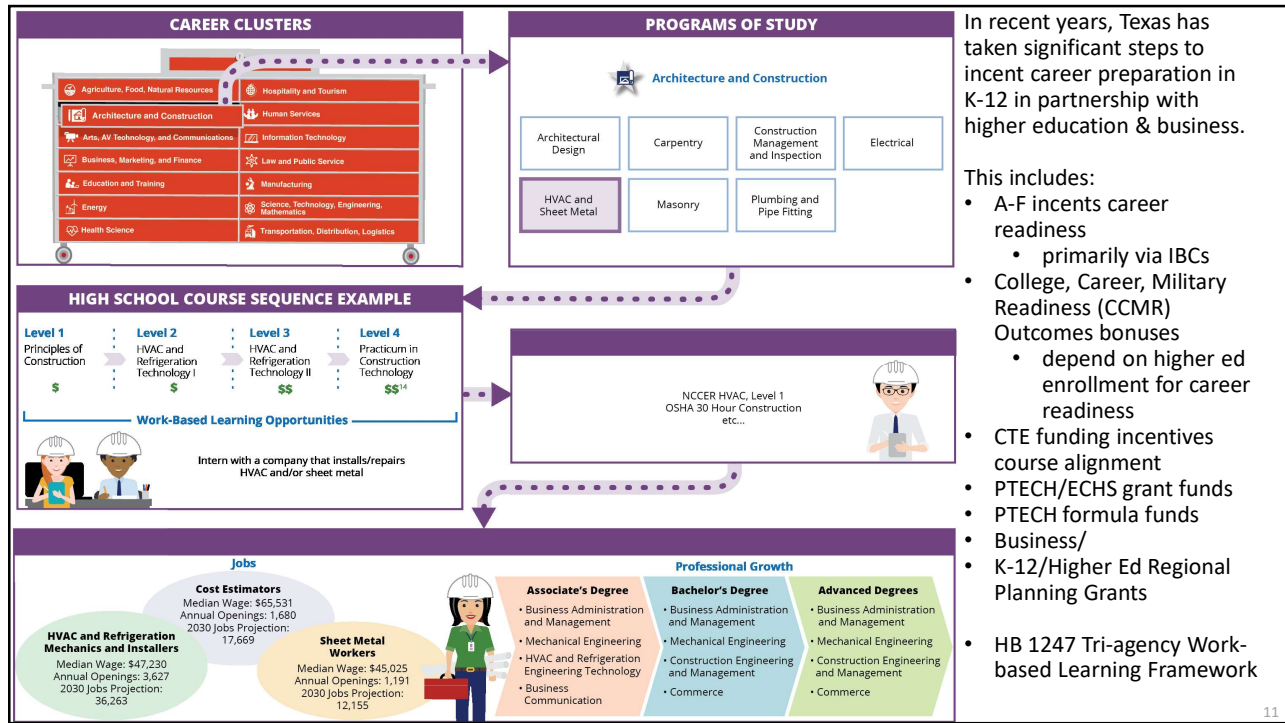
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K-12 Initiatives

Commissioner Mike Morath
Texas Education Agency

10

10



11

Texas has identified 53 statewide programs of study in 14 career clusters

- Statewide programs of study address occupations that are
 - High wage
 - In-demand
 - High skill
- Texas currently has 8 identified regional programs study
 - Includes all LEAs in the Education Service Center Region
 - Based on regional Labor Market Information
 - Applications for regional programs of study open every year
 - Approved applications are good for four years

12



CTE weighted funding is now tiered to incentivize offering of meaningful programs of study

House Bill 1525 (87th Texas Legislature) amended state law related to weighted funding for students enrolled in CTE courses.

Weighted Funding	Definition
1.1	CTE courses not in an approved program of study
1.28	levels one and two CTE courses in an approved program of study, as identified by the agency
1.47	levels three and four CTE courses in an approved program of study, as identified by the agency

- Started SY 2021-2022
- Earned for each full-time equivalent student in average daily attendance in a CTE program of study
- Applies to grades 7 through 12
- \$50 advanced course incentive is only available to P-Tech and New Tech Network campuses

View the "All CTE Courses Weighted Tiers" course lists at <https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/cte-programs-of-study>

13

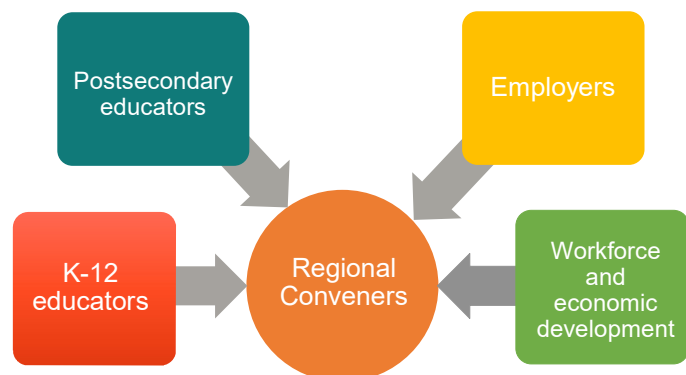
13



Texas Regional Pathways Network

The Texas Regional Pathways Network (TRPN) was launched in 2019 to support Governor Abbott's Tri-Agency Workforce Initiative, through which the Texas Education Agency, Texas Higher Education Coordinating Board, and Texas Workforce Commission are working collaboratively to increase economic prosperity in Texas by linking education and industry.

TRPN aims to build regional talent pipelines that spur economic growth across the state and ensure that all Texans have the skills and credentials needed for economic advancement.

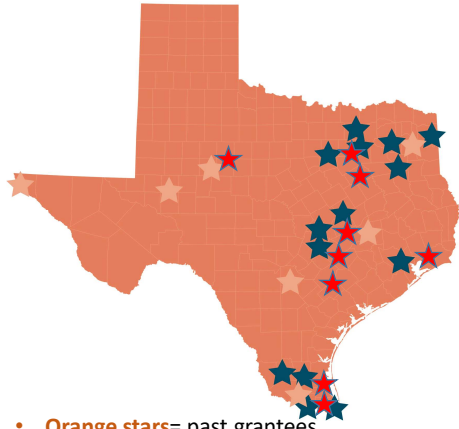


14

14



The Texas Regional Pathways Network has experienced moderate growth since 2019



- **Orange stars**= past grantees
- **Blue stars**= current grantees
- **Red stars**= future grantees

	# of LEAs	# of IHE Partners	# of Employer Partners
2019-2020	55	15	20
2020-2021	84	29	35
2021-2022	119	39	67



15

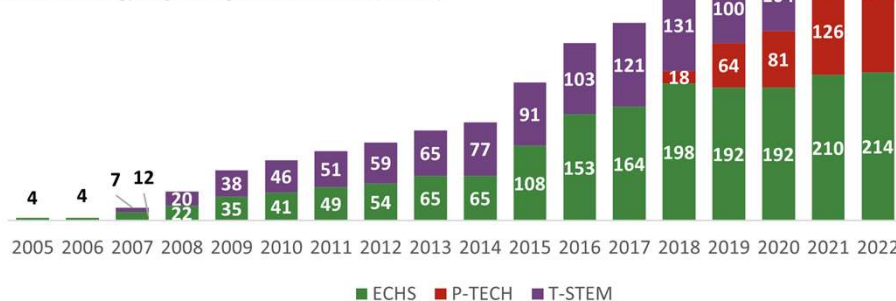
15



The College and Career Readiness School Models (CCRSM) network has grown significantly

Designated and Planning CCRSM Campuses, 2004-2005 through 2021-2022

- Early College High Schools (ECHS)
- Pathways in Technology Early College High Schools (P-TECH)
- Texas Science, Technology, Engineering and Mathematics (T-STEM)



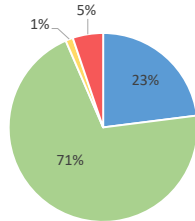
16

16



CCRSM Postsecondary Success

2019-2020 Associate Degree Completion



■ Dual Credit ■ ECHS ■ T-STEM ■ P-TECH

Associate Degree Completion by traditional dual credit versus CCRS Models

Academic Year	Dual Credit	ECHS	T-STEM	P-TECH	Total
2018-2019	1543	5098	64	-	6705
2019-2020	1776	5451	98	402	7727

Regional Spotlights:

2019-2020 – Richardson ISD

- Biotechnology and Life Sciences (Health Science)
- Clinical rotations in: Radiology, Surgery, Emergency, Physical Therapy
- Certifications including: Pharmacy Technician, Certified Medical Assistant, Veterinary Technician, Phlebotomy Technician, Dental Hygienist
- Over 1,000 students served since 2018-2019

2019-2020 – Weslaco ISD

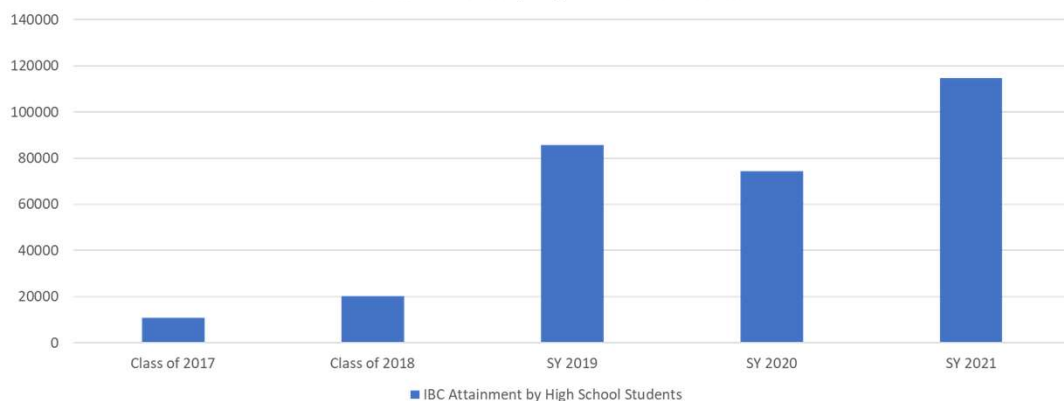
- In the summer of 2014, WISD established the 21st Century Career and Technical Education Early College High School offering students Associate Degrees in Precision Manufacturing, Diesel Mechanics and Welding.
 - 195 – ECHS Graduates
 - 86 – ECHS Graduates Complete a Postsecondary Degree

17



IBC attainment decreased statewide as a result of COVID-19, but surpassed pre-COVID levels in 2021

IBC Attainment by High School Students



*Note: reporting requirements changed in 2019 to collect attainment for all students grades 9-12

18



There are two tightly related industry-based certification lists authorized in state statute

1. TWC industry-based certification advisory council develops inventory [Texas Labor Code §312.003]

Inventory of industry-recognized credentials and **certificates**

Certificate	Certification
Certification	Certification
Certificate	Certification
Certificate	Certificate
Certification	Certification
Certificate	Certificate
Certification	Certificate
Certificate	Certification
Certificate	Certification
Certification	Certificate

2. TWC refers industry recognized and valued certifications from the inventory to TEA

Certification
Certification
Certification
Certification
Certification
Certification
Certification
Certification
Certification
Certification
Certification

3. TEA evaluates referred certifications against five additional criteria defined in administrative rule (TAC)

Certification
~~Certification~~
Certification
Certification
~~Certification~~
Certification
Certification
Certification
~~Certification~~
Certification
Certification

4. TEA adds certifications that meet all criteria to the list of certifications for accountability [Texas Education Code §39.053]

Industry **certifications** for public school accountability

Certification
Certification
Certification
Certification
Certification
Certification
Certification
Certification

19

19

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Supporting Postsecondary Workforce Education

Commissioner Harrison Keller, Ph.D.

20

20

Offering Postsecondary Workforce Programs in Texas

- The Coordinating Board provides institutions guidance for the design, development, operation, and evaluation of credit and non-credit workforce education degree and certificate programs.
- A workforce education program consists of a coherent sequence of courses designed to prepare students for employment in a career field.
- Developed by institutions in close cooperation with business and industry partners.

21

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Workforce Credentials

Occupational Skills Awards

- 9-14 hour course sequences developed under guidelines of the federal WIOA program
- 125 voluntarily reported to the Coordinating Board
- Content recommended by an external workforce advisory committee or occupation appears on Local Workforce Development Board's Demand Occupations list.

Applied Associate Degrees

- Includes Associates of Applied Science (AAS) or Associates of Applied Art (AAA)
- Typically 60 SCH in length
- 1,824 currently offered at CTCs
- Popular fields include nursing, allied health, business administration, technicians

Workforce Certificates

- Workforce certificates include Levels 1 and 2
- Various levels requiring from 6-51 SCH.
- 3,752 currently offered at CTCs
- Popular fields include business administration, nursing, vehicle maintenance, precision metalworking.

Advanced Technical Certificates

- Has a defined degree as a prerequisite. Must relate to that degree and be justified to meet industry requirements.
- 87 currently offered at CTCs
- Popular fields include allied health, accounting, legal support.

22

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Workforce Credentials

Industry-based Certifications (IBCs)

- TWC's employer driven mission recognizes any certification provided by employers or industry
- TEA's list of IBCs attainable by high school students for CCMR credit in public school accountability

Apprenticeships

- Registered Apprenticeship Programs have been validated by the U.S. Department of Labor
- Texas is recognized by the Department of Labor as a Standards Recognition Entity to oversee the development of high-quality Industry-Recognized Apprenticeship Programs (IRAPs)

23

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23

Postsecondary Credentials of Value

Credentials from Texas institutions of higher education must propel graduates into lasting, successful careers that equip them for continued learning and greater earning potential, with low or manageable debt.

We are defining the threshold for credentials of value in terms of what a typical credential holder earns in Texas compared to high school graduates and accounting for the typical costs of earning that credential at a given institution.

- Reflects changes in the **education marketplace** and the demand for **shorter term programs** that are delivered with **more flexibility**.
- Provide opportunities to respond more quickly and efficiently to **labor market demands**.

Texas is setting a bold marker by being the first state to condition goals for production of credentials on wage premiums.

24

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Accelerating Credentials of Purpose & Value Grant Program

Purpose: Accelerate the number of high-value credential opportunities for Texas students

Goal: To offer more short-term duration (12 months or less) postsecondary credentials that incorporate skills and knowledge required by high-demand careers.

Focus: Credentials from three broad areas:

1. **Digital skills**, including programming, web and application development, digital project management, and cybersecurity programs;
2. **Data analytics** including data analysis and visualization; and
3. **Front-line healthcare** including nursing, medical specialist, and technician programs.

Awarded \$15.8 million in GEER funding to 10 consortia and 33 individual institutions (43 grants total) to support the development or expansion of short-term, industry-recognized credentials.

25

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The Coordinating Board awarded \$4.8 million in Work-based Learning Opportunity Grants to 23 Texas public universities and colleges.

The grants are designed to help Texas college students access internship and apprenticeship opportunities to strengthen the education to workforce pipeline, drive student opportunity, and advance the state's economic competitiveness.

26

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26

Work-based Learning Opportunity Grants are strengthening the education to workforce pipeline

Internship Grants

- **Goal:** To support the expansion of existing, off-campus internship programs in the spring or summer 2022.
- **Focus:**
 - Converting non-paid internships programs to paid work opportunities
 - Increasing the number of students participating in paid work-based learning
 - Increasing wages for students participating in paid internships
 - Providing financial support to interns with demonstrated need

Apprenticeship Grants

- **Goal:** To support or expand existing apprenticeship training programs in the spring or summer 2022.
- **Focus:**
 - Supporting training costs
 - Providing financial support to students with demonstrated need
 - Expanding Registered Apprenticeships Programs
 - Developing pre-apprenticeship programs
 - Encouraging participation from non-traditional student and employer populations
 - Faculty development in high-value career and technical training credential pathway

27

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27



Texas Reskilling & Upskilling through Education (TRUE) Program

The goal of the TRUE Grant Program is to build a talent strong Texas through the **creation, redesign, and expansion of short-term workforce training programs** that are developed and provided in consultation with employers in high-demand occupations and lead to certifications or workforce credentials creating pathways to employment.

28

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28

TRUE Initiatives

The TRUE Grant Program was established by SB 1102, 87th Texas Legislature, Regular Session and funded by the Federal Coronavirus State Fiscal Recovery Fund established under the American Rescue Plan Act (ARPA) of 2021 and authorized through SB 8 in the third-called special session of the Texas Legislature. The Coordinating Board also allocated GEER funding for TRUE.

TRUE Institutional Capacity Grants

- Funded through GEER
- Awarded \$26 million for 11 consortia and 35 single institution grants
- Goal is to rapidly create, expand, or redesign short-term postsecondary workforce credentials and training programs in high demand occupational areas.
- More than 270 credential programs supported in major fields including patient care, diagnostics/med tech, cybersecurity, welding/metalworking, and electrical.

TRUE Program

- \$15M appropriation via SB 8 (ARPA funding)
- Awarded \$15M to 29 grantees, including four consortia and one partnership (between Smithville Chamber of Commerce and ACC)
- Public community, technical and state colleges, as well as local chambers of commerce, trade associations, or economic development corporations that partner with institutions are eligible.
- Award Ranges:
 - \$50,000 maximum for planning grants
 - \$50,000-\$500,000 for single institution
 - \$50,000-\$1 million for consortia

29

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29

Supporting Innovative Training Models

Chairman Bryan Daniel
Texas Workforce Commission

30

30

Innovative Training Models: Apprenticeships

TWC recently launched two major statewide apprenticeship initiatives to address the middle skills gap.

- Critical Skills Registered Apprenticeships
- Healthcare Registered Apprenticeships



31

31

Innovative Training Models: SDF

Skills Development Fund

- Training Grants to private businesses for the upskilling or reskilling of new or incumbent workers
- Partnerships formed between businesses and public community and technical colleges, workforce development boards, and Texas A&M Engineering Extension Service
- Private, customized training
- In May 2022, the Commission approved making up to \$5M in FY 2022-2023 SDF funds available to public sector healthcare employers.



32

32

Industry-Based Certifications

- TWC will provide support to the IBC Advisory Council created through HB 3938, 87th Texas Legislature, Regular Session.
- TWC supports the attainment of IBCs through:
 - working with TEA and THECB in dual credit programs;
 - connecting participants to Eligible Training Providers; and
 - launching statewide initiatives such as the Metrix Online Learning Platform.
- IBCs will be inventoried in the Tri-Agency Credential Library.



33

33

Q&A and Closing

34

34

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Thank You

Visit triagency.texas.gov for more information.

35

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35