Governor's Task Force on Health Care Workforce Shortages

September 3, 2024

TEXAS 2036

JOHN HRYHORCHUK
Vice President of Policy and Advocacy

Who We Are

Texas 2036 is a nonpartisan, nonprofit public policy organization focused on advancing data-driven strategies and policies that will advance the prosperity and opportunities for all Texans and make it the best environment for its people and enterprises as we approach Texas' bicentennial.

CORE STRATEGY

Foundations and Credentials

Strengthening the Health Care Workforce Starts in our Public Schools and Community Colleges

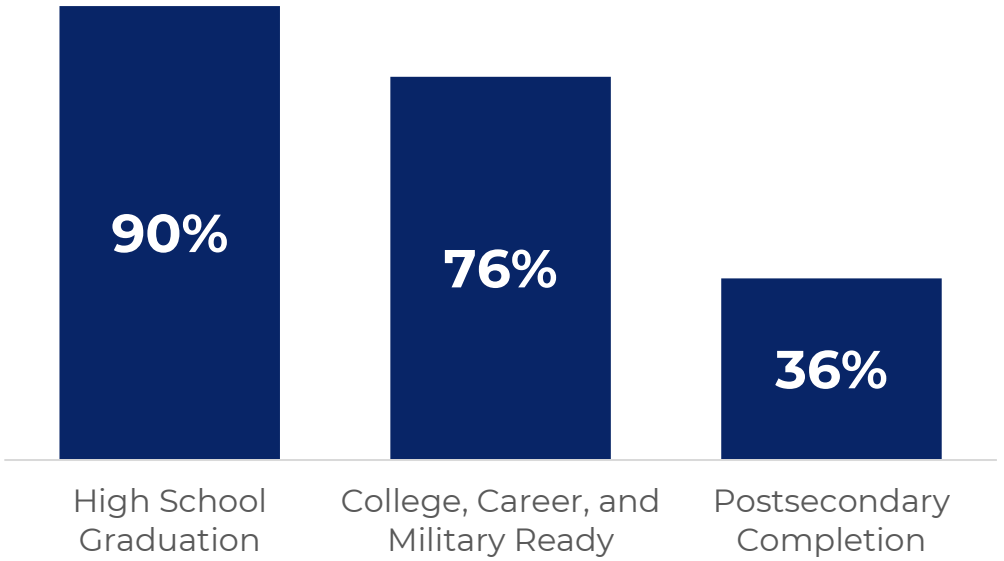
The Challenge: Too Few Texans Are Ready For the Jobs of Tomorrow

In 12 years, nearly 3 out of 4 jobs will require a credential…

70%

of all Texas jobs will require a postsecondary credential by 2036

…but today only 36% of Texas High School Graduates Complete a Postsecondary Degree or Credential

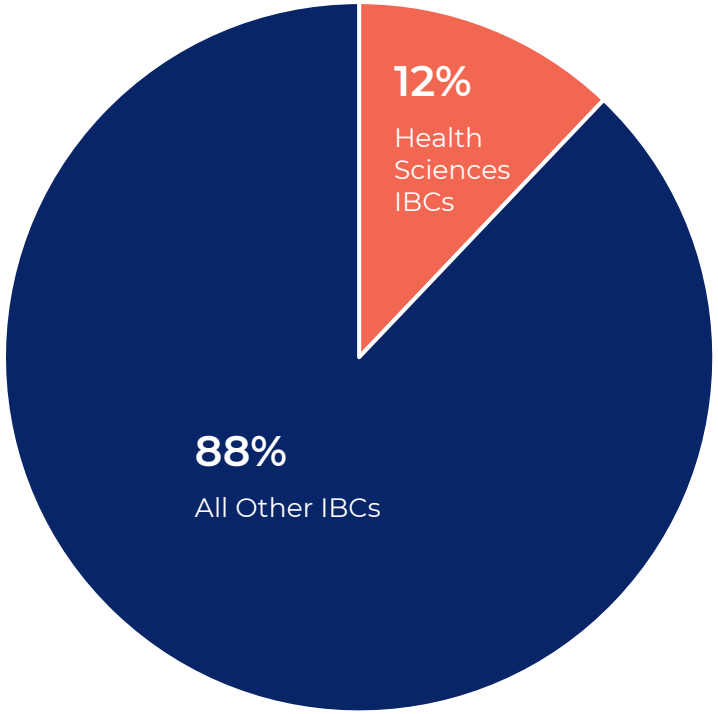


Sources: Texas Education Agency, 2023 Annual Report, Year-Over-Year Student Outcomes; 2024 Statewide TEA Accountability Report

High Schools Can Drive Systemic Change

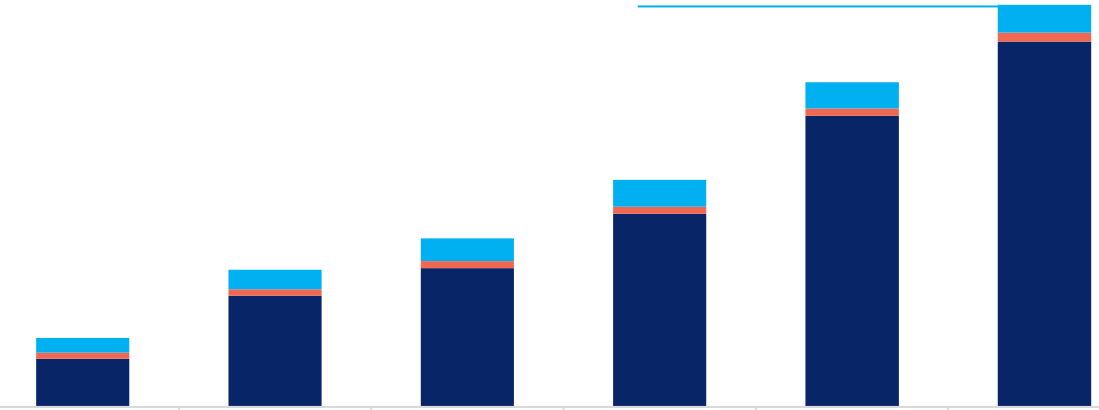
Breakdown IBCs Earned*

(Class of 2021)



Graduates Meeting CCMR Indicators Through Credential Attainment

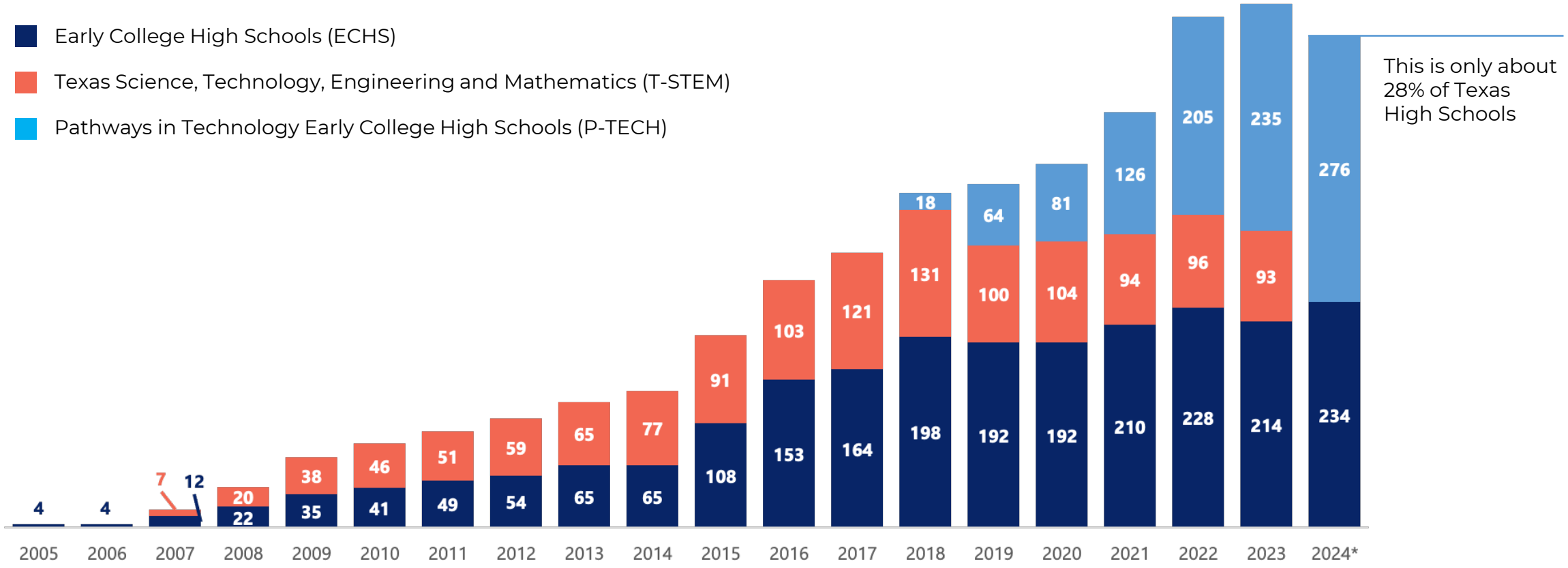
This was just over 1/3 of Texas high school graduates in 2023.



	2018 Graduates	2019 Graduates	2020 Graduates	2021 Graduates	2022 Graduates	2023 Graduates
Associate's Degree	5,035	6,705	7,725	9,297	9,014	9,532
Level I or Level II Certificate	2,029	2,220	2,457	2,368	2,435	3,093
IBC	16,546	38,007	47,438	66,046	99,583	124,907

*Percentage calculation does not include IBCs earned by less than 5 students statewide
The chart on the right does not reflect unique graduates. Some graduates may have met multiple CCMR indicators causing overlaps in the data

Texas Can Scale Effective High School Models

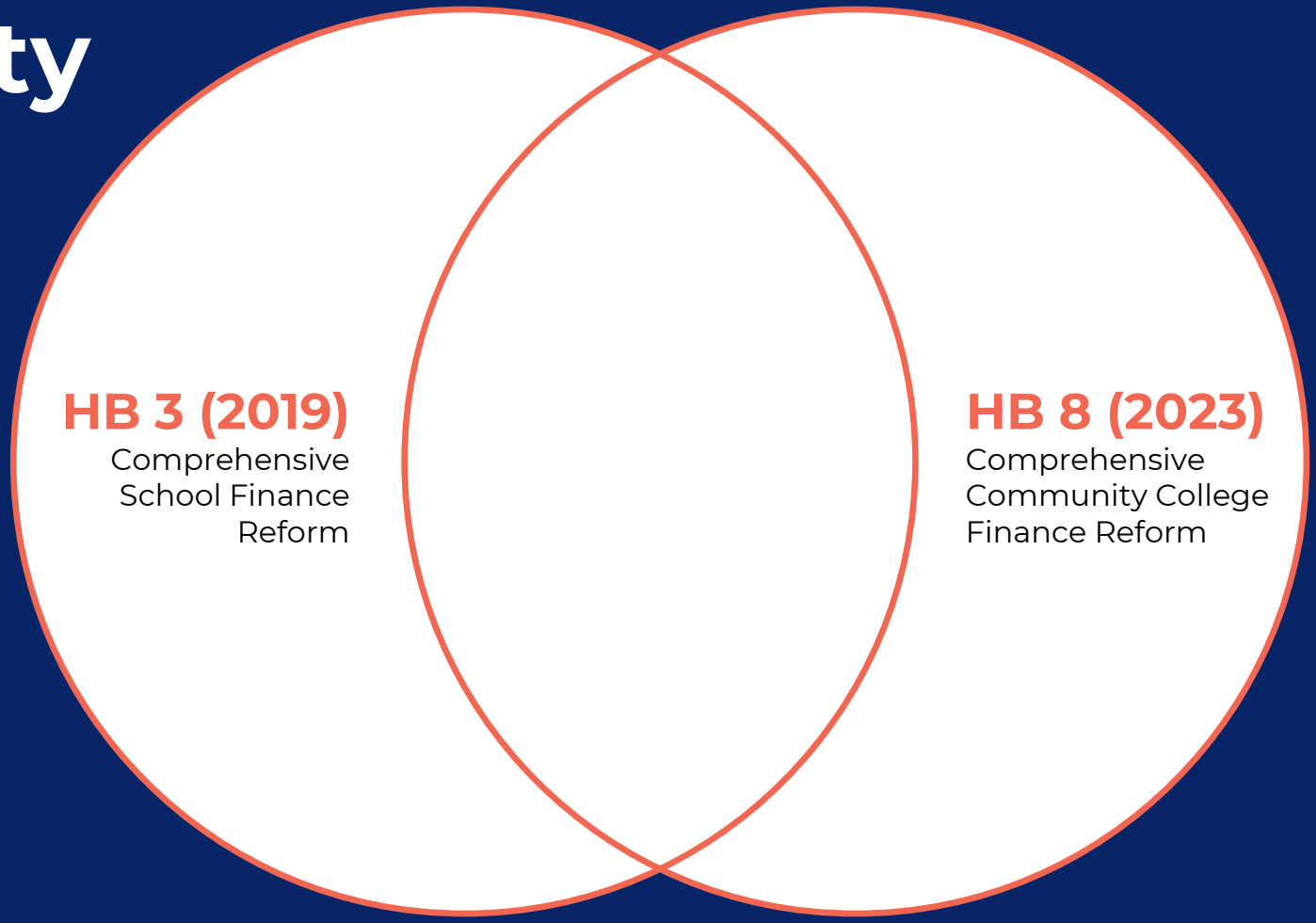


*As a result of changes to statutory authority and a decrease in the total number of T-STEM campuses, the T-STEM model was officially sunset in June 2023. At that time, T-STEM campuses had the option to transition to either the ECHS model or the P-TECH model.

Recent Laws Create New Opportunity

Aligning HB 3 (2019), HB 8 (2023) will require significant state and local work

to ensure these two massive systems can work together to improve the lives of Texans.



After HB 8 (2023), The State Is Investing In Attainment Of Credentials Of Value In High School

Class of 2022
Before HB 8

of high schools had students graduating with dual credit

of high schools had at least one student earning an associate's degree

of students earned an associate's degree while in high school

After HB 3 (2019) and HB 8 (2023)

For every high school graduate earning a 15-credit hour postsecondary credential of value through a community college partnership:

High School Outcomes Bonus (HB 3)
$3,000 to $5,000

+

Community College Outcomes Bonus (HB 8)
$4,500 to $10,000 (est.)

=

Combined Bonus
$7,500 to $15,000
per student

Promising Health Care CTE Programs Exist In Texas. These Should Be Scaled And Replicated.

Fox Tech HS (H-TECH)

San Antonio ISD

H-TECH, a 6-year early college program at Fox Tech, a magnet school in the San Antonio ISD, equips students with the skills, certifications, and an associate degree tailored to high-demand careers in nursing and health care. Through H-TECH, students can earn both a high school diploma and an associate of applied science degree. Additionally, they have the option to complete industry-based certifications (IBCs) in areas such as patient care, pharmacy, and phlebotomy, all at no cost.

Health Education and Leadership (HEAL) HS

Aldine ISD

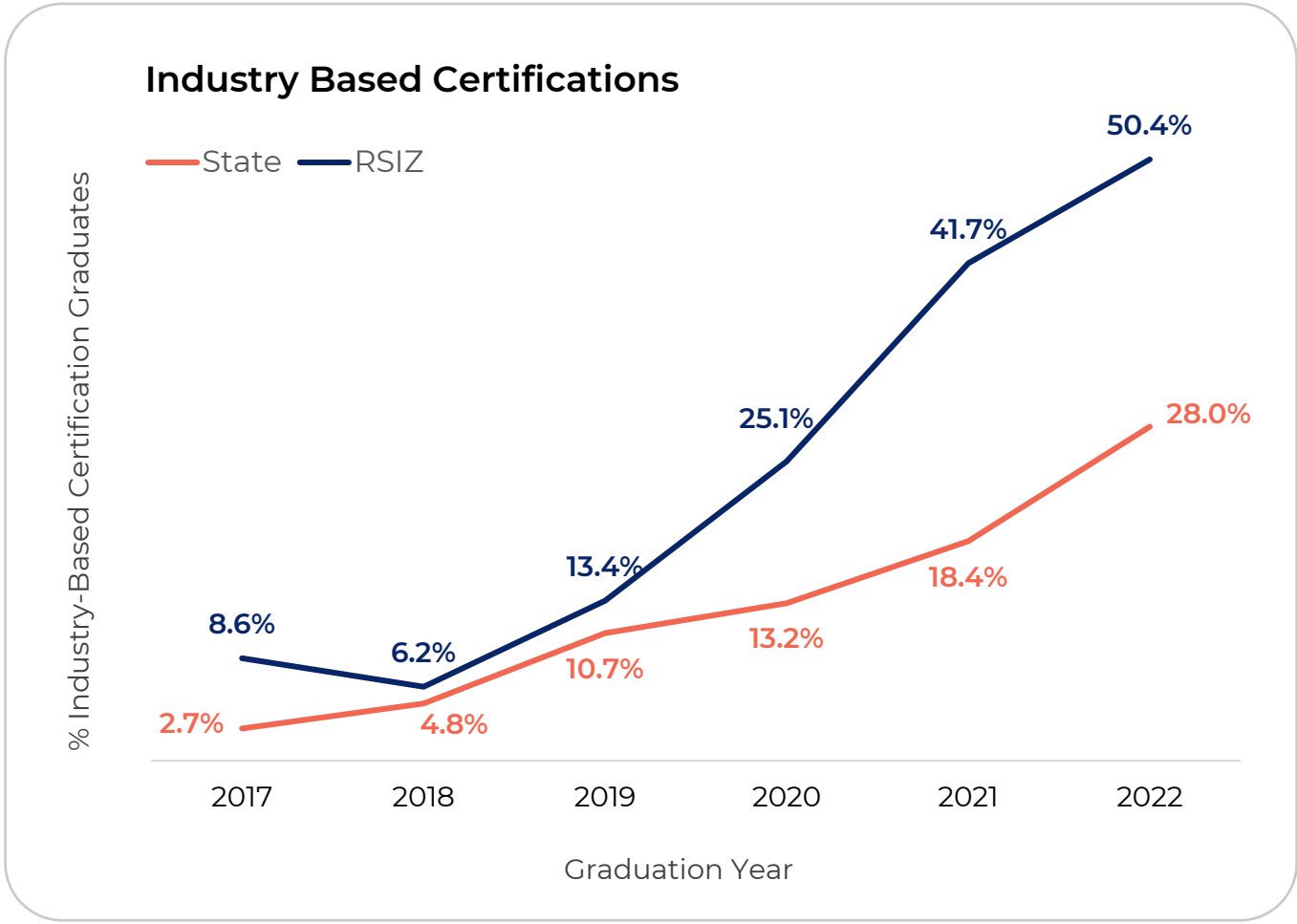
HEAL High School, a 5-year program created through a collaboration between Memorial Hermann Health System and Aldine ISD, is funded by an initial $31 million donation from Bloomberg Philanthropies to the Memorial Hermann Foundation. The school offers a curriculum that blends rigorous academics with practical, hands-on learning, allowing students to gain knowledge in health care careers while receiving job training. Students have the opportunity to explore five different career paths: nursing, physical and occupational therapy, medical imaging, pharmacy, or non-clinical medical administration.

Support And Expand P-TECH And R-PEP Models In Rural Texas

The Rural Pathway Excellence Partnership (R-PEP) program was established by HB 2209 (88R) in an effort to scale the Rural School Innovation Zone (RSIZ) collaborative model across the state.

The R-PEP Program is an, innovative workforce and education model that provides rural Texas students with college and career pathways that are responsive to and aligned with regional workforce demands.

The line chart to the right shows that the **Rural School Innovation Zone (RSIZ) academies outperform the state** in the attainment of industry-based certifications (IBCs), with RSIZ students earning IBCs at 22 percentage points higher than the state.



Improve Texas Workforce Data Systems To Optimize Health Care Talent Pipeline

Current gaps in Texas' workforce and unemployment insurance data limit the state's ability to optimize regional talent pipelines. Gaps in state data include a lack of occupation-level data and the educational pathways that lead to jobs in high-demand and essential fields.

Addressing these gaps and the interoperability of this data will enhance its utility to state agencies and education providers, including **improving alignment of career-aligned incentives within House Bill 8 (88-R) community college finance reforms and House Bill 3 (86-R) K-12 finance reforms.**

Improved workforce alignment in our state's high schools and postsecondary educational institutions, including the ability to better tailor program offerings to meet health care workforce demands, will increase access to the highly-skilled employees needed in the health care sector

Enhancing workforce data (to add fields for occupation, worksite location, as well as start date and hours worked) will aid in analyzing the return on investment of education and workforce training programs, allowing policymakers to strategically and efficiently invest tax revenues across our workforce pipeline.

How Can The State Grow Effective High School Models?

The state has multiple opportunities to improve workforce readiness and career alignment in our high schools:

Increase per student funding for P-TECHs from **$50 to $150**

Increase access to PTECH start-up grants

Improve alignment of A-F accountability to properly incentivize high quality credential attainment and other collegiate pathways

Improve state data systems to better align government funding to regional workforce needs

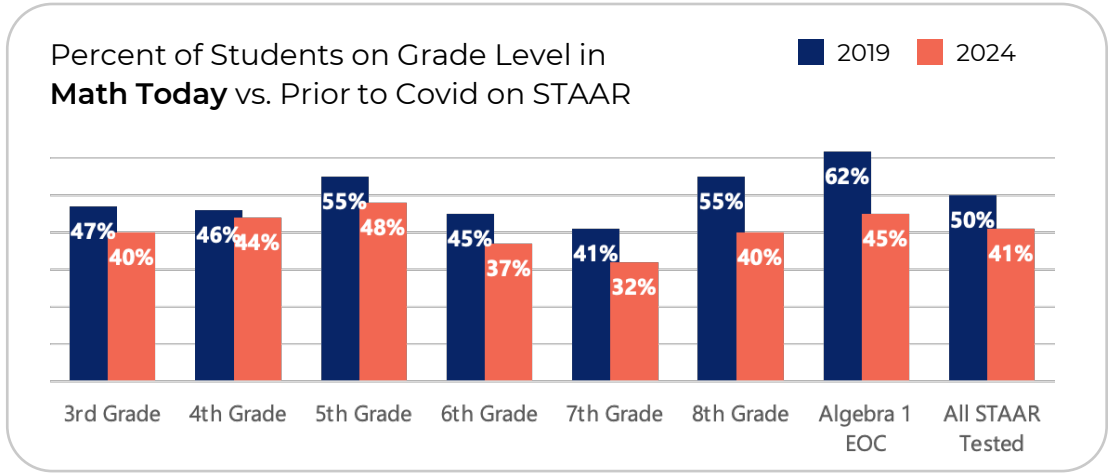
Lift funding cap on R-PEP programs

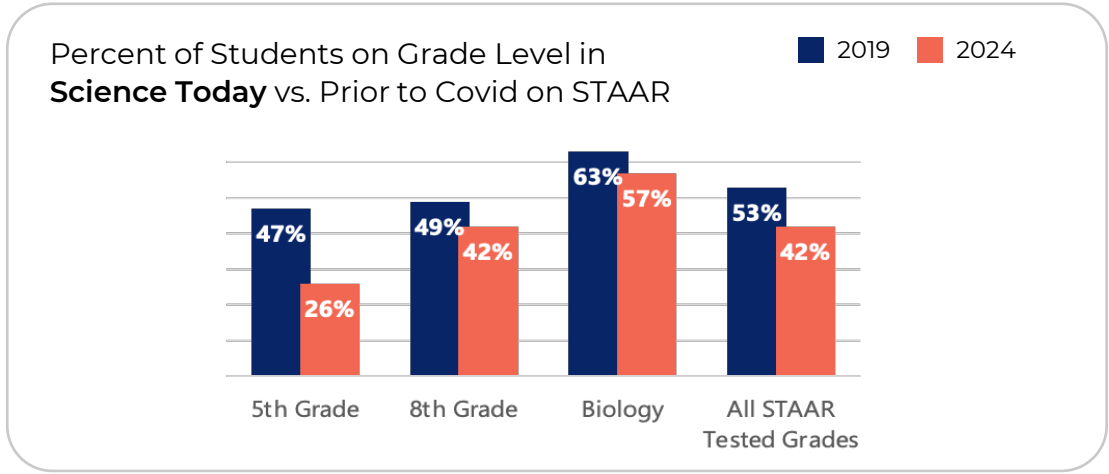
Provide added financial incentives and state agency supports to scale in-demand career pathways, including health care

Improve Math Proficiency And Addressing Low Science Performance

The state's health care workforce pipeline begins in our public schools. To ensure Texas has a qualified and educated health care workforce, the lack of achievement in the PK-12 system must be addressed. Steps can be taken to support high quality math and science instruction by:

- **Creating a coordinated statewide strategy** to provide Kindergarten through 5th grade teachers with high-quality professional development and instructional coaching.
- **Identifying students struggling with math and science,** prior to 3rd and 5th grade respectively, in order to provide appropriate interventions.





Develop Earn-While-You-Learn Health Care Collaborations

Create a state structure for partnerships between health care employers and institutions of higher education that would allow students to **work while studying toward advanced degrees and licensing.**

AN EXAMPLE

A nursing student could **complete the first two years of coursework, obtaining an associate's degree** either at a community college or via dual credit in high school.

That student could then be **employed in a part-time program at a hospital**, with a schedule specifically structured to allow that student to concurrently be studying to obtain a higher-level nursing certification. The employer would be "sponsoring" this student's education while also providing work experience in the entry-level position.

Conduct Speed-to-Salary Research And Support Short-Term Credentialing Routes

Identify pathways to increase access to high-value, quickly-attainable credentials in the health care field – both in high school and college settings, and may include introducing concepts like health care credential stackability, embedded microcredentials, and leveraging competency-based learning in expanded educational environments.

Questions?

TEXAS 2036