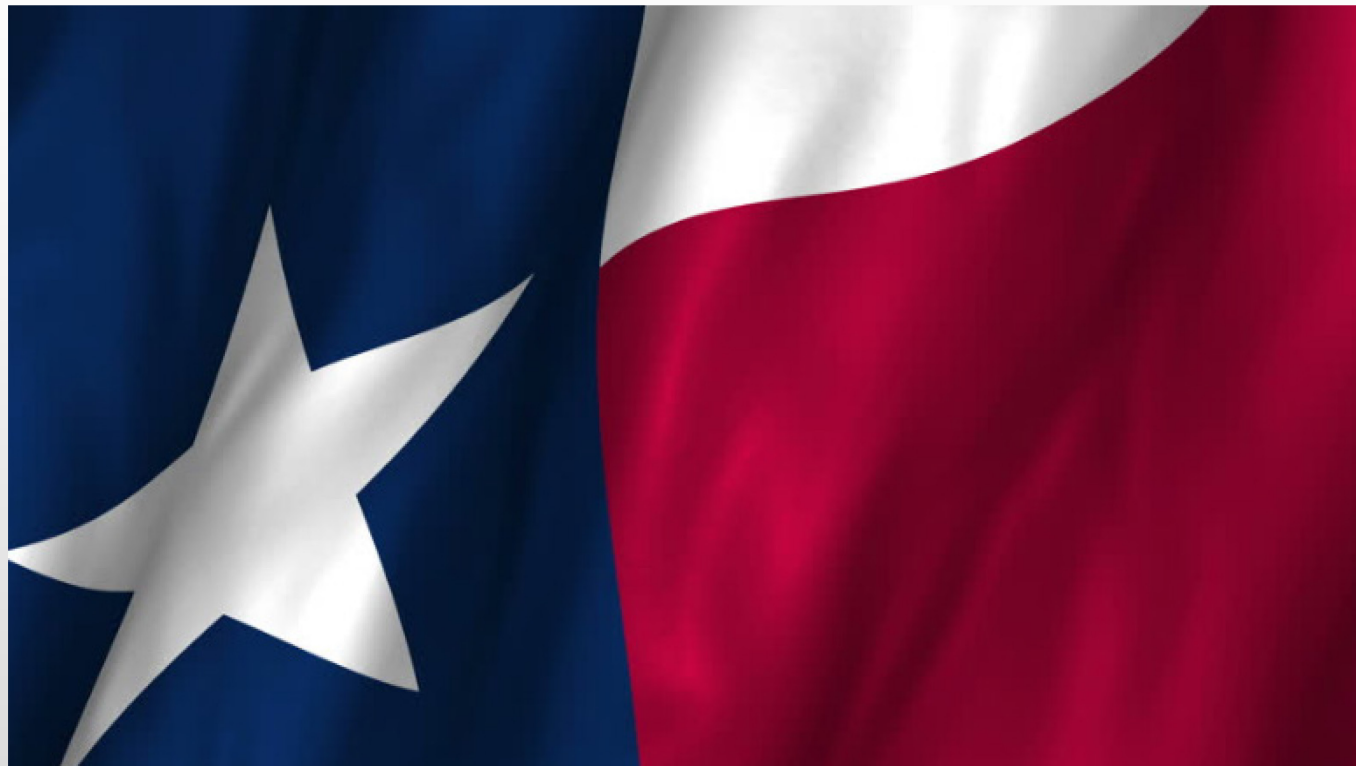


Welcome

# APPRENTICESHIP

# Apprenticeship in TEXAS

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*A Stronger Texas Industry-Recognized Apprenticeship:*

*A Powerful Resource for Employers*

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# *A Stronger Texas Industry-Recognized Apprenticeship: A Powerful Resource for Employers*

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## What we are here to **learn/explore** today:

- What Texas Industry Recognized Apprenticeship is?
- The five components needed for apprenticeship to exist and thrive/succeed.
- Overview of Texas Industry Recognized Apprenticeship Programs (TIRA).
  - 89<sup>th</sup> (R) Legislative Session – HB3260
- Explore and highlight funding opportunities available to support business growth.

# What is Texas Industry Recognized Apprenticeship?

Apprenticeship is an employer-driven talent development model that combines on-the-job learning with related classroom instruction. Apprentices earn and learn at the same time. It is a proven training model for businesses to recruit, train, and retain highly skilled workers.



## PAID JOB

Apprentices earn a competitive wage from day one



## EDUCATION

Structured learning and on-the-job training help apprentices advance professionally



## CREDENTIALS

Upon completion apprentices receive an industry recognized credential

## Industry Recognized Apprenticeship Program

## Industry Recognized Apprenticeship Program

## Five Defining Features



## 2. On-the-Job Training (OJT)

**Full-Time Employment During Training and 12 consecutive months after completion of training.**

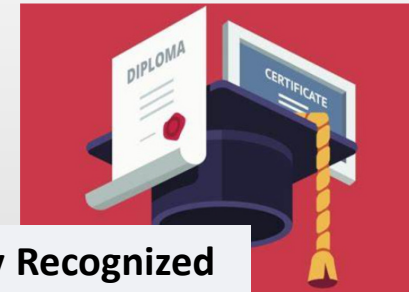


### 3.Related Technical Instruction (RTI)

## Training No Longer than 26 week



## 4. Rewards for Skills Gains



## 5. Industry Recognized Credentials



## Articulation a future goal

# Apprenticeship in TEXAS



## *A Stronger Texas Industry-Recognized Apprenticeship: A Powerful Resource for Employers*

### Funding Opportunities

The Texas Workforce Commission (TWC) supports several apprenticeship funding opportunities.

Critical Skills Apprenticeships		+
Healthcare Apprenticeships		+
Apprenticeship Tax Refund Pilot Program		+
Apprenticeship Expansion		+
Related Instruction		+
Transitioning Veterans to Apprenticeship		+
Industry Recognized Apprenticeship	Rule Development	+
Pre-Apprenticeship Pathways		+

# Key Differences

## Texas 89<sup>th</sup> (R) Legislative Session



Texas Industry Recognized  
Apprenticeship  
HB3260

*Private Sector Employers*

89(R) HB 3260 - Enrolled version



# Apprenticeship in TEXAS



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Critical Skills Apprenticeships

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Industry Recognized Apprenticeship

Rule Development

+

Pre-Apprenticeship Pathways

+

### Texas Industry-Recognized Apprenticeships

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TWC grants money to address Texas' immediate industrial workforce needs resulting from the impact of hurricanes, other natural disasters, and overall workforce shortages. This money is to encourage the private sector to develop specialized apprenticeships in Texas, resulting in wages equal to or greater than the mid-level status of and attainment of industry credentials in the related occupation.

Individual awards may not exceed \$500,000. Funding is awarded on a first-come, first-served basis.

To apply, employers must submit the TIRA Application for Funding Form below to [apprenticeshipinitiatives@twc.texas.gov](mailto:apprenticeshipinitiatives@twc.texas.gov).



# Apprenticeship in TEXAS



## Funding Opportunities

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Critical Skills Apprenticeships

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Related Instruction

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Industry Recognized Apprenticeship

Pre-Apprenticeship Pathways

## Eligible Grant Applicant

A private sector employer who represents any one of the following:

- Trade and industry group
- Corporation
- Nonprofit organization
- Educational institution
- Union
- Joint labor-management organization

Rule Development

+

+



# Apprenticeship in TEXAS



## Funding Opportunities

The Texas Workforce Commission (TWC) supports several apprenticeship funding opportunities.

Critical Skills Apprenticeships

+

Healthcare Apprenticeships

+

Apprenticeship Tax Refund Pilot Program

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## Forms & Resources

- [TIRA Application for Funding Form](#)
- [Texas Statewide 25 Target Occupations](#)
- [TIRA Frequently Asked Questions](#)
- [Self Sufficient Wage by County](#)

All Forms & Resources to be refreshed with Final Rule

# Apprenticeship in TEXAS



## Funding Opportunities

The Texas Workforce Commission (TWC) supports several apprenticeship funding opportunities.

Refreshed with Final Rule

Critical Skills Apprenticeships	
Healthcare Apprenticeships	
Apprenticeship Tax Refund Pilot Program	
Apprenticeship Expansion	
Related Instruction	
Transitioning Veterans to Apprenticeship	+
Industry Recognized Apprenticeship	+
Pre-Apprenticeship Pathways	+

### Authority & Funding

Texas Industry-Recognized Apprenticeships are administered by TWC. The program is funded by appropriations from the Texas Legislature and governed by the following rules and regulation:

Texas Administrative Code Title 40 Part 20 Chapter 838  
Texas Labor Code Chapter 302

Rule Development

# Apprenticeship in TEXAS



## Texas Industry Recognized Apprenticeship (TIRA)



funding for Broadband

- 89<sup>th</sup> Regular Legislative Session Changes
  - Allows partial reimbursements following milestones for apprentices;
  - Development of certification process;
  - Development of performance metrics, including completion rates and retention outcomes; and
  - Aggregated performance metric data publicly available on Commission's website.

# Texas Industry Recognized Apprenticeship (TIRA)



## 89<sup>th</sup> Legislative Session

Rule Revision: In Progress

Program	2026 Budget	2027 Budget
Texas Industry Recognized Apprenticeship (TIRA)	\$9,881,054	\$9,881,054
TIRA – Broadband	\$5,000,000	\$5,000,000

**Challenge:** Initial Legislation delayed reimbursements up to 18-24 months

**Solution:** Texas Legislature 89 (r) Session amended language to allow for reimbursements based on milestones.

Training lasting no longer than 26 weeks

Closing

Thank You For Joining Us!

APPRENTICESHIP