



Reimagining K12 Education: Accelerating Healthcare's Future Workforce

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TWC Conference

December 2025

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What Is Currently Happening?

Core Focus Areas Central Texas Healthcare Partnership



MISSION

To sustain and grow the Central Texas healthcare workforce while expanding pathways to economic mobility for local residents.

VISION

Central Texas Healthcare Partnership is an industry-wide partnership providing a forum for Central Texas healthcare stakeholders to come together to learn, network, identify innovative solutions that address joint workforce challenges, and realize mutually beneficial opportunities.

Current K-12 Healthcare Certifications



CTE Programs

- Certified Medical Assistant
- Patient Care Tech
- Certified Nurses Aid
- EMT Basic
- Pharmacy Tech

No required
clinical hours for
certification



Huge interest in
Health Science
Programs



Industry Interest
in engaging with
K12 students

Austin's Healthcare Opportunity

Greater Austin, has a rapid population increases, workforce needs, and persistent disparities in workforce demographics that highlight the urgency of building a more diverse and equitable talent pipeline.



Increasing Healthcare Needs

- Greater Austin was the **5th fastest growing U.S. Metropolitan Area for residents 65+,** up 17.3% from 2020-2023¹.
- The Central Texas Public Health Region (PHR) is projected to face a **significant shortfall of Vocational Nurses (LVNs, RNs, NPs) by 2036,** with an **estimated 27% of demand expected to go unmet**².



Expanding Workforce Projections

- In Central Texas, there are **1,900+ annual openings in middle-skill healthcare roles**³.
- **Roughly 50% (15,300)**⁴ of the top 10 employers' job postings come from healthcare giants: St. David's, HCA, Baylor Scott & White, and Ascension.



Persistent Opportunity Disparities

- In 2022, **Black and Hispanic individuals represented 55% of the working-age population in Texas but made up only 33.5% of advanced practice registered nurses in Texas**⁵.

1. United States Census Bureau, [Older Population Grew in Nearly All Metro Areas](#)
2. [Texas Health and Human Services](#)
3. Texas Labor Market Information, [Labor Analysis Raw Data](#)
4. Opportunity Austin, [Austin Job Postings Report September 2024](#)
5. [United States Census Bureau](#); [The Dallas Morning News](#); [Texas Health and Human Services Health Workforce?](#)

Addressing Workforce Needs in Central Texas

ACC and WFS aim to unlock untapped potential by selecting **five career pathways for CTHA** based on regional needs, considering **average annual job openings, entry-level wages, and workforce development gaps** in the Central Texas area.

ACC Selected Occupation Pathways by Annual Openings across Central Texas ¹				
Occupation Title	Annual Openings	Projected Openings by 2035 <small>(Annual Openings x 10 years)</small>	Entry Level Wages	Median Annual Wages
Registered Nurses	321	3,210	\$68,590	\$94,904
Health Information Technologists	67	670	\$54,098	\$78,905
Radiologic Technologists and Technicians	23	230	\$59,819	\$79,263
Paramedics	20	200	\$48,801	\$64,867
Surgical Technologists	14	140	\$48,973	\$68,604

1. Texas Labor Market Information, [Labor Analysis Raw Data](#)



Central Texas Healthcare Academy

Academy Overview



High School

Students begin pathways in high school with health science foundational courses.



Transition to Associate Degree

Seamless transition to Austin Community College for degree completion.



Healthcare Industry Engagement

Engagement with health system employers throughout the pathway from high school to completion of associate degree.



Central Texas Healthcare Academy Vision:

Section Key Takeaways

CTHA will cultivate a mutually beneficial program that impacts students, healthcare employers, and the community alike through the creation of a targeted talent pipeline connecting students to careers.

Academy Goals

Central Texas Healthcare Academies will annually equip up to 156 students with the resources needed to strengthen local healthcare systems and support their communities.

Impact on Students

Through the partnership with ACC, students will have access to a tuition-free Associate's degree and concrete pipelines to careers earning ~\$50,000.

Impact on Employers

Employers will experience a reduction in hard-to-fill healthcare roles (~20%).

Impact on Community

Community members will have improved health outcomes due to more efficient hospital systems with diverse talent that represent the local community.

Addressing Demand

Assuming 50% of students move directly into employment, both academies will prepare opportunity youth to fill 20% of openings annually within the targeted healthcare careers.

Health Science Pathways



Professional Nursing

Associate of Applied Science Degree



Surgical Technology

Associate of Applied Science Degree & Sterile Processing Certification



Diagnostic Medical Imaging - Radiology

Associate of Applied Science Degree, Imaging Medical Aide, Licensed Medical Radiology Technician



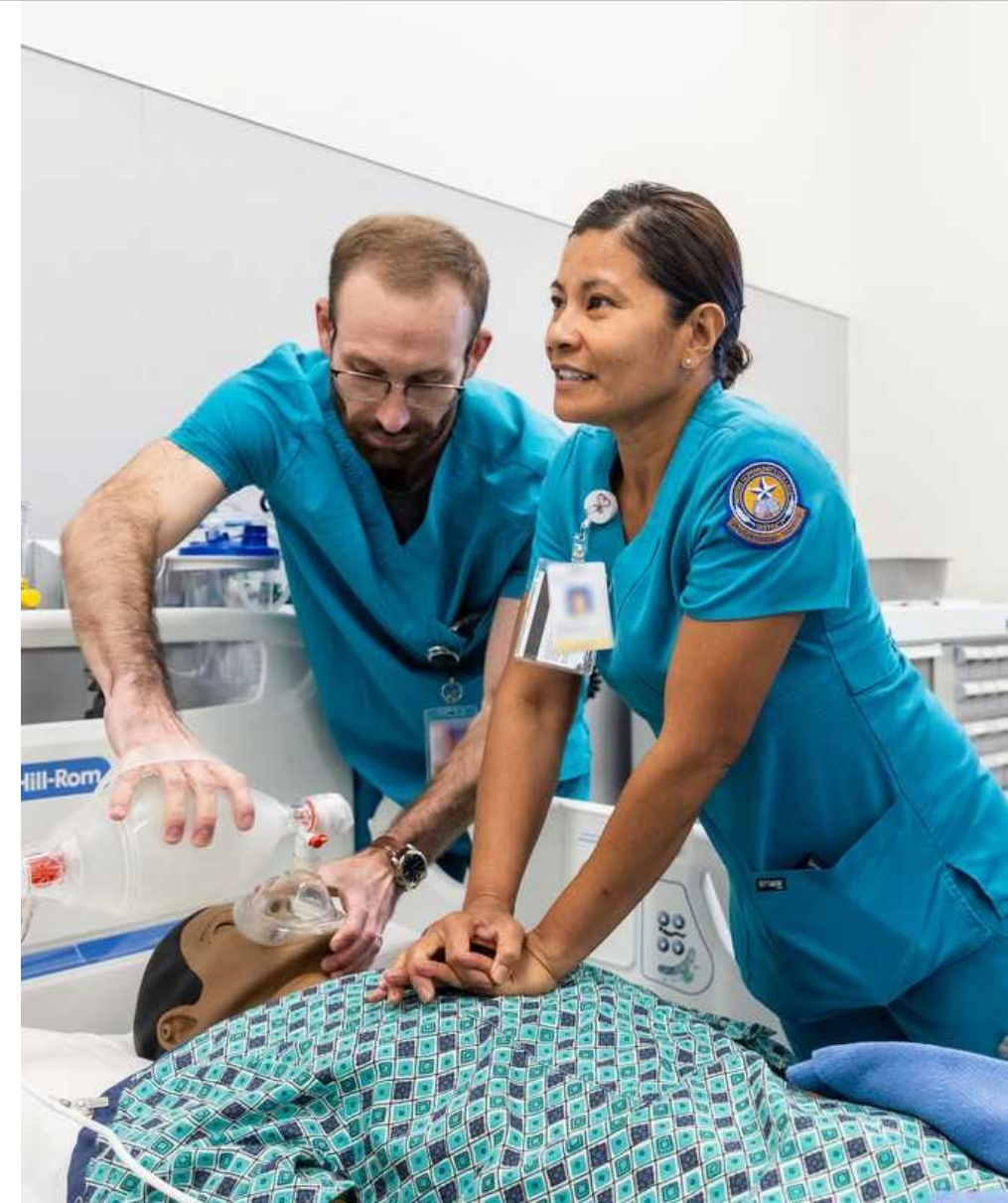
Emergency Medical Services

Associate of Applied Science Degree, EMT Paramedic



Health Information Technology

Associate of Applied Science Degree





Common Foundation: The Starting Point

9th Grade

All pathways begin with a CTE Principles of Health Science course in high school, building a fundamental understanding of healthcare concepts.



10th Grade

Students complete ACC Student Success for Health Professions and Medical Terminology for all pathways.



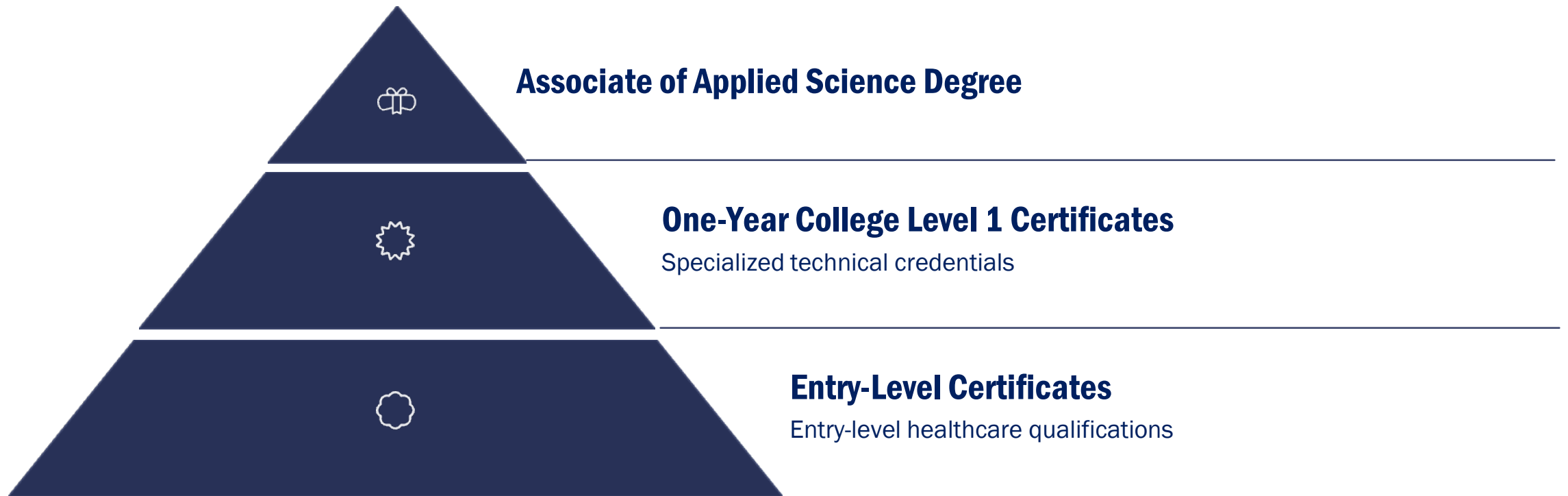
11th Grade

Students complete ACC health science foundational prerequisite courses like Anatomy & Physiology while deciding on the Health Sciences pathway.





Credentials of Value



Students can earn IMA, LMRT, Endoscopy Tech*, Medical Billing & Coding*, Advanced EMT to Paramedic certifications and associate degrees.

Dual Enrollment Course Sequencing: Surgical Technology

High School Pathway		
Grade Level	Fall	Spring
9 th Grade	CTE Course: Principles of Health Sciences (*Not Dual Credit*)	
10 th Grade <i>6 Credit Hours Earned</i>	<ul style="list-style-type: none"> HPRS-1171 Student Success for Health Professions 	<ul style="list-style-type: none"> HPRS-1106 Medical Terminology PHIL-2306 Ethics
11 th Grade <i>12 Credit Hours Earned</i>	<ul style="list-style-type: none"> ENGL-1301 Composition I BIOL-2401 A&P Lecture & Lab 	<ul style="list-style-type: none"> ENGL-1302 Composition II BIOL-2402 A&P Lecture & Lab
12 th Grade <i>14 Credit Hours Earned + Sterile Processing Certificate + Endoscopy Technology Certification</i>	<ul style="list-style-type: none"> BIOL-2420 Microbiology for Health Sciences Lecture & Lab PSYC-2301 Intro to Psychology SRGT-1040 CE Sterile Processing 	<ul style="list-style-type: none"> HPRS-2300 Pharmacology for Health Professionals MATH-1314 College Algebra SRGT-1060 CE Sterile Processing Clinical
Post High School Graduation		
Grade Level	Fall	Spring and *Summer
13 th Grade (Year 1) <i>23 Credit Hours Earned + AAS Surgical Technology</i>	<ul style="list-style-type: none"> SRGT-1505 Intro to Surgical Technology SRGT-1509 Fundamentals of Perioperative Concepts and Techniques SRGT-1160 Surgical Technology/Technologist Beginning SRGT-1244 Technological Sciences for the Surgical Technologies 	<ul style="list-style-type: none"> SRGT-1441 Surgical Procedures I SRGT-1660 Clinical: Surgical Technology/Technologies: Intermediate *SRGT-1442 Surgical Procedures II *SRGT-2560 Clinical: Surgical Technology/Technologist Advanced
14 th Grade (Year 2)	Employed	

Healthcare System Partners

**Ascension Seton, Baylor Scott & White,
Central Health and St. David's**



Work-Based Learning

Opportunities with Healthcare Industry Partnerships

- ✓ Ascension Seton
- ✓ Baylor Scott & White
- ✓ St. David's Healthcare
- ✓ Central Health



High School Experiences

Hospital-guided healthcare exploration activities. Classroom speakers to engage students in all areas of the healthcare industry.

Work Based Learning

Job shadowing opportunities with hospital departments and clinical placements.

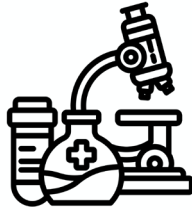
Ongoing Support

Classroom visits by healthcare professionals. Simulation opportunities and strategic engagement

A Student's Journey through CTHA: Surgical Technology

In 8th grade, Ashley learns about a new healthcare academy, CTHA.

She's interested in **medicine** but not sure what she can do after high school. Her parents want her to **avoid tons of college debt**.



In 10th grade, Ashley will decide what **pathway she wants to focus on**. Her counselor explains how **stackable credentials work** and all the different options she has. She decides she wants to explore the **surgical technician pathway**.



During 12th grade, Ashley gets matched with a **surg tech mentor at St. David's**, where she begins a **weekly clinical rotation**. After receiving her **Sterile Processing and Endoscopy Technology Certificate**, she needs to decide between entering the workforce or pursuing an Associate's degree. She decides on the degree.



Ashley completes her **Associate's degree** and is excited to **begin working!** She has offers from two hospital systems, including St. David's. In the Fall, she will begin **working full-time as a Certified Surgical Technologist** with a starting salary of **~\$50K**.

8th
Grade

9th
Grade

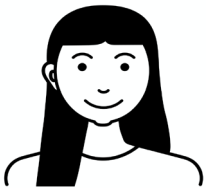
10th
Grade

11th
Grade

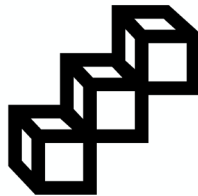
12th
Grade

13th
Grade

14th
Grade



In 9th grade at CTHA, Ashley begins her **foundational coursework**, participates in **hands-on labs** and hears from **healthcare professionals** to learn more about their jobs.



In 11th grade, Ashley begins her **surgical technology track classes**. With her teachers' support, she develops a plan of study for **surg tech Level 1 exams**.



*See [here](#) for an offramp pathway

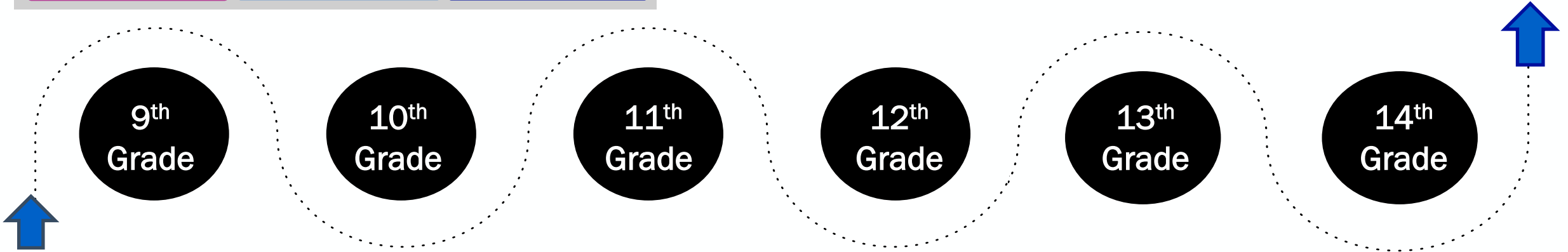
After graduating from high school, Ashley **enrolls in advanced coursework at ACC** that will **prepare her for competitive roles as a surgical tech**. Her mentor at St. David's has helped her know what roles are available at the hospital.



Student Supports from 9th Grade to Postsecondary

Main Supporting Partner(s)

- K-12 District
- Higher Education
- Health System



CTHA Student Offerings: Partners Integrated at Every Grade

College Counseling and Career Exploration	On-Campus Events	Lunch Chats	Monitor Student Progress	Level 2 Certificates	Associate's Degree (All other pathways)
General High School Requirements	Wraparound Supports	Interventions and Wraparound Supports	Interventions and Wraparound Supports	Associate's Degree (Surgical Technology)	Full-Time Employment
Guest Speakers	Dual Enrollment	SIM and Hands-On Lab Experiences	Level 1 Certificates	Clinicals and Lab Experiences	
Site Visit Field Trips	Tours / Virtual Tours	Dual Enrollment	Dual Enrollment	Internships	
	Interactive Labs	Mentoring and Conversations with Professionals	Clinicals and Lab Experiences		
	Hands-On Workshops	Practice Coding	Observations		
	"Gown & Glove"				

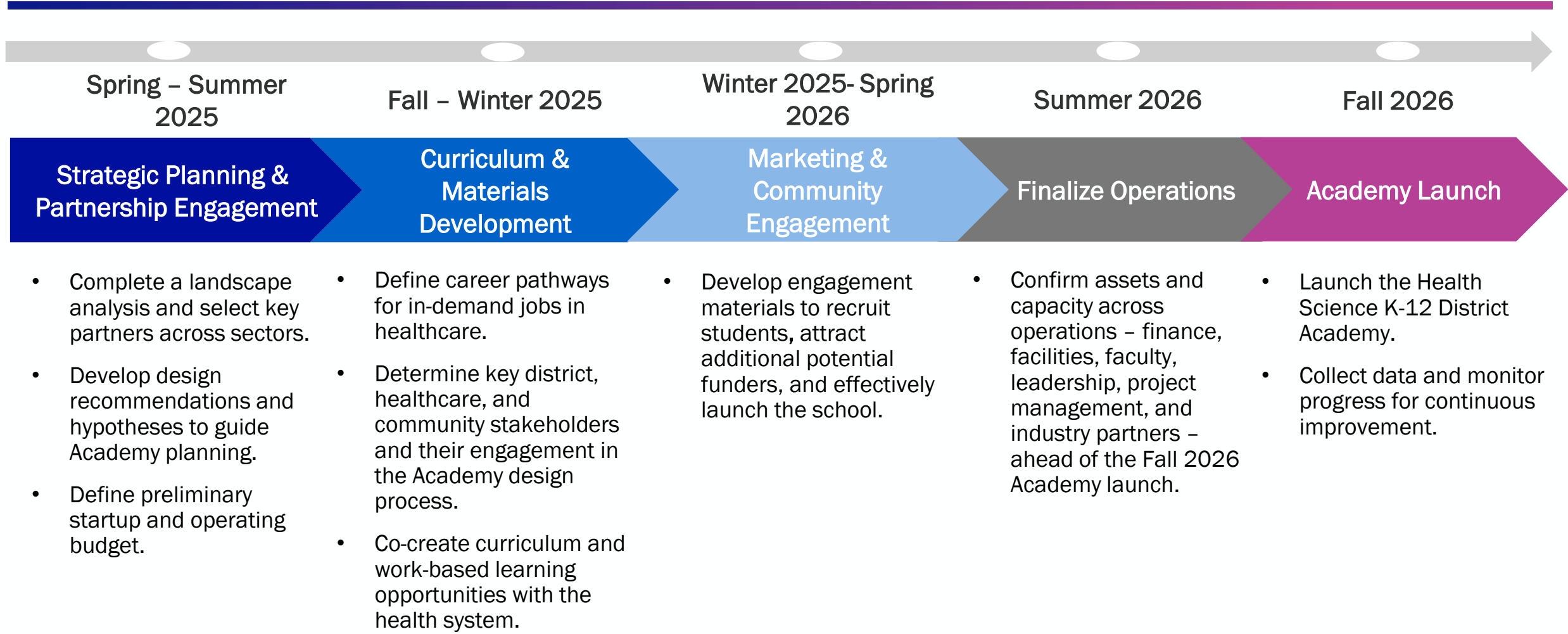
Serving Students Through a Distinct Model

The Central Texas Healthcare Academy connects students interested in healthcare careers to post-secondary education and middle-income jobs, with cohorts that reflect the demographics of the districts.

How CTHA differs from traditional CTE programs:

- **Rigorous Dual Credit:** Through a direct ACC partnership, the Academy offers expanded dual credit not typically available in traditional CTE programs.
- **Flexible Options:** Students start with general healthcare coursework and select pathways by grade 11, with on-level or dual credit options inside or outside the Academy.
- **Student Supports:** ACC's wraparound supports complement district resources, while CTE relies mainly on support from classroom teachers.
- **Credential Alignment:** Students earn Level I Certificates, enabling earn-and-learn opportunities and offering more value than typical CTE IBCs.
- **Clinical Placements:** Senior students will experience hands-on clinical placements for each pathway. Ensuring students are ready for the workforce upon graduation.
- **Industry Engagement:** Healthcare partners will be engaging with students as early as their freshman year to start growing excitement for their future professions.

Academy Timeline to Launch



**I Want One!
Now What?**

Approach for Identifying K-12 District Partners

To identify the most promising K-12 school districts for CTE pathways, we scored each district within the Austin region based on the 5 markers to look for outlined below.

Markers to Look For	Rationale	Proposed Threshold Using Austin's demographic composition (Slide 29) as a benchmark
District Size	Medium to large districts have the foundational infrastructure needed to support the costs and effectively run this type of program.	> 10,000 total students enrolled
Economically Disadvantaged Students	Districts with large populations of economically disadvantaged students and students of color have experience serving the target demographic – students furthest from opportunity.	> 40% economically disadvantaged students
Students of Color		> 65% students of color
Approved Industry-Based Certification (IBC) Graduates	Districts who have shown commitment to career readiness and have a track record of pursuing innovative initiatives are more likely to be willing to adopt new programs.	> 25% of annual graduates are receiving IBC
Proximity to Employers or HIED	Districts located near hospitals and HIED institutions are well-positioned to offer easier access to clinical placements, internships, and dual enrollment courses.	1+ hospital system and 1+ ACC campus within a 10-mile radius from the ISD

Approach for Identifying Higher Education Partners

To identify the most promising higher education partners for CTE pathways, we evaluated each community college within the Austin region based on the 4 markers to look for outlined below.

Markers to Look For	Rationale
High School Program Enrollment	A strong pipeline from high school programs demonstrates already existing efforts to build student interest and readiness for healthcare pathways at the postsecondary level.
Health Employer Partnerships	Established partnerships with healthcare employers demonstrate alignment with regional workforce needs and ensure access to clinical placements, providing students with hands-on experience and a critical foothold with potential employers that can lead to full-time positions upon program completion.
Faculty and Wraparound Services	Strong faculty capacity and holistic student supports create the conditions for student success, allowing learners to stay on track, complete programs, and transition into the workforce.
Student Outcomes	Clear evidence of positive student outcomes, such as completion rates, credential attainment, and job placement rates in healthcare fields, demonstrates the program's effectiveness and long-term impact.

Approach for Identifying Healthcare System

To identify the most promising healthcare systems for CTE pathways, we evaluated each hospital system within the Austin region based on the 3 markers to look for outlined below.

Markers to Look For	Rationale
Middle-Skills Role Coverage	Targeting hospitals that employ a broad spectrum of middle-skills roles ensures alignment between training programs and actual employer demand, thus enhancing the relevance of curriculum and improving student job placement and retention outcomes.
Career Growth Opportunities	Hospitals offering structured career advancement pathways demonstrate a strong commitment to workforce development and mentoring, enabling students to achieve both professional growth and economic mobility.
CTE Programs and Partnerships	Hospitals experienced in collaborating with CTE programs have established processes for integrating students into clinical settings, which minimize onboarding challenges, enhance program credibility, and improve both training completion rates and job placement outcomes.

Approach for Identifying a Strong Intermediary

To assess the potential of intermediary partners for CTE pathways, we outlined the four markers to look for below and compared each one to the current intermediary.

Markers to Look For	Rationale	Workforce Solutions
Connections to Industry Partners	Industry partner connections, particularly with a broad consortium, ensure the program functions as a true talent development solution with strong, committed partners, particularly healthcare employers.	Connected with ACC, the Central Texas Healthcare Partnership, and other industry leaders.
Connections to Local/National Funders	Connections to funders ensure that the academy has the financial resources needed for a successful launch and to sustain the program over time.	Promoted grants like the Pathways to Economic Stability for the Healthcare Workforce funding opportunity with St. David's Foundation.
Connections to K-12 Partners	Understanding the education landscape and aligning efforts across both K-12 and higher education systems creates more aligned pathways for students.	Developed relationships with district leaders in Hays and Pflugerville.
Project Management & Clinical Placement Expertise	Project management expertise bridges communication across sectors, aligning goals and operational needs. The ability to effectively connect students with clinical placements is critical to ensuring students land full-time employment after graduation.	Led initiatives like the Clinical Placement Software System, Hire Local Plan, and Austin Infrastructure Academy.

Expansion Considerations: Workforce Demand, Equity Gaps and Partner Readiness

To identify potential regions for expansion in Texas, with a focus on rural hospitals as a target, we explored each Workforce Development Area (WDA) using the five look-fors outlined below¹.

Look-Fors: The Readiness of....	Description	Proposed Threshold
K-12 District	Mapped existing health science schools (e.g., Houston Health Science Academy, CAST Med) ² to understand current models meeting local workforce and student needs.	Presence of CTE initiatives and dual credit, but no existing standalone health science academy
Hospital & Health Systems	Identified hospital systems capable of and experienced in supporting student clinical placements, assessing capacity for hands-on training and alignment with similar initiatives. Existing program partners have policies in place to allow students to participate in hands-on work at the hospitals.	>2 major health systems with at least 300 beds and healthcare partnerships with student policies (Ascension, BSWH, Central Health, or St. David’s)
Higher Education Institutions	Reviewed community colleges with established clinical placement affiliations to evaluate partnership opportunities.	Multiple HIED partners with existing dual credit pathways and hospital partnerships
Intermediary	Assessed intermediary organizations’ capacity, experience, and infrastructure to coordinate cross-sector partnerships and sustain program implementation.	At least 1 identified potential intermediary with direct healthcare workforce connections

1. Datasheet: [NEW Texas Regions for Expansion.xlsx](#)
2. Note: A preliminary list of schools was generated by filtering TEA’s All Schools dataset using key terms such as “medical,” “science,” and “health.” As a result, the list may not be exhaustive.

Roles & Responsibilities of Key Players

Each partner has responsibilities to collaboratively guide and sustain the student journey by providing academic guidance and instruction, mentoring, wraparound services, and real-world learning opportunities.

K-12 District Partners

- Recruit high-opportunity students for enrollment.
- Host the academy and align curriculum with dual credit programs.
- Provide wraparound services.
- Build early career awareness.
- Offer PD for high school teachers.
- Monitor student progress and apply timely interventions.

Higher Education Partners

- Deliver dual enrollment courses and credentials.
- Design structured, aligned credential and degree-aligned pathways.
- Provide infrastructure for clinical placements.
- Offer tuition-free associate's degree and BSN pathways.
- Develop and support a pipeline of qualified faculty and staff.
- Support the creation of professional development content.
- Develop faculty and curriculum for emerging pathways.
- Track student completion and monitor progress.

Health System Partners

- Inform curriculum and pathways.
- Offer career exposure, mentorship, and guidance.
- Provide internship and clinical placement opportunities.
- Offer full-time employment opportunities to qualified graduates.

Intermediary Partner

- Facilitate clear, consistent stakeholder communication.
- Track and analyze employment and program outcomes.
- Lead marketing, branding, and PR efforts.
- Secure braided funding and long-term strategies.

An aerial photograph of a city skyline, featuring several prominent skyscrapers. The image is overlaid with a gradient that transitions from a deep red on the left to a bright blue on the right. The word "Questions?" is centered in a large, white, sans-serif font.

Questions?



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