

CHAPTER 814. ADVANCED NUCLEAR ENERGY WORKFORCE DEVELOPMENT PROGRAM

ADOPTED RULES TO BE PUBLISHED IN THE *TEXAS REGISTER*. THIS DOCUMENT WILL HAVE NO SUBSTANTIVE CHANGES BUT IS SUBJECT TO FORMATTING CHANGES AS REQUIRED BY THE OFFICE OF THE SECRETARY OF STATE.

Publication Date of the Adoption in the *Texas Register*: **August 7, 2026**
The Rules are Effective: **August 16, 2026**

The Texas Workforce Commission (TWC) adopts new Chapter 814, relating to Advanced Nuclear Energy Workforce Development Program, comprising the following subchapters:

Subchapter A. General Provisions, §814.1
Subchapter B. Program Administration, §§814.11 - 814.13

New §§814.1 and 814.11 - 814.13 are adopted *without changes* to the proposal, as published in the March 20, 2026, issue of the *Texas Register* (51 TexReg 1805), and, therefore, the adopted rule text will not be published.

PART I. PURPOSE, BACKGROUND, AND AUTHORITY

The purpose of the new Chapter 814 rules is to establish and administer the Advanced Nuclear Energy Workforce Development Program.

Senate Bill 1535 (SB 1535), 89th Texas Legislature, Regular Session, 2025, amended Texas Labor Code, Chapter 302, Subchapter A, by adding §302.0081 relating to the creation of the Advanced Nuclear Energy Workforce Development Program.

SB 1535 tasks TWC, in collaboration with the Texas Education Agency (TEA) and the Texas Higher Education Coordinating Board (THECB), and in consultation with representatives designated by the Public Utility Commission of Texas (PUCT), to establish and administer the program. TWC will also work with the newly established Texas Advanced Nuclear Energy Office, which is responsible for overall planning, coordinating, promoting, and providing other supports to develop the nuclear energy industry in Texas.

SB 1535 also requires TWC to adopt rules as necessary to administer the program for the purpose of addressing urgent skilled labor demands in the advanced nuclear energy industry in Texas. The program will involve creating a strategic plan that meets SB 1535 requirements and developing curriculum requirements in collaboration with TEA and THECB.

PART II. EXPLANATION OF INDIVIDUAL PROVISIONS

SUBCHAPTER A. GENERAL PROVISIONS

TWC adopts new Subchapter A, General Provisions, as follows:

§814.1. Purpose and Goal

New §814.1 states the Advanced Nuclear Energy Workforce Development Program's purpose and goal.

SUBCHAPTER B. PROGRAM ADMINISTRATION

TWC adopts new Subchapter B, Program Administration, as follows:

§814.11. Strategic Plan

New §814.11 details the requirements for the Advanced Nuclear Energy Workforce Development Program's strategic plan.

§814.12. Curriculum Development

New §814.12 outlines the requirements for curriculum development.

§814.13. Annual Report

New §814.13 details reporting requirements for TWC in consultation with TEA and THECB.

TWC hereby certifies that the new rules have been reviewed by legal counsel and found to be within TWC's legal authority to adopt.

PART III. PUBLIC COMMENTS

The comment period ended on April 20, 2026.

TWC received comments from the following:

- Gulf Coast Workforce Board
- Workforce Solutions Gulf Coast
- The Scaffold Initiative

COMMENT: The Gulf Coast Workforce Board and Workforce Solutions Gulf Coast jointly expressed their support for the proposed rules for the Advanced Nuclear Energy Workforce Development Program. Highlighting the Gulf Coast region's existing groundwork in industry-aligned workforce models and its experience in deploying successful training programs in technical fields, the commenters provided recommendations on how to strengthen program implementation by leveraging the existing workforce system, aligning curriculum with employer demand, incorporating work-based learning, and using outcome-based reporting for continuous improvement.

RESPONSE: The Commission appreciates the comment and support for the Advanced Nuclear Energy Workforce Development Program. TWC and the Texas Workforce Solutions network remain committed to the program's successful implementation and ongoing administration. No changes were made in response to the comment.

COMMENT: The Scaffold Initiative expressed its support for the Advanced Nuclear Energy Program and submitted the following recommendations: integrate artificial intelligence (AI) and automation competencies into existing curricula, which is vital for worker effectiveness in the AI-reliant nuclear sector; expand curriculum consultation to include community-based workforce organizations, thereby leveraging their expertise in adult learning; and establish coordination between the Advanced Nuclear Energy Workforce Development Program and the Rural Workforce Development Grant Program (Chapter 812) to ensure integrated support for rural communities near planned nuclear sites.

RESPONSE: The Commission appreciates the support and recommendations for the Advanced Nuclear Energy Workforce Development Program, as well as the organization's insights regarding the integration of AI and digital literacy into training programs. No changes were made in response to this comment; however, these valuable suggestions will be considered as we move forward with implementation of the program.

PART IV. STATUTORY AUTHORITY

The new rules are adopted under the authority of:

- Texas Labor Code, §302.0081(b), as added by SB 1535, 89th Texas Legislature, Regular Session, 2025, which requires TWC to adopt rules for the establishment and administration of the Advanced Nuclear Energy Workforce Development Program.
- Texas Labor Code, §301.0015(6) and §302.002(d), which provide TWC with the authority to adopt, amend, or repeal such rules as it deems necessary for the effective administration of TWC services and activities.

The adopted rules relate to Title 4, Texas Labor Code, Chapter 302, Subchapter A.

CHAPTER 814. ADVANCED NUCLEAR ENERGY WORKFORCE DEVELOPMENT PROGRAM

SUBCHAPTER A. GENERAL PROVISIONS

§814.1. Purpose and Goal.

- (a) Purpose. The purpose of the Advanced Nuclear Energy Workforce Development Program is for the Agency, in collaboration with the Texas Education Agency and the Texas Higher Education Coordinating Board, and in consultation with representatives designated by the Public Utility Commission of Texas to establish and administer the Advanced Nuclear Energy Workforce Development Program.
- (b) Goal. The Advanced Nuclear Energy Workforce Development Program's goal is to address urgent skilled labor demands in the advanced nuclear energy industry in this state.

SUBCHAPTER B. PROGRAM ADMINISTRATION

§814.11. Strategic Plan.

To administer the Advanced Nuclear Energy Workforce Development Program, the Agency shall create a strategic plan for:

- (1) addressing labor supply gaps and talent retention issues in the advanced nuclear energy industry; and
- (2) providing financial assistance, including through the creation of strategic partnerships among public and private entities and advanced nuclear energy industry stakeholders, to incentivize and support:
 - (A) development of programming and outreach efforts designed to create awareness of nuclear science and career opportunities in the field of advanced nuclear energy among public school students;
 - (B) the creation of academic pathways from secondary school to education and training programs at institutions of higher education in the field of advanced nuclear energy;
 - (C) the creation by institutions of higher education of education and training programs in the field of advanced nuclear energy; and
 - (D) research and leadership development in the field of advanced nuclear energy at general academic teaching institutions.

§814.12. Curriculum Development.

To establish the Advanced Nuclear Energy Workforce Development Program, the Agency shall develop customized curriculum requirements for degree and certificate programs to prepare students for high-wage jobs in the advanced nuclear energy industry that, subject to the Texas Higher Education Coordinating Board approval under Texas Education Code, §61.0512, may be offered by an institution of higher education. In developing curriculum requirements, the Agency shall:

- (1) consult with:
 - (A) representatives of the Texas Education Agency, Texas Higher Education Coordinating Board, general academic teaching institutions, public technical institutes, and public junior colleges;
 - (B) the designated representatives of the Public Utility Commission of Texas;
 - (C) the Texas Advanced Nuclear Energy Office; and
 - (D) employers in the advanced nuclear energy industry; and
- (2) focus on developing academic pathways to and curricula for programs leading to high-wage jobs in the areas of:
 - (A) nuclear-grade welding;
 - (B) radiological control and monitoring;
 - (C) reactor operations;
 - (D) nuclear instrumentation and control; and
 - (E) nuclear, electrical, chemical, civil, and environmental engineering.

§814.13. Annual Report.

No later than September 1 of each year, the Agency, in consultation with the Texas Education Agency and the Texas Higher Education Coordinating Board, shall prepare and submit to each standing committee of the legislature with primary jurisdiction over workforce development, higher education, or energy industry matters, a report summarizing the Agency's activities under the program. The report may include the Agency's recommendations for legislative or other

action.