

TWC Goals along with Statutory Goals

TWC Goal Summary	TWC Goal Description	Leg. Goal Ref.	TWC's Statutory Goal Description (b) The commission shall meet the needs of:	Sponsor	Count of Activity/ Initiative
Goal 1 Employer	Ensure the Texas workforce system supports employers and allows business and industry to thrive.	1: Business/ Employers	(1) the businesses of this state for the development of a highly skilled and productive workforce	Public	11
				Employer	10
				Labor	1
Goal 1 Employer Total					22
Goal 2 Skilled Workforce	Ensure a skilled workforce is prepared and equipped to fill critical in-demand jobs, both now and in the future.	2: Workers (enhance employability, earnings)	(2) the workers of this state for education, skills training, and labor market information to enhance their employability, earnings, and standard of living and for an efficient unemployment compensation system	Public	28
				Employer	3
				Labor	15
		3: People making transition into workforce	(3) the people of this state who are making a transition into the workforce, particularly persons receiving public assistance, displaced homemakers, and students making the transition from school to work	Public	11
				Employer	12
				Labor	6
Goal 2 Skilled Workforce Total					75
Goal 3 Quality Customer Service	Provide exceptional customer service and support to all workforce system stakeholders.	4: Communities (job creation, attraction, and expansion)	(4) the communities of this state to provide economic incentive programs for job creation, attraction, and expansion	Public	9
				Employer	1
		5: Efficient/Effective Operations	(5) the taxpayers of this state to ensure that tax revenues for workforce development are spent efficiently and effectively	Public	1
				Employer	2
				Staff	6
Goal 3 Quality Customer Service Total					19
Grand Total					116

Priorities by TWC and Statutory Goals [Texas Labor Code Sec. 301.001(b)]

Sponsor	#	Sponsor Ref. #	Priority Description	Goal 1	Goal 2 Skilled Workforce		Goal 3 Quality Customer Service		Grand Total
				Employer	2: Workers (enhance employability, earnings)	3: People making transition into workforce	4: Communities (job creation, attraction, and expansion)	5: Efficient/ Effective Operations	
Public	1.1	P.1	Deploying new and existing tools to End the Middle Skills Gap in Texas.	6	13	4			23
	1.2	P.2	Expanding the use of data by Workforce Solutions partners to level up Economic Development decision-making.				3		3
	1.3	P.3	Maximizing TWC's collaboration in the Tri-Agency initiative to position Workforce Solutions partners to create opportunities in the Texas workforce.		4	5	4		13
	1.4	P.4	Establishing a renewed statewide workforce strategy.	2	3	1	2	1	9
	1.5	P.5	Creating new collaborations to create opportunities for both employers and the workforce.	3	8	1			12
Employer	2.1	E.1	Finding skilled workers by thinking outside the box.	4	1				5
	2.2	E.2	Encouraging employers to hire more veterans, people with disabilities, foster youth, and interns.		1	11			12
	2.3	E.3	Looking at the future workforce for employers and what employers need to be successful. Talking about as far in the future as 2036 and being prepared for the rapidly changing technology.	6	1	1	1	2	11
Labor	3.1	L.1	Expand apprenticeship and pre-apprenticeship to nontraditional occupations (IT, HR, and child care).		6	2			8
	3.2	L.2	Second Chance Populations – provide employers with information regarding services provided by the Boards and TWC (i.e. fidelity bonding, WOTC, AEL information, and services behind bars).		6	3			9
	3.3	L.3	Conduct outreach in a tone that inspires a sense of empowerment and confidence in the workforce to take advantage of resources that help advance their career or job search.	1	3	1			5
Staff	4.1	S.1	Cybersecurity Protection					1	1
	4.2	S.2	Fraud/ID Fraud Prevention					1	1
	4.3	S.3	Customer Service Improvements					1	1
	4.4	S.4	Procurement/Contract Improvements					1	1
	4.5	S.5	HR Revamp within TWC					1	1
	4.6	S.6	Outreach for TWC Programs/Services					1	1
Grand Total				22	46	29	10	9	116

Priorities by Grouped Categories

Sponsor	#	Sponsor Ref. #	Priority Description	Group 01 (Outreach, Engagement, Partnership)	Group 02 (Training/Education)	Group 03 (Apprenticeship, PreAship, Work Based Learning, Internships)	Group 04 (Upskill, Reskill, Credential, Certificate)	Group 05 (Focused Services, incl. Veterans, Adult Ed, Child Care, Youth, Foster Youth, Second Chance, Rural)	Group 06 (Other Workforce Solutions and Services)	Grand Total
Public	1.1	P.1	Deploying new and existing tools to End the Middle Skills Gap in Texas.	2	7	3	9		2	23
	1.2	P.2	Expanding the use of data by Workforce Solutions partners to level up Economic Development decision-making.	1					2	3
	1.3	P.3	Maximizing TWC's collaboration in the Tri-Agency initiative to position Workforce Solutions partners to create opportunities in the Texas workforce.	1	2	2	4	1	3	13
	1.4	P.4	Establishing a renewed statewide workforce strategy.	2			1	2	4	9
	1.5	P.5	Creating new collaborations to create opportunities for both employers and the workforce.		4	3	2		3	12
Employer	2.1	E.1	Finding skilled workers by thinking outside the box.			1	2	1	1	5
	2.2	E.2	Encouraging employers to hire more veterans, people with disabilities, foster youth, and interns.			3		9		12
	2.3	E.3	Looking at the future workforce for employers and what employers need to be successful. Talking about as far in the future as 2036 and being prepared for the rapidly changing technology.	7			1	2	1	11
Labor	3.1	L.1	Expand apprenticeship and pre-apprenticeship to nontraditional occupations (IT, HR, and child care).			7		1		8
	3.2	L.2	Second Chance Populations – provide employers with information regarding services provided by the Boards and TWC (i.e. fidelity bonding, WOTC, AEL information, and services behind bars).		2			7		9
	3.3	L.3	Conduct outreach in a tone that inspires a sense of empowerment and confidence in the workforce to take advantage of resources that help advance their career or job search.	4				1		5
Staff	4.1	S.1	Cybersecurity Protection						1	1
	4.2	S.2	Fraud/ID Fraud Prevention						1	1
	4.3	S.3	Customer Service Improvements						1	1
	4.4	S.4	Procurement/Contract Improvements						1	1
	4.5	S.5	HR Revamp within TWC						1	1
	4.6	S.6	Outreach for TWC Programs/Services						1	1
Grand Total				17	15	19	19	27	19	116

Listing of Activities/Initiatives by TWC Goals

Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total	
Group 01	1.01 Outreach	03 SW Init.	1	Middle Skills Outreach Initiative	P.1		1		1	
			2	Jobs Y'all! (75025)	P.3		1		1	
		05 Other	3	Outreach and Training to Avoid Employment Discrimination (CRD)	E.3				1	1
			4	Education Outreach	L.3			1		1
			5	Move Ahead with Adult Ed Marketing Campaign	L.3			1		1
			6	Outreach to Employers: Benefits of Hiring People with Disabilities	L.3	1				1
			7	Outreach to People with Disabilities: VR services that can help them achieve their employment goals	L.3			1		1
			8	Improved Consistent Employer Services Collateral Materials	P.4	1				1
	1.02 Employer Engagement	02 WF System	9	Promote engagement with businesses and employer organizations to develop models incorporating occupation-specific skills and work readiness requirements into AEL services.	P.4	1			1	
			03 SW Init.	10	Entrepreneurship Bootcamps (75028)	E.3	1			1
		11		Governor's Small Business Initiative (74008)	E.3	1			1	
		04 New Init.	12	Future of Workforce Initiative/ Review of Future of Work Study	E.3				1	1
			13	Small Business Initiative	E.3	1				1
			14	Workforce and Economic Development Initiative (4 sub items)	P.2				1	1
		05 Other	15	AEL Employer Engagement	P.1	1				1
	1.03 Sector		16	Broadband Expansion Support	E.3	1				1
				17	Semiconductor Industry Support	E.3	1			1
Group 01 Total						9	5	3	17	

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Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total	
Group 02	2.01 Training/ Education	01 LEG/ APPROP	18	JET Grants	P.1		1		1	
			19	Lone Star Workforce of the Future Implementation	P.5		1		1	
		02 WF System	20	Expand industry-targeted IET programs for middle skills occupations.	P.1			1		1
			03 SW Init.	21	AEL Community-Based Professional Development (77004)	L.2			1	
		22		Distance Education PDC (77009)	L.2			1		1
		23		Building and Construction Trades (74058)	P.1			1		1
		24		Online Occupational Training	P.1			1		1
		25		Rapid Incumbent Worker Training Pilot (74081)	P.1		1			1
		26		Short Term Training in Demand Occupations (74070)	P.1			1		1
		27		Accelerate Texas (79016)	P.3			1		1
		28		Innovation Academy – PTECH (74056)	P.3			1		1
		05 Other	29	Increase VR customer participation in post-secondary education and training including Middle Skills occupations	P.1			1		1
			30	Statewide High School Equivalency Subsidy Program	P.5			1		1
			31	Virtual High School Equivalency Provider	P.5			1		1
			32	VRD (VR and PPD) Project to Increase Competitive Integrated Employment opportunities for individuals with disabilities	P.5			1		1
Group 02 Total						1	14		15	

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Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total		
Group 03	3.01 Apprenticeship/ Pre-Aship	01 LEG/ APPROP	33	Pre-Apprenticeship Career Pathways Development and Implementation	P.3		1		1		
			34	Industry Recognized Apprenticeship Program Development and Implementation	P.5	1			1		
		02 WF System	35	Continue expansion of apprenticeship programs supporting critical middle-skills occupations and occupations with current or projected labor shortages.	P.1	1				1	
			36	Enhance internal agency processes to regularly engage with employers and system stakeholders to seek input on the quality of existing apprenticeship programs and the development of new apprenticeship programs.	P.1	1				1	
			37	Ensure apprenticeship program opportunities are readily available to learners, including VR customers, and aligned with employer needs.	P.5			1		1	
		03 SW Init.	38	Apprenticeship Texas Chapter 133 (79024)	L.1			1		1	
			39	Critical Occupations Apprenticeship (79030)	L.1			1		1	
			40	Healthcare Registered Apprenticeship (79031)	L.1			1		1	
			41	Pre-Apprenticeship Bridge (77027)	P.1			1		1	
		05 Other	42	DOL Apprenticeship Expansion	L.1			1		1	
			43	Early Childhood Educator Apprenticeship Program Development	L.1			1		1	
			44	Explore Apprenticeship 2.0 (VR)	L.1			1		1	
			45	IT Apprenticeship Program Development	L.1			1		1	
		3.02 Work Based Learning (excl Aship)	02 WF System	46	Expand the network of employers participating in and sponsoring work-based learning opportunities.	E.1	1				1
				47	Expand high-quality work-based learning resources and tools through the deployment of the Tri-Agency work-based learning framework.	P.3			1		1
	48			Identify programs administered by the TWC within the WF,VR, and OEI Divisions where work-based learning is an important pre-employment strategy for youth and adults.	P.5			1		1	
	3.03 Intern/ Paid Work	03 SW Init.	49	Texas Internship Initiative (75027)	E.2			1		1	
		04 New Init.	50	Internship Initiative	E.2			1		1	
		05 Other	51	Increase paid work experience for adults with disabilities	E.2			1		1	
	Group 03 Total						4	15		19	

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Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total
Group 04	4.01 Credential / Certificate	02 WF System	52	Continue engagement with industry to address current and future workforce development needs (as it relates to short-term credentials in high demand occupations)	E.3	1			1
			53	Develop and implement strategies and procedures to collect and report data, including certifications attained by name of certification and name of third-party, national certifying entity.	P.3			1	1
			54	Identify and create an inventory of programs, in coordination with partner agencies, that support the attainment of short-term credentials and create a crosswalk to related occupations.	P.3			1	1
			55	In collaboration with Tri-Agency partners, analyze and determine if and how the Credential of Value calculation can be applied to credentials other than degrees at institutions of higher education in Texas.	P.3			1	1
			56	Share results and publish COVs, as relevant and appropriate, to the Texas Credential Library.	P.3			1	1
			57	Promote alignment between TWC training programs and associated credentials with high-demand, high-wage occupations.	P.4		1		1
		03 SW Init.	58	Certifications for Metrix Users	P.1		1		1
			59	Credential Library (79029)	P.1		1		1
			60	Credential Wallet	P.1		1		1
			61	Employment Supplies (74080)	P.1		1		1
	05 Other	62	Training and Certifications in High Tech and Advanced Trades/Manufacturing	P.1		1		1	
	4.02 Upskill/ Reskill	02 WF System	63	Create partnerships designed to align the talent pipeline with employer demand and disseminate best practices for regional upskilling initiatives to multiple audiences across the state.	E.1	1			1
			64	Assess the existing inventory of TWC funded upskilling and reskilling programs, including those for middle-skill workers, to ensure they meet the needs of employers and make refinements accordingly.	P.1	1			1
			65	Enhance internal agency processes for assisting employers in recognizing and implementing upskilling and reskilling opportunities for the workforce.	P.5	1			1
		03 SW Init.	66	High Demand Job Training (74048)	P.1		1		1
			67	Upskill Texas	P.1	1			1
			68	Texas Industries Partnerships (74055)	P.5		1		1
		04 New Init.	69	Middle Skills Gap Consolidated Initiative (5 sub items)	P.1		1		1
		05 Other	70	Skills to Employment Project (STEP)	E.1	1			1
	Group 04 Total						6	9	4

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Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total
Group 05	5.01 Veterans	03 SW Init.	71	College Credit for Heroes (74034)	E.2		1		1
			72	Military Family Support - Military Base Support (74057)	E.2		1		1
			73	Veterans Network (74017)	E.2		1		1
			74	Veterans Workforce Outreach (74010)	E.2		1		1
			75	We Hire Vets Campaign (74062)	E.2		1		1
		05 Other	76	Texas Operation Welcome Home Hand Off	L.1		1		1
			77	Texas Transition Alliance	P.5		1		1
	5.02 Adult Ed	03 SW Init.	78	HSE Virtual Providers (77032)	L.2		1		1
			79	Learning Management System (77002)	L.2		1		1
			80	Math Assistance Call Center (77016)	L.2		1		1
			81	Statewide Professional Development Center (77001)	L.2		1		1
		05 Other	82	Adult Ed Med Video Lessons (English/Spanish)	L.3		1		1
	5.03 Child Care	01 LEG/ APPROP	83	Child Care Mandatory TRS Implementation	P.4		1		1
		02 WF System	84	Engage with child care providers and employers to establish on-site or near-site, high-quality child care facilities.	E.1	1			1
			85	Strengthen the early childhood education workforce to provide high-quality education for young children and support kindergarten readiness.	P.4		1		1
			86	Expand Texas Rising Star certifications, supports, and school-readiness enhancements and ensure childcare providers have the support necessary to provide quality early childhood learning programs.	P.5		1		1
		05 Other	87	Child Care Industry Expansion	P.5	1			1
		5.04 Foster Youth	03 SW Init.	88	Foster Youth Transition Centers (75006)	E.2		1	
	04 New Init.		89	Texas Conference for Foster Youth	E.2		1		1
			90	Texas Foster Youth Network	E.2		1		1
	05 Other		91	Fostering Transition	E.2		1		1
	5.05 Youth	03 SW Init.	92	Esports (75030)	E.3		1		1
			93	Consolidated Youth Initiative (n/a)	P.3		1		1
		04 New Init.	94	Make it Movement	E.3		1		1
	5.06 Second Chance	03 SW Init.	95	IET in Corrections (79030)	L.2		1		1
		04 New Init.	96	Second Chance- Future Support for Grace Conferences	L.2		1		1
		05 Other	97	Fidelity Bonding Program	L.2		1		1
Group 05 Total						2	25		27

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Group #	Category	Type Order	Activity Ref. #	Activity/Initiative	Spons or Ref. #	Goal 1 Employer	Goal 2 Skilled Workforce	Goal 3 Quality Customer Service	Grand Total	
Group 06	6.01 Data Tools	02 WF System	98	Pilot and expand an enhanced wage record for use in determining program outcomes and employment in occupational area of study.	P.2			1	1	
		05 Other	99	Enhanced LMI/Improvements to Sites on Texas	P.2			1	1	
			100	Comprehensive Internal Review of LMI Tools and Resources	P.4			1	1	
	6.02 Career	03 SW Init.	101	Career Pathways Professional Development Center (77013)	P.3		1		1	
			102	Careers Pathways Mobile Application (74068)	P.3		1		1	
	6.03 Curriculum Development	02 WF System	103	Enhance AEL curriculum, standards, skill assessment options, and access to digital technology to boost employability and college readiness of AEL students.	P.4			1	1	
		05 Other	104	Curriculum Development for Construction Trades	P.1		1		1	
	6.04 Externship	03 SW Init.	105	Externship for Teachers (74046)	P.3			1	1	
		05 Other	106	AEL Externship Expansion	E.1			1		1
	6.05 Customer		107	Streamlined Employer Access to UI Services	E.3				1	1
			108	Customer Care Main Door Development and Implementation	P.4				1	1
	6.06 Virtual Reality	03 SW Init.	109	Virtual Reality Technology for Career Exploration (75029)	P.1			1	1	
	6.07 Rural Texas	04 New Init.	110	Workforce Strategy for Rural Texas (7 sub items)	P.4			1	1	
	6.08 Staff Initiatives	99 Staff	111	Cybersecurity Protection	S.1				1	1
			112	Fraud/ID Fraud Prevention	S.2				1	1
			113	Customer Service Improvements	S.3					1
114			Procurement/Contract Improvements	S.4					1	1
115			HR Revamp within TWC	S.5					1	1
116			Outreach for TWC Programs/Services	S.6					1	1
Group 06 Total							7	12	19	
Grand Total						22	75	19	116	