

**Workforce Innovation and Opportunity Act  
Local Workforce Development Board Plans  
Program Years 2025–2028  
Discussion Paper**

**Background**

Under Workforce Innovation and Opportunity Act (WIOA) §108, each of the 28 Local Workforce Development Boards (Boards) must develop and submit a comprehensive four-year plan (local plan) to the Texas Workforce Commission (TWC). Texas Government Code §2308.304 sets forth additional components required to be included in the local plans. Texas Labor Code §302.042 requires the Commission to review local plans developed under §2308.304 and make recommendations to the Texas Workforce Investment Council (TWIC) regarding the implementation of those plans. TWIC must review the local plans and make recommendations to the governor. WIOA requires approval of the local plans by the governor.

TWC published [WD Letter 11-24](#), titled “Local Workforce Development Board Planning Guidelines for Program Years 2025–2028,” on September 23, 2024, which outlined the state and federal requirements that Boards must follow for the development and submission of their local plans.

Each local plan required Board approval in an open meeting (pursuant to Title 5, Texas Government Code Chapter 551) and was to be made available for public comment for 15–30 days. All public comments received during this period were provided with the local plans’ submission to TWC. Boards were also required to submit their current Target Occupations, In-Demand Industries, and In-Demand Occupations lists at this time.

To ensure that each local plan meets all state and federal requirements, TWC staff members reviewed the submitted local plans and provided feedback to the Boards. Subsequently, staff reviewed the revised local plans to ensure that all issues and points of clarification were adequately addressed. Staff concluded their reviews and have determined that all 28 of the local plans comply with state and federal requirements.

**Recommendation**

Staff recommends submission of the 28 local plans to TWIC for consideration and recommendation to the governor for approval.