



Apprenticeship
TEXAS

Expanding Opportunity:

Advancing Industry-Recognized Apprenticeship in Texas



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Expanding Opportunity:

Advancing Industry-Recognized Apprenticeship in Texas



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

- What Apprenticeship is in Texas?
- The five components needed for apprenticeship to exist and thrive/succeed
- Overview of Texas Industry Recognized Apprenticeship Programs (TIRA)
- Learn and explore the key differences regarding 89th Regular Legislative Session
- Explore and highlight funding opportunities available to support business growth

What is **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

Employer Benefits of Apprenticeship



Customized Training Model



Increased Knowledge Transfer



Enhanced Employee Retention



Safer Workplace



Stable and Reliable Workforce Pipeline



Systematic Approach to Highly Skilled Workforce

Worker Benefits of Apprenticeship

Earn While You Learn

Industry Recognized
Credential

- Training programs recognized by TWC

Safe Workplace

Stable and Reliable
Employment

Career Path to highly
paid/highly skilled jobs

- No college debt

Department of Labor – Office of Apprenticeship

REGISTERED APPRENTICESHIP

FIVE DEFINING FEATURES



1. Business Involvement

Employers are the foundation of the RA program and play an active role in program design and execution.

2. On-the-Job Training (OJT)

Every RA program includes structured OJT training, provided by an experienced mentor (at least 2,000 recommended hours)

3. Related Technical Instruction (RTI)

Apprentices receive classroom-style training which can be provided at a school, online or at the work-site (at least 144 hours recommended)

4. Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills. Workers receive at least one wage increase during the apprenticeship period.

5. National Occupational Credential

Every graduate receives a certificate from USDOL, signifying they have mastered the skills and knowledge necessary to be proficient in a specific occupation.

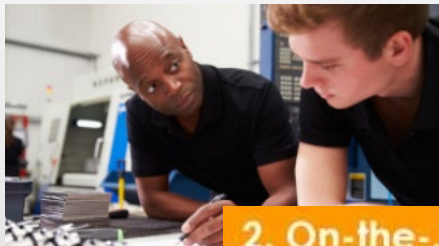
Industry Recognized Apprenticeship Program

Industry Recognized Apprenticeship Program

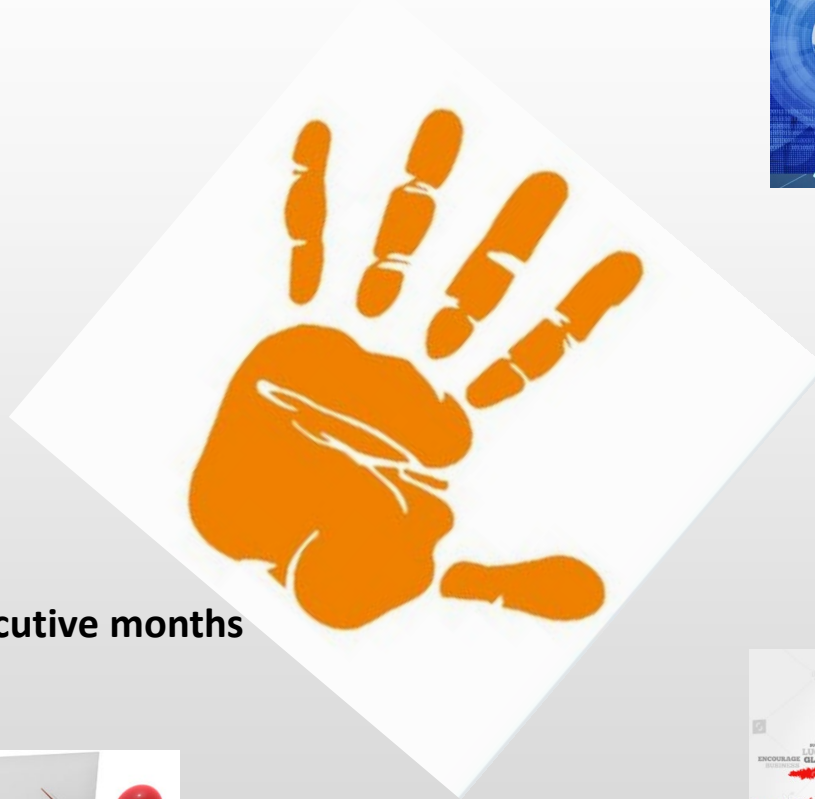
FIVE DEFINING FEATURES



1. Business Involvement



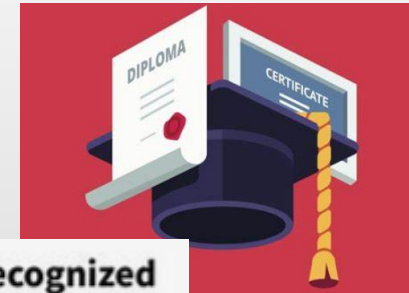
2. On-the-Job Training (OJT)



3. Related Technical Instruction (RTI)



4. Rewards for Skill Gains



Industry Recognized Credentials



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



Training No Longer than 26 weeks

Texas Industry Recognized Apprenticeship (TIRA)

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; and
- attainment of industry credentials in the related occupations.

Texas Industry Recognized Apprenticeship (TIRA)

Eligible Grant Recipients

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

Texas Industry Recognized Apprenticeship (TIRA)

Maximum Funding Limits

\$500,000 Maximum amount that can be requested
Average cost per participant cannot exceed \$10,000

Note: Costs will be reviewed against comparable curriculum and must be reasonable for the occupation.

Texas Industry Recognized Apprenticeship (TIRA)

Typical Length of a TIRA Grant

Grants will range from **18 to 24 months** Allowing

- Completion of up to the maximum of 26 weeks of training combined with full-time employment during training
- Completion of 12 consecutive months of full-time employment following the completion of training.
- Verification of earnings through TWC's wage record system, ensuring all objectives are met within the grant period

Key Differences

Texas 89th (R) Legislative Session

Texas Industry Recognized
Apprenticeship

HB3260

89(R) HB 3260 - Enrolled version

Texas Industry Recognized Apprenticeship

HB 3260

Prior legislation allowed for only on payment after all training and all full-time employment was completed.

Note: If participants did not complete all training and full-time employment no payment was allowed.

New legislation allows partial reimbursements to grantees following achievement of milestones for apprentices.

Note: These milestones will be identified as TWC moves through the modification of the rule.

Texas Industry Recognized Apprenticeship

Current

Prior process an application process with requirements, such as;

- Number of proposed jobs and retention plans;
- Brief outline of the proposed project;
- Brief description of the measurable training objectives;
- Statement identifying the actual or projected labor shortage;
- Budget Summary; and
- Statement with adequate documentation, establishing that the applicant's proposed training program is TIRA as defined.

Texas Industry Recognized Apprenticeship

HB 3260

Applications will essentially have the prior requirement.

Commission to develop rule to:

- Recognize apprenticeable occupations; and
- Certify TIRA programs;

Note: The details will be identified as TWC moves through the modification of the rule and the development of an Administrator's Guide.

Department of Labor Approved Apprenticeship Occupations



← ↻ 🏠 <https://www.apprenticeship.gov/apprenticeship-occupations> 🔍 A ☆ ⚙️ ⌵ ⋮

EXPLORE APPROVED OCCUPATIONS FOR REGISTERED APPRENTICESHIP

The "Search by Occupation" feature can be used to search for approved occupations using common titles/aliases and O*NET codes. Enter either a known, common title or an O*NET code and select a result from the suggestions for a detailed breakdown of the selected-occupation. To view a list of all available O*NET Codes, click [here](#).

BROWSE BY INDUSTRY SEARCH BY OCCUPATION

Search by Occupation

SEARCH ➔

Download all approved apprenticeship occupations: [DOWNLOAD MS-EXCEL\(XLSX\)](#) ⬇️

This might be a resource for developing programs to be recognized as TIRA and middle skills in various occupations.

Texas Industry Recognized Apprenticeship (TIRA)

Funding for 2026 and 2027

\$10 Million in both years of the biennium for a total of \$20 Million

and

\$5 Million in both years of the biennium for a total of \$10 Million

Specific to the Broadband Industry



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Thanks for Joining Us!

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