



Texas Industry-Recognized Apprenticeship Program Overview

Program Overview and Strategic Purpose

The Texas Industry Recognized Apprenticeship (TIRA) Grant Program provides targeted funding that enables employers to rapidly design and deliver short-term, industry recognized training programs that address immediate workforce needs. TIRA strengthens Texas' economic resilience by accelerating skill development, credential attainment, and sustained employment in high demand occupations.

Established under House Bill 2784, 86th Legislature, Regular Session (2019) and enhanced through House Bill 3260, 89th Legislature, Special Session (2025), TIRA now incorporates expanded payment flexibility, strengthened credentialing and retention requirements, and alignment with statewide workforce priorities.

Immediate Workforce Solutions

- **Rapid Skill Development**—Short-term (≤ 26 weeks) training pipelines that produce mid-skill workers ready for deployment
- **Disaster and Shortage Response**—Supports workforce recovery after hurricanes, natural disasters, and acute labor shortages

Financial Advantages

- **Up to \$1,000,000 in Funding**—Supports training delivery, materials, tools, and credentialing costs
- **Outcome-Based Reimbursements**—Payments issued as training milestones are achieved
- **Lower Onboarding Costs**—Structured training reduces turnover and repeated rehiring expenses

Talent Pipeline Development

- **Industry-Recognized Credentials**—Portable, validated credentials aligned to Texas-recognized occupations
- **Earn-While-You-Learn Models**—Progressive wages at or above median levels strengthen retention
- **12-Month Employment Retention**—Programs support sustained employment following training completion.

Strategic Business Impact

- **Customized Training**—Tailored to employer equipment, processes, and skill requirements
- **Improved Productivity and Quality**—Competency-based training increases consistency and reduces error rates
- **Competitive Advantage**—Includes a \$10M statewide priority for broadband, telecommunications, and digital infrastructure roles

Core Grant Parameters

- **Maximum Award Amount**—\$1,000,000 per grantee
- **Participant Cap**—Up to \$10,000 per participant (excluding wages and benefits)
- **Award Period**—Up to 24 months (training, retention, and closeout)
- **Training Duration**—Maximum of 26 weeks
- **Administrative Cost Limit**—10 percent of expended grant funds
- **Closeout Holdback**—30 percent released upon verified credential attainment, 12-month retention, and fiscal reconciliation

Eligible Applicants

- Trade and industry groups
- Corporations
- Nonprofit organizations
- Educational institutions
- Unions and joint labor-management organizations

Eligible Training Models

Programs must:

- align with a TWC–recognized occupation;
- provide structured training (related technical instruction (RTI), on-the-job training (OJT)/mentorship, supplementary instruction) leading to an industry-recognized credential;
- guarantee full-time private-sector employment during training and upon completion;
- pay progressive wages and benefits at or above median wage levels; and
- prioritize target populations, including Texas UI claimants, veterans, formerly incarcerated individuals, and underemployed individuals lacking credentials.

Participant Requirements

Participants must:

- train under a signed TIRA Apprenticeship Agreement;
- earn at least one recognized credential aligned to the occupation;
- be employed full-time in the private sector during training; and
- maintain 12 months of suitable employment after training completion.

Occupation Recognition Process

To be added to the TWC Recognized Occupation List, entities must:

1. submit the Occupation Recognition Request Form;
2. provide Labor-market evidence and credential framework;
3. undergo TWC review for apprenticeability and compliance;
4. complete verification and stakeholder validation; and
5. receive notice of published inclusion on the Recognized Occupation List.

Application Components

Complete applications must include the following:

- Project Summary (industry, training duration, participant counts)
- Training Plan and Industry Alignment (curriculum, certifications, competencies)
- Partnership Documentation (roles, responsibilities, hiring commitments)
- Apprenticeship Agreement Template (wage progression, safety, equal employment opportunity)
- Implementation Timeline (six-quarter road map)
- Budget Detail Form and cost justification

Allowable Costs

- Administrative costs (coordination, compliance, fiscal reporting)
- RTI (instructor fees, classroom/lab space, tools, learning resources, exam fees)
- OJT (mentor time, supervised hands-on training materials)
- Supplementary Instruction (advanced credential-bearing training paired with RTI/OJT)

Outcome-Based Payment Structure & Closeout

Payments are issued on a reimbursement basis and tied to verified outcomes:

- **Outcome Verification**—Training completion, credential attainment, employment/wage verification
- **Repayment Clause**—Reimbursement must be repaid for participants who do not meet training or retention requirements.
- **Final 30 Percent Release**—Requires verified credential attainment, 12-month retention, final programmatic and fiscal reconciliation, and full contract compliance