Tri-Agency Workforce Initiative Goals and Strategies

As directed by HB 3767, 87th Texas Legislature, Regular Session, the Tri-Agency Workforce Initiative, a collaboration among the Texas Education Agency, the Texas Higher Education Coordinating Board, and the Texas Workforce Commission, presents the final state workforce development goals and strategies.

The Tri-Agency Workforce Initiative appreciates the public comments received. The final goals and strategies are also posted at triagency.texas.gov.

PRIORITY 1
GOALS

1. 60 percent of Texans ages 25-34 will have a degree, certificate, or other post-secondary credential of value by 2030, and 60 percent of Texans ages 35-64 will have a degree, certificate, or other post-secondary credential of value by 2030.

2. To ensure that employers have the qualified workers needed, all Texans will have access to information, education, and training necessary to identify and pursue pathways to employment in high-demand occupations.

STRATEGIES

Strategy 1.1: Improve the ability of the agencies to effectively engage stakeholders and meet the talent needs of employers by:
- Identifying and monitoring emerging workforce needs for high- and middle-skilled jobs in high-demand and/or high-growth industries;
- Engaging employers and other stakeholders in the decision-making process for the design and implementation of efficient pathways;
- Developing written processes to regularly gather and share employer input on current and emerging workforce needs across agencies;
- Coordinating employer engagement activities across the agencies and the Texas Workforce Investment Council, including identifying necessary funding to formalize regular engagement; and
- Empowering and supporting partnerships and alignment among regional education and workforce system stakeholders.

Strategy 1.2: In partnership with employers, define credentials of value for all education and training providers and provide guidance on the incorporation of credentials of value within education and training programs statewide.

Strategy 1.3: Define efficient pathways to employment in high-demand occupations, including providing guidance for local implementation of these pathways.

Strategy 1.4: Expand opportunities for work-based learning experiences by:
- Creating a Tri-Agency framework to guide the development of high-quality work-based learning;
- Developing toolkits and other supports for implementation; and
- Building the capacity of education and workforce system stakeholders to develop effective and efficient systems for brokering connections among industry, education, and workforce partners.

Strategy 1.5: Increase capacity of education and training providers to offer reskilling and upskilling opportunities through public institutions of higher education and other educational settings.

Strategy 1.6: Incentivize local adoption of efficient pathways, including credentials of value and quality work-based learning, by:
- Providing guidance and resources to support local adoption;
- Leveraging existing structures to better connect regional education and workforce institutions and systems; and
- Supporting the development of regional education-workforce partnerships and systems.

Strategy 1.7: Collaborate across agencies to develop shared monitoring processes to ensure fidelity of implementation of efficient pathways.

PRIORITY 2
GOALS
1. By August 2024, strengthen and expand coordination within the state's mixed-delivery early childhood education system to facilitate increased access to high-quality education for young children to support kindergarten readiness. Specific goals include:
   - 70% of children enrolled in TWC's child-care services will be enrolled in high quality programs.
   - 12% increase in prekindergarten enrollment for three-year-olds and 7% increase in PreK enrollment for four-year-olds (from the 2021-2022 school year to the 2022-2023 school year).
   - 15% increase in LEAs meeting all high-quality prekindergarten indicators (from the 2021-2022 school year to the 2022-2023 school year).

- 500 new prekindergarten partnership classrooms established.

2. Increase percentages of students meeting achievement benchmarks[*] as follows:
   - Increase 3rd-grade reading and math outcomes for all students while closing achievement gaps;
   - Increase student academic growth rates for all students while closing achievement gaps; and
   - Increase percentages of students graduating and ready for college, career, and military while closing achievement gaps.

3. 550,000 students will complete postsecondary credentials of value each year.
   - Postsecondary credentials of value are defined based on graduates' typical earnings and net costs, compared to typical earnings of high school graduates.
   - 95% of graduates have either no undergraduate student loan debt at all or manageable levels of debt[†] in relation to their potential earnings.

STRATEGIES

Strategy 2.1: Ensure students and families have the support, tools, and resources needed to achieve education and career success by:
- Supporting early childhood education;
- Developing foundational literacy pedagogy, and high school and postsecondary readiness in middle school; and
- Designing effective family engagement strategies.

Strategy 2.2: Strengthen and expand prekindergarten, including within the state's early childhood mixed delivery system, through the development of additional prekindergarten partnership classrooms.

TEA will set measurable targets for each key student goal late fall 2022, as strategic plan will be finalized with the most recent student data.

Strategy 2.3: Expand access to effective college and career advising by:
- Developing a shared framework for high-quality advising throughout the education and workforce continuum;
- Streamlining and modernizing advising offerings and services for students to support informed decision-making about postsecondary education and careers; and
- Offering professional development to educators, advisers, and school counselors.

Strategy 2.4: Reduce financial barriers in education by:
- Strengthening the Texas financial aid system, especially to increase predictability and

transparency of financial aid awards and facilitate students' being able to complete undergraduate credentials with no or manageable debt; and

- Bolstering financial literacy education, including improved education for students and training for educators about financial aid opportunities, student debt management, and opportunities for students to pursue credentials of value.

Strategy 2.5: Promote and support high-quality teaching and learning by:

- Recruiting, supporting and retaining a pipeline of skilled teachers, including providing financial supports to Texans who pursue careers in teaching;
- Improving instructional models;
- Strengthening professional development to promote the use of effective instructional models and the effective use of technology in teaching and learning; and
- Supporting bilingual education and dual language immersion strategies.

PRIORITY 3
GOALS

1. Identify gaps in agencies' data collections and develop a plan to address any such gaps, including recommendations of statutory changes needed to do so, by January 2023.

2. Design an integrated educational and workforce data infrastructure with a shared data governance policy by January 2023.

3. Create publicly available and user-friendly data dashboards that report education and workforce outcomes data aligned to Tri-Agency priorities and disaggregated by income, race, ethnicity, gender, and region by June 2024.

4. Establish integrated project management tools and processes for Tri-Agency shared initiatives by January 2023.

5. Develop a plan by January 2023 for the creation of a state credential library and the development and implementation of a shared process through which credentials of value, including industry-based certifications, will be defined, identified, and promoted across the agencies.

STRATEGIES:
Strategy 3.1: Align statewide education and workforce systems with statewide priorities and goals by:

- Creating a shared approach for financial supports and staffing for Tri-Agency goals and strategies, including coordinated funding to better leverage resources; and

- Collaborating across agencies to communicate aligned priorities to other state leaders and systems, including the Texas Legislature.

Strategy 3.2: Make educational and workforce data accessible and useful to the public, stakeholders, and decision-makers by:
- Developing a modern, secure data infrastructure to support decision-making by students and families, educators, workforce stakeholders, and policymakers while protecting individual student privacy;
- Integrating data across systems and coordinating across agency research and development efforts; and
- Creating publicly available and user-friendly data dashboards that report education and workforce outcomes data aligned to Tri-Agency priorities.

Strategy 3.3: Ensure coordination and collaboration across all three agencies' operations by:
- Adopting and working toward shared outcomes;
- Developing shared processes, including planning and monitoring processes, and technology infrastructure; and
- Creating clear communication channels.

Strategy 3.4: Develop a communications and outreach plan focused on informing the public about Tri-Agency activities, including maintaining and updating the Tri-Agency website to provide up to date information and resources.