



State Workforce Development Goals

Posting for Public Comment

As per HB 3767, 87th(R) Texas Legislature, the Tri-Agency Workforce Initiative, a collaboration among the Texas Education Agency, the Texas Higher Education Coordinating Board, and the Texas Workforce Commission, presents state workforce development goals for public review and comment. The state workforce development goals address the three statewide priorities identified in the 2020 Tri-Agency Workforce Initiative report, [*Linking Education and Workforce: Spurring Economic Growth Across Texas*](#):

- Support efficient and flexible pathways to earning degrees, certificates, and other credentials linked to high-wage, in-demand jobs;
- Ensure students receive the supports necessary to succeed at all stages of their educations and in their transitions to the workforce; and
- Create a robust infrastructure for interagency collaboration around common goals, data, and processes to ensure improved student outcomes and meet employers' needs.

Tri-Agency State Workforce Development Goals

Priority 1: Pathways

Support efficient and flexible pathways to earning degrees, certificates, and other credentials linked to high-wage, in-demand jobs

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. 550,000 students will complete postsecondary credentials of value* each year.
3. Develop a plan by January 2023 to identify, monitor, and address emerging workforce needs for high- and middle-skilled jobs in high-demand and/or high-growth industries, including expanded opportunities for apprenticeships, internships, and other programs.
4. Increase mid-career reskilling and upskilling opportunities through public institutions of higher education and other educational settings.

* Postsecondary credentials of value are defined based on graduates' typical earnings and net costs, compared to typical earnings of high school graduates.



Priority 2: Student Supports

Ensure students receive the supports necessary to succeed at all stages of their educations and in their transitions to the workforce

Goals:

1. Establish a common definition of kindergarten readiness measured by a valid, reliable assessment by fall 2023.
2. Increase percentages of students meeting achievement benchmarks as follows:
 - a. Increase 3rd-grade reading and math outcomes for all students while closing achievement gaps;
 - b. Increase 8th-grade reading and math outcomes for all students while closing achievement gaps; and
 - c. Increase percentages of students demonstrating college, career, and military readiness while closing achievement gaps.
3. 95 percent of students will complete credentials of value at public institutions of higher education with no or manageable undergraduate student debt.[†]

Priority 3: Infrastructure

Create a robust infrastructure for interagency collaboration around common goals, data, and processes to ensure improved student outcomes and meet employers' needs

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. Establish integrated project management tools and processes to be used for Tri-Agency shared initiatives by January 2023.
4. Develop a process by January 2023 through which postsecondary credentials of value, including industry-based certifications, are defined, identified, and promoted across the agencies.

[†] Manageable debt would be defined in terms of individual graduates' abilities to pay off their student loans given typical earnings for credential holders.