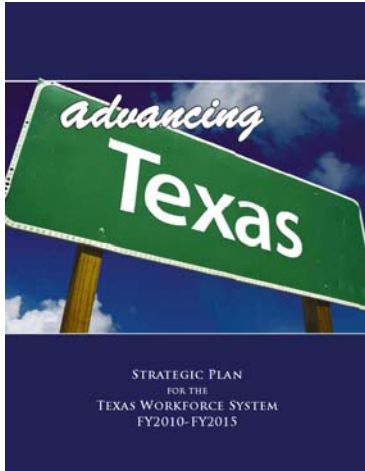


# Advancing Texas

## Strategic Plan for the Texas Workforce System FY2010-FY2015



Following a yearlong strategic planning effort by the Texas Workforce Investment Council (Council) and workforce system partners, *Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010-FY2015)* was approved by Governor Rick Perry on October 23, 2009. In 2012, the plan was updated to indicate accomplishments and milestones achieved, in addition to other applicable changes to the action plans and associated agency project plans.

With its focus on enhancing Texas' competitive edge in the global economy, the plan outlines 14 long term objectives

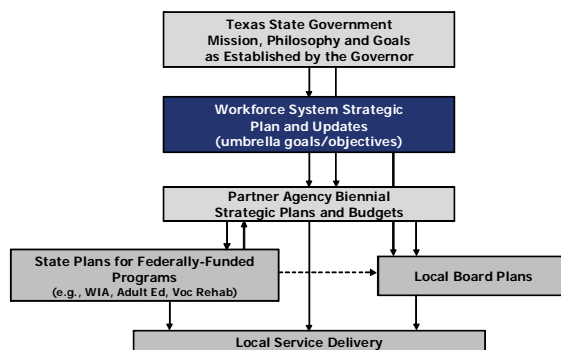
(LTOs), grouped by the plan's three key performance areas that address eight critical business issues identified during the collaborative planning process.

The Council and system partners are responsible for implementing the LTOs' associated action plans, essentially the road map for plan execution. Partner actions and performance outcomes are reported to the Council annually and documented in the Council's evaluation report to the Governor and Legislature.

The Council's System Integration Technical Advisory Committee (SITAC) is charged with implementation of the plan. Operational since 2003, SITAC is chaired by a member of the Council's Executive Committee, with members representing the eight partner agencies and the Texas Association of Workforce Boards.

*Advancing Texas* is an ambitious plan, requiring active participation and collaboration from all system partners. SITAC supports the Council's work to implement *Advancing Texas* which includes continued research on adult education, research and development of pilot projects to improve awareness of career and technical education, and pilot projects to expand the use of registered apprenticeship in demand occupations. Work by five partner agencies on eight employer-related projects continued under *Advancing Texas*. Of these, two were completed and closed as part of the *2012 Update* to the plan.

### Linking Key Texas Workforce Plans



## Vision

Our world-class workforce system enables Texas to compete successfully in the global market

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## Mission

The Texas workforce system creates a globally competitive workforce through collaborative workforce system partner relationships that align, leverage and integrate system services.

System partners include:

- ★ Economic Development and Tourism
- ★ Texas Association of Workforce Boards
- ★ Texas Department of Criminal Justice – Windham School District
- ★ Texas Education Agency
- ★ Texas Health and Human Services Commission – Department of Assistive and Rehabilitative Services
- ★ Texas Higher Education Coordinating Board
- ★ Texas Juvenile Justice Department
- ★ Texas Veterans Commission
- ★ Texas Workforce Commission

## Advancing Texas' Long Term Objectives

The 14 long term objectives contained in *Advancing Texas* are presented below, grouped by the plan's three key performance areas (KPA's). The listing also includes the applicable owner(s) and participants for the associated action plans.

### KPA: Systems, Operations, Competencies and Integration –

- ★ **Assess Workforce Supply / Demand [S1]** – Produce each biennium, commencing in 2010, a report that documents an assessment of the number and type of postsecondary education and training credentials (certificate, level two certificate, associate, bachelor's and advanced degrees) required to match the demand for a skilled and educated workforce. The assessment will include the number of forecast net job openings by occupation at each level of postsecondary education and training and the number of credentials needed to match that forecast.  
**Owner: SITAC**  
**Participants: THECB, TWC, Council**
- ★ **Career Technical Education – Increase Student Completion [S2]** – By 2013, Texas will decrease high school dropout rates by implementing rigorous Career and Technical Education (CTE) as a part of the recommended or advanced high school graduation program.  
**Owner / Participant: TEA**
- ★ **Dual Credit Transfer [S3]** – By 2013, education and training partners will have the infrastructure necessary (policies, procedures, data processes, rules, and capabilities) to facilitate the effective and efficient transfer of academic and technical dual credit courses from high schools to community colleges and four-year institutions.  
**Owners / Participants: THECB, TEA**
- ★ **CTE Demo – Improve Knowledge / Value Perception [S4]** – By 2013, design and implement a demonstration program targeted to improve perception of career options that career technical education (CTE) programs enable.  
**Owner / Participant: Council**

### KPA: Customer Outcomes –

- ★ **Blind / Disabled Employment [C1]** – By 2013, the blind and disabled populations will achieve additional employment outcomes.  
**Owner / Participant: HHSC-DARS**
- ★ **Veteran Employment [C2]** – By 2013, the veteran population will achieve additional employment outcomes.  
**Owner / Participant: TVC**
- ★ **English Language Learner (ELL) Employment [C3]** – By 2013, design and implement integrated Adult Basic Education and workforce skills training programs to enhance employment outcomes for the English language learner population.  
**Owner: SITAC**  
**Participants: TEA, THECB, TWC**

- ★ **ABE / Low Literacy Level Employment [C4]** – By 2013, design and implement targeted Adult Basic Education programs to enhance employment outcomes for populations requiring workplace literacy skills.  
**Owner: SITAC**  
**Participants: TEA, TWC**

### KPA: Programs, Products and Services –

- ★ **Technical Education – Address Regional Skill Gaps [P1]** – Community and technical colleges (CTCs) will plan and execute education and training programs to address workforce skills gaps in their regions, as identified by local needs assessments or the biennial supply-demand report produced by the THECB and TWC.  
**Owner: CTCs**  
**Participants: Council, CTCs**
- ★ **Apprenticeship [P2]** – By 2012, design, develop, and implement a pilot program to demonstrate flexibility of the 'earn while you learn' model of traditional apprenticeship programs. Where appropriate, expand and replicate into new occupational areas by 2015.  
**Owner / Participant: Council**
- ★ **Data Set (*Texas Index*) [P3]** – The Council will produce a data set whereby system stakeholders can ascertain Texas' position relative to key indicators of competitiveness.  
**Owner / Participant: Council**
- ★ **Local Board Plan Alignment [P4]** – Local boards will align with and support the workforce system strategic plan through their planning processes and related initiatives. This will be documented in board plans and plan modifications, which are submitted to the Council for approval.  
**Owner / Participant: Local boards**
- ★ **Employer Needs / Satisfaction [P5]** – Partner agencies will gather data from employer customers at appropriate intervals to determine employer needs and satisfaction.  
**Owner: SITAC**  
**Participants: HHSC-DARS, TVC, TDCJ-Windham**
- ★ **Use of Employment Data for Program Improvement [P6]** – Partner agencies will use the employment data/outcomes of their programs to understand and improve those programs.  
**Owner: SITAC**  
**Participants: HHSC-DARS, TVC, TDCJ-Windham**

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