

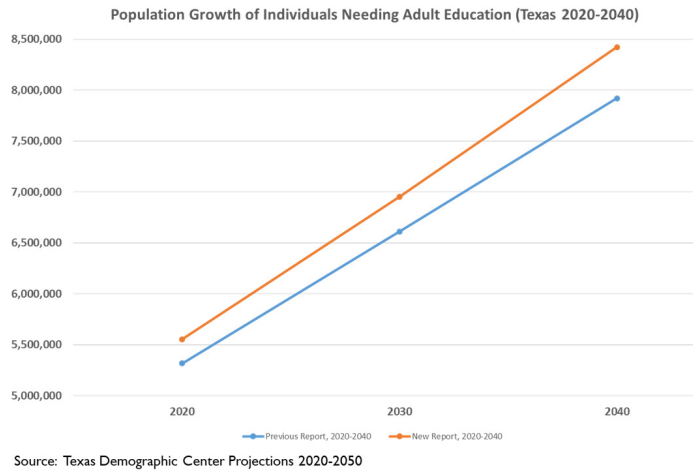
Since *Identifying the Current and Future Population in Need of Adult Education* was first published in March 2010, the Texas population in need of adult education grew by close to one million people. In 2018, the Council worked with the Office of the State Demographer to conduct analyses of the current population and those most in need of adult education services. To assist workforce system stakeholders in coordinating program planning and delivery, the report provides a detailed estimate of the future need for services based on growth projections for the Texas population and the geographic dispersion of need by local workforce development areas.

Understanding the Need for Adult Education in Texas (December 2018) provides information and data that are critical to policy makers and practitioners in order to plan program effectiveness, design services, develop strategies, and make policy recommendations. Based upon the eligibility definition in Title II WIOA, 23.3 percent of the Texas population over the age of 16 does not have a high school diploma. Individuals who are English fluent but have less than a high school level of education have the greatest need for adult education services. Of the 4,807,600 individuals who qualify for adult education services, 3,007,280, or 63 percent, are English fluent. The English fluent also represent the highest growth subpopulation that is in need of adult education services.

English Fluent		
2008	2016	Numeric Change
2,202,852	3,007,280	804,428
Not English Fluent, Native Born		
2008	2016	Numeric Change
167,166	167,447	281
Not English Fluent, Foreign Born		
2008	2016	Numeric Change
1,501,155	1,632,873	131,718

Source: U.S. Census Bureau, American Community Survey, 3-Year Sample 2006-2008, 5-Year Sample 2012-2016

Texas’ low unemployment rate indicates that businesses are looking to all populations to find a skilled labor force. The preparation of workers in need of adult education and literacy training, or lack thereof, affects the productivity and competitiveness of Texas businesses. The data in this report points to significant population growth between 2020 and 2050 and an increasing need for services in line with that growth. By 2050, current and projected population trends indicate that 10,017,935 Texans will be eligible for adult education services. This is an 80 percent increase in the eligible population from 2020. Three population trends—high school graduation, English fluency, and nativity—provide important first indicators of the future numbers of individuals who will qualify for adult education services. Texas must mitigate many challenges associated with the large and growing population by testing and scaling promising models, programs, and select services in schools, in adult education and literacy, in drop-out recovery, and in workforce training and employment services.



Texas workforce system partners collaborate to better align, leverage, and integrate system services to develop a world-class workforce and ensure a higher quality of life for all Texans through educational, employment, and economic success. Eight state agencies, local workforce development boards, community and technical colleges, local adult education providers, and independent school districts actively contribute to statewide programs and those highlighted in this report.

The table below shows the partners and primary and supporting programs that constitute the Texas workforce system:

FY 2019 Texas Workforce System Partners and Programs	
Texas Department of Criminal Justice <ul style="list-style-type: none">Postsecondary Academic and Technical EducationWindham School District<ul style="list-style-type: none">Secondary Academic EducationSecondary Technical Education Texas Education Agency <ul style="list-style-type: none">Secondary Schools<ul style="list-style-type: none">Academic EducationCareer and Technical Education Texas Health and Human Services Commission <ul style="list-style-type: none">Supplemental Nutrition Assistance ProgramEmployment and Training Texas Higher Education Coordinating Board <ul style="list-style-type: none">Community and Technical Colleges<ul style="list-style-type: none">Academic EducationTechnical Education	Texas Juvenile Justice Department <ul style="list-style-type: none">Secondary Academic EducationSecondary Technical Education Texas Veterans Commission <ul style="list-style-type: none">Veterans Employment and Training Texas Workforce Commission <ul style="list-style-type: none">Adult Education and LiteracyApprenticeship Training, Chapter 133Choices Program for TANF AdultsEmployment ServicesRehabilitation ServicesSelf-Sufficiency FundSenior Community Service Employment ProgramSkills Development FundTrade Adjustment Assistance/NAFTAWorkforce Innovation and Opportunity Act<ul style="list-style-type: none">AdultDislocated WorkersYouth Economic Development and Tourism, Office of the Governor



Texas Workforce System Program Directory: A Guide to Funding and Programs Related to the Texas Workforce System (Revised February 2019) This report catalogues the many programs composing the Texas workforce system into one publication. A companion document to the system strategic plan and the annual evaluation report, it details workforce development programs and related academic programs administered by the state’s workforce system partner agencies. A concise reference for policy makers and stakeholders, the directory is distributed to system partners and stakeholders and is posted on the Council’s website.

For more information on the Texas Workforce Investment Council and its authority, please visit Texas Government Code, Section 2308.



Annual Report Fiscal Year 2019 September 1, 2018–August 31, 2019

About the Council’s Role in the Texas Workforce System

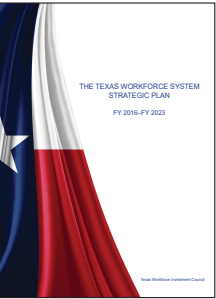
The Texas Workforce Investment Council (Council) was created in 1993 by the Governor and the Texas Legislature to promote the development of a well-educated and highly skilled workforce in Texas. The Council assists the Governor and the legislature with strategic planning, research, and evaluation to support continuous improvement of the Texas workforce system. In addition to its responsibilities in state law, the Council functions as the State Workforce Investment Board under the federal Workforce Innovation and Opportunity Act. The Council does not operate programs but works to foster collaboration and a systems perspective among its partners and their programs. Its impact is demonstrated through initiatives that improve outcomes for workforce customers—employers and current and future workers of Texas—every one of whom is critical to Texas’ economic success.

The Texas workforce system delivers programs, services, and initiatives administered by eight agencies, local workforce development boards, school districts, community and technical colleges, and local adult education providers. The Council’s eight partner agencies are: Economic Development and Tourism within the Office of the Governor; the Texas Department of Criminal Justice, the Texas Education Agency, the Texas Health and Human Services Commission, the Texas Higher Education Coordinating Board, the Texas Juvenile Justice Department, the Texas Veterans Commission, and the Texas Workforce Commission.

There are 19 members on the Council. The Governor appoints 14 members representing business, organized labor, education, and community-based organizations. The remaining five members are ex officio representatives of the Council’s member state agencies.

The Council produces this annual report, which offers highlights of the Council’s work during the past fiscal year (FY). Included in this year’s report is information on the fourth year of *The Texas Workforce System Strategic Plan FY 2016–FY 2023* and on evaluation of system programs.

The Texas workforce system strategic plan and other Council products referenced in this report are posted on the Council’s website at <https://gov.texas.gov/organization/twic>.

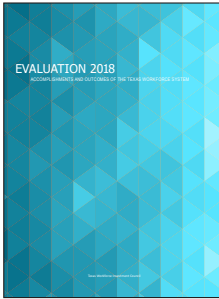


Update to the Texas Workforce System Strategic Plan
Covering the period of September 1, 2015–August 31, 2023, *The Texas Workforce System Strategic Plan FY 2016–FY 2023* was devised on an eight-year timeframe to align with the federal workforce requirements under the Workforce Innovation and Opportunity Act of 2014 (WIOA). The system plan calls for an update of the plan during its fourth year of implementation. Governor Abbott has stated that the strength of our state’s workforce system is grounded in the collaborative efforts of the Council and its system partners. During the development of the system plan, partner agencies recast issues and opportunities as strategies and carefully crafted the agency action plans and less formal performance measures that demonstrate achievement of the system goals and objectives. Each action plan is designed to directly implement partner strategies that result in measurable performance outcomes that support the system goals and objectives. Now at the midpoint of the strategic plan period, the Council is facilitating a plan update process to consider the status of each partner agency toward achieving the system objectives to date and to develop new four-year partner agency action plans that specify the activities that each agency will complete by the end of the plan period.

To support continuous improvement through the application of evidence-based practices, the Council is participating in a state and local government workforce fellowship under the support of **Results for America**. Results for America will provide opportunities for state and local fellows to collaborate with innovators from around the country, receive technical assistance, and access tools that accelerate the application of evidence-based practices. This evidence-based initiative will continue through December 2020. The state had already begun to consider evidence-based practices in projects awarded funds through the **Texas Talent Connection** grant program, a relatively small program that offers competitively awarded funds on an annual basis. The grants support innovation in the delivery of workforce training and job placement services that complement other capacity building programs being implemented across state workforce regions. The Council facilitates the grants on behalf of the Office of the Governor and in close coordination with the Texas Workforce Commission. To leverage grant outcomes, the Council launched a strategic system initiative that recognizes the value of products that have been created using grant funds.

Employer Panels (December 2018)

For almost 20 years, the Council has conducted employer panels and surveys to gain firsthand knowledge about the workforce issues affecting Texas employers. This information has assisted key workforce system stakeholders in implementing programs that ensure that Texas continues to be the national leader for attracting jobs and businesses. In collaboration with the Texas Workforce Commission, the Council hosted two panels of employers representing small and medium-to-large businesses. The session provided Council members and system partners with insight into Texas employers’ ability to hire, train, and retain a qualified workforce. The majority of participating employers expressed difficulty in hiring qualified workers, particularly given an increased requirement for technical skills. Medium-to-large employers faced greater difficulty finding STEM and vocationally trained workers and maintaining up-to-date skills given the pace of rapidly advancing technologies. Many of the medium-to-large employers on the panel offered internships and/ or apprenticeships, on-the-job technical training, and specialty skills training. All employers provided a variety of internal and external training and discussed a lack of available skills training programs in their areas and programs that do not keep pace with changing technology.



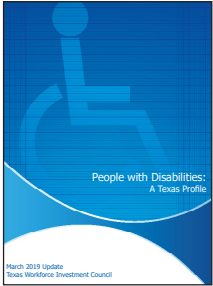
The Council is required by Texas Government Code, Chapter 2308, to monitor the state’s workforce system. Annually, the Council reports to the Governor and legislature on the degree to which the system is achieving the state and local workforce goals and objectives of the Texas workforce system strategic plan. ***Evaluation 2018: Accomplishments and Outcomes of the Texas Workforce System*** was the Council’s third evaluation for the eight-year strategic plan period. The Council collects and disseminates performance data and descriptive information on 18 workforce programs, as well as five academic education programs at the secondary and postsecondary levels. By design, the report presents a systems perspective of progress and achievement for partner agencies and other system stakeholders while meeting statutory requirements. The state of Texas is one of the only states in the nation that comprehensively evaluates its workforce system. The report’s focal point is a balanced scorecard that aligns the plan’s structure and supports reporting and performance assessment.

The **balanced scorecard** includes two components: the Workforce System Performance Outcomes and the Implementation of System Goals, which identifies program and system performance related to the strategic plan’s four goal areas. Four formal performance measures demonstrate outcomes on the first scorecard. In 2016, the formal measure definitions and methodologies were refined to present system trends across 14 years and all partner agencies. Four system goals balance the organizing structure for the workforce system strategic plan and the evaluation of the plan. The four goal area scorecards include data for the 25 less formal performance measures demonstrating outcomes attributable to the efforts and actions of the Council’s partner agencies. These performance indicators were designed to provide data on the agencies’ action plans to accomplish the strategies outlined in the system plan. The 25 less formal measures were derived from 23 agency action plans designed to implement 15 partner strategies in order to achieve six system objectives. The action plans and less formal measures were negotiated with partner agencies during plan development and provide indicators of strength and challenges based upon agency performance.

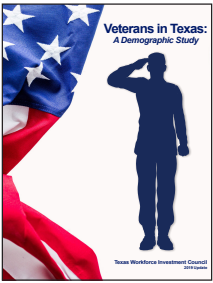
Local Workforce Board Plans Demonstrate System Alignment

Local workforce boards perform a critical role in the delivery of federal workforce programs and services and in the implementation of the strategic vision for the Texas workforce system. Each board is required to develop and submit a four-year local workforce development plan to the state and to review and modify the plan at the end of the first two-year period (2019). The Council is charged with the approval of the Texas local workforce board plan modifications under WIOA. The local plans must identify and describe the strategies and local activities that support the combined state plan for WIOA. The Council is similarly charged in state law to assist in the review of the 28 local plans and modifications in order to make a recommendation to the Governor for approval. The plans must also demonstrate alignment with the goals and objectives of *The Texas Workforce System Strategic Plan FY 2016–FY 2023* and reflect changes in the labor market, economic conditions, and other factors that affect the target occupations and implementation of the plan. All 28 local board plan modifications demonstrated alignment with the goals of the system plan. Examples illustrated increased collaboration across system partners, alignment of programs and services to reduce gaps and duplication, and integration of core programs to provide seamless services and improve employment outcomes. The Council recommended the plans for program years 2017 through 2020 to the Governor for approval. The plans were approved on July 1, 2019.

The Council supports system planning, implementation of the system strategic plan, and evaluation through a suite of research products and news updates that are distributed to members, system partners, and workforce stakeholders. Available on the Council’s website, the Council’s primary products include the strategic plan for the workforce system, evaluation reports, resource publications, reports on critical and emerging issues, and recommendations to the Governor.



People with Disabilities: A Texas Profile (March 2019)
Individuals with disabilities strengthen the Texas labor market as a valuable resource for Texas employers. However, these individuals experience numerous challenges associated with participation in the labor force. The unemployment rate for individuals with disabilities is higher than for individuals without disabilities. Additionally, individuals with disabilities are more likely to work part time and, on average, earn less than individuals without disabilities at every level of educational attainment. In 2017, approximately 29 percent of Texans age 16 and older with a disability were participating in the labor force. Individuals with disabilities can enhance workforce diversity and offer employers the skills, knowledge, and experience that Texas businesses need. This report details the demographic characteristics of the population of individuals with disabilities, including youth, for both the U.S. and Texas. The report specifically considers individuals with disabilities who are participating in the Texas labor force.



Veterans in Texas: A Demographic Study (June 2019)
The veteran population is a valuable resource for Texas employers and the Texas economy. Many veterans receive extensive training in the military and possess valuable technical skills, leadership abilities, and soft skills that are in high demand by employers. However, veterans experience numerous challenges associated with participation in the labor force, particularly during the transition from active duty. Thousands of service members separate from the military every year and join the population of civilian veterans. A large percentage of recent service members separating from duty will have to seek civilian employment. The Texas workforce system must ensure that veterans are prepared for employment following their military service. This study provides a demographic overview of veterans for both the U.S. and Texas. The report illustrates the characteristics of veteran labor force participants and diversity of the veteran population according to age, educational attainment, and reported disability.

State Legislative Update (June 2019)

The Texas Legislature convenes for a regular session every other year. During each session, the Council tracks bills that are filed to provide members and stakeholders with information about the Texas Legislature and developments in state legislation that affect workforce policy for Texas. Of the over 7,000 bills filed during the 86th Regular Session of the Texas Legislature, the Council tracked 75 workforce-related bills. Each bill was assigned to one of three categories: priority, direct, or indirect based upon the potential of its impact to the workforce system, agency partners or programs, or the Texas workforce. The Council’s *State Legislative Update* focused on priority bills, as well as recommendations to interim charges from legislative committees. A priority bill directly affects the Council, has a major impact on a workforce system partner, or significantly changes workforce programs. No priority bills passed during the 86th Texas Legislative Session. Bills that passed support military training and employment services, industrial apprenticeship, dual credit programs, skills development, self-sufficiency, occupational skills training for individuals with disabilities, and more.