

The Council is charged with developing a workforce system strategic plan to address system issues and alignment, as required by TGC Section 2308. The plan must include goals, objectives, and performance measures for the workforce system and programs administered by the partner agencies. The Council develops immediate and long-range strategies to address issues and to identify responsibilities and timelines for completion. In FY 2022, the Council initiated the workforce system strategic planning process, led by its Strategic Planning Committee, to develop the next workforce system strategic plan for FY 2024–2031.

Economic and Workforce Environment in Texas

The Council hosted presentations to help members understand the environment in which agency partners operate and deliver workforce programs and services. State demographer Dr. Lloyd B. Potter presented members with demographic data that illustrated the effects of population changes on the workforce environment as context for the plan. Data presented showed significant growth in Texas from 2010–2020, a population increase of approximately 15.9 percent, which was more than any other state. Dr. Potter also shared data percentages on the civilian labor force by occupation. He concluded with preliminary 2020 Census data that showed that Texas continues to grow and its demographic characteristics continue to change.

Adriana Cruz, Executive Director for EDT, presented data on the expansion of industries in Texas. The data showed Texas as the second largest civilian labor force in the nation and the tenth largest economy in the world. Ms. Cruz also presented data to illustrate the amount of job growth in Texas, which demonstrated an increase of over 243,800 jobs between 2015–2021. The information from these presentations provided members with both the foundation to better understand issues and opportunities presented by agency partners and the insight to target specific goals in the development of the next system strategic plan.



In June, the strategic planning committee revised a draft vision and mission statement. The committee also reviewed and prioritized the issues, which were organized under four stakeholder groups that represent the goal areas in the plan architecture. The goal areas encompassed all parts of the workforce system including employers, learners, partners, and policy and planning.



Figure 1: Listening session information provided by EDT (December 2021)

Strategic Planning Process

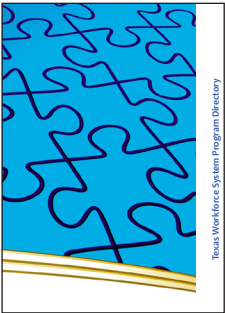
In March 2022, the Council commenced a day-long planning session to consider 37 issues and opportunities that emerged from the partner agency listening sessions and to craft language for the vision and mission statements for the system plan. Issues were grouped into four categories: relevant and integrated workforce education data, delivery of relevant education and training programs, place-based skills and knowledge acquisition, and models to support and build system partners’ capacity.



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 2022 Texas Workforce System Partners and Programs	
Texas Department of Criminal Justice <ul style="list-style-type: none">Postsecondary Academic and Technical EducationWindham School District Academic Education Career and Technical Education Texas Education Agency <ul style="list-style-type: none">Secondary Schools Academic Education Career and Technical Education Texas Health and Human Services Commission <ul style="list-style-type: none">Supplemental Nutrition Assistance Program Employment and Training Texas Higher Education Coordinating Board <ul style="list-style-type: none">Community and Technical Colleges Academic Education Technical 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 Adult Dislocated Workers Youth Economic Development and Tourism, Office of the Governor



Texas Workforce System Program Directory (Revised February 2022) This report provides basic information about the many programs constituting the Texas workforce system in 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 2022
September 1, 2021–August 31, 2022

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 seventh year of *The Texas Workforce System Strategic Plan FY 2016–FY 2023 (2020 Update)* and the Council’s 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>.

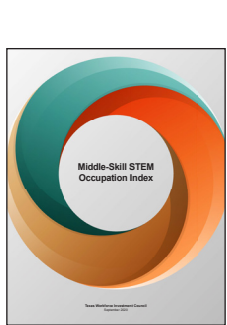
Planning System Progress

System Strategic Planning for FY 2024–2031

In December 2021, seven Council members were appointed to the Strategic Planning Committee to assist with developing the next eight-year strategic plan for the Texas workforce system. The strategic plan will guide efforts to accomplish the goals and objectives to achieve the Council’s vision for the workforce system. In preparation for planning, the Council considered the current economic and workforce environment in Texas and the nation, partner agencies’ issues to be addressed in the coming years, research and promising practices noted by national workforce practitioners, and future strategic opportunities for the workforce system in Texas. In March 2022, the Council commenced the strategic planning process for the new system strategic plan for FY 2024–2031 that will be considered for approval and recommendation to the Governor in September 2023.

Results for America: Evidence-Based Grant Making Phase II

In FY 2022, the Council continued its collaboration with workforce system partners in the Results for America State and Local Workforce Fellowship to support continuous, data-driven improvement as a foundational element for increasing system capacity. Embedding evidence- and performance-based practices into grant programs has helped the state learn about the implementation, effectiveness, and cost of various workforce interventions. The Texas fellows team developed an evidence framework of clearly defined tiers, which includes the documentation required for each. This framework encourages grant applicants to incorporate evidence into their application development process. Additionally, performance-based contracting requires grantees to develop procedures to collect data and to track program outcomes. In phase II of the fellowship, the Texas team continued to develop grant procedures that identify and address issues and to implement evidence-based bonus scoring for applications with a high likelihood of success. To date, the state has improved outcomes by using evidence to determine funding allocations for several grant solicitations including Texas Talent Connection, Building and Construction Trades, and Adult Education and Literacy programs. In FY 2022, the state further expanded this initiative into higher education, linking evidence to funding and building evidence to inform future initiatives through Carl D. Perkins Leadership grants.



Middle Skill STEM Occupation Index (November 2021 Update)

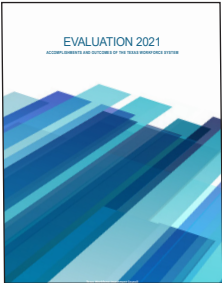
This report provides an update and current analysis and evaluation of data for the middle-skill science, technology, engineering, and mathematics (STEM) workforce in Texas. The report organizes the available demographic, educational, and occupational data into an index to establish benchmarks for this sector of the workforce. A detailed methodology describes the process used to develop and classify the list of middle-skill STEM occupations. An update to the occupational data was made in November 2021, and the index in its entirety can be found on the Council’s website.

Skill Standards for IT and Software Development Occupations (September/December 2021)

The Council is charged with developing and maintaining a statewide system of industry-defined and industry-recognized skill standards for major skilled occupations that provide strong employment and earnings opportunities and require less than a baccalaureate degree. New information technology (IT) industry skill standards were recognized in FY 2022. These six skill standards were developed and endorsed by the IT Skill Standards 2020 and Beyond Business and Industry Leadership Team of the National Convergence Technology Center.

Evaluating System Progress

The Texas Workforce System Strategic Plan FY 2016–FY 2023 further elevated the system-level approach that Texas workforce system partners utilize to achieve system alignment and integration. Developed collaboratively by the Council and its system partners, the plan focuses on high-level, system objectives—many of which require multi-partner collaboration or alignment of programs, initiatives, and outcomes. To that end, and as required under Texas Government Code (TGC), Chapter 2308, the Council reports annually to the Governor and legislature on the degree to which the system is achieving the state and local workforce goals and objectives of the workforce system strategic plan.



The state of Texas comprehensively evaluates its workforce system for performance across programs and for system partner alignment with the strategic plan. The Council’s sixth annual evaluation report for the eight-year plan period, **Evaluation 2021: Accomplishments and Outcomes of the Texas Workforce System** (December 2021), presents a system perspective of progress and achievement. The report’s focal point is a balanced scorecard with outcome and trend data for program and system performance related to the strategic plan’s four goal areas. The four goal area scorecards include data for the less formal performance measures that demonstrate 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 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.

Six partner agencies submitted program-level data for four formal measures: educational achievement, entered employment, employment retention, and customers served. Through the delivery of multiple workforce education and training programs, state and local system partners served more than 4.1 million individuals in the last reporting year. Of those participants, more than 600,000 individuals completed a degree, certificate, or other measure of educational achievement. Nearly one million Texans who participated in a workforce program found a job, stayed in a job, and/or enrolled in further education or training.

Modification of the Texas Combined State Plan under WIOA (June 2022)

The Council is charged with the approval of the state plan for the workforce development system under WIOA (Public Law 113–128). WIOA requires states to submit modifications to the plan at the conclusion of the first two years of a four-year plan. WIOA is designed to help job seekers access employment, education, and training to achieve success in the workforce. The strategic element of the state plan describes the state’s vision, goals, and strategies for preparing an educated and skilled workforce. The operational element of the plan describes each program and the operating systems and policies that support the implementation of the strategies. The plan also includes updated labor market information, economic and workforce analysis, and other factors affecting implementation. In FY 2022, the Council endorsed the plan modification for the Governor’s approval. The Governor approved the two-year modification of the Texas Combined State Plan under WIOA on June 27, 2022.

Conducting Research

The Council supports system planning, implementation of the system strategic plan, and evaluation through a suite of research products and 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.



Apprenticeship Brochures: Students, Employers, and Local Education Leaders (February 2022)

Registered apprenticeship training is critical in building a workforce of highly skilled employees for Texas. The Council, through its Apprenticeship and Training Advisory Committee (ATAC), developed three registered apprenticeship program information brochures. The key focus of the brochures is to provide information that will raise awareness of the registered apprenticeship program in Texas for students, employers, and local education agencies. Registered apprenticeship in Texas can address critical shortages in the workforce and help to reduce employee turnover. The brochures identify specific highlights and outcomes of registered apprenticeship training programs. The brochures also provide a list of occupations for which registered apprenticeships are available. All three brochures can be located on the Council’s website under the In the News link.

Partner Agency Listening Sessions (September/December 2021)

In FY 2022, the Council devoted two of its quarterly Council meetings to prepare for the strategic planning process by conducting listening sessions with its state partner agencies. The purpose of the sessions was to identify key issues and opportunities over a five- to eight-year timeframe. The listening sessions assisted Council members to better understand partner agencies’ issues, challenges, and aspirations. In September 2021, the Council heard presentations from the Texas state demographer, Texas Juvenile Justice Department, Windham School District, Texas Department of Criminal Justice, and Texas Veterans Commission. In December 2021, the Council heard presentations from the Office of Economic Development and Tourism (EDT), Texas Workforce Commission, Texas Higher Education Coordinating Board, and Texas Education Agency. The state demographer provided analysis and trends related to the population of Texas, while EDT provided a view of the economic climate in Texas. The other agency presentations focused on future-oriented issues and opportunities in the workforce system. The information gained during these sessions provided a foundation for the development of the new system strategic plan for FY 2024–2031.

Strategic Planning Research System Scan (June 2022)

To prepare the Council for the strategic planning process, Council staff reviewed selected research and data resources related to the emerging issues identified by partner agencies during the listening sessions. The resulting resource, in the form of an annotated bibliography, provided insight and information about the current workforce environment, specific workforce issues, and other research relevant to the Council. Some of the key issue areas that emerged from the Council’s research included information and data on work-based learning, upskilling, reskilling, middle-skills, short-term credentials versus long-term credentials, and credit-bearing versus non-credit-bearing credentials. The research informed members on key issues and opportunities that might be included in the new eight-year workforce system strategic plan.