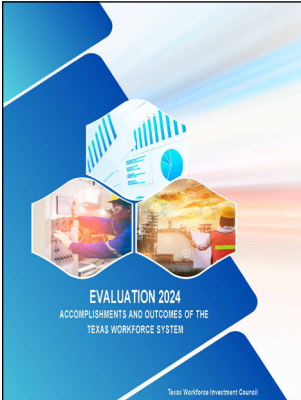


Evaluation 2024

Accomplishments and Outcomes of the Texas Workforce System



Texas workforce system partners work collaboratively to achieve success in a dynamic global economy. To that end, the Texas Workforce Investment Council (Council) publishes a report each year to evaluate the workforce system. *Evaluation 2023: Accomplishments and Outcomes of the Texas Workforce System* is the first report under *Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024–2031*. Statutory requirements addressed in the report include system strategic plan implementation, formal and less formal performance measures, Texas skill standards system, adult education and literacy, and welfare to work initiatives.

Background

Texas Government Code specifies that the Council shall prepare an annual report for submission to the Governor and the

legislature on the degree to which the system is achieving workforce goals and objectives. The report also evaluates partner agency alignment under the strategic plan for the Texas workforce system. Approved by Governor Abbott in October 2023, the plan elevates the implementation of strategies to a system-level approach and guides system partners' performance to achieve the plan's four primary goals and strategic opportunities shown to the right. These outcomes address key issues identified throughout Texas during the development of the plan and shape the system goals, objectives, action plans, and key performance indicators of the plan.

Evaluation Framework

When evaluating the system plan, the Council considers five key components. The data reported by system partner agencies on these five components present system outcomes (via the *formal measures*)



and goal-specific performance outcomes (via *less formal measures* and agency actions). The four *formal measures* were initially approved by the Governor in 2003 and include educational achievement, entered employment, employment retention, and customers served. These are generally consistent across the 23 workforce programs administered by the Council's six partner agencies.

Workforce System Performance Outcomes (formal measures): This component presents system performance outcomes and trends for the four formal measures.

System Goal Implementation (less formal measures and agency actions): The plan's four system goal areas emphasize the importance and interdependence of the constituents and partners of the workforce system. This system plan elevates specific strategies to the system level with less formal measures that require action and coordination, including consistent definitions and methodologies for reporting performance outcomes across workforce programs and partner agencies. *Less formal measures* provide data on the effectiveness of each agency's actions and activities to demonstrate performance for each long-range strategy in the eight-year plan to accomplish the related system objective and, ultimately, the workforce system goal.

Accelerating Alignment: ***Texas Workforce System Strategic Plan*** ***Fiscal Years 2024–2031***

Workforce System Goals

Employers: Accelerate the delivery of relevant education and training programs to meet the demand of employers.

Learners: Accelerate the expansion of and access to work-based skill and knowledge acquisition to respond to the needs of learners.

Partners: Accelerate the development and use of models to support and build system partners' capacity, responsiveness, continuous improvement, and decision making.

Policy and Planning: Accelerate the availability of relevant workforce, education, and other data sets and the use of applied analytics to evaluate program outcomes to respond to the needs of policy makers and planners.

Strategic Opportunities

- Engage Employers Meaningfully
- Include and Improve Outcomes for All Texans
- Generate Greater Return on Investments

Fiscal Year 2024 Workforce System Performance Outcomes (Formal Measures)

A formal measure is required to be reported to the Council if it is identified as a significant intended outcome of a workforce program. Workforce system outcomes reported via formal measures data submitted to the Council by the six partner agencies that administer 23 workforce programs focused on education, workforce, and workforce training services. These outcomes are highlighted below.

<p>694,106 (83.7%) Attained Educational Achievement Individuals who completed a degree, certification, credential, or other measure of educational achievement.</p> <p>521,922 (66.1%) Entered Employment/Education/Training Individuals who entered employment and/or were enrolled in education or training after program exit.</p> <p>298,839 (86.2%) Retained Employment/Education/Training Individuals who retained employment and/or were enrolled in education or training after program exit.</p> <p>4,393,615 Customers Served Individuals who received services through the Texas workforce system.</p>

Formal Measures Longitudinal Data (2016-2024)

The following table provides data for the entirety of the previous eight-year system plan and the first year of system implementation under *Accelerating Alignment: Texas Workforce System Strategic Plan Fiscal Years 2024-2031*.

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Educational Achievement	77.72%	77.73%	78.69%	81.11%	81.76%	82.45%	83.06%	82.95%	83.68%
Entered Employment	70.50%	81.34%	74.83%	69.40%	69.56%	64.24%	64.84%	67.91%	66.10%
Employment Retention	89.25%	84.41%	84.80%	85.36%	85.52%	80.29%	84.36%	82.33%	86.18%
Customers Served	4,506,632	4,529,891	4,492,313	4,548,288	4,480,177	4,169,138	4,111,534	4,265,132	4,393,615

Highlights of Fiscal Year 2024 System Goal Outcomes (Less Formal Measures)

Where possible, the outcomes for strategies under each system goal area for employers, learners, partners, and policy and planning are aligned across agencies. Below are highlights of less formal measures data that agencies submitted during the first year of implementation for the system strategic plan.

125,647	Number of individuals enrolled in upskilling and reskilling programs
39.1%	Individuals completing upskilling and reskilling programs
36.2%	Individuals attaining a short-term credential
15.0%	Program participants engaged in work-based learning
5,372	Number of new apprentices enrolled in new apprenticeship programs