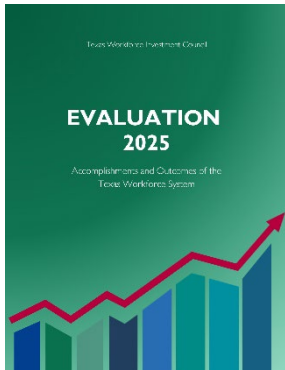


Evaluation 2025

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. Statutory requirements addressed in *Evaluation 2025: Accomplishments and Outcomes of the Texas Workforce System* include implementation and outcomes from

system strategic plan *Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024 – 2031*, 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 related to programs and the system strategic plan. Approved by Governor Abbott in October 2023, the formal measures in the plan report system partners' performance in the implementation of workforce programs, including outcomes for educational attainment, entered employment, and employment retention. The report also provides progress within workforce goals and objectives via less formal measures in the workforce system strategic plan and reported updates on agency action. These outcomes address key issues identified during the development of the system strategic plan and shape the system goals, objectives, action plans, and key performance indicators of the plan.

Evaluation Framework

When evaluating the implementation of the system plan, the Council considers five key components. Data reported by system partners on these five components present system outcomes (via the **formal measures**) and goal-specific performance outcomes (via **less formal measures** and agency actions).

Workforce System Performance Outcomes (formal measures): Approved by the Governor in 2003, four formal measures, which are consistent across agencies and/or programs, measure system performance outcomes.

System Goal Implementation Outcomes (less formal measures and agency actions): Goal-specific reporting is informed through less formal measures, as agreed upon by the agencies, and updates on agency actions. Less formal measures provide data on the effectiveness of an agency's actions and activities relative to a system strategy 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 2025 Workforce System Performance Outcomes (Formal Measures)

A formal measure is required to be reported to the Council if it is determined to be a significant, intended outcome for a workforce program. These system measures cross workforce programs and establish responsibility for outcomes or outputs that are central to the system's success. As required by statute, program-level data are 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.

700,191 (84.4%) Attained Educational Achievement

Individuals who completed a degree, certification, credential, or other measures of educational achievement.

561,291 (70.5%) Entered Employment/Education/Training

Individuals who entered employment and/or were enrolled in education or training after program exit.

303,534 (86.2%) Retained Employment/Education/Training

Individuals who retained employment and/or were enrolled in education or training after program exit.

4,467,560 Customers Served

Individuals who received services through the Texas workforce system.

Formal Measures Longitudinal Data (2016-2025)

The following table provides the formal measures from the 2025 annual evaluation report, specifically longitudinal data covering the entirety of the previous eight-year system plan and current system plan implementation under *Accelerating Alignment: Texas Workforce System Strategic Plan Fiscal Years 2024–2031*.

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Educational Achievement	77.72%	77.73%	78.69%	81.11%	81.76%	82.45%	83.06%	82.95%	83.68%	84.35%
Entered Employment	70.50%	81.34%	74.83%	69.40%	69.56%	64.24%	64.84%	67.91%	66.12%	70.50%
Employment Retention	89.25%	84.41%	84.80%	85.36%	85.52%	80.29%	84.36%	82.33%	86.17%	86.21%
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	4,388,415	4,467,560

Highlights of Fiscal Year 2025 System Goal Outcomes (Less Formal Measures)

The following table provides highlights of FY 2025 system goal outcomes, informed by aggregate totals of several less formal measures.

122,466 Number of individuals enrolled in upskilling and reskilling programs

35.9% Individuals completing upskilling and reskilling programs

30.6% Individuals attaining a short-term credential

15.3% Program participants engaged in work-based learning

3,579 Number of new apprentices enrolled in new apprenticeship programs