

WIOA COMBINED STATE PLAN
TEXAS WORKFORCE COMMISSION
PROGRAM YEARS 2020-2023
TWO-YEAR MODIFICATIONS

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OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly-funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

OPTIONS FOR SUBMITTING A STATE PLAN

A State has two options for submitting a State Plan— a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II), and
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III),
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the "common planning elements" (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career

and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)

- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et seq.)
- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))¹
- Reintegration of Ex-Offenders program (programs authorized under section 212 of the Second Chance Act of 2007 (42 U.S.C. 17532))

[1] States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried out by the Department of Housing and Urban Development that are included would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers the program.

HOW STATE PLAN REQUIREMENTS ARE ORGANIZED

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- The **Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs to support economic growth.
- The **Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support

ongoing program development and coordination. Operational planning elements include:

- State Strategy Implementation,
- State Operating Systems and Policies,
- Assurances,
- Program-Specific Requirements for the Core Programs, and
- Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements. The Departments are not seeking comments on these particular requirements).

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for target populations.² States must develop strategies that look beyond strategies for the general population and develop approaches that also address the needs of target populations.

Paperwork Reduction Act: The Paperwork Reduction Act of 1995 (PRA) provides that an agency may not conduct, and no person is required to respond to, a collection of information unless it displays a valid OMB control number. Public reporting burden for this information collection is estimated to be 86 hours per state; including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Responding to this collection is required to obtain or retain the Federal grant benefit. In addition, responses to this information collection are public, and the agencies offer no assurances of confidentiality. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Workforce Investment, and reference OMB control number 1205-0522. Note: Please do not return the completed plan to this address.

[2] Target populations include individuals with barriers to employment, as defined in WIOA Sec. 3, as well as veterans, unemployed workers, and youth.

I. WIOA STATE PLAN TYPE AND EXECUTIVE SUMMARY

A. WIOA STATE PLAN TYPE

Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs. Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

Unified State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

Combined State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below.

This is a combined plan.

COMBINED PLAN PARTNER PROGRAM(S)

Indicate which Combined Plan partner program(s) the state is electing to include in the plan.

Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)

No

Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)

No

Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))

No

Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))

No

Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))

No

Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)

No

Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)

No

Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

Yes

Employment and training activities carried out by the Department of Housing and Urban Development

No

Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

No

B. PLAN INTRODUCTION OR EXECUTIVE SUMMARY

The Unified or Combined State Plan may include an introduction or executive summary. This element is optional.

Introduction

The Texas Workforce Commission's (TWC) Combined State Plan for the Workforce Innovation and Opportunity Act (WIOA) for Program Years ~~2016-2019~~2020-2023 (PY'20-'23) was submitted to the US Departments of Labor and Education on April 13, 2020~~16~~, and was approved on ~~October 20~~June 26, 2016~~2020~~. WIOA §676.145(a)(1) requires states to submit modifications to the Combined State Plan (CSP) at the end of the first two-year period of a four-year plan. The modifications are to "reflect changes in labor market and economic conditions or other factors affecting the implementation of the Combined State Plan." During the interim between full four-year plan submissions, TWC submitted and received approval for multiple plan modifications.

This plan submission covers the period of July 1, ~~2020~~2022, through June 30, ~~2023~~2024. The plan is written to represent a workforce system in which all core programs set forth in WIOA are under the purview of TWC. Texas proposes through this Combined State Plan (plan) to implement jointly administered activities concerning the following core programs and two optional programs authorized by WIOA:

- The Adult, Dislocated Worker, and Youth programs
- The Wagner-Peyser Employment Service (ES) program, including the Agricultural Outreach Plan
- The Adult Education and Family Literacy Act program
- The Vocational Rehabilitation programs
- The Senior Community Service Employment Program

The Texas Workforce system is composed of the workforce programs, services, and initiatives administered by eight agencies and 28 Local Workforce Development Boards (Boards), as well as independent school districts, community and technical colleges, and local adult education providers. System partners are responsible for the delivery of 23 programs and services focused on education, workforce education, and workforce training for adults, adults with barriers and youth.

System partners operate in a complex, changing economic environment as they strive to provide employers, current workers, and future workers with services that are comprehensive, timely, and relevant. By 2025, the Texas population is projected to exceed 30.7 million people, with almost 12 million workers being 25-54 years of age. The demographic composition is expected to continue to change, with Hispanics growing to the largest percentage of the

population (43.55 percent) and the number of females slightly exceeding that of males.[1]

One major shift in our workforce system has been the COVID-19 pandemic. On March 13, 2020, the president declared the COVID-19 pandemic a national emergency. That same day, with confirmed cases of COVID-19 in multiple Texas counties, Governor Greg Abbott declared a state of disaster for Texas. As a result, the governor, mayors, and county judges throughout the state enacted unprecedented levels of heightened public health safety measures to limit the spread of the disease.

“Nonessential” businesses and services were forced to close, leaving affected employers no choice but to lay off workers or reduce workers’ hours. In the first week following the national and state emergency declarations, the number of claims filed in Texas skyrocketed more than 12-fold, from an average of 13,000 a week to more than 158,000. In less than a month, more than a million Texans filed UI claims, far exceeding the 750,000 total claims filed in 2019. During PY’20, over 3.2 million individuals received UI benefits compared to roughly 434,000 individuals during PY’18.

To help ensure that TWC and its partners were able to adjust to the changing demands of the economy, the Commissioners approved a series of COVID-related grant activities, including new grants to 20 Boards for more than \$12,000,000 in WIOA statewide funding. These grants were designed to provide rapid response services to assist employers and support impacted workplaces, including layoff aversion strategies to keep workers working, and facilitating remote access to services and skills training. Boards purchased virtual job software for online job fairs, virtual technology hubs to direct participants to workforce services, and Artificial Intelligence (AI) tools like chatbots to intuitively answer customer questions in real time. These have enabled Boards to provide a wider range of services online and innovative in-person services. As of October 2021, Boards have served 688,718 participants using WIOA COVID grants. Workforce Solutions Office staff has been able to place more than 1,200 COVID-impacted individuals in training. To date, 445 individuals have successfully completed training.

While the impacts of pandemic-related restrictions have been felt across all industry sectors, the restaurant industry was hit particularly hard. Limitations on occupancy capacity and changes in both hours and modes of operation have created great difficulty for restaurants trying to open safely and remain open. TWC, in partnership with the Texas Restaurant Association, launched the Texas Restaurant Recovery Initiative to help restaurateurs develop new strategies to operate safely and leverage new technologies. Funded by a donation from IKEA, the initiative is built around a series of training videos in English and Spanish that will share best practices to help employers adapt jobs to contactless operations and new service trends. Other recovery efforts include free training and certifications through the ServSafe food handler program and the Texas Alcoholic Beverage Commission’s seller/server certification program, both of which provide a work-ready talent pipeline for the restaurant industry, and the Service Industry Recovery (SIR) program, which uses federal COVID-relief funds to provide free child care to service industry workers.

WIOA National Dislocated Worker Grants (NDWG) have also enabled Boards to assist individuals impacted by the COVID-19 pandemic. Since the start of the pandemic, TWC has used NDWG Disaster Recovery grants and Employment Recovery grants to provide employment and training services to dislocated workers and other eligible participants as well as providing disaster relief and humanitarian assistance employment in disaster-declared areas. As recovery efforts continue, disaster-impacted areas experienced a surge in the demand for many occupations that were not on the Board’s list of target occupations. Boards and Workforce

[Solutions Office staff members were able to use such grants to place participants in jobs that were and currently are needed for recovery efforts such as contact tracers and vaccination support.](#)

[Additionally,](#) growth in middle-skills jobs, those that require more than a high school degree but less than a four-year degree, continues to increase the demand for workers with industry-based certifications. The Texas workforce employed in middle-skill occupations in science, technology, engineering, and math (STEM) fields is projected to increase by 24 percent to nearly 1.5 million workers in the next decade. This growth will include significant increases in health care, construction, and manufacturing fields.[2] In Texas, future workers will also be needed in the growth industries of computer systems design and related services, as well as service-related industries.

TWC and [the local workforce boardsits 28 Boards](#) are expanding training strategies to increase completions of industry-based certifications that meet employer-defined needs, in part by streamlining new employment hiring and orientation. TWC distributed \$2.5 million to the Boards for the industry-recognized skills certification initiative. Boards and employers identified the top certifications needed for high-demand jobs in their local areas. Certifications were awarded in industries such as manufacturing, health care, construction, information technology, and transportation.

Securing industry-recognized certifications is an essential strategy for helping job seekers find and keep meaningful employment post-release from correctional facilities. The Windham School District works closely with industry partners to build a well-trained workforce for industrial and heavy construction industries. Currently, 25 partnerships have been developed with companies. Program expansion efforts include adding training in technical fields, such as telecommunications connections, energy management, computer numerical control machining programming, and piloting self-paced training programs that utilize study guides and materials for selected certifications.

The programs discussed in this plan reflect only a portion of the programs administered by TWC. Through the integrated workforce system in Texas, TWC also administers several other federal programs:

- Choices [the employment program for recipients of Temporary Assistance for Needy Families (TANF)]
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)[4]
- Child Care and Development Block Grant Funds/Child Care Development Funds (CCDBG/CCDF)
- Trade Adjustment Assistance (TAA)
- Reemployment Services and Eligibility Assessment (RESEA)
- Registered Apprenticeship grant programs

TWC also administers state-funded workforce development programs, including:

- Apprenticeship Texas
- Skills Development Fund training (customized training for businesses)
- Self-Sufficiency Fund training
- Jobs and Education for Texans (JET) (grants for community colleges, nonprofit

organizations, and school districts that provide opportunities for students to pursue new career and technical education programs in high-growth industries)

Through this highly integrated system, TWC intends to implement enhancements that continue to strengthen the state's workforce development system to put more Texans to work. A major goal for Texas is an inclusive system that offers services to everyone. Many of the strategies laid out in this plan advance the goal of expanded inclusivity. The Texas Pathways to Reentry program, for example, engages with ex-offenders by offering employment opportunities to help reintegrate them into the workforce. Women are another population at risk of underemployment, especially as the pandemic has increased demands on caregivers and forced many women to prioritize responsibilities at home. Registered Apprenticeship programs are another strategy Texas is using to increase women's employment opportunities and reinvolve women in the workforce. Foster youth and people with disabilities are other underserved populations that the Texas plan targets for workforce initiatives.

By eliminating barriers to employment for populations at risk of dropping out of the workforce, TWC and the local Boards are working to connect everyone in Texas with employment support services. The plan describes a four-year strategy that spurs skill and credential attainment, employment, retention, and earnings of participants, including those with barriers to employment, resulting in a higher quality workforce, reduced welfare dependency, and increased productivity and competitiveness in the state.

The plan complies with WIOA by aligning its core programs and two optional programs to the state's workforce investment, education, and economic development systems, as discussed in the unified strategic planning requirements, common performance accountability measures, and requirements governing the one-stop delivery system. As WIOA intended, the plan serves as a map to develop, align, and integrate the entire system across federal education, employment, and training programs. The plan enumerates the state's vision and strategic and operational goals for providing workforce services and continuously improving the quality and performance of its system.

[1] Texas State Data Center, based on the 0.5 migration scenario (<http://demographics.texas.gov/>, September 2018).

[2] Texas Workforce Investment Council, Defining Middle-STEM Occupations in Texas. (December 2015).

[3] Texas Workforce Commission LMCI Tracer, Texas Fastest Growing Industries (www.tracer2.com/, September 2018).

[4] The SNAP E&T program is administered by the Texas Health and Human Services Commission (HHSC) and is operated by TWC through an interagency agreement. TWC coordinates and collaborates with the 28 Boards and their contracted workforce service providers and community partners.

II. STRATEGIC ELEMENTS

The Unified or Combined State Plan must include a Strategic Planning Elements section that analyzes the State's current economic environment and identifies the State's overall vision for its workforce development system. The required elements in this section allow the State to develop data-driven goals for preparing an educated and skilled workforce and to identify successful strategies for aligning workforce development programs to support economic growth. Unless otherwise noted, all Strategic Planning Elements apply to Combined State Plan partner programs included in the plan as well as to core programs.

A. ECONOMIC, WORKFORCE, AND WORKFORCE DEVELOPMENT ACTIVITIES ANALYSIS

The Unified or Combined State Plan must include an analysis of the economic conditions, economic development strategies, and labor market in which the State's workforce system and programs will operate.

1. ECONOMIC AND WORKFORCE ANALYSIS

A. ECONOMIC ANALYSIS

The Unified or Combined State Plan must include an analysis of the economic conditions and trends in the State, including sub-State regions and any specific economic areas identified by the State. This must include—

I. EXISTING DEMAND INDUSTRY SECTORS AND OCCUPATIONS

Provide an analysis of the industries and occupations for which there is existing demand.

II. EMERGING DEMAND INDUSTRY SECTORS AND OCCUPATIONS

Provide an analysis of the industries and occupations for which demand is emerging.

III. EMPLOYERS' EMPLOYMENT NEEDS

With regard to the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

~~For the Texas economy to grow and prosper, employers must convey to job seekers the skills their businesses need. Conversely, job seekers must recognize and promote the skills they possess or obtain new or upgraded skills to meet businesses' needs. The state's market-driven workforce development system plays a vital role in this process, acting as a hub for sharing information related to jobs and skills, facilitating connections between businesses and job seekers, and aiding with job search and training needs. Boards and their contractors work collaboratively to ensure that these services and assistance are available to all employers and job seekers, including veterans, individuals with disabilities, older adults, and others.~~

~~The Texas economy continues to outpace the national economy. Over the past year, Texas added jobs in 10 of the 11 major industries. Growth continues to drive demand for workers in Texas and across the nation. In some key occupations, local supply has at times struggled to keep up with demand. Texas remains driven by a continued economic shift toward high-skilled jobs in the Professional and Business Services industry. The state's rapid population growth and aging baby boomer population increases demand for service-sector jobs, primarily Leisure and Hospitality and Education and Health Services. These three industries, in addition to Trade, Transportation, and Utilities, account for over 58 percent of the jobs in Texas.~~

Employment data for this update was **compiled** considering the ETA program year time frame. As of November 2021, however, Texas Seasonally Adjusted Total Nonfarm employment surpassed the February 2020 pre-COVID level and continued to climb to a high of 13,059,900 positions at the end of 2021. The unemployment rate dropped for 17 months from a historic high reading of 12.9 percent in April 2020.

With respect to the ETA program year time frame, employment rose for 15 months after an April 2020 precipitous decline as the Texas labor market was poised for a return to pre-COVID levels. Over the month, employment grew 13 instances since April 2020, with the state adding 657,300 jobs from June 2020 to June 2021. The unemployment rate mirrored this movement as it fell 6.4 percentage points from a series-high rate of 12.9 percent in April 2020 to 6.5 percent in June 2021. All 25 metropolitan statistical areas recorded a year-over-year decline in unemployment rates ending June 2021 with an average annual decline of 1.5 points.

While all major industries were negatively affected by shutdown orders designed to protect the public from the spread of COVID-19, three industries surpassed pre-coronavirus employment levels by June 2021. As indexed to February 2020, industries that allowed for more telework fared better than industries that rely on in-person physical work. In June 2021, Financial Activities and Professional and Business Services had already recovered from an employment standpoint, while Trade, Transportation, and Utilities led with 101.4 percent of February 2020 employment. The Transportation, Warehousing, and Utilities subsector buoyed the major industry, enjoying 132 consecutive months of positive annual growth as more and more consumers switched to online shopping during the pandemic.

The following industries in Texas are arranged by fastest projected growth rates projected to experience the highest growth during for the 20162018--20262028 period.

HighFastest Projected Industry Growth 20162018--20262028

Industry Title	Employment 2018	Employment 2028	Change	Percentage Change
<u>Professional, Scientific, and Technical Services</u>	<u>783,315</u>	<u>967,930</u>	<u>184,615</u>	<u>23.6</u>
<u>Health Care and Social Assistance</u>	<u>1,570,840</u>	<u>1,898,313</u>	<u>327,473</u>	<u>20.8</u>
<u>Arts, Entertainment, and Recreation</u>	<u>144,521</u>	<u>172,744</u>	<u>28,223</u>	<u>19.5</u>
<u>Management of Companies and Enterprises</u>	<u>141,915</u>	<u>168,393</u>	<u>26,478</u>	<u>18.7</u>
<u>Accommodation and Food Services</u>	<u>1,209,953</u>	<u>1,425,745</u>	<u>215,792</u>	<u>17.8</u>
<u>Construction</u>	<u>739,137</u>	<u>858,046</u>	<u>118,909</u>	<u>16.1</u>
<u>Mining, Quarrying, and Oil and Gas Extraction</u>	<u>244,410</u>	<u>275,893</u>	<u>31,483</u>	<u>12.9</u>
<u>Real Estate and Rental and Leasing</u>	<u>221,519</u>	<u>249,781</u>	<u>28,262</u>	<u>12.8</u>
<u>Finance and Insurance</u>	<u>534,991</u>	<u>602,995</u>	<u>68,004</u>	<u>12.7</u>
<u>Administrative and Support and Waste Management and Remediation Services</u>	<u>811,161</u>	<u>913,202</u>	<u>102,041</u>	<u>12.6</u>
<u>Wholesale Trade</u>	<u>595,769</u>	<u>669,264</u>	<u>73,495</u>	<u>12.3</u>
<u>Transportation and Warehousing</u>	<u>550,467</u>	<u>615,744</u>	<u>65,277</u>	<u>11.9</u>
<u>Educational Services</u>	<u>1,203,973</u>	<u>1,326,956</u>	<u>122,983</u>	<u>10.2</u>
<u>Retail Trade</u>	<u>1,328,105</u>	<u>1,450,882</u>	<u>122,777</u>	<u>9.2</u>
<u>Information</u>	<u>135,441</u>	<u>147,569</u>	<u>12,128</u>	<u>9.0</u>
<u>Utilities</u>	<u>51,659</u>	<u>56,230</u>	<u>4,571</u>	<u>8.8</u>

<u>Industry Title</u>	<u>Employment 2018</u>	<u>Employment 2028</u>	<u>Change</u>	<u>Percentage Change</u>
<u>Other Services (except Public Administration)</u>	<u>460,805</u>	<u>500,823</u>	<u>40,018</u>	<u>8.7</u>
<u>Government, Except Postal Services, State and Local Education & Hospitals</u>	<u>700,502</u>	<u>736,032</u>	<u>35,530</u>	<u>5.1</u>
<u>Manufacturing</u>	<u>875,112</u>	<u>880,790</u>	<u>5,678</u>	<u>0.6</u>
<u>Agriculture, Forestry, Fishing and Hunting</u>	<u>59,854</u>	<u>57,078</u>	<u>-2,776</u>	<u>-4.6</u>

Data Source: Texas Industry Projections, Long-Term ~~2016-2018-~~2026-2028

Professional, Scientific, and Technical Services, which contains industries that carry out activities requiring a high degree of expertise and training, including legal services, architectural and engineering services, and computer systems design and related services, surpassed the February 2020 pre-COVID employment level in only 10 months. According to Current Employment Statistics (CES) estimates, this industry reached a series-high employment level of 891,000 jobs in June 2021 and is projected to be the fastest growing Standard Industrial Classification (SIC) two-digit industry by 2028, with another 184,615 jobs added. Management of Companies and Enterprises continues to grow. This industry sector is expected to top the list with the highest projected percent change for employment while remaining among the three-smallest industries in Texas when ranked by 2016 employment. Utilities is the smallest industry sector; however, it is still projected to add 4,266,571 jobs from ~~2016-2018-~~to 2026-2028, a ~~percent~~ change of 8.78 percent. This growth is likely due to the increased infrastructure needs for Texas' rapidly expanding population and, consequently, great demand on the state's utility infrastructure.

Of the industries listed above, 13 represent a large cross-section of the Texas economy and are expected to increase in employment by double digit percentages. At 19.5 percent, Arts, Entertainment, and Recreation is expected to increase considerably. However, according to CES data, this industry stood at 80.9 percent of pre-pandemic employment. With an expected increase of 21.2 percent, the Construction industry ranks fourth for the 2016-2026 time frame and is forecast to grow by 144,346 jobs. This growth is also likely due to Texas' expanding population.

The occupations within the ~~Construction~~ Professional, Scientific, and Technical Services industry projected to add the most jobs that pay above the statewide median wage of \$36,168 ~~39,637~~ a year are listed below.

Top 10 Projected Occupations Paying above Median Wage in ~~Construction~~ Professional, Scientific, and Technical Services Industry by Employment Change 2018-2028 ~~above Median Wage 2016-2026~~2018-2028

<u>Occupation Code</u>	<u>Occupational Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>	<u>Typical Education for Entry</u>
<u>15-1132</u>	<u>Software Developers, Applications</u>	<u>30,459</u>	<u>42,808</u>	<u>12,349</u>	<u>40.5</u>	<u>Bachelor's degree</u>
<u>13-2011</u>	<u>Accountants and Auditors</u>	<u>42,448</u>	<u>54,243</u>	<u>11,795</u>	<u>27.8</u>	<u>Bachelor's degree</u>

<u>Occupation Code</u>	<u>Occupational Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>	<u>Typical Education for Entry</u>
<u>11-1021</u>	<u>General and Operations Managers</u>	<u>22,539</u>	<u>29,725</u>	<u>7,186</u>	<u>31.9</u>	<u>Bachelor's degree</u>
<u>41-3099</u>	<u>Sales Representatives, Services, All Other</u>	<u>18,938</u>	<u>24,922</u>	<u>5,984</u>	<u>31.6</u>	<u>High school diploma or equivalent</u>
<u>23-1011</u>	<u>Lawyers</u>	<u>28,739</u>	<u>34,607</u>	<u>5,868</u>	<u>20.4</u>	<u>Doctoral or professional degree</u>
<u>15-1121</u>	<u>Computer Systems Analysts</u>	<u>20,014</u>	<u>25,802</u>	<u>5,788</u>	<u>28.9</u>	<u>Bachelor's degree</u>
<u>13-1111</u>	<u>Management Analysts</u>	<u>12,724</u>	<u>18,381</u>	<u>5,657</u>	<u>44.6</u>	<u>Bachelor's degree</u>
<u>23-2011</u>	<u>Paralegals and Legal Assistants</u>	<u>19,429</u>	<u>24,806</u>	<u>5,377</u>	<u>27.7</u>	<u>Associate's degree</u>
<u>15-1151</u>	<u>Computer User Support Specialists</u>	<u>18,138</u>	<u>23,410</u>	<u>5,272</u>	<u>29.1</u>	<u>Some college, no degree</u>
<u>13-1161</u>	<u>Market Research Analysts and Marketing Specialists</u>	<u>7,993</u>	<u>12,278</u>	<u>4,285</u>	<u>53.6</u>	<u>Bachelor's degree</u>

Data Source: Texas Occupational Projections, Long-Term 2016-2028

The Bureau of Labor Statistics assigns a typical entry-level education to all occupations. The assignment represents the typical education level that most workers will need to enter an occupation and can be useful in the planning of skills development and training.

Seven of the 10 Construction occupations listed above require a typical education of a High School diploma or equivalent, bachelor's degree; three require less than a four-year degree yet still earn considerably more than the statewide median annual salary. Three of these seven occupations, Carpenters, Electricians, and Plumbers also require on-the-job Apprenticeship training.

Long-term projections data also points to the industries likely to have the largest absolute employment growth over the projected period. These "existing" industries are among the largest by estimated employment size.

The following industries in Texas are projected to experience the largest employment growth in the 2016-2028 period.

Largest SIGNAICS Two-Digit Projected Employment Growth by Industry, 2016-2028

Industry Title	2018 Employment	2028 Employment	Change	Percentage Change
Health Care and Social Assistance	1,570,840	1,898,313	327,473	20.8
Accommodation and Food Services	1,209,953	1,425,745	215,792	17.8
Professional, Scientific, and Technical Services	783,315	967,930	184,615	23.6
Educational Services	1,203,973	1,326,956	122,983	10.2
Retail Trade	1,328,105	1,450,882	122,777	9.2

Industry Title	2018 Employment	2028 Employment	Change	Percentage Change
Construction	739,137	858,046	118,909	16.1
Administrative and Support and Waste Management and Remediation Services	811,161	913,202	102,041	12.6
Wholesale Trade	595,769	669,264	73,495	12.3
Finance and Insurance	534,991	602,995	68,004	12.7
Transportation and Warehousing	550,467	615,744	65,277	11.9
Other Services (except Public Administration)	460,805	500,823	40,018	8.7
Government, Except Postal Services, State and Local Education & Hospitals	700,502	736,032	35,530	5.1
Mining, Quarrying, and Oil and Gas Extraction	244,410	275,893	31,483	12.9
Real Estate and Rental and Leasing	221,519	249,781	28,262	12.8
Arts, Entertainment, and Recreation	144,521	172,744	28,223	19.5
Management of Companies and Enterprises	141,915	168,393	26,478	18.7
Information	135,441	147,569	12,128	9.05
Manufacturing	875,112	880,790	5,678	0.6
Utilities	51,659	56,230	4,571	8.84
Agriculture, Forestry, Fishing and Hunting	59,854	57,078	-2,776	-4.6

Industry Title	2016 Emp	2026 Emp	Change	Pct.% Change
Health Care and Social Assistance Health Care and Social Assistance	1,570,840 1,529,821	1,898,313 1,929,312	327,473 399,491	20.8% 26.1%
Accommodation and Food Services Accommodation and Food Services	1,209,953 1,149,208	1,425,745 1,439,342	215,792 290,134	17.8% 25.2%
Professional, Scientific, and Technical Services Educational Services, Public and Private	783,315 239,466	967,930 442,098	184,615 202,632	23.5% 6.3%
Educational Services Retail Trade	1,203,973 1,310,231	1,326,956 1,490,796	122,983 180,565	10.2% 13.8%
Retail Trade Construction	1,328,105 81,234	1,450,828 25,580	122,723 144,346	9.2% 21.2%
Construction Professional, Scientific, and Technical Services	739,137 8,032	858,046 9,527	118,909 131,495	16.1% 19.4%
Administrative and Support and Waste Management and Remediation Services Administrative and Support and Waste Management and Remediation Services	811,161 4,684	913,202 1,171	102,041 126,487	12.6% 17.2%
Wholesale Trade Wholesale Trade	595,769 3,072	669,264 9,155	73,495 6,083	12.3% 14.3%

Industry Title	20168 Emp	20286 Emp	Change	Pct% Change
Finance and Insurance	53499149	60299557	68,0047	12.7%
Transportation and Warehousing	9,787	5,171	5,384	1%
Transportation and Warehousing	55046784	61574490	65,2776	11.9%
Manufacturing	0,935	8,467	7,532	%
Other Services (except Public Administration)	46080546	50082353	40,0186	8.7%
Other Services (except Public Administration)	5,682	1,433	5,751	%
Government, Except Postal Services, State and Local	70050269	73603276	35,5306	5.1%
Education & Hospitals	7,288	2,648	5,360	%
Government, except Postal Services, State and Local				
Education and Hospitals				
Mining, Quarrying, and Oil and Gas Extraction	24441050	27589357	31,4836	12.9%
Finance and Insurance	8,213	2,946	4,733	7%
Real Estate and Rental and Leasing	22151911	24978115	28,2623	12.8%
Management of Companies and Enterprises	5,959	0,397	4,438	7%
Arts, Entertainment, and Recreation	14452120	17274422	28,2232	19.5%
Rental and Leasing	1,210	9,421	8,211	0%
Management of Companies and Enterprises	14191521	16839323	26,4782	18.7%
Mining, Quarrying, and Oil and Gas Extraction	1,033	8,888	7,855	2%
Information	13544113	14756915	12,1281	9.0%
Arts, Entertainment, and Recreation	4,867	4,034	9,167	2%
Manufacturing	87511219	88079020	5,6788	0.6%
Information	4,246	2,549	303	%
Utilities	5165949	5623053	4,5714	8.8%
Utilities	152	418	266	%
Agriculture, Forestry, Fishing and Hunting	5985459	5707863	-	-
Agriculture, Forestry, Fishing and Hunting	589	478	2,7763	4.6%
			889	%

Data Source: Texas Industry Projections, Long-Term [2016-2026](#) [2018-2028](#)

[Of these industries, the first four \(Health Care and Social Assistance is expected to add 327,473 jobs by 2028, outpacing the second industry on the list, Accommodations and Food Services, by more than 100,000 jobs. The top seven industries on the list, accounting for just under 75 percent of all jobs added, are projected to add over 100,000 jobs each. Accommodation and Food Services; Educational Services, Public and Private; and Retail Trade\) are projected to have employment levels remain above one million or more jobs by 2026, and growth within each industry at well over 150,000 jobs.](#)

According to the CES program, Health Care and Social Assistance industry employment [has grown to 1,516,200 positions as of April 2019, averaging a](#)

[2.6 percent annual growth over the past five years stood at 96.8 percent of pre-COVID employment in June 2021. Non-seasonally adjusted Social Assistance, which includes Child Day Care Services, lost 15.1 percent of employment over March and April 2020, while Ambulatory Health Care Services employment fell by 11.3 percent over the same period. Per Texas Labor Market Information's PROMIS database, Health Care and Social Assistance initial claims were the third-highest among SIGNAICS two-digit industries from March 2020 through June 2021. This was likely due to multiple moratoriums on elective procedures and a majority of children learning remotely for the remainder of the 2020-2021 school year. long-term industry projections, Health Care and Social Assistance employment is expected to grow to approximately 1,929,000 jobs by 2026, posting the strongest percent change of the industries listed in the previous table at 26.1 percent.](#)

[When comparing the same month in 2021 to the last non-COVID year, non-seasonally adjusted](#)

Nursing and Residential Care Facility employment was down 20,900 jobs from June 2019, followed by Social Assistance, with 13,500 fewer jobs than in June 2019. Employment for Hospitals was down 5,400 jobs, while Ambulatory Health Care Services surpassed June 2019 employment by 19,300 jobs.

Ambulatory Health Care Services, which consists of doctors' and dentists' offices, outpatient-care centers, and medical and diagnostic laboratories, continues to be a driving force behind the growth seen in this industry. It comprises 45.7 percent of the Health Care and Social Assistance industry with a projected growth of 33.4 percent.

Despite the effects of COVID, demand for health care workers in Texas is expected to continue to increase, as the state has growing populations of senior citizens and young people, both of whom are primary customers of health care and social assistance. This sector is also faced with training challenges, as employers require more highly educated workers due to market demand and industry expectations. Seven out of the 10 Health Care Occupations adding the most jobs require no more than an associate's degree, while two require a bachelor's degree, and five require a post-graduate degree. Additionally, this industry is confronted with high turnover in key occupations, which intensifies worker demand.

Top 10 Largest Projected Health Care Occupations Paying above Median Wage in Health Care and Social Assistance 2016-2026 by Employment Change 2018-2028

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>	<u>Typical Education for Entry</u>
29-1141	Registered Nurses	185,291 210,775	217,668 261,607	32,377 50,832	17.52 24.1%	Bachelor's degree Bachelor's
29-206131-1011	Licensed Practical and Licensed Vocational Nurses Home Health Aides	62,952 2,258	69,583 3,141	6,631 883	10.54 2.7%	Postsecondary nondegree award High School
11-911131-9092	Medical and Health Services Managers Medical Assistants	25,466 8,571	31,047 9,526	5,581 955	21.93 5.8%	Bachelor's degree Postsecondary
29-202131-1014	Dental Hygienists Nursing Assistants	12,670 9,846	17,459 10,755	4,789 709	37.81 9.7%	Associate's degree Postsecondary
29-117129-2061	Nurse Practitioners Licensed Practical and Licensed Vocational Nurses	10,567 1,428	14,290 5,033	3,723 605	35.21 9.0%	Master's degree Postsecondary
29-112729-2052	Speech-Language Pathologists Pharmacy Technicians	8,884 3,899	12,299 9,903	3,415 704	38.42 1.3%	Master's degree High School
29-112631-9091	Respiratory Therapists Dental Assistants	1,095 8,418	14,164 4,673	3,213 625	29.32 2.0%	Associate's degree Postsecondary
29-102129-1123	Dentists, General Physical Therapists	7,817 1,113	10,739 1,138	2,922 25	37.41 1.2%	Doctoral or professional degree Doctoral or Professional

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>	<u>Typical Education for Entry</u>
29-107129-1069	Physician Assistants and Surgeons, all Other	7,132,426	10,024,460	2,892,034	40.5204%	Master's degree or Professional
29-112329-1126	Physical Therapists and Respiratory Therapists	1,465,417	17,453,593	2,799,176	19.1353%	Doctoral or professional degree or Associate's

Data Source: Texas Occupational Projections, Long-Term ~~2016-2026~~2018-2028

Long-term projections data is helpful in ranking occupations in Texas, without reference to industry, ~~both~~ in terms of ~~both~~ percentage growth and ~~in~~ absolute growth between ~~2016-2018~~ and ~~2026~~2028.

The following occupations are projected to experience the highest growth among all industries ~~i~~ in ~~2016-2026~~2018-2028.

Projected ~~Highest Growth~~Fastest Growing Among Occupations 2016-20262018-2028 (Percent)

<u>Occupation Code</u>	<u>Occupational Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
53-304129-1071	Taxi Drivers and Chauffeurs	22,224,698	30,856,735	8,632,037	38.8453%
15-112229-1171	Information Security Analysts	8,451,905	11,675,133	3,223,228	38.1438%
15-203131-1011	Operations Research Analysts	11,077,722	15,270,103	4,192,381	37.9427%
29-107139-9021	Physician Assistants and Personal Care Aides	8,153,205	11,190,282	3,037,077	37.3378%
39-9021	Personal Care Aides	220,996	302,342	81,346	36.8
31-9091	Dental Assistants	30,722	41,711	10,989	35.8
31-2011	Occupational Therapy Assistants	3,691	4,998	1,307	35.4
29-2021	Dental Hygienists	14,179	19,144	4,965	35.0
13-1161	Market Research Analysts and Marketing Specialists	30,609	40,776	10,167	33.2
25-3021	Self-Enrichment Education Teachers	21,162	28,110	6,948	32.8
29-1171	Nurse Practitioners	12,456	16,429	3,973	31.9
29-1127	Speech-Language Pathologists	14,887	19,618	4,731	31.8
29-1021	Dentists, General	9,977	13,139	3,162	31.7
15-1132	Software Developers, Applications	68,289	89,736	21,447	31.4

<u>Occupation Code</u>	<u>Occupational Title</u>	<u>20186 Empl.</u>	<u>20286 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
<u>27-2022</u>	<u>Coaches and Scouts</u>	<u>15,136</u>	<u>19,804</u>	<u>4,668</u>	<u>30.8</u>
<u>11-3031</u>	<u>Financial Managers</u>	<u>41,399</u>	<u>53,840</u>	<u>12,441</u>	<u>30.1</u>
<u>35-2014</u>	<u>Cooks, Restaurant</u>	<u>111,414</u>	<u>144,001</u>	<u>32,587</u>	<u>29.2</u>
<u>31-2021</u>	<u>Physical Therapist Assistants</u>	<u>7,812</u>	<u>10,091</u>	<u>2,279</u>	<u>29.2</u>
<u>27-3091</u>	<u>Interpreters and Translators</u>	<u>7,344</u>	<u>9,462</u>	<u>2,118</u>	<u>28.8</u>
<u>29-1126</u>	<u>Respiratory Therapists</u>	<u>11,573</u>	<u>14,894</u>	<u>3,321</u>	<u>28.7</u>
<u>31-9011</u>	<u>Massage Therapists</u>	<u>13,579</u>	<u>17,406</u>	<u>3,827</u>	<u>28.2</u>
<u>31-9092</u>	<u>Medical Assistants</u>	<u>60,957</u>	<u>77,619</u>	<u>16,662</u>	<u>27.3</u>
<u>49-9052</u>	<u>Telecommunications Line Installers and Repairers</u>	<u>8,288</u>	<u>10,518</u>	<u>2,230</u>	<u>26.9</u>
<u>13-1111</u>	<u>Management Analysts</u>	<u>44,819</u>	<u>56,771</u>	<u>11,952</u>	<u>26.7</u>
<u>31-9097</u>	<u>Phlebotomists</u>	<u>9,405</u>	<u>11,890</u>	<u>2,485</u>	<u>26.4</u>

	<u>Occupational Title</u>	<u>20168 Emp</u>	<u>20286 Emp</u>	<u>Change</u>	<u>Pct.% Change</u>
<u>39-902131-2021</u>	<u>Personal Care AidesPhysical Therapist Assistants</u>	<u>220,9966,845</u>	<u>302,3429,395</u>	<u>81,3462,550</u>	<u>36.837.3%</u>
<u>31-909115-2031</u>	<u>Dental AssistantsOperations Research Analysts</u>	<u>30,72210,145</u>	<u>41,71113,816</u>	<u>10,9893,671</u>	<u>35.836.2%</u>
<u>31-201131-2011</u>	<u>Occupational Therapy AssistantsOccupational Therapy Assistants</u>	<u>3,6913,762</u>	<u>4,9985,120</u>	<u>1,3071,358</u>	<u>35.436.1%</u>
<u>29-202131-9092</u>	<u>Dental HygienistsMedical Assistants</u>	<u>14,17958,571</u>	<u>19,14479,526</u>	<u>4,96520,955</u>	<u>35.035.8%</u>
<u>13-116129-1126</u>	<u>Market Research Analysts and Marketing SpecialistsRespiratory Therapists</u>	<u>30,60911,784</u>	<u>40,77615,943</u>	<u>10,1674,159</u>	<u>33.235.3%</u>
<u>25-302129-2032</u>	<u>Self-Enrichment Education TeachersDiagnostic Medical Sonographers</u>	<u>21,1625,228</u>	<u>28,1107,039</u>	<u>6,9481,811</u>	<u>32.834.6%</u>
<u>29-117135-3021</u>	<u>Nurse PractitionersCombined Food Preparation and Serving Workers, Including Fast Food</u>	<u>12,45633,1749</u>	<u>16,42944,3572</u>	<u>3,97311,1823</u>	<u>31.933.7%</u>

29-11271-5-1122	Speech-Language Pathologists Information Security Analysts	14,887,419	19,618,901	4,731,482	31.833.5%
29-10211-5-1132	Dentists, General Software Developers, Applications	9,977,379	13,139,791,132	3,162,753	31.733.3%
15-11323-1-9011	Software Developers, Applications Massage Therapists	68,289,356	89,736,149,954	21,447,598	31.431.7%
27-20222-9-1123	Coaches and Scouts Physical Therapists	15,136,161,113	19,804,211,138	4,668,025	30.831.2%
11-30313-1-9097	Financial Managers Phlebotomists	41,399,234	53,840,121,087	12,441,853	30.130.9%
35-20141-3-1161	Cooks, Restaurant Market Research Analysts and Marketing Specialists	111,414,874	144,001,375,590	32,587,849	29.230.8%
31-20213-9-2021	Physical Therapist Assistants Nonfarm Animal Caretakers	7,812,178,842	10,091,232,237	2,279,395	29.230.2%
27-30912-9-1122	Interpreters and Translators Occupational Therapists	7,344,984,47	9,462,121,823	2,118,976	28.830.2%
29-11261-1-3031	Respiratory Therapists Financial Managers	11,573,282,244	14,894,361,657	3,321,413	28.729.8%
31-90113-5-2014	Massage Therapists Cooks, Restaurant	13,579,101,808	17,406,132,026	3,827,302,218	28.229.7%
31-90921-1-9111	Medical Assistants Medical and Health Services Managers	60,957,221,732	77,619,291,464	16,662,732	27.329.6%

	Occupational Title	20186 Emp	20286 Emp	Change	Pct% Change
49-90522 5-1072	Telecommunications Line Installers and Repairers Nursing Instructors and Teachers, Postsecondary	8,288,717	10,518,611	2,230,394	26.929.6%
13-11114 3-6013	Management Analysts Medical Secretaries	44,819,980,011	56,771,112,6,878	11,952,28,867	26.729.5%
31-90972 9-2099	Phlebotomists Health Technologists and Technicians, All other	9,405,976	11,890,116,635	2,485,2559	26.428.2%

Data Source: Texas Occupational Projections, Long-Term ~~2016-~~

~~2026~~[2018-2028](#)

NOTE: Occupations in this list must have had 2,500 or more employed in ~~2016~~[2018](#).

The Conference Board Help Wanted OnLine (HWOL), an internet-based data series, provides timely monthly measures of labor demand using advertised vacancies at the national, regional, state, and metropolitan area levels.

The following table shows the [hard/specialized](#) and [soft/baseline](#) skills and certifications employers most commonly require for the occupations in the previous table.

Common Required Skills for Employment

Hard/Specialized Skills	Soft/Baseline Skills	Certifications
Scheduling Java	Communication Skills Oral and Written Communication	Driver's License Certification in Cardiopulmonary Resuscitation
Java Software Development	Teamwork/Collaboration Creativity	Certified Medical Assistant Basic Life Support
Software Development Python	Problem-solving	First Aid Cardiopulmonary Resuscitation Automated External Defibrillator (CPR Aed/AED) Driver's License
Patient Care Structured Query Language	Research Marketing	Basic Life Support (BLS) Certified Medical Assistant
SQL JavaScript	Writing Integrity	Certified Public Accountant (CPA) Continuing Education

Source: [Gartner TalentNeuron—WANTED Analytics](#)

[Labor Insight \(Burning Glass Technologies\)](#)

[Hard/Specialized](#) Skills:

- [Java Scheduling](#)—[A schedule or timetable, as a basic time-management tool, consists of a list of times at which possible tasks, events, or actions are intended to take place or of a sequence of events in the chronological order in which such things are intended to take place.](#) Knowledge of the information and techniques needed to design, implement and maintain Java Application Phases. This includes developing

application code for Java programs, conducting software analysis, programming, testing, and debugging.

- Software DevelopmentJava—Java is a set of computer software and specifications developed by Sun Microsystems and later acquired by the Oracle Corporation that provides a system for developing application software and deploying it in a cross-platform computing environment. Knowledge of computer programming and coding, logical thinking and problem solving, database knowledge, algorithms and data structures, software testing, and debugging.

PythonSoftware Development

- Software Development—Software development is the process of computer programming, documenting, testing, and bug fixing involved in creating and maintaining applications and frameworks and resulting in a software product. Knowledge of Core Python Applications, web frameworks, object relational mappers, and multi-process architecture. This can include front-end developer skills, database knowledge, systems administration, and script writing.

Structured Query Language

- Patient Care—Patient care refers to the services rendered by members of the health care profession and by nonprofessionals under their supervision for the benefit of the patient. Knowledge of information and techniques needed to update data on a database or retrieve data from a database. This includes querying data, controlling access to the database and its objects, and ensuring database integrity.
- SQL—SQL (ESS-kew-EL or SEE-kwl, Structured Query Language) is a domain-specific language used in programming and designed for managing data held in a relational database management system (RDBMS) or for stream processing in a relational data stream management system (RDSMS).

Java Script Knowledge of techniques used to create interactive webpages including dynamically updating web content, controlling multimedia, and animating images.

SoftBaseline Skills:

- Communication SkillsOral and Written Communication—Communication skills refers to the ability to convey information effectively and efficiently. The ability to communicate information and ideas in speaking and writing so others will understand.
- Teamwork/CollaborationCreativity—A collaboration is a purposeful relationship in which all parties strategically choose to cooperate in order to achieve shared or overlapping objectives. The ability to generate or recognize ideas, alternatives, or possibilities that may be useful in solving problems, communicating with others, and entertaining ourselves and others.
- Problem-solvingProblem Solving—Problem-solving consists of using generic or ad hoc methods in an orderly manner to find solutions to problems. Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- ResearchMarketing—Research comprises creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge about humans, culture and society, and the use of this stock of knowledge to devise new applications. It is used to establish or confirm facts, reaffirm the results of previous work, solve new or existing problems, support theorems, or develop new theories. The ability to create, communicate, deliver, and exchange offerings that have value for customers, clients, partners, and society at large.

- Writing Integrity—Writing is a medium of human communication that represents language and emotion with signs and symbols. The quality of being honest and having strong moral principles that you refuse to change.

Certifications:

- Driver's License—A driver's license is issued under governmental authority and permits the holder to operate a motor vehicle.
 - Certified Medical Assistant Training—Training that designates a medical assistant who has achieved certification through an accredited board. Training can include human anatomy and physiology, medical terminology, coding and insurance processing, and laboratory techniques.
 - First Aid CPR AED Training—Training to recognize and care for a variety of first aid emergencies such as burns, cuts, and scrapes, sudden illnesses, head, neck, and back injuries, heat and cold emergencies, and how to respond to breathing and cardiac emergencies for victims about 12 years and older.
 - Cardiopulmonary Resuscitation—Training that provides techniques for responding to and preparing for medical emergencies associated with an unresponsive person who is not breathing or is partially breathing.
 - Basic Life Support (BLS) Training—Training that provides the type of care that first responders, health care providers, and public safety professionals deliver to anyone who is experiencing cardiac arrest, respiratory distress, or an obstructed airway.
 - Certified Public Accountant (CPA)—An accountant who has met licensure requirements according to their state's board of accountancy.
- Driver's License—A license issued under governmental authority that permits the holder to operate a motor vehicle.
- Certified Medical Assistant—Training that designates a medical assistant who has achieved certification through an accredited board. Training can include human anatomy and physiology, medical terminology, coding and insurance processing and laboratory techniques.
- Continuing Education—Continuing education is a process through which certified individuals stay abreast of evolving knowledge and skills in the profession, to promote the ongoing competency of those certified.

The following occupations in Texas are projected to experience the largest employment growth between 2016-2018 and 2026-2028.

Top 25 Occupations Projected Highest to Add the Most Employment Growth 2016-2018-2028

Occupation Code	Occupation Title	2018 Empl.	2028 Empl.	Change	Percentage Change
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	392,586	488,454	95,868	24.4
39-9021	Personal Care Aides	220,996	302,342	81,346	36.8
41-2031	Retail Salespersons	403,976	444,235	40,259	10.0
29-1141	Registered Nurses	216,124	252,330	36,206	16.8
11-1021	General and Operations Managers	201,052	235,280	34,228	17.0

Occupation Code	Occupation Title	2018 Empl.	2028 Empl.	Change	Percentage Change
53-3032	Heavy and Tractor-Trailer Truck Drivers	210,473	244,020	33,547	15.9
35-2014	Cooks, Restaurant	111,414	144,001	32,587	29.2
47-2061	Construction Laborers	160,372	190,026	29,654	18.5
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	209,838	238,686	28,848	13.7
35-3031	Waiters and Waitresses	219,366	247,421	28,055	12.8
13-2011	Accountants and Auditors	128,250	152,305	24,055	18.8
43-6013	Medical Secretaries	95,175	118,967	23,792	25.0
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	178,990	201,752	22,762	12.7
43-4051	Customer Service Representatives	284,520	307,264	22,744	8.0
15-1132	Software Developers, Applications	68,289	89,736	21,447	31.4
43-5081	Stock Clerks and Order Fillers	168,080	187,954	19,874	11.8
41-3099	Sales Representatives, Services, All Other	113,483	133,013	19,530	17.2
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	124,603	143,040	18,437	14.8
49-9071	Maintenance and Repair Workers, General	117,761	134,678	16,917	14.4
31-9092	Medical Assistants	60,957	77,619	16,662	27.3
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	86,095	101,252	15,157	17.6
25-2021	Elementary School Teachers, Except Special Education	135,400	149,970	14,570	10.8
47-1011	Supervisors of Construction and Extraction Workers	84,183	98,543	14,360	17.1
13-1199	Business Operations Specialists, All Other	92,375	106,610	14,235	15.4
43-9061	Office Clerks, General	339,566	353,723	14,157	4.2

Source: Texas Occupational Projections, Long-Term 2018-2028

Occ Code	Occupational Title	2016 Emp	2026 Emp	Change	% Change
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	331,749	443,572	111,823	33.7
39-9021	Personal Care Aides	205,219	282,766	77,547	37.8
Occ Code	Occupational Title	2016 Emp	2026 Emp	Change	% Change

41-2031	Retail Salespersons	388,604	443,537	54,933	14.1
35-3031	Waiters and Waitresses	220,940	272,458	51,518	23.3
29-1141	Registered Nurses	210,775	261,607	50,832	24.1
43-4051	Customer Service Representatives	251,965	287,813	35,848	14.2
53-3032	Heavy and Tractor-Trailer Truck Drivers	185,215	217,493	32,278	17.4
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	174,560	206,437	31,877	18.3
11-1021	General and Operations Managers	168,198	200,014	31,816	18.9
31-1011	Home Health Aides	72,258	103,141	30,883	42.7
35-2014	Cooks, Restaurant	101,808	132,026	30,218	29.7
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	176,944	207,031	30,087	17.0
25-2021	Elementary School Teachers, Except Special Ed.	143,963	173,351	29,388	20.4
43-6013	Medical Secretaries	98,011	126,878	28,867	29.5
47-2061	Construction Laborers	130,425	157,048	26,623	20.4
43-5081	Stock Clerks and Order Fillers	163,073	189,131	26,058	16.0
43-9061	Office Clerks, General	369,945	394,613	24,668	6.7
13-2011	Accountants and Auditors	126,448	150,338	23,890	18.9
41-2011	Cashiers	272,961	296,375	23,414	8.6
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	106,131	127,936	21,805	20.5
Occ-Code	Occupational Title	2016 Emp	2026 Emp	Change	% Change
31-9092	Medical Assistants	58,571	79,526	20,955	35.8

35-1012	First-Line Supervisors of Food Preparation and Serving Workers	81,842	102,680	20,838	25.5
49-9071	Maintenance and Repair Workers, General	113,445	133,575	20,130	17.7
41-3099	Sales Representatives, Services, All Other	107,621	127,378	19,757	18.4
15-1132	Software Developers, Applications	59,379	79,132	19,753	33.3
<u>Occ Code</u>	<u>Occupational Title</u>	<u>2018 Emp</u>	<u>2028 Emp</u>	<u>Change</u>	<u>Pct. Change</u>
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Data Source: [Texas Occupational Projections, Long Term 2016-2026](#)

The following table shows the skills employers most commonly require for the occupations in the previous table that are projected to add the most jobs in Texas during the reference period.

Common Required Skills for High Growth Employment

Specialized Hard Skills	Baseline Soft Skills	Certifications
Customer Service Freight+	Oral and Written Communication Communication Skills	Class A Commercial Driver's License Driver's License
Tractor-Trailers Sales	Integrity Teamwork/Collaboration	Commercial Driver's License Registered Nurse
Microsoft Office Scheduling	Customer-Service Oriented Physical Abilities	Commercial Driver's License (Driver's License CDL) Class A
Bilingual Cleaning	Team-Oriented Teamwork Organizational Skills	Certified Registered Nurse Advanced Cardiac Life Support (ACLS) Certification
Java Patient Care	Owner-Operator Problem-solving	HAZMAT Basic Life Support (BLS)

Source: [Gartner TalentNeuron-WANTED Analytics](#)
[Labor Insight \(Burning Glass Technologies\)](#)

~~Hard~~Specialized Skills:

- ~~Freight+~~—Experience and skills in dealing with goods that are carried from one place to another by ship, aircraft, train, or truck or the system of transporting these goods.
- ~~Tractor Trailers~~—Experience and skills associated with operating trucks with a gross vehicle weight capacity, delivering goods over intercity routes, sometimes spanning several states.
- ~~Microsoft Office~~—Knowledge of Microsoft Office products such as Word, Excel, and PowerPoint.
- ~~Bilingual~~—The ability to speak two languages with the facility of a native speaker.
- ~~Java~~—Knowledge of the information and techniques needed to design, implement, and maintain Java Application Phases. This includes developing application code for Java programs, conducting software analysis, programming, testing, and debugging.
- ~~Customer Service~~—Customer service is the provision of service to customers before, during, and after a purchase.
- Sales—Sales is activity related to selling or the amount of goods or services sold in a given time period.
- Scheduling—A schedule or a timetable, as a basic time-management tool, consists of a list of times at which possible tasks, events, or actions are intended to take place or of a sequence of events in the chronological order in which such things are intended to take place.
- Cleaning—Cleaning is the process of removing unwanted substances, such as dirt, infectious agents, and other impurities, from an object or environment.
- Patient Care—Patient care refers to the services rendered by members of the health care profession and by nonprofessionals under their supervision for the benefit of the patient.

~~Soft~~Baseline Skills:

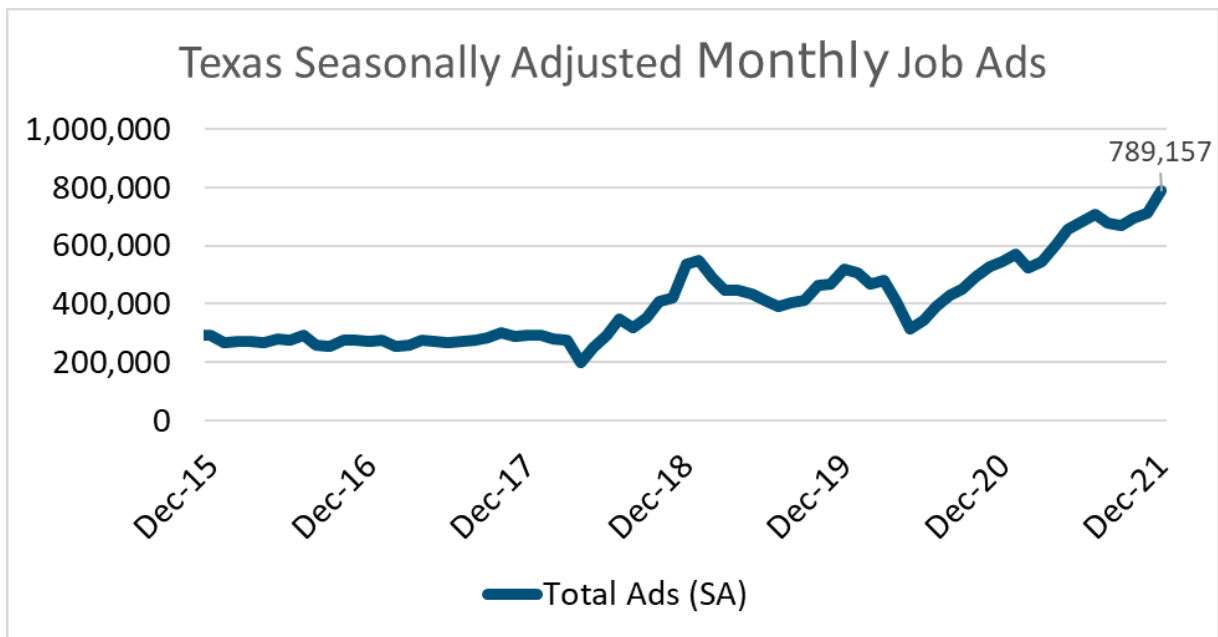
- ~~Oral and Written Communication~~—The ability to communicate information and ideas in speaking and writing so others will understand.
- ~~Integrity~~—The quality of being honest and having strong moral principles that you refuse to change.
- ~~Customer Service Oriented~~—The ability to display positive attitudes and behaviors, which demonstrate an awareness and willingness to respond to customers in order to respond to and meet their needs, requirements and expectations.
- ~~Team Oriented, Teamwork~~—The process of working collaboratively with a group of people to achieve a goal.
- ~~Owner Operator~~—Knowledge and skills associated with a commercial carrier providing capacity (trucks and drivers, with or without trailers or chassis) to either commercial or private carriers under a contract for services.
- Communication Skills—Communication skills refers to the ability to convey information effectively and efficiently.
- Teamwork/Collaboration—A collaboration is a purposeful relationship in which all parties strategically choose to cooperate in order to achieve shared or overlapping objectives.

- Physical Abilities—Physical abilities refers to the ability to quickly and repeatedly bend, stretch, twist, or reach out with the body, arms, and/or legs, which often requires strength, endurance, flexibility, balance, and coordination.
- Organizational Skills—Organizational skills refers to the ability to effectively use one’s time, energy, resources, and so forth to accomplish desired goals.
- Problem-solving—Problem-solving consists of using generic or ad hoc methods, in an orderly manner to find solutions to problems.

Certifications:

- ~~Class A Commercial Driver’s License—Government issued license that permits the holder to operate any combination of vehicles with a gross combination weight rating of 26,001 pounds or more, provided the gross vehicle weight rating (GVWR) of the vehicle or vehicles towed exceeds 10,000 pounds.~~
- ~~Commercial Driver’s License—A CDL is a professional license permitting the holder of the license to drive those large commercial vehicles and buses on public roadways in Texas and in the United States.~~
- Driver’s License—A driver’s license is issued under governmental authority and permits the holder to operate a motor vehicle.
- Certified Registered Nurse—A registered nurse (RN) is a nurse who holds a nursing diploma or Associate Degree in Nursing (ADN), has passed the NCLEX-RN exam administered by the National Council of State Boards of Nursing (NCSBN), and has met all other licensing requirements mandated by his or her state’s board of nursing. Employers may require RNs to prove their specialized competency by becoming certified in their specialty area through a nationally recognized certifying body.
- Class A Commercial Driver’s License (CDL)—A CDL is a government-issued license that permits the holder to operate any combination of vehicles with a gross combination weight rating (GVWR) of 26,001 pounds or more, provided the GVWR of the vehicle or vehicles towed exceeds 10,000 pounds.
- Advanced Cardiac Life Support (ACLS) Certification—ACLS certification consists of training in basic life support skills including, but not limited to, effective chest compressions, use of a bag-mask device, and use of an AED, recognition and early management of respiratory and cardiac arrest, airway management, related pharmacology, and management of acute coronary syndrome (ACS) and stroke.
- Basic Life Support (BLS)—BLS training instructs in the type of care that first-responders, health care providers, and public safety professionals deliver to anyone who is experiencing cardiac arrest, respiratory distress, or an obstructed airway.
- HAZMAT—Hazardous materials (hazmat) removal workers identify and dispose of asbestos, lead, radioactive waste, and other hazardous materials. They also neutralize and clean up materials that are flammable, corrosive, or toxic.

Current demand for labor can be measured using job posting analytics, as online job vacancies are a leading indicator of the labor market. -Online labor demand has exceeded pre-pandemic levels. -As of December 2021, Texas had over more than 789,000 job postings, which is 67 percent above higher than the February 2020 level.



Source: Labor Insight (Burning Glass Technologies), HWOL universe postings.

Not seasonally adjusted, the Management Occupation family experienced the largest over-the-year increase in job demand ending in December 2021. -This was followed by Computer and Mathematical and Healthcare Practitioners and Technical Occupation families.

Jobs with the most demand in 2021:

Occupation	Job Postings
Registered Nurses	124,347
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	89,137
Retail Salespersons	86,845
Heavy and Tractor-Trailer Truck Drivers	76,752
Software Developers, Applications	76,421
Customer Service Representatives	68,823
Managers, All Other	60,261
First-Line Supervisors of Retail Sales Workers	59,780
Combined Food Preparation and Serving Workers, Including Fast Food	47,042
Laborers and Freight, Stock, and Material Movers, Hand	45,337

Source: Labor Insight (Burning Glass Technologies), HWOL universe postings, 2021

Nursing remains among the most in-demand jobs, increasing over 80% percent since February 2020. Many other health care Practitioners and Technical Occupations showed similar growth. -These included LPNs, LVNs, Nurse Practitioners, and Clinical Laboratory Technologists and Technicians. -During this time period, there has also been strong demand for Food Preparation and Serving Related Occupations and as well as Transportation and Material Moving Occupations, among others.

B. WORKFORCE ANALYSIS

The Unified or Combined State Plan must include an analysis of the current workforce, including
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individuals with barriers to employment, as defined in section 3 of WIOA⁴. This population must include individuals with disabilities among other groups⁵ in the State and across regions identified by the State. This includes—

[4] Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; farmworkers (as defined at Section 167(i) of WIOA and Training and Employment Guidance Letter No. 35-14); individuals within two years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families program; single parents (including single pregnant women); and long-term unemployed individuals.

[5] Veterans, unemployed workers, and youth, and others that the State may identify.

I. EMPLOYMENT AND UNEMPLOYMENT

Provide an analysis of current employment and unemployment data, including labor force participation rates, and trends in the State.

II. LABOR MARKET TRENDS

Provide an analysis of key labor market trends, including across existing industries and occupations.

III. EDUCATION AND SKILL LEVELS OF THE WORKFORCE

Provide an analysis of the educational and skill levels of the workforce.

IV. SKILL GAPS

Describe apparent 'skill gaps.'

Employment and Unemployment

Texas Total Nonagricultural Employment grew peaked in February 2020, prior to COVID-19 and the measures taken to slow its spread, at 12,970,000 jobs. 10.5 percent from April 2014 to April 2019. Employment in Texas and nationwide declined precipitously over the next two months. Since then, employment levels statewide and nationally have climbed back. As of June 2021, Texas had recovered to 97.4 percent of its pre-COVID peak employment, outpacing the U.S. recovery of 95.7 percent. This outperformed the United States growth rate of 9.2 percent for the same time frame.

Three major industries in Texas fully recovered and surpassed their respective pre-COVID peak employment levels by June 2021. Trade, Transportation, and Utilities added 35,400 jobs; however, only one of its three subsectors saw positive employment growth. Transportation, Warehousing, and Utilities added 38,800 jobs from February 2020 to June 2021, offsetting losses of 2,800 jobs in Wholesale Trade and 600 jobs in Retail Trade. Financial Activities employment grew by 7,500 jobs since February 2020. Professional and Business Services added 23,500 jobs. Construction and Leisure and Hospitality led all other major industries in Texas, with 18.9 and 17.9 percent growth respectively over the five-year period. Texas Mining and Logging employment was the farthest from full recovery in June 2021, at 80.5 percent. However, the industry showed signs of improvement, as its annual change rate went positive for the first time since July 2019, jumping to 6.9 percent in June 2021. Leisure and Hospitality, facing the steepest COVID-related employment declines among major industries, also lagged in recovery.

at 91.3 percent in June 2021, declined by 15.6 percent, primarily the result of declining oil prices starting in 2015, although that industry has shown 25 consecutive months of year-over-year growth. Information was the only other major industry in Texas to show employment loss over the five-year period, with a decrease of 100 jobs. Private Sector employment expanded at 11.5 percent and was more than double the growth rate of Government employment, which expanded by 5.6 percent.

Texas Nonagricultural Employment by Industry ~~April February 2014 20~~ ~~April June 20~~ 19

<u>Industry</u>	<u>February 2020</u>	<u>June 2021</u>	<u>Change</u>	<u>Percentage Recovery</u>
Total Nonagricultural	12,970,000	12,627,400	-342,600	97.4
Total Private	10,970,000	10,666,500	-303,500	97.2
Goods Producing	1,925,800	1,789,600	-136,200	92.9
Service Providing	11,044,200	10,837,800	-206,400	98.1
Mining and Logging	234,900	189,200	-45,700	80.5
Construction	780,700	726,000	-54,700	93.0
Manufacturing	910,200	874,400	-35,800	96.1
Retail Trade	1,325,100	1,324,500	-600	100.0
Transportation, Warehousing, and Utilities	595,900	634,700	38,800	106.5
Information	211,600	203,100	-8,500	96.0
Financial Activities	818,200	825,700	7,500	100.9
Professional and Business Services	1,833,700	1,857,200	23,500	101.3
Education and Health Services	1,775,800	1,720,900	-54,900	96.9
Leisure and Hospitality	1,416,400	1,293,100	-123,300	91.3
Other Services	453,800	406,800	-47,000	89.6
Government	2,000,000	1,960,900	-39,100	98.0

Industry	April 2014	April 2019	Change	Pct.% Change
Total Nonagricultural	11,515,300	12,727,600	1,212,300	10.5%
Total Private	9,661,000	10,768,900	1,107,900	11.5%
Goods Producing	1,833,300	1,928,500	95,200	5.2%
Service Providing	9,682,000	10,799,100	1,117,100	11.5%
Mining and Logging	305,100	257,500	-47,600	-15.6%
Construction	644,500	766,500	122,000	18.9%
Manufacturing	883,700	904,500	20,800	2.4%
Retail Trade	1,251,500	1,329,600	78,100	6.2%
Industry	April 2014	April 2019	Change	Pct.% Change
Transportation, Warehousing, and Utilities	476,200	567,200	91,000	19.1%

Information	202,100	202,000	-100	0.0%
Financial Activities	695,900	793,400	97,500	14.0%
Professional and Business Services	1,543,100	1,766,900	223,800	14.5%
Educational Services	178,700	213,700	35,000	19.6%
Leisure and Hospitality	1,180,300	1,391,700	211,400	17.9%
Other Services	411,400	445,700	34,300	8.3%
Government	1,854,300	1,958,700	104,400	5.6%

Source: Current Employment Statistics, Seasonally Adjusted

Post-COVID as pre-COVID, the Mining and Logging industry comprises a substantially larger share of employment in Texas than at the national level. The industry accounts for 21.08 percent of Texas employment, while accounting for 0.54 percent of jobs nationally. Texas has a significantly lower share of Education and Health Services jobs compared to the United States (13.67 percent versus 16.01 percent). At the national level, no major industries have fully recovered to pre-pandemic employment levels, compared to the three in Texas already mentioned. In addition to the three fully recovered industries, of the 11 major industries, seven were approaching pre-COVID employment levels faster in Texas than nationally, including Information, Education and Health Services, Leisure and Hospitality, and Government. As of June 2021, all three Goods Producing sector industries—Mining & Logging, Construction, and Manufacturing—were recovering faster nationally than in Texas. The same was true of the Other Services industry, which includes repair and maintenance jobs, personal and laundry services, and religious, grantmaking, civil, and professional organizations, and Information represent the industries growing faster at a national level than in Texas. Mining and Logging employment has declined at both state and national levels, at a slightly faster rate in Texas than across the entire United States.

Comparing Texas to US Industry Percent Share and Growth Rates Recovery, February 2014–2019 June 2021 (April)

Industry	Texas Share (percent)	US Share (percent)	Texas Recovery (percent)	US Recovery (percent)
Total Nonagricultural	100.0	100.0	<u>10.5%</u> <u>97.4</u>	<u>9.2%</u> <u>95.7</u>
Total Private	84.6	85.1	<u>11.5%</u> <u>97.2</u>	<u>10.4%</u> <u>95.7</u>
Goods Producing	<u>15.2%</u> <u>14.8</u>	<u>13.9%</u> <u>14.0</u>	<u>5.2%</u> <u>92.9</u>	<u>10.3%</u> <u>96.4</u>
Service Providing	<u>84.8%</u> <u>85.2</u>	<u>86.1%</u> <u>86.0</u>	<u>11.5%</u> <u>98.1</u>	<u>9.1%</u> <u>95.5</u>
Mining and Logging	<u>2.0%</u> <u>1.8</u>	<u>0.5%</u> <u>0.4</u>	<u>-15.6%</u> <u>80.5</u>	<u>-15.0%</u> <u>91.6</u>
Construction	<u>6.0%</u> <u>6.0</u>	<u>5.0%</u> <u>5.1</u>	<u>18.9%</u> <u>93.0</u>	<u>23.0%</u> <u>96.9</u>
Manufacturing	<u>7.1%</u> <u>7.0</u>	<u>8.5%</u> <u>8.5</u>	<u>2.4%</u> <u>96.1</u>	<u>5.8%</u> <u>96.4</u>
Wholesale Trade	<u>4.8%</u> <u>4.7</u>	<u>3.9%</u> <u>3.9</u>	<u>10.7%</u> <u>99.5</u>	<u>3.5%</u> <u>96.8</u>
Retail Trade	<u>10.4%</u> <u>10.2</u>	<u>10.4%</u> <u>10.5</u>	<u>6.2%</u> <u>100.0</u>	<u>3.2%</u> <u>98.4</u>
Transportation, Warehousing, and Utilities	<u>4.5%</u> <u>4.6</u>	<u>4.0%</u> <u>3.9</u>	<u>19.1%</u> <u>106.5</u>	<u>18.3%</u> <u>98.5</u>

Industry	Texas Share (percent)	US Share (percent)	Texas Recovery (percent)	US Recovery (percent)
Information	1.6% <u>1.6</u>	1.9% <u>1.9</u>	0.0% <u>96.0</u>	3.4% <u>93.5</u>
Financial Activities	6.3% <u>6.2</u>	5.7% <u>6.0</u>	14.0% <u>100.9</u>	8.9% <u>99.2</u>
Professional and Business Services	13.9% <u>14.1</u>	14.2% <u>14.3</u>	14.5% <u>101.3</u>	12.7% <u>97.1</u>
<u>Education and Health Services</u>	<u>13.7</u>	<u>16.1</u>	<u>96.9</u>	<u>95.8</u>
<u>Leisure and Hospitality</u>	<u>10.9</u>	<u>10.1</u>	<u>91.3</u>	<u>87.5</u>
<u>Other Services</u>	<u>3.5</u>	<u>3.9</u>	<u>89.6</u>	<u>95.4</u>
<u>Government</u>	<u>15.4</u>	<u>14.9</u>	<u>98.0</u>	<u>95.5</u>

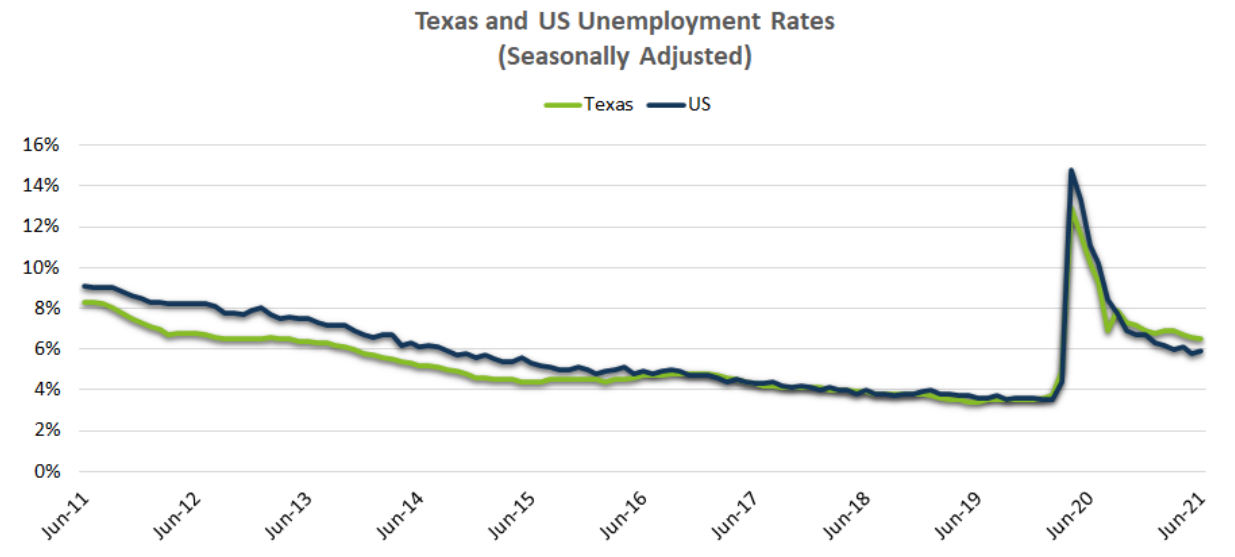
Industry	Texas % Share	US % Share	Texas Growth Rate	US Growth Rate
Educational and Health Services	13.6%	16.0%	14.4%	13.2%
Leisure and Hospitality	10.9%	11.1%	17.9%	14.4%
Other Services	3.5%	3.9%	8.3%	6.5%
Government	15.4%	14.9%	5.6%	3.2%

Data Source: Current Employment Statistics, Seasonally Adjusted

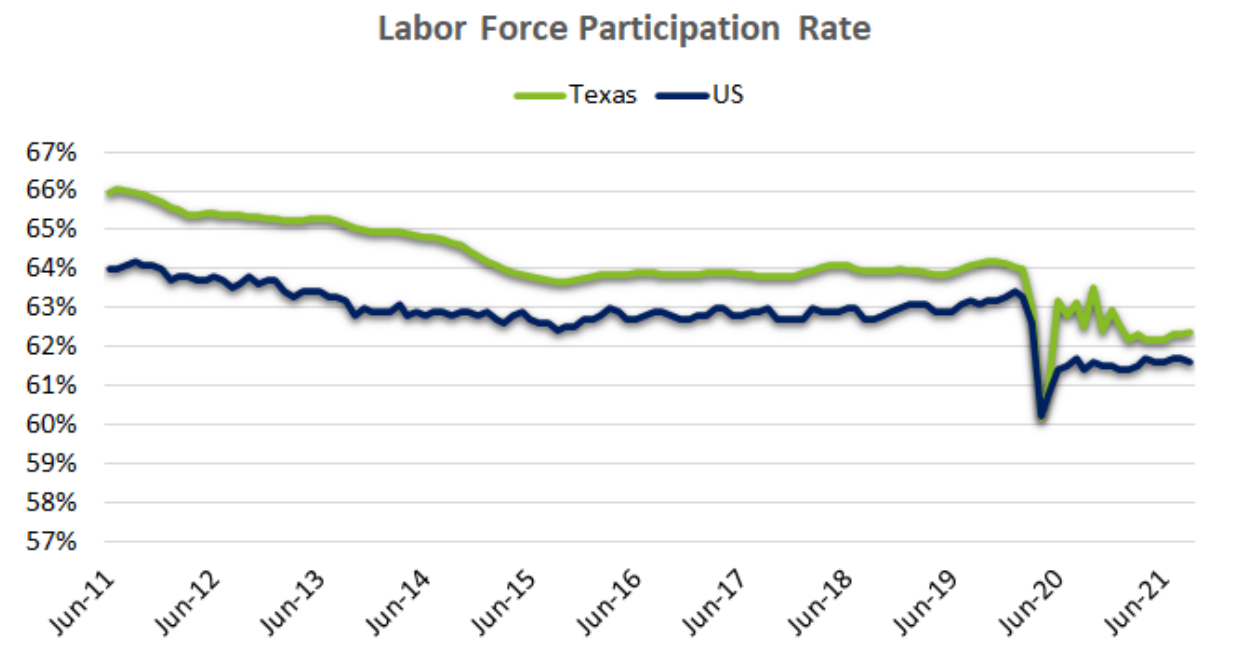
Since peaking at 12.9 percent in April 2020, during the ~~great recession~~ COVID-19 pandemic in March 2010 (at 8.3 percent), the seasonally adjusted unemployment rate for Texas has dropped considerably. Texas, for a variety of economic and demographic reasons, weathered the worst of the ~~recession~~ pandemic better than ~~many~~ most other states. ~~More recently, the~~ In June 2021 the unemployment rate in ~~April June 2019~~ 2021 Texas stood at 3.76.5 percent, ~~tied for the lowest unemployment rate in the history of the series that began in 1976~~. This was ~~one~~ six tenths of a percentage point higher than the 5.9 percent national unemployment rate ~~of 3.65.9 percent for the United States~~, as shown in the Unemployment Rate chart below. In December 2021, the unemployment rate dropped to 5.0% percent after 9 nine consecutive decreases. The unemployment rate for Texas has been lower than that of the United States in 104 87 out of the previous 124 120 months. Because the unemployment rate is a relatively simple measure of labor surplus representing the fraction of the total labor force that is not employed but is looking for work, many experts consider the labor force participation rate (LFPR) a better gauge of labor market conditions. The LFPR is the percentage of the total civilian population that is either employed or unemployed—that is, either working or actively seeking work. In ~~April June 2019~~ 2021, ~~64.062.2~~ percent of Texas' civilian noninstitutional population participated in the labor force. The United States had a slightly lower ~~62.861.6 percent~~ participation rate ~~61.6 percent~~ during the same period. As can be seen in the Labor Force Participation Rate chart below, participation rates have been declining over time for both Texas and the United States. ~~This decline can be attributed to a variety of factors, including an aging population, an increase in disability, and an increase in young people who are delaying work to pursue higher education. This decline can be attributed to a variety of factors, including an aging population, an increase in young people who are delaying work to pursue higher education, and, more recently, to the unprecedented effects of the COVID-19 pandemic.~~

Texas and United States Labor Unemployment Rates (Seasonally Adjusted)

<https://twc.texas.gov/files/partners/texas-united-states-labor-unemployment-rates.jpg>



Texas and United States Labor Force Participation Rates (Seasonally Adjusted)



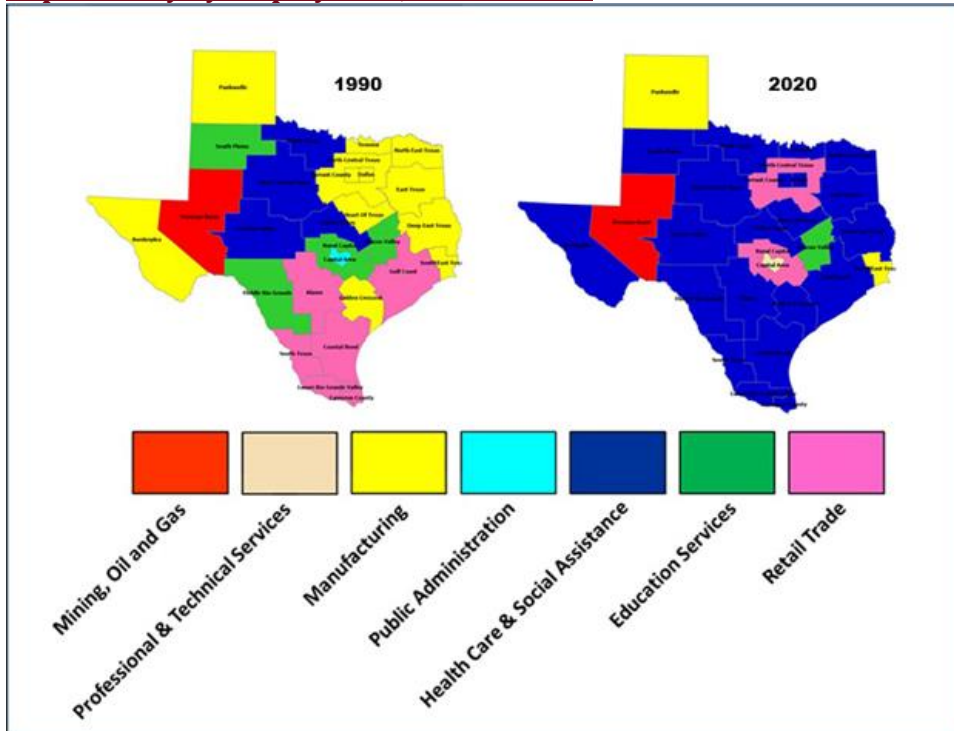
Labor Market Trends

The Texas industrial composition has significantly changed over time. Cotton, cattle, and petroleum, all dependent on land resources dominated Texas economic development until the

1950s. Since then, Manufacturing, Retail, Wholesale, Financial Services, and Construction grew rapidly mirroring and serving the urbanization process. Despite the diversification of the state's economy, Texas remained heavily dependent on oil and gas and any fluctuations in oil prices had a major impact on the state, particularly in the 1970s and 1980s. Since the mid-1980s, the state's economy diversified considerably, making the Texas economy more resilient. The developments in the Barnett and Eagle Ford shale areas as well as the high oil prices from 2007 to 2009 insulated Texas from the full force of the economic downturn. Texas' industry composition continued changing away from the largest employers being Manufacturing and Retail toward Health Care. The dominant industry in Texas is now Health Care and Social Assistance because of the need created by a growing and aging population. As of 2017, oil and gas continue to dominate the Permian Basin area. Food manufacturing and petrochemical manufacturing continue to dominate the Panhandle and Southeast Texas, respectively. Retail dominates North Central Texas and Rural Capital, each of which surround large metro areas. Because of Texas A&M University, Education Services continues to dominate Brazos Valley. Finally, Capital Area saw a recent change to Professional and Technical Services being the dominant industry since the area has been attracting more and more tech companies over the last few years. Over the past year, Texas added jobs in 10 of the 11 major industries, including Mining and Logging; Construction; Manufacturing; Trade, Transportation, and Utilities; Financial Activities; Professional and Business Services; Education and Health Services; Leisure and Hospitality; Other Services; and Government. Total Nonfarm job growth has expanded in Texas year-over-year for 108 consecutive months as of April 2019. The predominant industry across Texas, Health Care and Social Assistance, is the largest industry in 21 of 28 local workforce development areas in the state. The industry increased by slightly more than 48,000 jobs from the first quarter of 2020 to the first quarter of 2021. Generally, this industry has shown to be resilient in Texas during slower economic times due to the population of aging residents, including retirees. However, claims filed indicate that this industry was heavily affected by layoffs related to elective procedures as the state battled COVID-19. The population of Texas continues to increase, with Health Care displaying long-term employment growth through early 2021.

Manufacturing continues to dominate the Panhandle and South East Texas workforce areas. Often very closely connected with the Oil and Gas industry, Manufacturing still picked up more than 5,800 jobs over the year from first quarter 2020 to first quarter 2021. The Retail Trade industry dominates the North Central Texas and Rural Capital workforce areas, each of which surround large metro urban counties. The industry has changed considerably over the last two years as Retail shifts from brick-and-mortar stores to online retail. The industry is recovering from jobs lost during COVID-19, with close to 103,000 jobs gained from first quarter 2020 to first quarter 2021. Because of Texas A&M University, Educational Services continues to dominate the Brazos Valley workforce area. Finally, Professional and Technical Services continues to dominate the Capital Area, driven by Computer Systems Design and Related Services and attracting more and more tech companies over the last few years.

Top Industry by Employment, 1990 to 2020



Data Source: [Quarterly Census of Employment and Wages](#)

[When analyzing employers by employment levels, we find that all private unemployment insurance \(UI\) accounts have grown for all size classes since 2013, with the exception of the most recent four quarters experienced during the COVID-19 pandemic. During the period April 2020 to March 2021, all UI accounts for small employers \(fewer than 10 employees\) increased, while UI accounts for larger employers \(greater than 10 employees\) decreased. UI accounts with one to four employees grew by 2.8 percent, while accounts with five to nine employees increased by 2.9 percent. Employment with small employers increased from April 2020 to March 2021. The largest employment increase occurred for employers with one to four employees, at 1.4 percent, and employers with five to nine employees increased by 0.9 percent. From April 2020 to March 2021, wages with employers with fewer than 50 employees increased, while all other size classes decreased.](#)

Data Source: [Current Employment Statistics](#)[Quarterly Census of Employment and Wages](#)

Except for a 17-month period from October 2015 to February 2017, Texas' annual growth rate has consistently surpassed that of the United States going back to January 2004. For April 2019, the Texas annual growth rate stood 0.6 percentage points higher than that of the United States at 2.4 percent.

Texas Nonagricultural Annual Employment Growth (Seasonally Adjusted):-

<https://twc.texas.gov/files/partners/texas-nonagricultural-annual-employment-growth.jpg>

Data Source: [Current Employment Statistics](#)

As Texas employment continues to rise, so do average annual wages. According to the Quarterly Census of Employment and Wages, average annual wages have increased by 12.8 percent over five years ending 2018. As tracked by the Current Employment Statistics program, average hourly earnings increased year over year for all employees in seven of eight measured industries, with the highest percentage increase occurring for Leisure and Hospitality workers,

~~whose earnings increased by \$0.79 per hour, over the 12-month period. The Quarterly Census of Employment and Wages (QCEW) provides insight into wages paid by industry as well as by ownership type, identifying public and private employers. From second quarter 2020 to first quarter 2021, 14.4 percent of all wages in Texas were paid to government employees, an increase of 0.7 percentage points from the previous equivalent time frame. Private sector employees were paid 85.6 percent of wages, a decrease of 0.7 percent. In comparison, the nation paid a slightly larger share of wages to government employees, with 14.9 percent, and a lower share of wages to private employers, with 85.1 percent. In the private sector, the highest percentage of Texas wages in the year ending with first quarter 2021 were paid to Professional and Business Services (19.1 percent), followed by Trade, Transportation, and Utilities (18.3 percent), Education and Health Services (11.3 percent), Financial Activities (9.7 percent), and Manufacturing (9.2 percent). Furthermore, the two private industries of Trade, Transportation, and Utilities and Natural Resources and Mining paid a significantly higher percent of wages in Texas than nationwide (18.3 percent and 3.5 percent in Texas, respectively, versus 15.6 percent and 1.2 percent in the United States).~~

Educational and Skill Levels of the Workforce

- Based on data from the Census Bureau's 2017~~9~~ American Community Survey, 83~~4.6~~ percent of Texans age 25 years and older had attained an educational level of high school graduate or higher, compared to 88.~~06~~ percent nationwide. The percentage of Texans who had attained a bachelor's degree or higher stood at ~~29.6~~30.8 percent, compared to ~~32.0~~33.1 percent for the nation.
- Based on Census Bureau data from 2013 to 2017~~2019~~, 9.7~~4~~ percent of Texans 18–64 years old were classified as having a disability, a figure that was slightly lower than the rate of 10.3 percent for the United States.
- Based on data from the Census Bureau's 2017~~9~~ American Community Survey, only ~~5.3~~4.8 percent of veterans over the age of 24~~age 25 and older~~ in Texas had attained less than a high school degree, compared to 16.4~~3~~ percent of the same age cohort ~~the state as a whole~~of Texas nonveterans. Similarly, 71.7~~2.8~~ percent of Texas' veterans over the age of 24 had attained at least some college education, as compared to 58.5~~2~~ percent of Texan ~~of that age group as a whole~~nonveterans of that age group.

See the following tables for additional information on key Texas population characteristics, including educational attainment for the general population and for veterans.

Key Texas Population Characteristics:

- ~~According to the 2020 decennial Census, the Texas population is 29,145,505. In 2017, the Census Bureau estimated the population of Texas to be 28,322,717.~~
- As of ~~April 2019~~June 2021, the Bureau of Labor Statistics estimated the Texas seasonally adjusted civilian labor force at ~~14,015,300~~14,068,729 persons/individuals, second only to California among US states.
- As of ~~April 2019~~June 2021, Texas' seasonally adjusted unemployment rate of ~~3.7~~6.5 percent stood 0.4~~6~~ percentage points higher than the unemployment rate for the United States, ~~3.6~~5.9 percent.

Educational Attainment for the Population

Texas Population 18 to 24 Years	Percentage
Less than high school graduated diploma	15.0 13.9
High school graduate (includes equivalency)	33.2 34.6
Some college or associate's degree	43.2 42.1
Bachelor's degree or higher	8.6 9.5

Texas Population 25 Years and Older	Percentage
Less than ninth grade	7.7
Ninth to 12th grade, no diploma	7.7
High school graduate (includes equivalency)	25.2
Some college, no degree	21.2
Associate's degree	7.5
Bachelor's degree	20.0
Graduate or professional degree	10.8

Source: US Census Bureau, 2017~~9~~ American Community Survey 1-Year Estimates, Table S1501

Veteran Status by Educational Attainment

Texas Veterans 25 Years and Older	Percentage
Less than high school graduated diploma	5.3 4.8
High school graduate (includes equivalency)	23.0 22.3
Some college or associate's degree	40.9 4
Bachelor's degree or higher	30.8 32.4

Source: US Census Bureau, 2017~~9~~ American Community Survey 1-Year Estimates, Table B21003

Based on Census Bureau data from 2017~~9~~, there were an estimated ~~647,977~~690,529 Texans between the ages of 18 and 64 at work with disabilities, or ~~5.2~~3 percent of all employed Texans of that age. The estimated number of unemployed Texans with disabilities over this period was ~~77,170~~70,619 individuals, which represented ~~11.7~~12.2 percent of the total number of unemployed in Texas.

Finally, the Census Bureau estimate from this period indicated that ~~22.2~~5 percent of Texans 18 to 64 years old who were not in the labor force had some type of disability, an estimated ~~897,815~~888,367 individuals.

Texas Employment Status by Disability Status and Type

	Estimate
Number of Texans, 18-64 years old	17,111,410
In the labor force	13,069,811

Total Employed:	12,410,570
Employed with a disability	647,977
Employed with a hearing difficulty	188,195
Employed with a vision difficulty	166,868
Employed with a cognitive difficulty	185,543
Employed with an ambulatory difficulty	215,986
Employed with a self-care difficulty	43,734
Employed with an independent living difficulty	97,527
Employed with no disability	11,762,593
Total Unemployed:	659,241
Unemployed with a disability	77,170
Unemployed with a hearing difficulty	14,049
Unemployed with a vision difficulty	16,966
Unemployed with a cognitive difficulty	40,234
Unemployed with an ambulatory difficulty	26,345
Unemployed with a self-care difficulty	8,045
Unemployed with an independent living difficulty	18,933
Unemployed with no disability	582,071
Total Not in Labor Force:	4,041,599
Not in labor force, with a disability	897,815
Not in labor force, with a hearing difficulty	133,935
Not in labor force, with a vision difficulty	169,859
Not in labor force, with a cognitive difficulty	423,742
Not in labor force, with an ambulatory difficulty	537,516
Not in labor force, with a self-care difficulty	237,742
	Estimate
Not in labor force, with an independent living difficulty	434,627
Not in labor force, with no disability	3,143,784

Source: US Census Bureau, 2017 American Community Survey 1-Year Estimates, Table B18120

<u>Employment and Disability Status</u>	<u>Estimate</u>
Total <u>number of Texans 18-64 years old:</u>	17,475,065
<u>In the labor force:</u>	13,524,308
<u>Employed:</u>	12,943,477
<u>With a disability:</u>	690,529
<u>With a hearing difficulty</u>	191,183
<u>With a vision difficulty</u>	178,093
<u>With a cognitive difficulty</u>	221,960
<u>With an ambulatory difficulty</u>	216,922
<u>With a self-care difficulty</u>	52,965
<u>With an independent living difficulty</u>	109,093
<u>No disability</u>	12,252,948
<u>Unemployed:</u>	580,831
<u>With a disability:</u>	70,619
<u>With a hearing difficulty</u>	9,600
<u>With a vision difficulty</u>	14,335
<u>With a cognitive difficulty</u>	37,783
<u>With an ambulatory difficulty</u>	24,661
<u>With a self-care difficulty</u>	7,504
<u>With an independent living difficulty</u>	20,209
<u>No disability</u>	510,212
<u>Not in labor force:</u>	3,950,757
<u>With a disability:</u>	888,367
<u>With a hearing difficulty</u>	129,978
<u>With a vision difficulty</u>	172,767
<u>With a cognitive difficulty</u>	439,817
<u>With an ambulatory difficulty</u>	501,528
<u>With a self-care difficulty</u>	244,308
<u>With an independent living difficulty</u>	446,154
<u>No disability</u>	3,062,390

Source: US Census Bureau, 2019 American Community Survey 1-Year Estimates, Table B18120

Skills Gaps

~~TWC does not have enough data to adequately address skills gaps for specific occupations at the state or regional level. However, anecdotal information suggests that the state is facing a shortage of skilled workers in occupations requiring postsecondary training. This includes trade occupations, such as carpenters, plumbers, welders, and electricians, as well as professional occupations such as doctors, accountants, and information technology professionals. Employers have reported difficulties hiring sufficient numbers of trained workers in advanced manufacturing occupations. The Federal Reserve Bank of Dallas has stated, "It is becoming more common that businesses in key industries in Texas are unable to find enough sufficiently trained workers to fill available, middle-skill jobs." Further, Texas CEO magazine noted that "During the past decade, the number of mathematics and statistics degrees awarded in Texas rose less than 15 percent. During this period, the number of computer and math jobs in Texas increased nearly 45 percent. The result is full employment for computer and math talent." As noted earlier, anecdotal information suggests a growing need for additional highly skilled workers with specialized postsecondary training. However, with t~~One way to measure the skills

[gap is using the recently released Bureau of Labor Statistics Job Openings and Labor Turnover Survey \(JOLTS\) state data, which sheds some light on the size of the gap between job openings and job hires. The difference between the two data sets does not exclusively identify a shortage due to skills gaps, since other forces are at work that affect changes in labor force participation, but it may be used as a yard-stick over time to identify whether the skills gap is widening or closing.](#)

[According to seasonally adjusted JOLTS data for Texas, job hires stood at 536,000 in June 2021, down 28,000 from June 2020. Since the pandemic began to affect the economy, in March 2020, job hires averaged 537,000 per month, with a low point of 322,000 in April 2020 followed immediately by a series high, dating back to 2011, of 727,000. Job openings, on the other hand, stood at a series high 902,000 in June 2021, having risen by 450,000 from June 2020. This annual movement represented the second largest year-over-year increase for the series, with the four largest increases on record occurring over the last four months. The latest swell in job openings contributed to the largest difference between the two data sets, of 366,000 more job openings than job hires, in June 2021. This void helps to illustrate the current difficulty employers encounter in finding enough workers to fill much-needed roles.](#)

[To help employers get the workers they need and fulfill part of TWC's mission, the agency is finding ways to identify and address the growing demand for workers who have more than a high school diploma but less than a four-year degree, with a few occupational exceptions. TWC took on a middle skills initiative categorizing these occupations that are expected to be in demand. This list includes close to 400 occupations and represents over 42.0 percent of total employment by 2028, according to long-term occupational projections data.](#)

[These occupations consist of a broad range of work and are led by Production occupations, at 22.9 percent of all middle skills occupations, followed by Construction & Maintenance Occupations at 20.4 percent. Due to typical education requirements, Health Care Occupations represent 9.7 percent of all middle skills occupations but 14.9 percent of employment in 2028, while Computer, Engineering, & Science occupations represent 6.1 percent of occupations and 3.3 percent of employment. Office & Administrative Support workers led in terms of projected employment with 28.7 percent of all middle skills jobs.](#)

Projections by Occupational Family 2018-2028

<u>Occupational Family</u>	<u>Number of Occupations</u>	<u>Occupational Family Percentage</u>	<u>2028 Projected Employment</u>	<u>2028 Projected Employment Percentage</u>
Management, Business, and Financial	5	1.3	38,520	0.6
Computer, Engineering & Science	24	6.1	208,912	3.3
Education, Legal, Community Service, & Arts	20	5.1	273,106	4.3
Health Care	38	9.7	946,645	14.9
Service	45	11.5	547,297	8.6
Sales	6	1.5	383,742	6.0

<u>Occupational Family</u>	<u>Number of Occupations</u>	<u>Occupational Family Percentage</u>	<u>2028 Projected Employment</u>	<u>2028 Projected Employment Percentage</u>
<u>Office & Administrative Support</u>	<u>50</u>	<u>12.7</u>	<u>1,826,752</u>	<u>28.7</u>
<u>Farming, Fishing, & Forestry</u>	<u>6</u>	<u>1.5</u>	<u>1,485</u>	<u>0.0</u>
<u>Construction & Maintenance</u>	<u>80</u>	<u>20.4</u>	<u>929,186</u>	<u>14.6</u>
<u>Production</u>	<u>90</u>	<u>22.9</u>	<u>576,263</u>	<u>9.0</u>
<u>Transportation & Material Moving</u>	<u>29</u>	<u>7.4</u>	<u>639,699</u>	<u>10.0</u>
<u>Grand Total</u>	<u>393</u>	<u>100.0</u>	<u>6,371,607</u>	<u>100.0</u>

Data Source: Texas Occupational Projections, Long-Term 2018–2028

[The following middle skills occupations are expected to add the most jobs by 2028.](#)

Top 25 Middle Skills Occupations Projected to Add the Most Jobs 2018–2028

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
<u>29-1141</u>	<u>Registered Nurses</u>	<u>216,124</u>	<u>252,330</u>	<u>36,206</u>	<u>16.8</u>
<u>53-3032</u>	<u>Heavy and Tractor-Trailer Truck Drivers</u>	<u>210,473</u>	<u>244,020</u>	<u>33,547</u>	<u>15.9</u>
<u>43-6013</u>	<u>Medical Secretaries</u>	<u>95,175</u>	<u>118,967</u>	<u>23,792</u>	<u>25.0</u>
<u>43-4051</u>	<u>Customer Service Representatives</u>	<u>284,520</u>	<u>307,264</u>	<u>22,744</u>	<u>8.0</u>
<u>43-5081</u>	<u>Stock Clerks and Order Fillers</u>	<u>168,080</u>	<u>187,954</u>	<u>19,874</u>	<u>11.8</u>
<u>41-3099</u>	<u>Sales Representatives, Services, All Other</u>	<u>113,483</u>	<u>133,013</u>	<u>19,530</u>	<u>17.2</u>
<u>41-4012</u>	<u>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</u>	<u>124,603</u>	<u>143,040</u>	<u>18,437</u>	<u>14.8</u>
<u>49-9071</u>	<u>Maintenance and Repair Workers, General</u>	<u>117,761</u>	<u>134,678</u>	<u>16,917</u>	<u>14.4</u>
<u>31-9092</u>	<u>Medical Assistants</u>	<u>60,957</u>	<u>77,619</u>	<u>16,662</u>	<u>27.3</u>
<u>43-9061</u>	<u>Office Clerks, General</u>	<u>339,566</u>	<u>353,723</u>	<u>14,157</u>	<u>4.2</u>
<u>31-1011</u>	<u>Home Health Aides</u>	<u>72,403</u>	<u>85,892</u>	<u>13,489</u>	<u>18.6</u>
<u>15-1151</u>	<u>Computer User Support Specialists</u>	<u>61,572</u>	<u>73,179</u>	<u>11,607</u>	<u>18.9</u>
<u>31-9091</u>	<u>Dental Assistants</u>	<u>30,722</u>	<u>41,711</u>	<u>10,989</u>	<u>35.8</u>
<u>31-1014</u>	<u>Nursing Assistants</u>	<u>91,226</u>	<u>101,789</u>	<u>10,563</u>	<u>11.6</u>
<u>53-3033</u>	<u>Light Truck or Delivery Services Drivers</u>	<u>71,735</u>	<u>82,290</u>	<u>10,555</u>	<u>14.7</u>
<u>25-9041</u>	<u>Teacher Assistants</u>	<u>89,781</u>	<u>99,907</u>	<u>10,126</u>	<u>11.3</u>

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
47-2111	Electricians	68,009	77,578	9,569	14.1
43-3031	Bookkeeping, Accounting, and Auditing Clerks	143,878	152,300	8,422	5.9
47-2031	Carpenters	54,725	63,129	8,404	15.4
39-9011	Childcare Workers	80,206	88,580	8,374	10.4
33-9032	Security Guards	89,591	97,907	8,316	9.3
41-9022	Real Estate Sales Agents	43,099	51,342	8,243	19.1
47-2152	Plumbers, Pipefitters, and Steamfitters	49,483	57,686	8,203	16.6
39-5012	Hairdressers, Hairstylists, and Cosmetologists	52,757	60,873	8,116	15.4
29-2061	Licensed Practical and Licensed Vocational Nurses	74,389	82,343	7,954	10.7

Data Source: [Texas Occupational Projections, Long-Term 2018–2028](#)

Common Required Skills for Middle Skill Occupations Projected to Add the Most Jobs

<u>Specialized Skills</u>	<u>Baseline Skills</u>	<u>Certifications</u>
Customer Service	Communication Skills	Driver's License
Patient Care	Teamwork/Collaboration	Registered Nurse
Sales	Computer Literacy	CDL Class A
Scheduling	Organizational Skills	Basic Life Support (BLS)
Treatment Planning	Physical Abilities	Advanced Cardiac Life Support (ACLS) Certification

Baseline Skills

[Communication Skills](#)—Communication skills refers to the ability to convey information effectively and efficiently.

[Teamwork/Collaboration](#)—A collaboration is a purposeful relationship in which all parties strategically choose to cooperate in order to achieve shared or overlapping objectives.

[Computer Literacy](#)— Computer literacy refers to basic knowledge about and ability to use a device that can be instructed to carry out arbitrary sequences of arithmetic or logical operations automatically.

[Organizational Skills](#)—Organizational skills refers to the ability to effectively use one’s time, energy, resources, and so forth, to accomplish desired goals.

[Physical Abilities](#)—Physical abilities refers to the ability to quickly and repeatedly bend, stretch, twist, or reach out with the body, arms, and/or legs, which often requires strength, endurance, flexibility, balance, and coordination.

Specialized Skills

[Customer Service](#)—Customer service is the provision of service to customers before, during, and after a purchase.

Patient Care—Patient care refers to the services rendered by members of the health care profession and by non-professionals under their supervision for the benefit of the patient.

Sales—Sales is activity related to selling or the amount of goods or services sold in a given time period.

Scheduling—A schedule or timetable, as a basic time-management tool, consists of a list of times at which possible tasks, events, or actions are intended to take place, or of a sequence of events in the chronological order in which such things are intended to take place.

Treatment Planning—Treatment planning refers to the drafting of a detailed plan with information about a patient’s disease, the goal of treatment, the treatment options for the disease and possible side effects, and the expected length of treatment.

Certifications

Driver’s License—A driver’s license is issued under governmental authority and permits the holder to operate a motor vehicle.

Registered Nurse—A registered nurse (RN) is a nurse who holds a nursing diploma or Associate Degree in Nursing (ADN), has passed the NCLEX-RN exam administered by the National Council of State Boards of Nursing (NCSBN), and has met all the other licensing requirements mandated by his or her state’s board of nursing. Employers may require RNs to prove their specialized competency by becoming certified in their specialty area through a nationally recognized certifying body.

Class A Commercial Driver’s License (CDL)—A CDL is a government-issued license that permits the holder to operate any combination of vehicles with a gross combination weight rating (GVWR) of 26,001 pounds or more, provided the GVWR of the vehicle or vehicles towed exceeds 10,000 pounds.

Basic Life Support (BLS) Training—BLS training provides the type of care that first responders, health care providers, and public safety professionals deliver to anyone who is experiencing cardiac arrest, respiratory distress, or an obstructed airway.

Advanced Cardiac Life Support (ACLS) Certification—ACLS certification consists of training in basic life support skills, including but not limited to effective chest compressions, use of a bag-mask device, and use of an AED, recognition and early management of respiratory and cardiac arrest, airway management, related pharmacology, and management of ACS and stroke.

The following middle skills occupations are expected to have the highest growth rates from 2018–2028.

Top 25 Middle Skills Occupations Projected to Add Jobs at Highest Rate 2018–2028

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
<u>31-9091</u>	<u>Dental Assistants</u>	<u>30,722</u>	<u>41,711</u>	<u>10,989</u>	<u>35.8</u>
<u>31-2011</u>	<u>Occupational Therapy Assistants</u>	<u>3,691</u>	<u>4,998</u>	<u>1,307</u>	<u>35.4</u>
<u>29-2021</u>	<u>Dental Hygienists</u>	<u>14,179</u>	<u>19,144</u>	<u>4,965</u>	<u>35.0</u>
<u>31-2021</u>	<u>Physical Therapist Assistants</u>	<u>7,812</u>	<u>10,091</u>	<u>2,279</u>	<u>29.2</u>
<u>29-1126</u>	<u>Respiratory Therapists</u>	<u>11,573</u>	<u>14,894</u>	<u>3,321</u>	<u>28.7</u>
<u>31-9011</u>	<u>Massage Therapists</u>	<u>13,579</u>	<u>17,406</u>	<u>3,827</u>	<u>28.2</u>
<u>31-9092</u>	<u>Medical Assistants</u>	<u>60,957</u>	<u>77,619</u>	<u>16,662</u>	<u>27.3</u>

<u>Occupation Code</u>	<u>Occupation Title</u>	<u>2018 Empl.</u>	<u>2028 Empl.</u>	<u>Change</u>	<u>Percentage Change</u>
<u>49-9052</u>	<u>Telecommunications Line Installers and Repairers</u>	<u>8,288</u>	<u>10,518</u>	<u>2,230</u>	<u>26.9</u>
<u>31-9097</u>	<u>Phlebotomists</u>	<u>9,405</u>	<u>11,890</u>	<u>2,485</u>	<u>26.4</u>
<u>29-2032</u>	<u>Diagnostic Medical Sonographers</u>	<u>4,977</u>	<u>6,278</u>	<u>1,301</u>	<u>26.1</u>
<u>23-2011</u>	<u>Paralegals and Legal Assistants</u>	<u>25,544</u>	<u>32,067</u>	<u>6,523</u>	<u>25.5</u>
<u>39-2021</u>	<u>Nonfarm Animal Caretakers</u>	<u>22,567</u>	<u>28,310</u>	<u>5,743</u>	<u>25.4</u>
<u>31-2022</u>	<u>Physical Therapist Aides</u>	<u>5,061</u>	<u>6,344</u>	<u>1,283</u>	<u>25.4</u>
<u>43-6013</u>	<u>Medical Secretaries</u>	<u>95,175</u>	<u>118,967</u>	<u>23,792</u>	<u>25.0</u>
<u>49-3043</u>	<u>Rail Car Repairers</u>	<u>2,859</u>	<u>3,554</u>	<u>695</u>	<u>24.3</u>
<u>43-5011</u>	<u>Cargo and Freight Agents</u>	<u>9,612</u>	<u>11,947</u>	<u>2,335</u>	<u>24.3</u>
<u>19-4091</u>	<u>Environmental Science and Protection Technicians, Including Health</u>	<u>2,937</u>	<u>3,648</u>	<u>711</u>	<u>24.2</u>
<u>39-9031</u>	<u>Fitness Trainers and Aerobics Instructors</u>	<u>22,562</u>	<u>27,709</u>	<u>5,147</u>	<u>22.8</u>
<u>29-2057</u>	<u>Ophthalmic Medical Technicians</u>	<u>5,708</u>	<u>6,991</u>	<u>1,283</u>	<u>22.5</u>
<u>29-2056</u>	<u>Veterinary Technologists and Technicians</u>	<u>12,329</u>	<u>15,043</u>	<u>2,714</u>	<u>22.0</u>
<u>31-9096</u>	<u>Veterinary Assistants and Laboratory Animal Caretakers</u>	<u>5,609</u>	<u>6,838</u>	<u>1,229</u>	<u>21.9</u>
<u>51-9083</u>	<u>Ophthalmic Laboratory Technicians</u>	<u>3,234</u>	<u>3,916</u>	<u>682</u>	<u>21.1</u>
<u>15-1134</u>	<u>Web Developers</u>	<u>9,780</u>	<u>11,822</u>	<u>2,042</u>	<u>20.9</u>
<u>43-4011</u>	<u>Brokerage Clerks</u>	<u>4,735</u>	<u>5,710</u>	<u>975</u>	<u>20.6</u>
<u>27-4011</u>	<u>Audio and Video Equipment Technicians</u>	<u>6,482</u>	<u>7,807</u>	<u>1,325</u>	<u>20.4</u>

Data Source: Texas Occupational Projections, Long-Term 2018–2028

Common Required Skills for Middle Skill Occupations Projected to Add Jobs at the Highest Rate 2018–2028

<u>Specialized Skills</u>	<u>Baseline Skills</u>	<u>Certifications</u>
<u>Scheduling</u>	<u>Communication Skills</u>	<u>Certified Medical Assistant</u>
<u>Patient Care</u>	<u>Teamwork/Collaboration</u>	<u>Basic Life Support (BLS)</u>
<u>Customer Service</u>	<u>Detail-Oriented</u>	<u>First Aid CPR AED</u>
<u>Cardiopulmonary Resuscitation (CPR)</u>	<u>Organizational Skills</u>	<u>Driver's License</u>
<u>Appointment Setting</u>	<u>Computer Literacy</u>	<u>Basic Cardiac Life Support Certification</u>

Baseline Skills

Communication Skills—Communication skills refers the ability to convey information effectively and efficiently.

Teamwork/Collaboration—A collaboration is a purposeful relationship in which all parties strategically choose to cooperate in order to achieve shared or overlapping objectives.

Attention to Detail—A detail-oriented person naturally pays close attention to detail and makes a conscious effort to understand underlying causes instead of just observing effects.

Organizational Skills—Organizational skills refers to the ability to effectively use one’s time, energy, resources, and so forth to accomplish desired goals.

Computer Literacy—Computer literacy refers to basic knowledge about and ability to use a **device that can be instructed to carry out sequences of arithmetic or logical operations automatically.**

Specialized Skills

Scheduling—A schedule or a timetable, as a basic time-management tool, consists of a list of times at which possible tasks, events, or actions are intended to take place or of a sequence of events in the chronological order in which such things are intended to take place.

Patient Care—The services rendered by members of the health care profession and nonprofessionals under their supervision for the benefit of the patient.

Customer Service—Customer service is the provision of service to customers before, during, and after a purchase.

Cardiopulmonary Resuscitation (CPR)—CPR is an emergency procedure that involves chest compression, often in combination with artificial ventilation, in an effort to manually preserve intact brain function until further measures can be taken to restore blood circulation and breathing in a person who is in cardiac arrest.

Appointment Setting—Appointment setting involves contacting individuals to generate and schedule appointments.

Certifications

Certified Medical Assistant—Training that designates a medical assistant who has achieved certification through an accredited board. Training can include human anatomy and physiology, medical terminology, coding and insurance processing, and laboratory techniques.

Basic Life Support (BLS)—Training that provides the type of care that first responders, health care providers, and public safety professionals deliver to anyone who is experiencing cardiac arrest, respiratory distress, or an obstructed airway.

First Aid CPR AED—Training to recognize and care for a variety of first aid emergencies such as burns, cuts, scrapes, sudden illnesses, head, neck, and back injuries, heat and cold emergencies, and how to respond to breathing and cardiac emergencies for victims about 12 years and older.

Driver’s License—A driver’s license is issued under governmental authority and permits the

holder to operate a motor vehicle.

Basic Cardiac Life Support (BCLS) —Training for emergency lifesaving interventions such as CPR, operating an automated external defibrillator (AED), and responding when a person is choking.

2. WORKFORCE DEVELOPMENT, EDUCATION AND TRAINING ACTIVITIES ANALYSIS

The Unified or Combined State Plan must include an analysis of the workforce development activities, including education and training in the State, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of—

A. THE STATE'S WORKFORCE DEVELOPMENT ACTIVITIES

Provide an analysis of the State's workforce development activities, including education and training activities of the core programs, Combined State Plan partner programs included in this plan, and required ⁶ and optional one-stop delivery system partners.⁷

[6] Required one-stop partners: In addition to the core programs, the following partner programs are required to provide access through the one-stops: Career and Technical Education(Perkins), Community Services Block Grant, Indian and Native American programs, HUD Employment and Training programs, Job Corps, Local Veterans' Employment Representatives and Disabled Veterans' Outreach Program, National Farmworker Jobs program, Senior Community Service Employment program, Temporary Assistance for Needy Families (TANF) (unless the governor determines TANF will not be a required partner), Trade Adjustment Assistance programs, Unemployment Compensation programs, and YouthBuild.

[7] Workforce development activities may include a wide variety of programs and partners, including educational institutions, faith- and community-based organizations, and human services.

B. THE STRENGTHS AND WEAKNESSES OF WORKFORCE DEVELOPMENT ACTIVITIES

Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above.

C. STATE WORKFORCE DEVELOPMENT CAPACITY

Provide an analysis of the capacity of State entities to provide the workforce development activities identified in (A), above.

For the Texas economy to grow and prosper, employers must convey to job seekers the skills their businesses need. Conversely, job seekers must recognize and promote the skills they possess or obtain new or upgraded skills to meet businesses' needs. The state's market-driven workforce development system plays a vital role in this process, acting as a hub for sharing information related to jobs and skills, facilitating connections between businesses and job seekers, and aiding with job search and training needs. Boards and their contractors work collaboratively to ensure that these services and assistance are available to all employers and job seekers, including veterans, individuals with disabilities, older adults, and others.

TWC and its workforce development partners will continue to collaborate with community and industry partners to expand these opportunities and find new ways to achieve positive results. The development of innovative workforce services to meet the needs of employers and workers is vital to the success of the workforce system.

As businesses expand their operations and new employers emerge during this period of rapid technology advances, there is a growing opportunity to assist with workforce skills development and training. The gap between in-demand skills and available labor force skills must be addressed at all levels. This includes the availability of technical training opportunities as well as efforts to increase the number of skilled craft specialists. Increased development of regional collaborations with employers, Boards, community colleges, and other training providers will be engaged to address this opportunity.

TWC uses long-term projections data to identify industries likely to grow the fastest. Growth assumes, in part, an adequate supply of workers with relevant skills. The Bureau of Labor Statistics (BLS), however, foresees that a combination of slower growth of the civilian noninstitutional population and falling participation rates of youths and prime-age workers will lower national labor force growth to nearly 0.5 percent annually. In Texas, growth is sustained by improving programs for individuals with barriers to employment by identifying transferable skills valued by employers, as well as providing education and training to upscale their skills in high-growth sectors.

The following statewide goals and benchmarks issued by the Office of the Governor are related to the state's workforce development, education, and training activities:

Education—Public Schools

Priority Goal

To ensure that all students in the public education system acquire the knowledge and skills to be responsible and independent Texans by:

- ensuring students graduate from high school and have the skills necessary to pursue any option including attending a university, a two-year institution, or other postsecondary training; serving in the military; or entering the workforce;
- ensuring students learn English, math, science, and social studies skills at the appropriate grade level through graduation; and
- demonstrating exemplary performance in foundation subjects.

Benchmarks

- Percentage of recent high school graduates enrolled at a Texas college or university
- Number of prekindergarten-age students served through the Texas Early Education Model

Education—Higher Education

Priority Goal

To prepare individuals for a changing economy and workforce by:

- providing an affordable, accessible, and quality system of higher education; and
- furthering the development and application of knowledge through teaching, research, and commercialization.

Benchmarks

- Percentage of nursing graduates employed or enrolled in nursing graduate programs in Texas

Health and Human Services

Priority Goal

To promote the health, responsibility, and self-sufficiency of individuals and families by making public assistance available to those most in need through an efficient and effective system while reducing fraud.

Benchmarks

- Percentage of Texans receiving TANF cash assistance
- Percentage of adult welfare participants in job training who enter employment

Economic Development

Priority Goal

To provide an attractive economic climate for current and emerging industries and market Texas as a premier business expansion and tourist destination that fosters economic opportunity, job creation, and capital investment by:

- promoting a favorable business climate and a fair system to fund necessary state services;
- addressing transportation needs;
- maintaining economic competitiveness as a key priority in setting state policy; and
- developing a well-trained, educated, and productive workforce.

Benchmarks

- Number of employees in targeted industry sectors
- Number of new small businesses created
- Number of new nongovernment, nonfarm jobs created
- Texas unemployment rate
- Number of Texans receiving job-training services

Core Program Activities to Implement the State's Strategy

The following activities support WIOA core programs and align with the state's strategies, as previously described.

TWC administrates the development and integration of workforce services in tandem with the Board's oversight and planning efforts. Service delivery is executed through Texas Workforce Solutions, which may contract with one-stop providers to operate a variety of program components. This network gives customers local access to workforce solutions and statewide services at approximately 200 Workforce Solutions Offices, four UI Tele-Centers, and numerous partner locations.

WIOA has reinforced Texas' progress toward integrating services for customers. WIOA §193(a)(3) provides that Boards' contracted workforce service providers and community partners are defined under prior consistent state law.

Sections 302.021 and 302.062 of the Texas Labor Code set forth the job training, employment,

and employment-related educational programs and functions consolidated under the authority of TWC. In Texas, prior consistent state law defines the Boards' responsibility to develop, implement, and modify a plan for convening all relevant programs, identified as one-stop required-partner programs, including:

- Workforce Innovation and Opportunity Act (WIOA, formerly Workforce Investment Act (WIA))
- Wagner-Peyser Employment Service (ES)
- Unemployment Insurance (UI) Benefits Information
- Choices, the TANF employment and training program
- [Child Care Services program](#) ~~Subsidized child care~~
- Trade Adjustment Assistance (TAA)
- Adult Education and Literacy (AEL) programs
- [Vocational Rehabilitation \(VR\) \(WIOA, Title IV\) programs](#)
- [Supplemental Nutrition Assistance Program, Employment and Training \(SNAP E&T\)](#)

Prior consistent state law further defines the following as required one-stop partner programs. Other than UI compensation, which is administered by TWC, the programs are not under the direct oversight of the Boards; therefore, Boards are required to establish memoranda of understanding (MOUs) with:

- AEL (WIOA, Title II);
- Apprenticeship programs;
- ~~National and Community Services Act Program;~~
- ~~Non-Certificate Postsecondary Career and Technology Training programs; and~~
- Senior Community Service Employment Program (SCSEP)
- ~~Texas Veterans Commission programs~~ [Supplemental Nutrition Assistance Program,](#)

[Employment and Training \(SNAP E&T\)](#) ~~TWC also recommends that~~

Boards may also enter MOUs with the following optional partner activities:

- ~~National and Community Services Act Program;~~
- ~~Non-Certificate Postsecondary Career and Technology Training programs; and~~
- Career and technical education programs authorized under the Carl D. Perkins Act of 2006
- ~~Job counseling, training, and placement services for veterans, 38 USC 41~~
- Education and vocational training program through Job Corps administered by DOL
- Native American programs authorized under Title I of WIOA
- Employment and training programs administered by Historically Underutilized Business (HUB)
- Employment and training activities carried out under the Community Services Block

Grant Act

- Reintegration of offenders programs authorized under the Second Chance Act, 2007
- ~~Migrant and Seasonal Farmworker programs authorized under Title I of WIOA~~

Additionally, Boards are encouraged to continually expand and enhance their network by forming partnerships outside of the Workforce Solutions Offices. Some agencies and services with which Boards establish additional cooperative relationships include the following:

- Local boards of education
- Local-level vocational education agencies
- Community-based Organizations (CBOs)
- Faith-based Organizations (FBOs)
- Texas Department of Housing and Community Affairs (TDHCA)
- Other appropriate training and employment agencies and services to expand local presence

Pay-for-Performance Contract Strategy

TWC and Boards will maintain, where applicable, performance-based contracts. As in the past, however, TWC and Boards will consider developing, with stakeholder input, a WIOA pay-for-performance contracting strategy applicable to Title I programs, as defined in WIOA §3(47).

The development of a performance-based contract is contingent on the pay-for-performance contract strategy, which establishes specific benchmarks that must be achieved in order for the contractor to receive payment. WIOA calls for the benchmarks to be tied to the prime indicators of performance and adjustments thereof related to economic conditions and the population demographics.

TWC intends for pay-for-performance contract strategies to be implemented in accordance with further guidance regarding WIOA performance requirements. Additionally, DOL's guidance is sought for both state and local areas in developing the broader pay-for-performance contract strategy, including the scope and minimum requirements of the required feasibility study, as presented in the Notice of Proposed Rule Making (NPRM) (document no. 2015-05530).

TWC will continue to allow Boards to use performance-based contracts that are not WIOA pay-for-performance contracts. Furthermore, TWC will maintain the latitude provided for in WIOA to consider the development of a pay-for-performance contract strategy as guidance is issued.

B. The Strengths and Weaknesses of Workforce Development Activities

The strengths of operating an integrated workforce development system are significant. Texas' implementation of WIOA's six core programs supports a service delivery system that meets the needs of employers and works to ensure that relevant training and employment assistance is available for job seekers, including those with disabilities—regardless of the funding source.

However, the potential for funding reductions—particularly for programs with specific eligibility and use criteria—are likely to challenge the system. Boards work individually, together, and with other stakeholders to achieve cost efficiencies and a seamless service delivery system. Models exist that, if replicated or expanded, could significantly enhance participant access to a range of workforce and associated support services. Collaborative efforts aid in providing an adequate supply of workers that meet the skills requirements of available

jobs, thus assisting the state's employers with retaining and enhancing a competitive economic advantage.

C. State Workforce Development Capacity

TWC has emerged as a national leader in workforce development activities by fostering a locally determined workforce system—fundamental to putting Texans back to work and spurring the state's economic competitiveness. Texas is experiencing growth in new jobs and the labor market overall, and the need to strategically strengthen the workforce development system championed by TWC remains clear.

TWC aligns workforce development activities by establishing rigorous strategic planning requirements coupled with common performance accountability measures, and requirements governing Texas' one-stop delivery system. TWC coordinates and collaborates with the 28 Boards and their contracted workforce service providers and community partners. Collectively known as Texas Workforce Solutions, this network offers local access to integrated and statewide services to all employers, workers, and job seekers and youth, including individuals with disabilities and other barriers to employment.

Congressional action to reauthorize and reform WIA—now WIOA—allows the Boards to continue to apply and improve upon an integrated strategy for serving the Texas labor market. Texas has implemented many programmatic changes mandated by WIOA, such as providing Temporary Assistance for Needy Families (TANF) participants with training and placement services by ES staff and using common performance measures across core programs for both adults and youth. WIOA clearly recognizes Texas' integrated workforce system by the inclusion of the permissible alternate entity language.

Recognizing that innovative, progressive services promote a stronger Texas, the Texas Workforce Solutions network has continued its strategy of providing value-added services, which improve customers' opportunities for growth.

Meeting the Needs

TWC is aware of the state's changing demographics and skills gaps and continues to design programs to meet increasingly complex workforce needs. Through the Texas Workforce Solutions network, TWC connects job seekers and other populations with barriers to employment to numerous career and training resources to prepare them to enter or reenter the workforce of high-growth industry sectors. Although the service is targeted, its delivery is uniformly applied.

Leveraging an integrated workforce system, TWC also strives to create a seamless approach that attracts and retains in-demand employers. The agency understands that an employer may not care which funding source or program is covering the service it is receiving. By creating specific Business Service Units (BSUs) at each Board, the workforce system rallies a group of dedicated individuals to meet employer needs and present employers with services in ways that are beneficial and easy to understand. BSUs are Boards' frontline business advocates, often having strong ties to the local business communities. Furthermore, because Boards are predominantly composed of local business leaders, TWC taps a continuous flow of current and relevant information from employers. Board members can shape local policies and procedures to best fit the local marketplace.

Additionally, Workforce Solutions Vocational Rehabilitation Services (TWS-VRS) Business Relations staff help employers fill open positions with qualified job seekers with disabilities, provide training and accommodation assistance, and assess the workplace, job descriptions, and recruitment and application processes to remove barriers. Business Relations staff can also

provide disability awareness training to businesses and their employees, and assist with business symposia, expos, and job and career fairs.

B. STATE STRATEGIC VISION AND GOALS

The Unified or Combined State Plan must include the State's strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include—

1. VISION

Describe the State's strategic vision for its workforce development system.

2. GOALS

Describe the goals for achieving this vision based on the analysis in (a) above of the State's economic conditions, workforce, and workforce development activities. This must include—

(A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment⁸ and other populations.⁹

(B) Goals for meeting the skilled workforce needs of employers.

[8] Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; eligible migrant and seasonal farmworkers (as defined at section 167(i) of WIOA and Training and Employment Guidance Letter No. 35-14); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families Program; single parents (including single pregnant women); and long-term unemployed individuals.

[9] Veterans, unemployed workers, and youth and any other populations identified by the State.

3. PERFORMANCE GOALS

Using the tables provided within each Core Program section, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to core programs.)

4. ASSESSMENT

Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment and other feedback to make continuous or quality improvements.

1. Vision

Mission

TWC's mission is to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

Vision

TWC and its Texas Workforce Solutions partners will maximize the power of innovation and partnerships to boost superior business outcomes and realize a competitive advantage for all Texans in the global economy.

2. Goals

TWC's vision is rooted in five strategic goals that take into account the state's economic conditions, workforce, and workforce development activities. The following five goals are intended to address critical populations, including claimants, youth, individuals with barriers to employment, veterans, and individuals with disabilities. Specific actions for achievement are listed under each goal.

1. Support a Workforce System that allows employers and workers to achieve and sustain economic prosperity.
 - a. Expand workforce training, recruiting and hiring services for employers to ensure that a skilled and ready workforce is available to meet the diverse needs of business.
 - b. Enhance workforce services and resources to help job seekers access information about in-demand occupations, gain the skills needed by Texas employers, and find and retain employment.
2. Promote employers' access to the talents and abilities of individuals with a disability. Accommodate such workers in the workplace and assist with maintaining and advancing their careers successfully.
 - a. Continued integration of the state's vocational rehabilitation services for individuals with disabilities within Texas Workforce Solutions so that local service delivery works in concert with other workforce services, and resources can be shared to better serve the needs of job seekers and workers with disabilities.
 - b. Expand the network of employers that recruit, train, and employ the talents and skills of individuals with disabilities through Texas Workforce Solutions business service representatives, Vocational Rehabilitation Services business relations staff and Board partnerships with economic development and industry groups.
3. Prepare individuals for employment by supporting education and training that equips individuals with in-demand skills as identified by employers.
 - a. Continue ongoing support of education programs for students in Texas that inform them and prepare them for high-skill, high-demand jobs through identification and allocation of available state and federal programs and resources.
 - b. Address the workforce training needs of employers by leveraging Skills Development Fund grants and other available resources to support in-demand job training. Continue to support work-based learning opportunities through internships, mentorships, apprenticeships and job shadowing.
 - c. Continue to coordinate and collaborate with the Texas Higher Education Coordinating Board and the Texas Education Agency to support and develop objectives for increasing the percentage of Texans with postsecondary degrees

or certifications.

4. Accelerate employment pathways for veterans, service members, and their spouses as they transition to civilian occupations in Texas.
 - a. Provide an accelerated pathway and demonstrate new approaches for transitioning military service members to gain acknowledgement of their military training and quickly transition to employment in Texas through ongoing expansion of programs such as Texas Operation Welcome Home, College Credit for Heroes, veterans training, and the Texas Veterans Leadership peer mentorship.
 - b. Identify gaps in service to Texas veterans and advance strategies to enhance their education and employment opportunities to ensure seamless transition into the Texas workforce for veterans and their spouses.
5. Maintain the highest levels of integrity, accountability, and efficiency in all workforce systems and TWC programs. Through continuous improvements, develop a system that minimizes fraud, waste, and abuse with TWC and all programs it administers.
 - a. Monitor and evaluate compliance of local area service delivery for fiscal accountability and program effectiveness.
 - b. Make technology and system improvements to leverage current resources and improve oversight and monitoring of programs.
 - c. Investigate and resolve findings or questioned costs and track each resolution and recovery of disallowed costs.

The Texas workforce development system’s market-driven approach incorporates all potential customers, including employers and job seekers, as well as workforce service providers, economic development entities, universities, community colleges, and training providers. This approach ensures that all workforce system customers are valued, informed contributors to and drivers of the system, thus allowing state and local policymakers to strategically plan for the current and future needs of the state.

Texas Workforce Solutions continuously monitors and analyzes the needs of the state’s workforce and businesses to ensure a solid approach that enables job growth, promotes a well-trained workforce, and ensures Texas’ ability to compete on a global level.

3. Performance Goals

Table 1. Employment (Second Quarter after Exit)

Program	PY- 2022 Proposed/ Expected Level	PY- 2022 Negotiated/ Adjusted Level	PY- 2023 Proposed/ Expected Level	PY- 2023 Negotiated/ Adjusted Level
Adults	70.0% 76.00%		71.0% 76.00%	
Dislocated Workers	71.0% 73.00%		72.0% 75.00%	
Youth	69.0% 70.00%		70.0% 70.00%	
Adult Education	37.0% 32.70%		39.0% 32.70%	

Wagner-Peyser	61.0% 66.90%		62.0% 66.90%	
Vocational Rehabilitation	57.8% Baseline		58.2% Baseline	

Table 2. Employment (Fourth Quarter after Exit)

Program	PY_2022 0 Proposed/ Expected Level	PY_2022 0 Negotiated/ Adjusted Level	PY_2023 1 Proposed/ Expected Level	PY_2023 1 Negotiated/ Adjusted Level
Adults	64.0% 75.00%		65.0% 75.00%	
Dislocated Workers	72.5% 73.00%		73.5% 75.00%	
Youth	70.0% 74.00%		71.0% 74.00%	
Adult Education	36.0% 30.30%		38.0% 30.30%	
Wagner-Peyser	61.0% 68.70%		62.0% 68.70%	
Vocational Rehabilitation	54.4% Baseline		54.9% Baseline	

Table 3. Median Earnings (Second Quarter after Exit)

Program	PY_2022 0 Proposed/ Expected Level	PY_2022 0 Negotiated/ Adjusted Level	PY_2023 1 Proposed/ Expected Level	PY_2023 1 Negotiated/ Adjusted Level
Adults	\$5,400 \$5,400		\$5,500 \$5,400	
Dislocated Workers	\$8,700 \$8,200		\$8,750 \$8,200	
Youth	\$3,200 \$3,147		\$3,250 \$3,147	
Adult Education	\$5,150 \$4,854		\$5,200 \$4,854	
Wagner-Peyser	\$5,900 \$5,525		\$5,950 \$5,525	
Vocational Rehabilitation	\$5,500 Baseline		\$5,600 Baseline	

Table 4. Credential Attainment Rate

Program	PY_2022 0 Proposed/ Expected Level	PY_2022 0 Negotiated/ Adjusted Level	PY_2023 1 Proposed/ Expected Level	PY_2023 1 Negotiated/ Adjusted Level
Adults	73.0% 69.00%		74.0% 69.00%	
Dislocated Workers	75.0% 74.00%		76.0% 74.00%	
Youth	60.0% 63.00%		61.0% 63.00%	

Adult Education	35.0% 34.10%		41.0% 34.10%	
Wagner-Peyser	Not Applicable Not Applicable		Not Applicable Not Applicable	
Vocational Rehabilitation	44% Baseline		45% Baseline	

Table 5. Measurable Skill Gains

Program	PY_20220 Proposed/ Expected Level	PY_20220 Negotiated/ Adjusted Level	PY_20231 Proposed/ Expected Level	PY_20231 Negotiated/ Adjusted Level
Adults	67.5% 53.60%		68.0% 54.60%	
Dislocated Workers	70.0% 56.20%		70.0% 57.20%	
Youth	57.5% 47.30%		58.0% 48.30%	
Adult Education	43.0% 44.10%		45.0% 44.10%	
Wagner-Peyser	Not Applicable Not Applicable		Not Applicable Not Applicable	
Vocational Rehabilitation	43.0% 12.20%		44.0% 18.30%	

Table 6. Effectiveness in Serving Employers

Program	PY_20220 Proposed/ Expected Level	PY_20220 Negotiated/ Adjusted Level	PY_20231 Proposed/ Expected Level	PY_20231 Negotiated/ Adjusted Level
Adults	Not Applicable		Not Applicable	
Dislocated Workers	Not Applicable		Not Applicable	
Youth	Not Applicable		Not Applicable	
Adult Education	Not Applicable		Not Applicable	
Wagner-Peyser	Not Applicable		Not Applicable	
Vocational Rehabilitation	Not Applicable		Not Applicable	

NOTE: DOL and ED did not provide states with the Statistical Adjustment Models that WIOA §116 envisioned as a key mechanism for setting targets and in particular to account for differences in the characteristics of those served and the economic conditions. DOL and ED did provide data on other states TWC could use as a guide in data analysis. Additionally, DOL and ED did not set national Government Performance and Results Act targets for the WIOA measures, all of which are required for negotiating targets. Therefore, TWC relied on trend data and general changes in automation and policies and procedures to estimate levels of performance for ~~PY_202~~ and ~~PY_231~~.

4. Assessments

Texas Government Code §2308.101 requires the Texas Workforce Investment Council (TWIC)—the state board—to monitor the state’s workforce investment system. As part of that responsibility, TWIC annually reports to the governor and the legislature on the degree to which the system is achieving state and local workforce goals and objectives. In January 2016, TWIC released the Texas Workforce System Strategic Plan for Fiscal Years 2016–2023 (FY’16–’23). [2020 Update](https://gov.texas.gov/uploads/files/organization/twic/System-Strategic-Plan-Update.pdf), available at <https://gov.texas.gov/uploads/files/organization/twic/System-Strategic-Plan-Update.pdf>http://gov.texas.gov/twic/workforce_system.

State statutes require that TWIC evaluate six elements in the workforce system, as follows:

- Workforce agency program performance and alignment
- Formal and Less Formal performance measures
- Implementation of the system strategic plan
- Adult education actions and achievements
- Board activities and alignment
- Workforce development programs that focus on welfare-to-work initiatives

A primary focus of TWIC ~~in FY’20 will be~~ ~~is~~ the ~~approval and~~ implementation of ~~an update to~~ the workforce system strategic plan, ~~which was approved by the governor in early 2020~~, and the continuation of the plan’s balanced scorecard approach to support system evaluation. TWIC will continue to produce studies and reports to support the implementation of the system strategic plan and to design and launch system projects to strengthen the three imperatives that form the foundation of the strategic plan: customer services and satisfaction, data-driven program improvement, and continuous improvement and innovation.

TWIC will continue to evaluate programs to identify gaps and duplication that adversely affect the seamless delivery of TWIC services and other programs. Problems, and the results of measures taken by TWIC to address those problems, will be included in the annual report on strategic plan implementation.

Program data and other data from across the workforce system are critical in evaluating the extent to which workforce system programs, services, and products are meeting the needs of customers and stakeholders. The collection of key data, as well as the reporting and analysis of that data—in a consistent and useful manner—is essential in demonstrating outcomes, determining if changes are required or desired, and establishing benchmarks for future performance.

Under the system strategic plan, TWIC will continue to work with system partners to build upon process improvements to implement workforce programs, services, and initiatives designed to achieve the system objectives and goals.

C. STATE STRATEGY

The Unified or Combined State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State’s economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above. Include discussion of specific strategies to address the needs of populations provided in Section (a).

1. DESCRIBE THE STRATEGIES THE STATE WILL IMPLEMENT, INCLUDING INDUSTRY OR SECTOR PARTNERSHIPS RELATED TO IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS AND CAREER PATHWAYS, AS REQUIRED BY WIOA SECTION 101(D)(3)(B), (D). “CAREER

PATHWAY” IS DEFINED AT WIOA SECTION 3(7) AND INCLUDES REGISTERED APPRENTICESHIP. “IN-DEMAND INDUSTRY SECTOR OR OCCUPATION” IS DEFINED AT WIOA SECTION 3(23)

2. DESCRIBE THE STRATEGIES THE STATE WILL USE TO ALIGN THE CORE PROGRAMS, ANY COMBINED STATE PLAN PARTNER PROGRAMS INCLUDED IN THIS PLAN, REQUIRED AND OPTIONAL ONE-STOP PARTNER PROGRAMS, AND ANY OTHER RESOURCES AVAILABLE TO THE STATE TO ACHIEVE FULLY INTEGRATED CUSTOMER SERVICES CONSISTENT WITH THE STRATEGIC VISION AND GOALS DESCRIBED ABOVE. ALSO DESCRIBE STRATEGIES TO STRENGTHEN WORKFORCE DEVELOPMENT ACTIVITIES IN REGARD TO WEAKNESSES IDENTIFIED IN SECTION II(A)(2)

Overview

In May and June 2019, Texas achieved a record-low unemployment rate of 3.4 percent before increasing to 3.7 percent in February 2020. In March, COVID-19 was declared a pandemic. April 2020 saw a record-high unemployment rate of 12.9 percent due to the disease and efforts to slow its spread. Over the last 14 months the unemployment rate decreased 11 times to reach 6.5 percent in June 2021. Texas experienced positive, total nonfarm annual job growth for 119 consecutive months from May 2010 to March 2020 before a record annual loss of more than 1.2 million jobs in April 2020. June 2021 marked the third month of positive annual growth following 12 months of decreases. Employment increased on a monthly basis for 13 of 14 periods following declines in March and April 2020. As of June 2021, three major industries surpassed 100 percent of their February 2020 employment.

In December 2018, Texas achieved a record-low unemployment rate of 3.7 percent, tying this rate again in April 2019 and setting new record lows in May (3.5 percent) and again in June (3.4 percent) of 2019. Texas has experienced positive total nonfarm annual job growth for 110 consecutive months dating back to May 2010. Monthly job growth has increased for the last 23 consecutive months, from August 2017 through June 2019. Since WIOA’s inception, Texas has continued adding jobs in 10 of the 11 major industries. For this reason, no significant changes are planned that would impact TWC’s strategies for the next four years.

Texas operates a complex, integrated workforce system comprising numerous programs, services, and initiatives administered by state agencies and Boards, TWIC, independent school districts, community and technical colleges, and local adult education providers. System partners are responsible for delivering a wide range of workforce education and training programs and related services, as well as education programs that support career preparation and advancement.

The system is interrelated because the programs and agencies serve either a common customer or are charged with achieving similar employment and education outcomes for their targeted customer groups. Therefore, the strategic planning process is designed to identify and focus on systemic issues that affect multiple parts of the system—either programs or agencies—and that address broad, big-picture workforce issues. TWIC and its system partners completed a year-long planning process, culminating with the development of the system strategic plan for fiscal years 2016–2023. Because the system strategic plan focuses on issues that span agencies and programs, it fulfills a unique and complementary role in the workforce system and does not duplicate the purpose or scope of other agency or program plans.

The system plan identifies several priority issues that system partners have addressed, are addressing, and will address during the strategic plan period. In identifying these issues, TWIC examined both program and participant outcomes that are critical to Texas’ workforce and competitiveness, in addition to the critical issues and interdependencies that cross agencies. The most recent update of the plan is available at https://gov.texas.gov/organization/twic/workforce_system.

TWC Strategies

The Texas workforce system has matured significantly since 1995, when the Texas legislature merged staff and programs from 10 different state agencies to create TWC. In 1993, the legislature passed Senate Bill (SB) 642—the Workforce and Economic Competitiveness Act—the purpose of which was to transform the state’s fragmented workforce development system into an integrated service-delivery network, thus improving the quality and effectiveness of services.

In 1995, Texas’ workforce programs began to consolidate into a single, integrated system. That system is known today as Texas Workforce Solutions. It allows coordination of workforce activities among partners at the state and local levels. When House Bill (HB) 1863 took effect in September 1995, it merged 28 workforce programs across several state agencies into a singular agency, TWC.

In July 1999, TWC became the state entity charged with implementing the federal Workforce Investment Act (WIA) of 1998. In recognition of the work Texas had already done to establish the framework of an integrated workforce system, WIA provided for several “grandfather” provisions allowing Texas to continue certain provisions under prior consistent state law. One of those provisions was specific to the designation of workforce areas. This provision allowed Texas’ Boards to continue as long as they performed successfully and maintained sustained fiscal integrity.

In July 2014, when WIOA was enacted, Congress again recognized Texas’ workforce system with WIOA maintaining the provisions that allow Texas to continue under prior consistent state law. Absent any new direction from the Texas legislature, Texas will continue to operate under prior consistent state law.

TWC has emerged as a national leader in workforce development activities by fostering a locally driven workforce system, which is fundamental to putting Texans back to work and spurring the state’s economic competitiveness. Texas has been experiencing record-low unemployment and exceptional growth in new jobs and the labor market overall. The need to continue strategically strengthening the workforce development system championed by TWC remains clear.

TWC aligns workforce development activities by establishing rigorous strategic planning requirements coupled with common performance accountability measures and requirements governing Texas’ one-stop delivery system. TWC coordinates and collaborates with the state’s 28 Boards and their contracted workforce service providers and community partners. Collectively known as Texas Workforce Solutions, this network offers local access to integrated and statewide services to all employers, workers, job seekers, and youth, including individuals with disabilities and other barriers to employment.

TWC anticipates the next five years to be an era of service to an expanding Texas workforce whose diversity and skills are rapidly changing in a world in which our employers and industry engage in innovation and technology to advance their competitiveness. Texas employers, workers and job seekers have the opportunity to benefit from the resiliency of the Texas economy, the diversity of Texas industries, and our solid economic foundation keeping our economy strong. The Texas workforce is now at more than 14 million individuals whose skills are world-class and ready to meet the needs of more than 58055,000 private employers. Through the Governor’s Tri-Agency Partnership, our work with the Texas Education Agency (TEA) and the Texas Higher Education Coordinating Board (THECB) and in collaboration with key stakeholders across the state’s workforce and educational systems aligns current and future industry needs. The strategies will help equip Texans with the skills, education and

training needed to be competitive for the jobs of today and in the future.

Meeting the Needs

Through the Texas Workforce Solutions network, TWC connects job seekers and other populations with barriers to employment to numerous career and training resources to prepare them to enter or reenter the workforce in high-growth industry sectors. Although the service is targeted, its delivery is uniformly applied.

TWC also strives to ensure that the state's integrated workforce system attracts and retains in-demand employers. Each Board has a dedicated Business Service Unit (BSU). BSUs are the Boards' frontline business advocates, offering a full range of services designed to connect employers with qualified job seekers. BSU team members often have strong ties to the local business communities, which allows them to effectively meet an employer's specific needs and present services in ways that are beneficial and easy to understand. Furthermore, because Boards are predominantly comprised of local business leaders, TWC taps a continuous flow of current and relevant information from employers. These interactions allow Board members to shape local policies and procedures to best fit their local marketplace.

Additionally, system partners deliver vocational rehabilitation (VR) programs which play a critical role by enabling individuals with disabilities to prepare for and obtain employment through a variety of services ranging from career counseling to support for postsecondary education. Services are customized to an individual's specific needs and may include assessments, counseling, medical treatment, assistive devices, vocational training for job skills, job search and placement assistance, and other services that will prepare the individual for competitive integrative employment. The VR program also provides services to help businesses hire, train and retain qualified individuals with disabilities.

Targeted Service Populations

Employers Populations

Employers

Texas' strong economic foundation is largely a credit to the diversity and stability of its private-sector businesses. The state boasts an estimated ~~580,000~~^{544,000} total employers representing hundreds of ~~public and private~~ industries. The overwhelming majority (~~97.7~~^{97.2} percent) of Texas employers are small businesses employing ~~100 or fewer~~ ^{than 100} workers. However, the largest percentages of jobs (~~62.368.7~~ percent) are with companies that employ 100 or more workers. It is vital that TWC and its workforce partners continue collaborating with local economic development entities to equip Texas employers of all sizes with a highly skilled workforce that will keep jobs in Texas and help companies remain competitive in the global marketplace.

Communities

Texas Workforce Solutions provides locally customized services that address the needs of each region of the state. The Boards are comprised of a cross section of local officials and businesspeople who form partnerships with local entities to deliver integrated services that address each community's unique needs.

The workforce system continues to support local delivery of adult education and literacy (AEL) services to assist individuals who need education and training to obtain the basic skills that will enable them to gain sustainable employment and become self-sufficient.

The workforce system also delivers vocational rehabilitation (VR) services to help individuals

with disabilities prepare for, find, or maintain employment, or prepare for educational opportunities. VR also helps employers recruit, retain, and accommodate employees with disabilities.

Job Seekers

Providing employment services and developing innovative strategies to help individuals find employment opportunities in high-growth, high-wage industries are central to TWC's mission. TWC and its workforce partners offer services that lead to hundreds of thousands of job seekers entering employment each year. Services include job search assistance, labor market and career planning information, training and education opportunities, and unemployment benefits to those who lose their jobs through no fault of their own.

Workers

With a workforce of nearly 14 million eligible workers, TWC aims to help all Texans achieve and succeed in a quality work environment. With an emphasis on engaging underserved populations, such as ex-offenders and foster youth, TWC plans to eliminate barriers to employment and extend services to everyone. The agency provides workforce development and training, apprenticeship programs, and employment support services for members of its laborforce. The agency promotes long-term self-sufficiency by enabling parents to work or attend education and training to launch a career pathway, while their children receive quality child care. TWC also investigates wage claims, child labor law violations, and employment discrimination claims to ensure that workers receive fair treatment and proper compensation for their work.

Unemployment Insurance Claimants

TWC strongly encourages Boards to design services that provide early intervention with unemployment insurance (UI) claimants. The longer individuals draw UI, the more likely they are to exhaust their benefits; therefore, Boards promote continued comprehensive claimant services throughout the life of their claim cycle. Boards dedicate staff to claimants and establish claimant protocols that include ongoing one-on-one reemployment services.

Veterans

Veterans are a priority population for TWC. The agency's own workforce is made up of more than 11 percent veterans, compared to an average of about 4.5 percent in most other state agencies. The Texas Veterans Commission recognized TWC's dedication to hiring veterans in September 2015 with the Public Entity (Government Agency) Large Employer of the Year award. TWC promotes the hiring of veterans by others through several initiatives, including services and programs for US armed service members returning from Iraq and Afghanistan.

TWC provides services and programs for US armed service members returning from missions. The Texas Veterans Leadership Program employs peer mentors called Veterans Resource and Referral Specialists to direct returning veterans to resources and services that can help them reenter civilian life and the civilian workforce. Services include job search and employment assistance and identification of education and training resources. Veterans receive preference for jobs posted on TWC's online job matching website, WorkInTexas.com. Veterans can search for jobs, receive priority of service at Texas Workforce Solutions offices and access information on transition assistance and benefits. TWC maintains the Just for Veterans resource on the TWC website that provides information on services specifically for Veterans. Additionally, TWC's College Credit for Heroes initiative assists veterans by awarding college credit for experience gained and training completed during military service.

Individuals with Disabilities

Approximately 12 percent of the Texas population is estimated to have some type of disability. TWC is committed to providing services to this population. The agency promotes competitive employment of individuals with disabilities coupled with the expectation that they can meet the same employment standards and responsibilities as other working-age adults. All working-age individuals with disabilities, including young adults, are offered information regarding employment as an individual with a disability, including the relationship between an individual's earned income and the individual's public benefits.

The VR program helps individuals with disabilities prepare for, find, and keep jobs, and helps students with disabilities plan the jump from school to work. Work-related services are individualized and may include counseling, training, medical treatment, assistive devices, job placement assistance, and other services.

TWC additionally promotes partnerships with employers to overcome barriers to meeting workforce needs through the creative use of technology and innovation. TWC takes steps to ensure that the staff of public schools, vocational service programs, and community-based organizations are trained and supported to assist all individuals with disabilities in achieving competitive employment. TWC also promotes the availability and accessibility of individualized training designed to prepare an individual with a disability for the individual's preferred employment. To this end, individuals with disabilities are given the opportunity to understand and explore options for education and training, including postsecondary, graduate, and postgraduate education, vocational or technical training, or other training, as pathways to employment.

Foster Youth

Foster youth are another priority population. TWC funds transition centers serving both current and former foster youth ~~ages 14–25~~. The centers address critical life barriers facing youth who have or will soon age out of the foster care system. They provide access to education, employment training and services, life skills classes, mentoring opportunities, and appropriate support services.

Texas Pathways to Reentry Ex-Offenders

TWC received a grant from DOL to implement a demonstration project to assist ex-offenders ~~released from prison with~~ reintegrating into the workforce. Known as Texas Pathways to Reentry, the project creates employment opportunities for individuals who committed violent and non-violent ~~offenders~~offenses, including registered apprenticeship programs in high-demand sectors, such as healthcare, manufacturing, construction and automotive repair. To provide tailored services to eligible program participants, this project will be implementing promising practices from the "Integrated Reentry and Employment Strategies" white paper, by using a resource-allocation and service matching tool. This tool combines results from a validated corrections assessment and a workforce-based job readiness assessment. Participants then proceed into one of three customized career pathways related to the individual's specific education, employment and training needs.

Pathways are:

- Basic Skills Deficient
- High School Diploma or GED
- Existing Credentials or Certifications

The Texas Pathways to Reentry partnership focuses on the right people with criminal records, at the right time, and with the right interventions, can help reduce recidivism and improve the

likelihood that individuals will successfully reconnect to the workforce.

Students and Their Parents

Providing today's youth with education, training, and workplace opportunities is essential to the state's future growth and success. To ensure that young people have the skills necessary to meet future workforce needs, Texas must support programs that steer students toward in-demand careers beginning at an early age. TWC supports programs that identify educational and career pathways for students, including vocational and technical training, as well as those that require two-year, four-year, and higher education levels.

~~In November 2018, TWC launched the "Jobs Y'all: Your Career. Your Story." campaign designed to inspire young Texans to discover and explore the state's in-demand industries and learn about skills needed to enter the workforce. This online program educates and inspires young Texans to create self-directed career paths, features in-demand industries, and connects participants to career resources.~~

Through the Tri-Agency Partnership, which supports our next generation workforce, the "Jobs Y'all: Your Career. Your Story" campaign raises awareness among Texans ages 14--24 about the opportunities and benefits of in Texas industries, with the goal of to inspireing and attract young Texans to explore careers, and understand the education and training needed to best position themselves for where their-demand jobs will be when they enter the workforce. With participation from employers, industry association representatives, workforce developers, other stakeholders, parents, and counselors, the campaign launched a website featuring eight in-demand industry sectors; career resources including Texas Career Check, Texas Reality Check, the Texas Internship Challenge, and Texas OnCourse; and links to industry career information. The campaign has generated more than 150 million impressions and more than 2.5 million video views. TWC's Education Outreach team presents the website to thousands of students each year during virtual and in-person career exploration presentations, resulting in 30,000+ page views a year and serving as the #number 2two referring source to Texas Career Check and a top referring source to Texas Reality Check and the Texas Internship Challenge. In 2022, the site is scheduled for a refresh of industry data with a focus on middle skills occupations. andIt will also feature additional landing pages and information tailored to students with disabilities and -foster youth, ands well as more support and application resources for internship programs, includingsuch as Summer Earn and Learn and THECB's TX Works.

TWC's Outreach & Employer Initiatives Division and the Labor Market Information Department ~~and Career Information (LMCI) department~~ develop and distribute educational materials and online tools that help parents, educators, and students identify career pathways. TWC has worked closely with the Texas Education Agency (TEA) and the Texas Higher Education Coordinating Board (THECB) to help communities, schools, and students transition to the career-focused initiatives set forth in House Bill 5, passed by the 83rd Texas Legislature, Regular Session, 2013.

TWC approved a new two-year initiative in July 2018, totaling \$4,000,000, called "Workforce Career & Technical Education Outreach Specialist Pilot Program" to ensure students and their parents ~~are were~~ aware of career resources ~~that will to~~ empower students to gain degree certifications, graduate with marketable skills, and minimize student debt in the future. The grant awards that resulted from the competitive two-year Workforce Career and Technical Education Outreach Specialist Pilot Program ended in August 2021. However, due to the success of the pilot, Boards are now able to use their TANF allocations to implement a Workforce Career and Education Outreach program.

Upon completion of the pilot, the seven (7) teams participating in the program were able to provided 10,046 individual sessions to students and teachers across the state as well as 4,165 presentation sessions to industry, college, or community partners. In total, these teams had 381,935 individuals (308,409 of which were students) attended sessions in which they teams facilitated presentations, workshops, or tool trainings; 308,409 of which were students. In these sessions, they teams educated the future workforce of Texas about all of the career pathways available beyond high school, provided information about registered apprenticeship programs, and lead workshops on career readiness skills and labor market data. After having seen a specialist presentation, students, teachers, and parents requested 11,247 individual one-on-one sessions resulted from students, teachers, or parents requesting sessions after having seen a Specialist present. Finally, these pilot teams helped 2,278 students enter an internship.

As the pilot program ended and Boards were given the flexibility to apply TANF funds to support Education Outreach work, all seven (7) of the pilot teams recommitted to continue the work of the program, and seven 7 additional Boards submitted Letters of Intent to grow their own regional teams. With the addition of one state-level Education Outreach team, these 15 teams continue to work in partnership together to leverage best practices, share resources, and support one another whenever possible. They teams meet monthly for continued Bbooster Ttraining sessions and to foster discussions on topics relevant to the work and the customers they serve.

The pilot The Workforce Career and Technical Education Outreach Specialist program places local Workforce Career and Education Outreach Specialists in area middle and high schools (grades 6-12) school districts to provide career guidance and workforce information to students and their parents regarding: 1) high growth, high demand occupations; 2) opportunities and training in middle-skills jobs; 3) apprenticeship training programs; 4) internships; and 5) community and technical colleges.

This program supports the achievement of Texas' goals outlined in the November 2016 Tri-Agency (TWC, TEA, and THECB) Report. A key component of the program includes training for the Workforce Specialists by TWC's LMCI team. The training will cover all of TWC's online labor market tools including Texas Reality Check.

Targeted Economic and Workforce Development Opportunities

TWC's workforce development efforts align with the governor's economic strategies by allocating resources to support opportunities in vital industry clusters. The agency proactively supports science, technology, engineering, and math (STEM) education and training to ensure that the future workforce is equipped with the knowledge and skills that Texas employers demand. TWC is also committed to supporting job growth in Texas' diverse industries. Energy remains a significant industry in Texas, although the annual growth rate for mining and logging has slowed to single digits beginning February 2019, which coincides with a drop in the price per barrel of West Texas Intermediate crude oil. Other industries in the state experiencing employment growth include manufacturing, construction, and education and health services—all of which require a highly skilled workforce.

TWC continues to partner with the Office of the Governor in conducting small business forums throughout the state. These forums present an opportunity for TWC to connect to small business owners and listen to their concerns and ideas. The forums also provide a chance for TWC representatives and Board staff to assist businesses by introducing new programs or explaining updates to existing programs. These forums have proven highly successful and have occurred all over the state.

Furthermore, TWC is a diligent and responsible steward of available public resources. The Unemployment Compensation Trust Fund remains in good condition through an efficient bond strategy that keeps employer taxes predictable and stable. TWC continues to seek ways to effectively leverage state and federal funding options to improve current programs and provide additional services.

To provide needed services, TWC consistently leverages multiple funding sources. Federal funds make up the clear majority (85 percent) of TWC's budget. The remaining 15 percent comes from state sources. TWC receives federal funds from DOLETA, the US Department of Health and Human Services, the US Department of Agriculture, and the ED.

Through prior consistent state law set forth in Texas Labor Code §302.061 and §302.062, TWC sources block grants from multiple funding streams to workforce areas to administer programs such as WIOA, TANF/Choices employment services, SNAP E&T, and subsidized child care under the federal Child Care and Development Fund. Block grants allow Boards to provide integrated services across programs and to also provide integrated case management. Boards are given the autonomy to use the block grants as needed, to determine the number of staff and Workforce Solutions Offices, and make other decisions necessary to best serve their workforce areas.

Crafting a cohesive workforce system requires an integration of diverse programs coupled with linkages to facilitate delivery of a full range of services to employers, workers, and job seekers.

Skills Development Fund

Texas is fortunate to have state funding to provide for the Skills Development Fund. As one of the state's premier economic development tools, the fund serves as an incentive to attract new firms to locate in Texas or to help existing companies expand. The Skills Development Fund successfully merges employer needs and local job training opportunities into a winning formula that benefits employers and provides needed skills to workers. Skills grants help incumbent workers upgrade their skills, or help create high-skill, high-wage jobs. The use of these grants for skills development is particularly significant because, unlike formula funding, these funds are not required to serve categorical populations; that is, the funds can be used to target the workers whom employers identify as needing enhanced skills.

Adult Education and Literacy Program

TWC's three-member Commission (Commission) adopted a program goal for AEL to support increases in employment, higher education transition, skill gains, and secondary completion through demonstrated approaches that integrate system services and leverage community partnerships as part of TWC's Strategic Plan for Adult Education and Literacy for Fiscal Years ~~2015-2020~~2021-2026. To meet this goal, AEL grantees have implemented a diversified service delivery system that delivers both foundational skills and career pathway transitions needed to support and prepare Texans to support their families, careers, and communities.

Under WIOA, Boards engage and are expected to support AEL grant recipients in various activities that promote student success in career and higher education goals. Finding ways to innovate adult education and literacy and leverage education, training, support, and career development resources continues to be critical in fostering student and system success. AEL and its Texas workforce partners share the goal of building a wider and more valuable array of services that better assist their mutual customers in attaining educational goals that support career development and higher education transition and help strengthen families and communities

Vocational Rehabilitation

In accordance with Senate Bill 208, 84th Texas Legislature, Regular Session (2015), the

Vocational Rehabilitation (VR) program transferred from the Department of Assistance and Rehabilitative Services (DARS) transferred to TWC. Additionally, two designated state units—the Division for Blind Services and the Division for Rehabilitation Services—were combined into a single designated unit.

Since the transfer of the VR program to TWC, VR has collaborated with other workforce partners to maximize opportunities for individuals with disabilities. Examples include:

- Summer Earn and Learn, which is a collaboration between VR and each of the 28 Boards to provide work-based learning opportunities for students with disabilities;
- Enhanced coordination with TWC's Texas Veterans Leadership Program to improve information sharing and access to services for veterans with disabilities; and
- Collaboration with VR's business relations coordinators (BRCs) and the local Workforce Solutions business services unit (BSU) staff to increase outreach to employers and coordinate provision of information about services that can be provided to them.

Continued Flexibility through Waivers

The Texas workforce system and its customers have benefited from DOLETA's authority to waive certain WIOA provisions. Texas has requested federal waiver opportunities seeking relief from provisions that restrict flexibility and innovation or that make inefficient use of staffing resources. With input from Boards and other stakeholders, Texas has developed waiver requests covering several workforce issues, including:

- increased local control of program delivery;
- improved Board ability to respond quickly to changing needs within the workforce area;
- increased flexibility at the local level to serve business and industry;
- elimination of duplication with streamlined administrative processes to free up money for services; and
- increased accountability at the state, local and service-provider levels

~~TWC has also sought federal waiver opportunities to ease recovery from natural disaster. On October 11, 2017, DOLETA approved TWC's WIOA waiver requests to help the agency and Boards respond to the aftermath of Hurricane Harvey.~~

Alignment of Workforce Programs

~~After four years of~~ Following WIOA implementation, TWC has not made significant changes to its strategies. The strategies in place continue to prove successful. For this reason, no significant changes are planned that would impact TWC's strategies for the next ~~four~~two years.

Texas is a recognized national leader in strategically integrating numerous, complex workforce programs, services, and initiatives. Integration among partners enables the Texas Workforce System to operate in the most efficient and cost-effective way possible, while remaining flexible, adaptable, and most important, market-based and customer-focused. Nonetheless, TWC and the Boards continue to refine and improve Texas' structure for aligning core and optional programs under WIOA and other available resources to realize the state's vision and achieve its goals.

Improved access and efficiency, along with value-added services, are a few of the many benefits customers receive from the state workforce system. System partners are responsible for the delivery of 27 workforce education and training programs and related services, as well as

education programs that support career preparation and advancement, and employer services to support those providing job opportunities. Strategically, the programs and agencies serve either a common customer or are charged with achieving similar employment and education outcomes for their targeted customer groups, including:

- providing services that facilitate the match between employers and job seekers;
- providing employment, training, and retention services for eligible WIOA participants and prioritizing services to recipients of public assistance and other low-income individuals and individuals who are disabled and/or basic skills deficient, to spur financial self-sufficiency;
- developing adult education and family literacy programs that ensure all adults have the basic education skills they need to contribute to their families and communities;
- providing employment, training, and retention services to individuals with barriers to employment, including veterans, individuals with disabilities, trade-affected individuals, older individuals, ex-offenders, homeless individuals, long-term unemployed individuals, and youth;
- encouraging the use of training services that provide portable, transferable credit and credentials;
- providing support services, such as child care, UI, and transportation to enable eligible individuals to work or participate in employment and training activities;
- monitoring and evaluating compliance of local area service delivery for fiscal accountability and program effectiveness; and
- providing technical assistance to local Boards and training providers to ensure the most effective delivery of workforce services.

As frontline partners in the workforce system, the 28 Boards provide programs and services through the network of Workforce Solutions Offices. Boards work together and collaborate with business, economic development, educational, and other entities to provide services funded by WIOA and other state and federal sources.

Elements of the Local Delivery Structure

- Board members and staff operate under prior consistent state law; as such, members and staff are primarily private-sector employers, with some representing local education agencies, labor organizations, community-based organizations, economic development councils, and one-stop partners, such as AEL and VR. Each Board develops a strategic and operational plan, with local plans subject to review by TWIC and approval by the governor. Boards designate one-stop partners, identify providers of training services, and monitor system performance against performance accountability measures.
- Board staff conducts the Board's day-to-day administrative operations. Boards operate with a high degree of local flexibility for service delivery design and partner with local training and educational institutions to ensure employment and training opportunities meet area employment needs.
- Workforce Solutions Offices provide a variety of online, in-house, and on-site services, including employer services, job search resources, labor market information, and referrals for customized training. In addition to traditional brick-and-mortar offices, mobile workforce units are a moving extension of the Workforce Solutions Office,

offering on-site, rapid response assistance to area employers and communities.

- BSUs address the ever-increasing need for skilled workers in high-demand fields by offering job search assistance, skills training, and other workforce development services. Supported by state and federal funds, most basic services are provided free of charge to employers registered with the state and federal government. Some Boards also provide certain services, including workshops and seminars, at nominal fees. BSUs within an integrated workforce system offer a unique opportunity to ensure that all workforce services are structured to ensure that the business needs are considered when delivering services to job seekers and consumers.
- Texas Association of Workforce Boards (TAWB)—TAWB is a not-for-profit association representing Texas' Boards and more than 750 of the business, education, and community leaders who serve on the Boards. TAWB facilitates communication among the business community, educational providers, and state and federal officials, and provides a forum for members to share best practices.

The Boards are allocated funding from federal, state, and local sources to provide programs and services designed to meet the needs of employers, incumbent workers, and job seekers.

Current Activity

The Boards will develop new local plans under WIOA to align local goals and objectives set forth in the state's plan and describe collaboration strategies with system partners.

To address limited financial resources yet still meet the needs of Texas' employers, Boards:

- leverage additional funding sources;
- develop, analyze, and share labor market information and regional economic studies;
- engage in planning and service delivery across workforce areas and/or with other workforce and community partners;
- incorporate new, and adapt current delivery strategies, such as the use of mobile units and modern technologies that make service more accessible; and
- strive for integrated, effective service delivery by sharing, modifying, and replicating effective training models and processes.

Events and projects provide the opportunity for Boards and system stakeholders to collaborate, innovate, and streamline services to improve workforce service delivery. Continuous improvement efforts by the Boards are facilitated and encouraged through activities such as:

- sharing best practices and other information at TWC's annual conference, workforce forums, and regional and local meetings; and
- maintaining user-friendly, online resources for topics including:
 - integrated workforce processes;
 - performance measures; and
 - program-specific monitoring toolkits, through the ongoing work of the Quality Assurance Network (QAN, a committee of the Texas Workforce Executive Director's Council that coordinates educational and networking activities for all 28 Texas Boards).

State Leadership in Workforce Initiatives

States have proven to be effective laboratories for innovative workforce initiatives. In Texas, TWC and the Boards can best serve the needs of Texas job seekers, employers, and communities. Boards are most familiar with local needs and opportunities through first-hand knowledge of local partners, and baseline community assessments that ensure extensive local one-stops and the system's initiatives deliver the maximum possible value. Texas believes that federal rules, grants, and base funding should emphasize state roles and maximize a state's flexibility to design effective and comprehensive initiatives.

TWC uses the governor's reserve statewide funding and AEFLA state leadership funding, in conjunction with other funding where feasible and appropriate, to encourage innovation at the local level through grants to Boards, institutions of higher education, community-based organizations, and other suitable entities. TWC prioritizes programs that assist specific populations and initiatives: veterans, youth, and STEM programs. TWC undertakes projects that encourage and improve growth industries, the earning capabilities of job seekers facing barriers to employment, and the effectiveness of Texas Workforce Solutions. Detailed information on strategic initiatives can be found in the operational section of the plan.

Concluding Comments

The strengths of operating an integrated workforce development system are significant. Texas' implementation of WIOA's six core programs supports a service delivery system that meets the needs of employers and then works to ensure that relevant training and employment assistance is available for job seekers, including those with disabilities, regardless of the funding source.

However, the potential for funding reductions—particularly for programs with specific eligibility and use criteria—are likely to challenge the system. Boards work individually, together, and with other stakeholders to achieve cost efficiencies and a seamless service delivery system. Models significantly enhance participant access to a range of workforce and associated support services. Collaborative efforts aid in providing an adequate supply of workers that meet the skills requirements of available jobs, thus assisting the state's employers with retaining and enhancing a competitive economic advantage.