

## Providing Access to Pre-Apprenticeship Career Pathways

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### Key Takeaways:

- Texas has the second lowest rate of apprentices in its workforce compared to peer states, lagging behind the top two states by about three times.
- Pre-apprenticeships can help Texans, particularly youths, transition into recognized apprenticeship programs by providing exposure to work requirements and expectations.

### Background:

Pre-apprenticeship programs (PAPs) are designed to provide individuals with real-life work exposure and ultimately prepare them to succeed in recognized apprenticeship programs (RAPs). Though these programs also serve adults, PAPs are particularly helpful for youths, particularly high school students interested in registered trades. PAPs provide youths with the career experience often required by RAPs, which can serve as a barrier to those seeking apprenticeship training right out of high school. Texas can benefit from PAPs given that it has the second lowest rate of apprentices in its workforce compared to peer states. For example, California and Washington have about three times Texas' rate of apprentices in their workforce.

### Proposed Action:

Texas 2036 supports adoption of TWC's exceptional item request item #4, Pre-apprenticeship Career Pathways, to establish and expand PAPs that will ultimately grow the state's apprentice pipeline. Texas 2036 also supports authorization for 1 Full-Time Equivalent (FTE) position requested by TWC for this initiative.

### Budget Cost Estimate:

TWC estimates this exceptional item to cost \$1.86 million All Funds over the biennium (\$1.5 million General Revenue) and includes 1 FTE.

### Public Policy Impact:

Improving Texans' access to PAPs will help efficiently transition Texans into apprenticeship programs, which will ultimately help meet employers' demands for skilled labor. It will also help meet the state's higher education attainment goal to have 60% of working-age Texans have a credential of value by 2030 and the Tri-Agency's goal of expanding work-based learning opportunities.