

SHAPING TOMORROW'S WORKFORCE

TEXAS 2036

Texas 2036 is pioneering projects to cultivate a resilient, future-ready workforce where more Texans earn a family-sustaining wage.

This starts with ensuring that when all Texas high school students graduate, they are ready for life after graduation — whether that be for enrollment in college without remediation or for a career with the skills, training and credentials to land a well-paying job.

This fall, the high school graduating class of 2036 entered kindergarten. Policymakers have just 13 years and five more regular legislative sessions before these children reach adulthood.

TEXAS-SIZED CHALLENGES

57%

of Texas students do not perform math on grade level.



Only 36%

of Texas high school graduates earn a postsecondary degree or credential within 6 years of their graduation.



70%+

of jobs will require postsecondary degrees or credentials by 2036.



In 2011

51%

of all Texas jobs paying \$65,000+ were held by individuals who **only had a high school diploma** or below

By 2019, this had fallen to 11%.



Texas spends more than

\$110 Billion

each year on its education-to-workforce pipeline, yet the funding is often not aligned toward long-term state goals or credentials with value for students and employers.



Less than

3%

of aged-out former foster youth graduate with a bachelor's degree nationally.



THE BIG QUESTIONS

- 1 How can we best ensure that the 5.5 million students in Texas' K-12 public education system are academically prepared for the next grade and then ready upon graduation for college or a career?
- 2 How can Texas leverage the investments and reforms made in HB 3 (86R) and HB 8 (88R) to increase the number of students earning credentials in high school?
- 3 How can the state improve workforce programs for Texans that have historically faced barriers to employment success, including veterans, former foster children and justice-involved Texans?

1. Classroom to Career Initiative

This signature undertaking seeks to dramatically increase the number of high-wage, high-demand postsecondary credentials earned while students are still enrolled in high school. By modernizing the high school experience, increasing alignment between community colleges and high schools, better leveraging recent legislative investments, and seamlessly aligning K-12 accountability measures, the state can take bold steps in 2025 to lead the nation with a skilled workforce that can drive long-term economic growth and prosperity.



2. Focus on Academic Readiness

To ensure all students in Texas are prepared for academic success, Texas 2036 seeks to continue its impactful work on early reading, advanced math pathways, and high-quality instructional materials. This work will be reinforced by a focus on maintaining a robust assessment and accountability system to monitor progress, increase equity and transparency and facilitate targeted investments.



3. Data-Driven Workforce Investment

Texas spends more than \$110 billion annually on the state's education-to-workforce pipeline, yet the data used to measure system outcomes has gaps that can slow programmatic improvements. The Tri-Agency Workforce Initiative seeks to better align data-driven education and workforce investments, but more work is needed to optimize this process and drive the systemic reforms necessary to ensure that state investments have the highest possible return on investments for taxpayers, program participants and employers.



4. Focus on At-Risk Texans

Certain populations of Texans — including veterans, former foster children and justice-involved Texans — face unique challenges in getting the support they need to ultimately meet their full workforce potential. Improving data quality to allow for the identification and scaling of successful interventions is a key step toward long-term solutions that will ensure all Texans can share in the state's economic growth.

