

STRENGTHENING THE FOUNDATION

Texas Workforce System

TX2036

Building on Sunset Staff Recommendations

Texas invests an estimated **\$108 billion a year** in education and workforce programs, and the Legislature has committed to funding what works. HB 8 (88R) tied community college finance to credentials of value, and federal Workforce Pell now requires the state to verify that short-term programs lead to real jobs and earnings. Both depend on the same capability: linking program completers to enhanced wage records and connecting education and workforce data across agencies.

Yet the state's systems remain siloed and compliance-oriented; the Sunset staff report found **TWC's data governance "results in permanent data silos"** (Issue 4, p. 72). SB 1786 (89R) mandates enhanced wage data (occupation, work location, and hours) — but collecting better data is not the same as using it.

The Sunset staff report's initial findings and recommendations set a strong foundation to build the systems needed to **measure performance, generate insight, and drive decision-making to optimize and maximize that \$108 billion annual education and workforce investment.**

THE OPPORTUNITY

From Compliance Reporting to a Real Insights Capability

The Sunset review of TWC and TWIC is a rare, structural moment to close that gap and build the workforce intelligence a fast-changing economy demands:

From compliance to intelligence.

Turn data filed to satisfy a mandate into timely, shared insight that reaches the local boards, employers, educators, and agencies making decisions now

Regional value, in near-real time. Occupation- and location-specific data, shared proactively with workforce boards and economic development leaders, replaces stale estimates with a live picture of which jobs are growing and whether training matches demand.

A win for taxpayers and employers. Richer data sharpens UI fraud detection — protecting the employer-funded Trust Fund and helping keep tax rates low — and lets the state finally verify the return on its multi-billion-dollar investments.

A trusted, durable home for the data. Texas's workforce data lives across TWC, THECB, TEA, as well as other agencies. A neutral, independent home for interagency analytics — modeled on a number of other nascent state efforts, most notably Kentucky's KYSTATS, with a presumption of data availability ("open unless prohibited by law") and public dashboards — is the connective layer the state has never put in place.

The staff report points in this direction. We support the staff report's data-governance and board-accountability recommendations (Recs 4.6, 4.9, 9.3, 1.1, 1.2, 1.4, and 1.5). Our recommended modifications — which make those recommendations deliver — are on the reverse.

WHAT WE KNOW

Wage
\$25/hr

Industry
Retail
Supermarkets and
Other Grocery Retailers



MISSING
Occupation, Location, Hours Worked

 **Current System**
LIMITED VISIBILITY

WHAT WE NEED TO KNOW

Wage
\$25/hr

Occupation
Pharmacy Technician

Location
Lubbock County

Hours
Full-Time



+ PHARMACY

 **Enhanced Data**
ACTIONABLE INSIGHTS

RECOMMENDED MODIFICATIONS

Build the Interagency Capability — Recommendation 9.3 (p. 124)

Sunset Staff Report: Replace the outdated Automated Follow-Up and Evaluation System with continuously available, integrated TWC–THECB data.

Modification: Require that the data be made **usable, timely, and accessible** to the agencies, institutions, employers, and public who rely on it; that an **entity be named accountable** for producing the interagency analyses; and that TEA be included.

Why: Data availability for internal evaluation is not the same as decision-ready insight. Naming who is accountable is the difference between a modernized system and another underused report.

Make the Unified Data Model a Statewide Asset — Recommendation 4.9 (p. 75)

Sunset Staff Report: Complete a unified data model and give local workforce boards a secure pathway to real-time performance data.

Modifications:

- **Extend access.** Reach beyond local boards to THECB, TEA, colleges, employers, and the public through governed, de-identified means.
- **Carry the enhanced data.** Build the model to ingest the SB 1786 elements the Legislature already directed TWC to collect (occupation, wage, industry, employment status, work location).
- **Close the loop.** Add a recurring feedback process with boards and data users on whether the products are actually usable.

Why: The same logic that justifies real-time data for boards applies to the agencies, institutions, and employers aligning training to jobs — and to the taxpayers who fund it.

****NEW ISSUE FOR COMMISSION: Give Interagency Data Capability a Durable Home****

Report: Rec. 9.3 highlighted the need to ensure “the continuous availability of integrated data for the evaluation of workforce development and education programs” (p. 124).

Modification: Establish a neutral, trusted home for interagency workforce analytics (TWIC, Governor’s Office of Economic Development, DIR or a comparable neutral body or council), with a rebuttable presumption to share data with agencies and institutions and to make disaggregated performance data available to lawmakers, employers, and the public.

Why: Because this capability spans multiple agencies’ data and serves many users, it needs **neutral, durable stewardship**, not single agency governance that would, in effect, be evaluating its own programs. A permanent, accountable home gives the data foundation the clear ownership to get built and maintained, rather than stalling as each agency acts alone or priorities shift.

Board Performance Accountability — Recommendations 1.2 (p. 30) & 1.4 (p. 30–31)

Sunset Staff Report: Re-establish a LWDB Advisory Committee (Rec. 1.2) and update the requirement for TWC to publish LWDB performance data (Rec 1.4).

Modifications and Why:

- **Data Products Feedback Channel.** Charge the re-established LWDB Advisory Committee with feedback on the usability of TWC’s data products to complement Rec. 4.9 goals and protect against repeating past documented failures of data products.
- **Comparable Board Data.** Standardize definitions and reporting requirements for LWDB so published performance data is comparable and means the same thing across all 28 local workforce areas.

Our proposed recommended modifications are intended to be precise, drafted as ready-to-adopt language in our full written comment, and are available in Texas 2036 & Coalition Partners’ full written comment to the Sunset Advisory Commission (July 2, 2026).



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