



TRI AGENCY PATHWAYS LEADERSHIP
TEAM MEETING
GULF COAST WORKFORCE BOARD
February 24, 2026



www.wrksolutions.com 1.888.469.JOBS (5627)

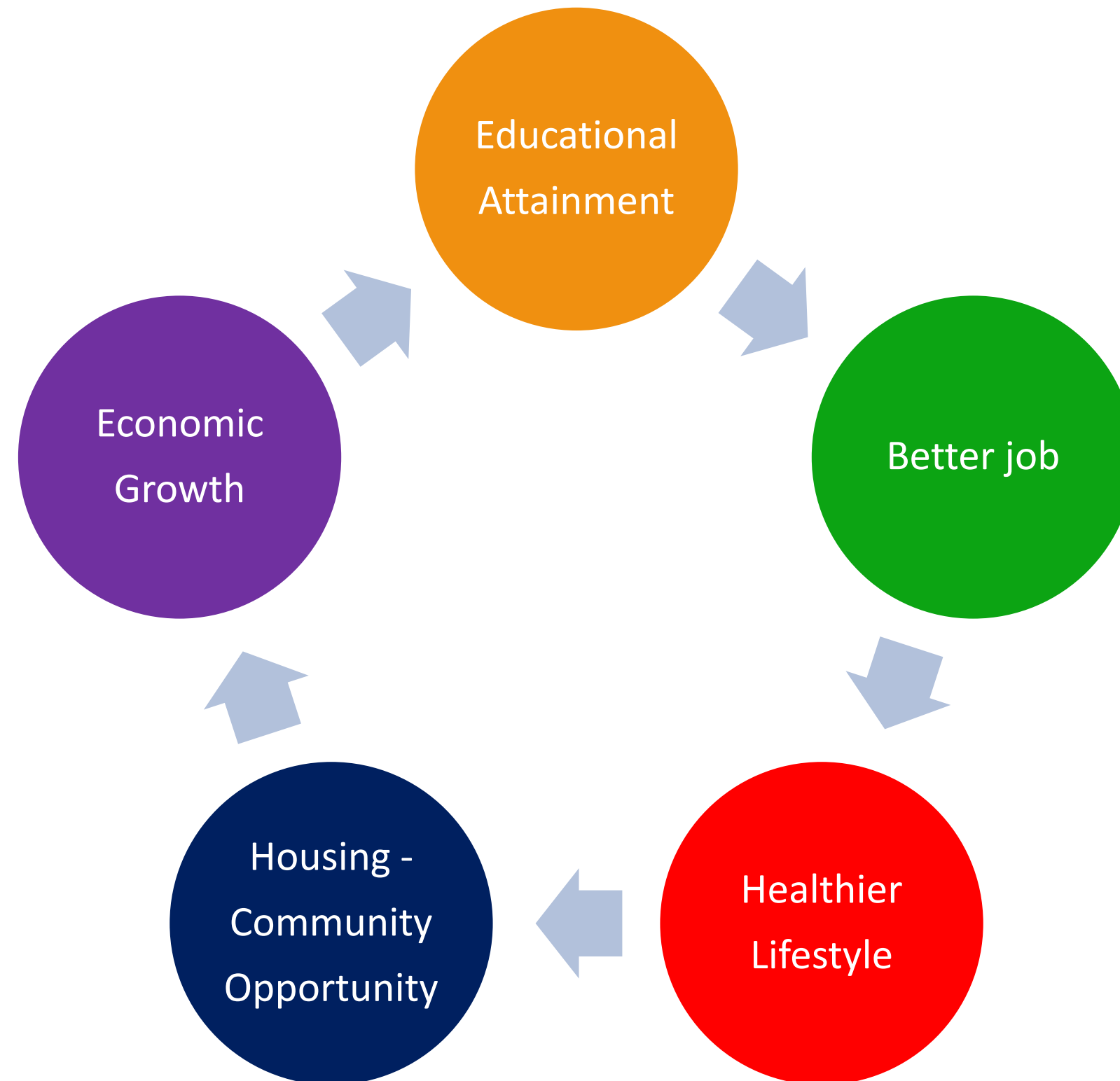
Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations a minimum of two business days in advance.) **Relay Texas:** 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

A proud partner of the  **americanjobcenter** network

Welcome

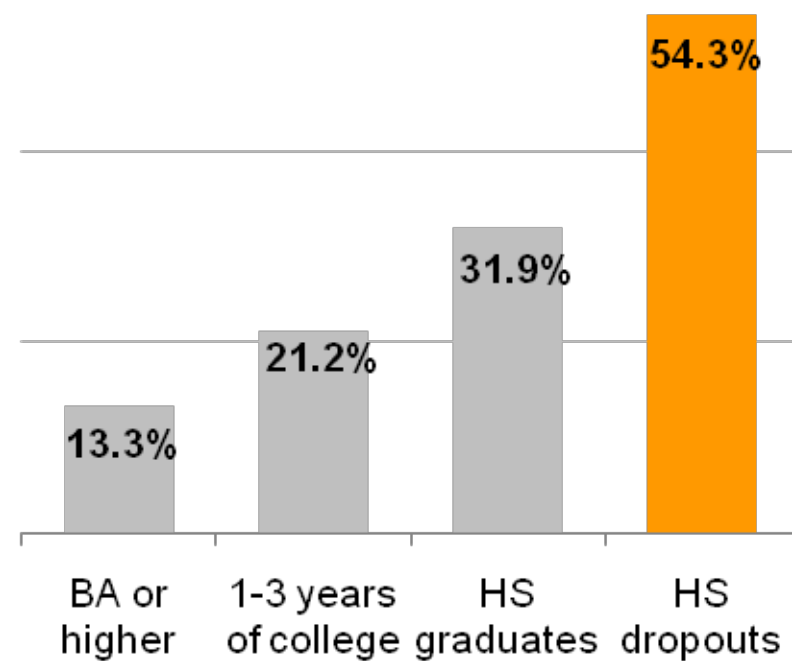
Juliet Stipeche

Building a Stronger Community



The Consequences of Dropping Out

Joblessness Rate
by Educational Attainment
(16-24 year-olds, 2008)

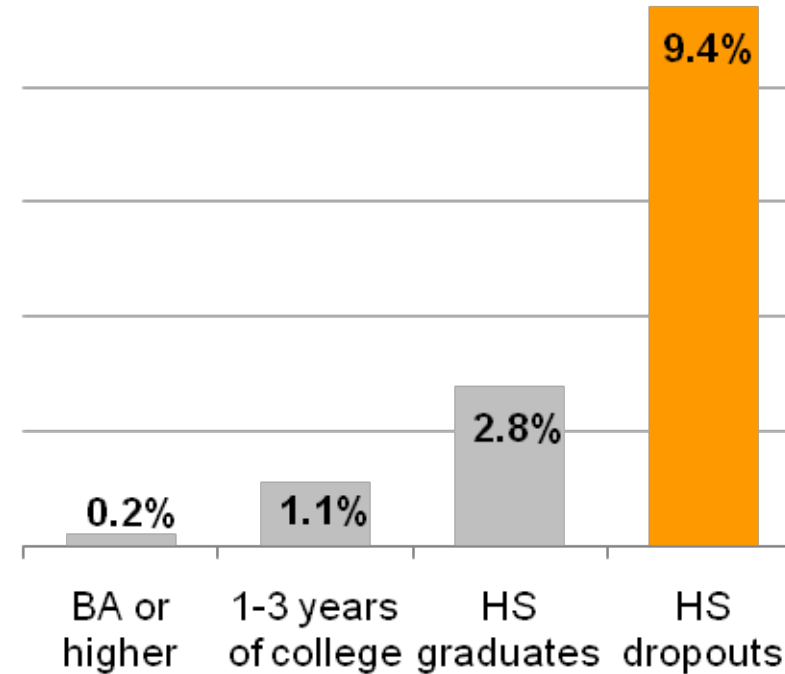


4x

more likely
than a college graduate
to be jobless

Source: Sum, Andrew, et al., (2009).

Incarceration Rate
by Educational Attainment
(16-24 year-old males)

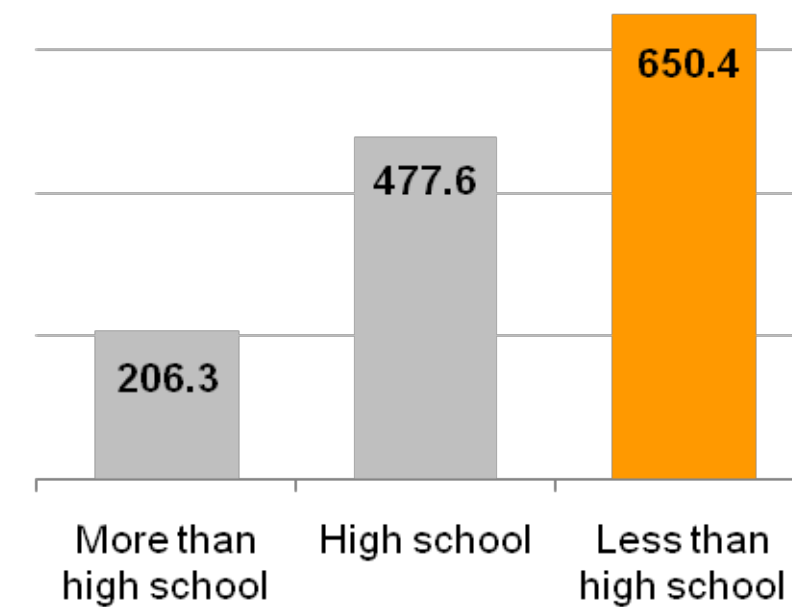


47x

more likely
than a college graduate
to be jailed

Source: Sum, Andrew, et al., (2009).

Mortality Rate
by Educational Attainment
(per 100,000)



3x

higher
than that of an adult with more
than a high school education

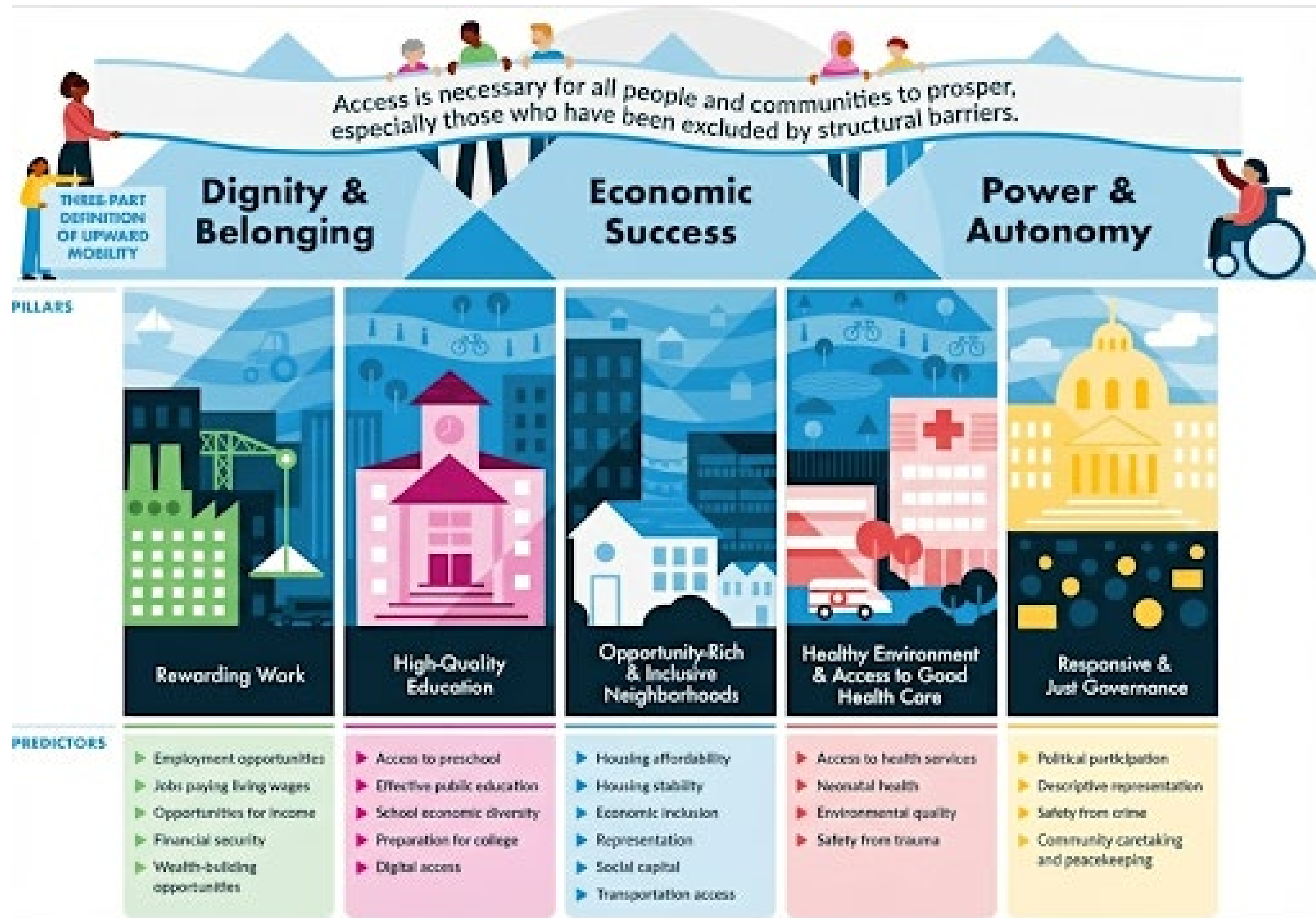
Source: Woolf, Steven H., (2009).

What Do We Mean by Economic Mobility? Urban Institute's Framework

Dignity and belonging: people feel the respect, dignity, and belonging that come from contributing to their family, work, and community and are valued for those contributions

Economic success: people have adequate income and assets to support their and their family's material well-being

Power and autonomy: people have control over their lives, can make choices, and exert influence over larger policies and actions that affect their future

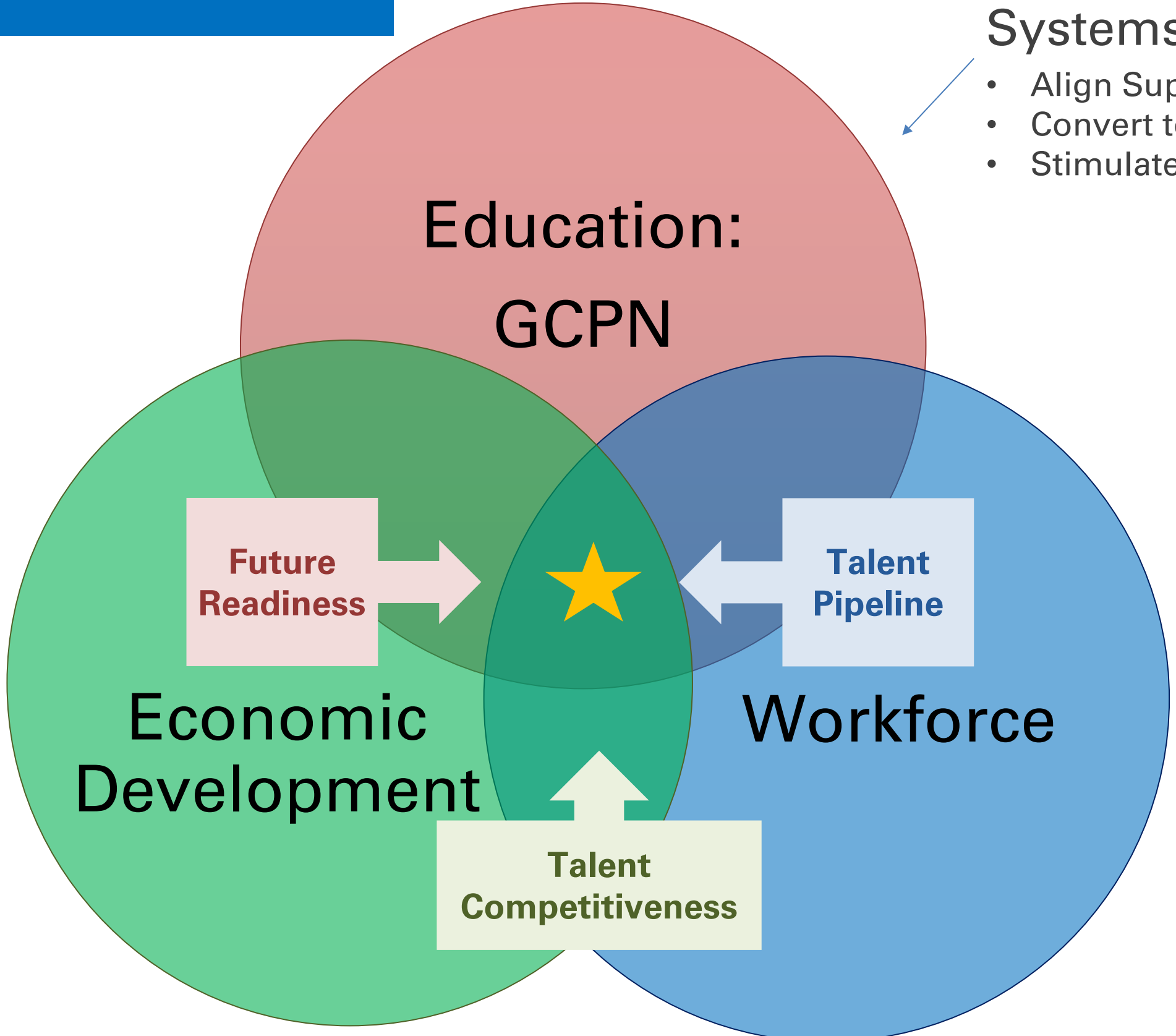


From Programs to Systems

- Education without employer demand produces underemployment.
- In economic development, capital follows talent. Without talent, investment slows.
- Disconnected workforce systems produce placements. Aligned systems produce mobility.
- Short-term placements are not the same as long-term wage growth.

Systems:

- Align Supply (Education)
- Convert to Earnings (Workforce)
- Stimulate Demand (Economic Development)



★ Economic Mobility at Scale

- When supply aligns with demand, investment risk drops.
- When investment grows, high-skill wages rise.
- When wages rise and are sustained, intergenerational mobility probability increases.

FOUR STRATEGIC GOALS

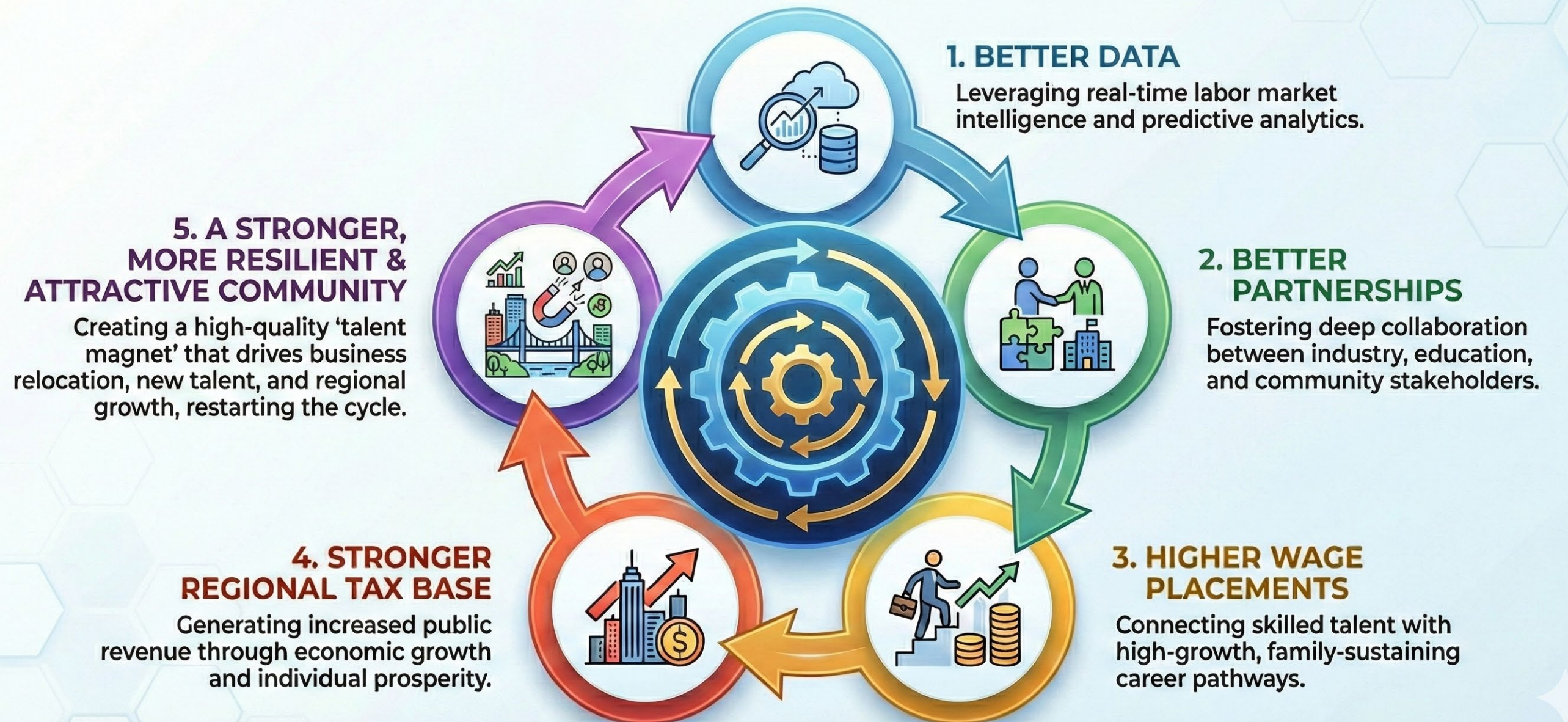


INNOVATE

CONNECT

THE REGIONAL PROSPERITY FLYWHEEL

A self-sustaining cycle where momentum in one area accelerates all others.



Gulf Coast Tri Agency Updates



Current Partnerships and Regional Activity Grant Opportunities Awarded

- a) Resilience
- b) Internship
- c) Externship
- d) CREW
- e) HEI Expansion

Resilience Initiative

Core Purpose

- Build a resilient workforce system capable of responding to economic shifts, labor market disruptions, and evolving employer needs
- Strengthen leadership pipelines within Career Pathways and Hire Gulf Coast Youth to ensure continuity, adaptability, and long-term sustainability
- Enhance cross-sector alignment between employers, educators, and community partners to improve regional talent development
- Expand work-based learning pathways for youth and adults, increasing access to high-demand, high-growth careers

What the Initiative Enables

- Strategic partnership development with national and local experts to bring best-in-class practices to the region
- Stronger data and performance systems for continuous improvement and evidence-based decisions
- Inclusive employer engagement that expands applied learning and accelerates career-connected opportunities
- Leadership and resiliency training that strengthens organizational capacity across the entire workforce system

Texas Educator Internship Initiative

Internship Purpose

Provides junior-year college students hands-on experience in K-6 classrooms to support teacher certification requirements.

Program Structure

Expected start date March 2026, this program offers paid internships for 15 months with approximately 20 hours per week of field-based experience.

Target Participants

Focuses on SHSU education majors, including military-affiliated students and former foster youth for inclusive outreach.

Collaborative Network

Involved partners: iEducate, SHSU College of Education, ESC Region 6, GCWB, and ISDs for placement and support.

Externships for Teachers

Program Overview

- Expected start February 2026
- 10-day externship connecting educators with real-world experience in high-demand industries
- Provides hands on exposure to workplace expectations, tools, and career pathways
- Strengthens bridge between classroom instruction and workforce needs

Curriculum Alignment & Educator Impact

- Educators develop interdisciplinary lesson plans integrating real-world industry skills
- Academic standards
- Strengthen recognized competencies

Target Industry Sectors

Healthcare

- Medical Assistants
- LVNs
- Health IT

Construction

- HVAC
- Welding
- Project Management

Technology

- IT Support
- Cybersecurity
- Software Development

Education

- Paraprofessionals
- Early Childhood Educators

Program Accountability & Success Measures

- 95% externship completion rate
- 100% lesson plan submission by participating educators
- High employer satisfaction based on post – externship feedback

Center for Reigniting the Educator Workforce - CREW

The Opportunity: In collaboration with the Tri-Agency, Dallas College CREW (Center for Reigniting the Educator Workforce) launched a 2-year opportunity for regional teams to participate in state-wide learning and launching about Registered Teacher Apprenticeships.

Purpose: This initiative seeks to meet the educator workforce demand through teacher apprenticeship. This work is done through teams across the state who can serve as hubs of knowledge to support additional cohorts in the future.

Outcomes: The Gulf Coast Workforce Board participates in two of the five state-wide teams selected for the CREW opportunity. Each team is expected to learn and serve as a regional hub for best practices to launch an RTAP. Aldine ISD and Huntsville ISD will launch their RTAPs this Fall with the support of University of Houston – Downtown, Sam Houston State University, Region 6 ESC and the Gulf Coast Workforce Board.



HEI Expansion

The Houston Endowment Expansion Grant is entering the second phase of funding focused on providing support for Registered Teacher Apprenticeships across the Gulf Coast region.

Outcomes include:

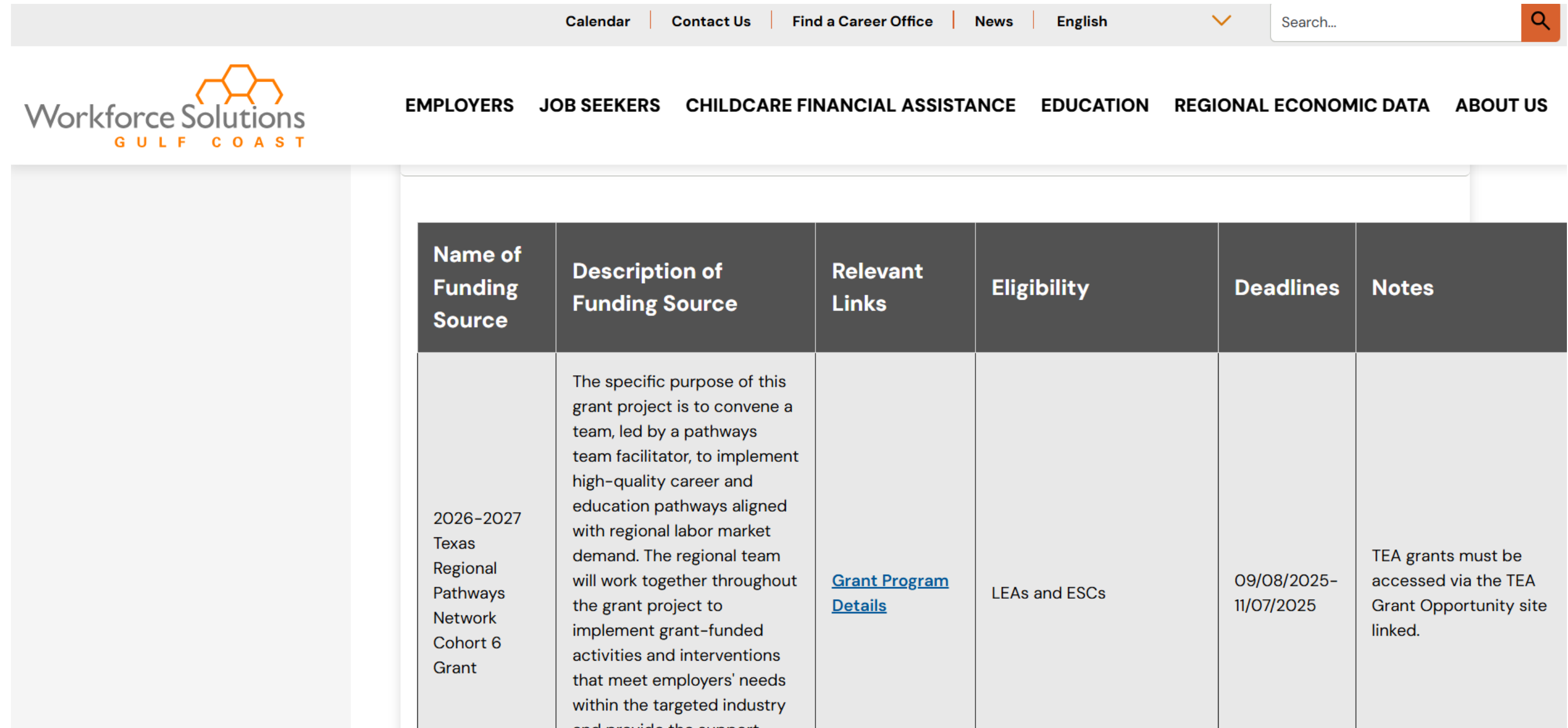
- Increasing the total number of teacher apprentices across the region
- Maximizing the impact of braided funding through the use of multiple funding mechanisms
- Identifying supports and barriers for apprentices as they matriculate through apprentice levels



Available Grant Opportunities

Accessing Grant Opportunities

1. Go to the Career Pathways website
2. Scroll down to "Resources" drop-down menu
3. Access the sidebar menu under "TWC Resources" for a general grant list
4. Visit every 3 months for updated grant opportunities!



The screenshot shows the Workforce Solutions Gulf Coast website. The top navigation bar includes links for Calendar, Contact Us, Find a Career Office, News, and English, along with a search bar. The main navigation menu lists EMPLOYERS, JOB SEEKERS, CHILDCARE FINANCIAL ASSISTANCE, EDUCATION, REGIONAL ECONOMIC DATA, and ABOUT US. The Workforce Solutions GULF COAST logo is visible on the left. The main content area displays a table of grant opportunities.

| Name of Funding Source | Description of Funding Source | Relevant Links | Eligibility | Deadlines | Notes |
|--|--|---------------------------------------|---------------|-----------------------|--|
| 2026-2027 Texas Regional Pathways Network Cohort 6 Grant | The specific purpose of this grant project is to convene a team, led by a pathways team facilitator, to implement high-quality career and education pathways aligned with regional labor market demand. The regional team will work together throughout the grant project to implement grant-funded activities and interventions that meet employers' needs within the targeted industry and provide the support | Grant Program Details | LEAs and ESCs | 09/08/2025-11/07/2025 | TEA grants must be accessed via the TEA Grant Opportunity site linked. |

Hire Gulf Coast Youth

LaToya Casimere

From Exposure to Mobility

Aligning Education and Industry

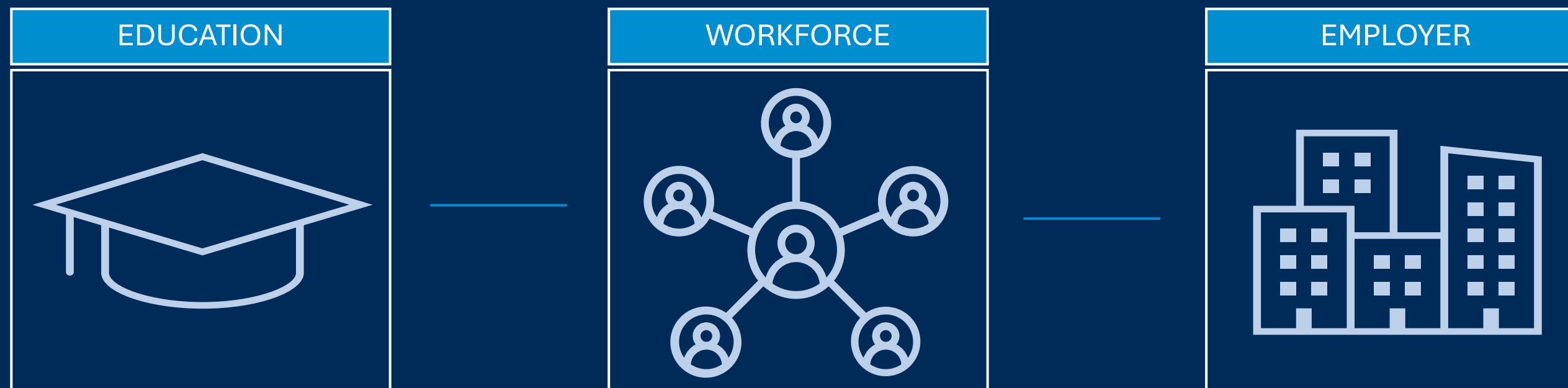


**Hire Gulf
Coast Youth**
IGNITE • LAUNCH • LAND



Three Systems Problem

Right now, three systems operate beside each other.





Students Choose Careers Without Experiencing Work

Decision before Experience





The Strongest Predictor of Mobility

Relationships | Social Capital





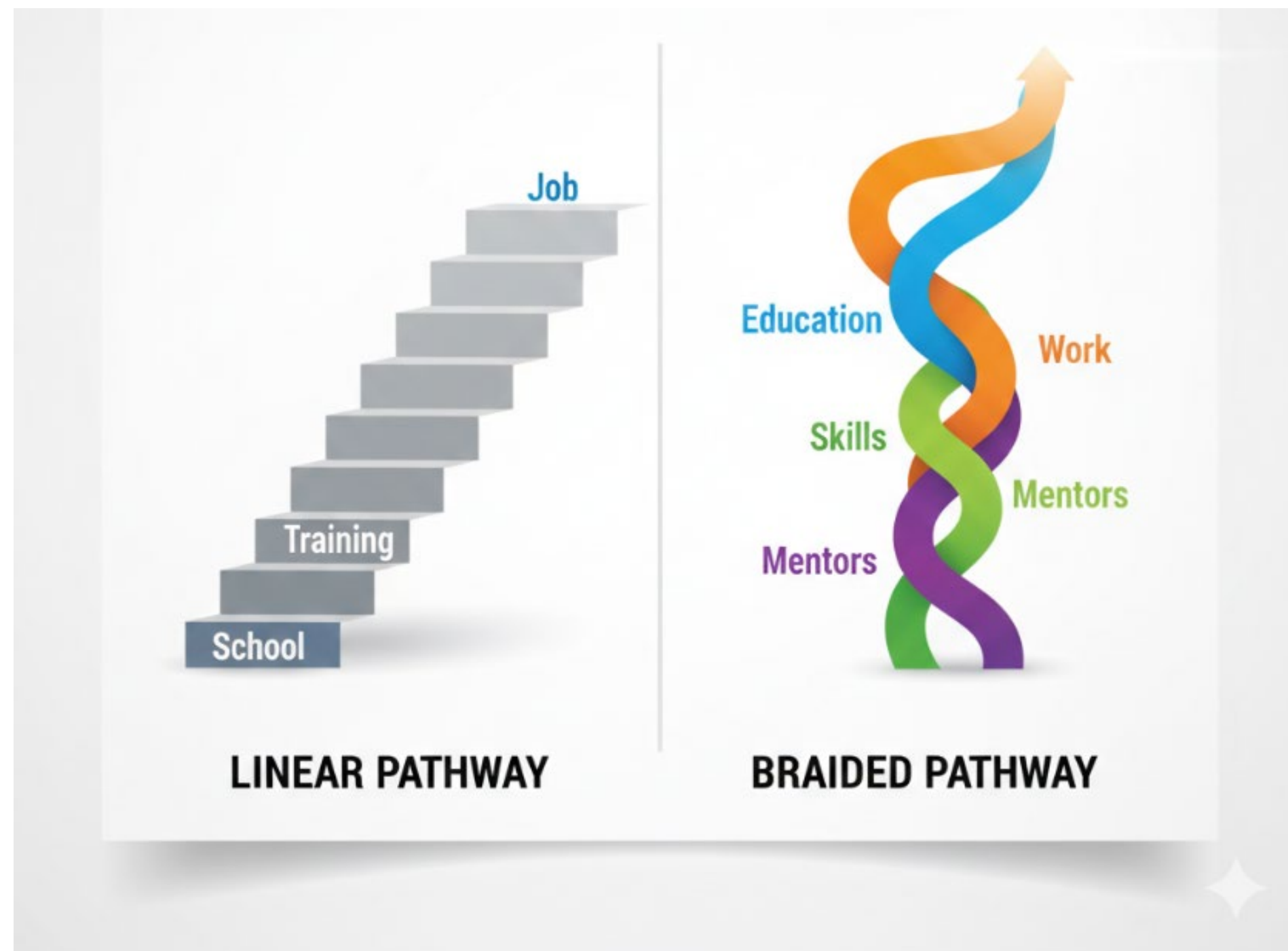
Hire Gulf Coast Youth

Regional Workforce Intermediary

- **IGNITE** youth ambition with career exploration
- **LAUNCH** skills through paid, hands-on experience and academic training
- Help youth **LAND** the jobs that turns dreams into reality



Integrated Education





What Employers Are Telling Us

Not a Skills Gap.
A Familiarity Gap



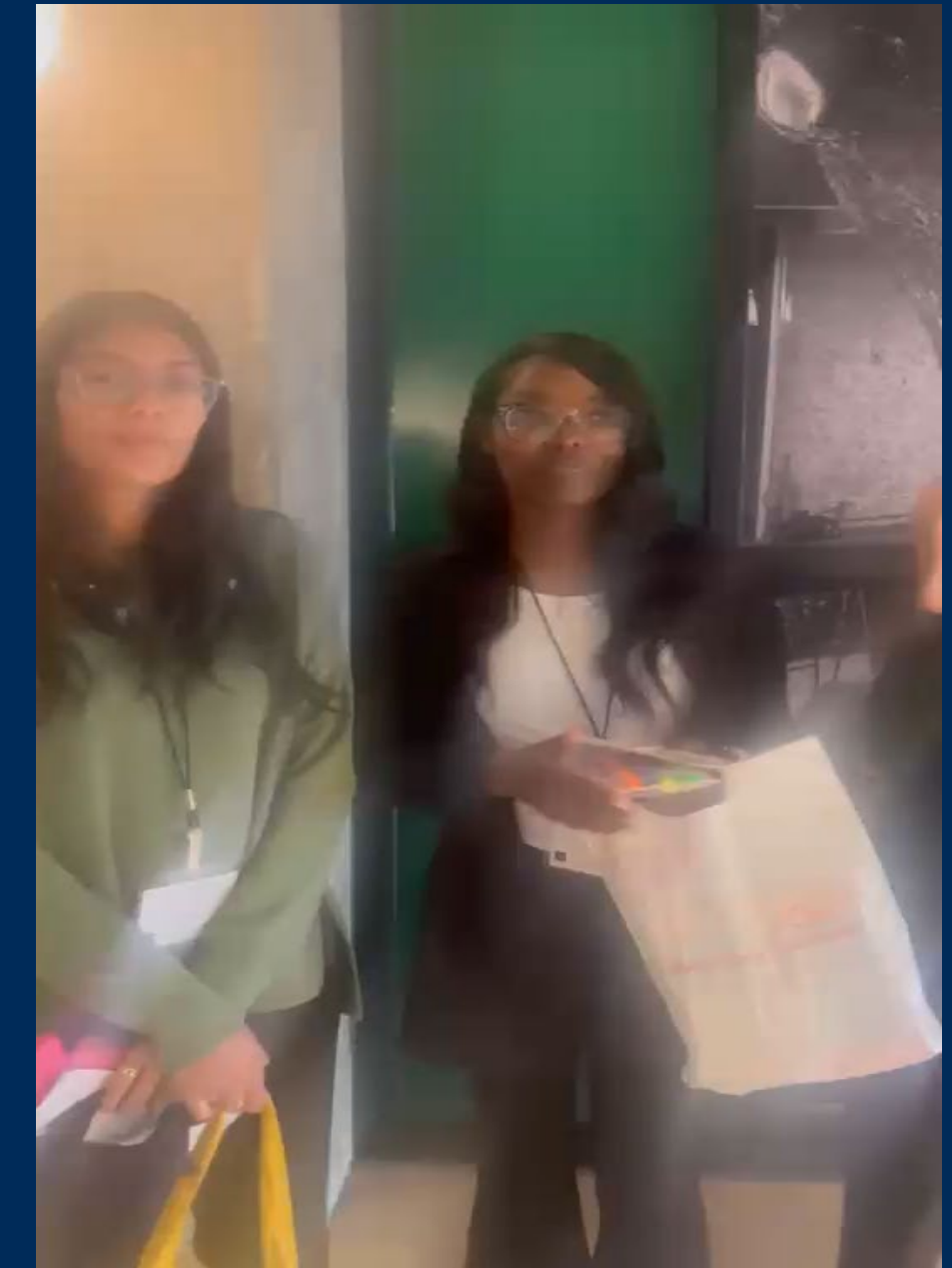


Career Exploration

Exposure before commitment

Career exploration events
Industry Panels
Job shadowing
Industry Tours
Rotational exposure

- Career exploration events
- Industry Panels
- Job shadowing
- Industry Tours
- Rotational exposure





Confidence

Work-based Learning Impact

Experience Builds Direction



Direction



Network

Summer Work Experience



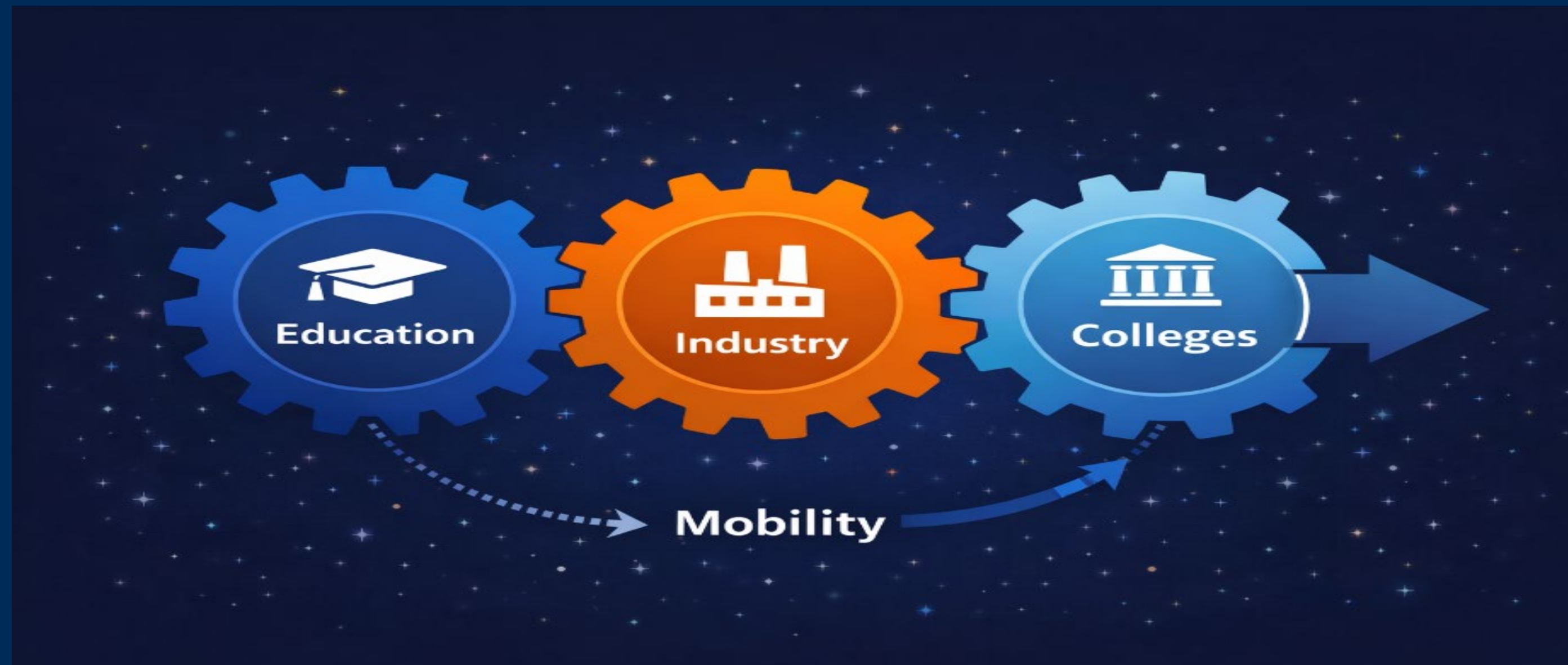
Creating Economic Mobility





Alignment

Education + Industry + Colleges





Access to networks creates mobility.

Not programs. Networks.



Thank You!



Employer Engagement, Apprenticeship Works!

Crosby Brito

What Registered Apprenticeship Is and Why It Matters

- Registered Apprenticeship (RA) is a proven earn-and-learn model.
- Participants are hired from day one.
- They earn wages while receiving structured training and classroom instruction.
- Programs are registered with the U.S. Department of Labor, ensuring quality, portability, and national recognition.

How Apprenticeship Supports Employers

- Reduces hiring risk through structured training.
- Builds a **custom talent pipeline** aligned to real job needs.
- Improves retention and productivity.
- Allows employers to shape skills over time, instead of relying on the open market.
- From the employer perspective, RA is a **workforce strategy**, not a workforce program.

Value to Jobseekers and Talent Pipeline

- No “train first, hope later” model.
- Paid employment from day one.
- Clear wage progression.
- Industry-recognized credential.
- Pathway to long-term careers, not just entry-level jobs.
- For Talent Pools that are underrepresented, apprenticeship removes the **financial barrier to training**.

Why Workforce Boards Are Critical Partners

- Funding and Grant alignment (WIOA, supportive services, OJT-style wage offsets).
- We help with **recruitment, screening, and referrals.**
- We convene employers, education, and community partners.
- We translate employer demand into scalable talent strategies.
- Apprenticeship works best when it is **employer-driven and system-supported** – that's where boards add value.

The Role of Tri-Agency Collaboration

- **Education:** Related instruction, credential alignment, credit articulation.
- **Workforce:** Recruitment, funding, case management, employer engagement.
- **Economic Development:** Industry targeting, expansion support, competitiveness.
- Registered Apprenticeship sits at the **intersection** of all three. No single agency can scale it alone.

Labor Market Data Showcase

Parker Harvey

2025 Houston Area Labor Market Trends Year-end Review

Unemployment Rate

December 2025
Not-seasonally-adjusted

4.2%

Represents
166,000
unemployed
residents

Initial Claims for Unemployment Insurance

2025 Weekly Avg.
Not-seasonally-adjusted

4,500

Upper end of
3,900 to **4,500**
range
since 2022

Continuing Claims for Unemployment Insurance

2025 Monthly Avg.
Not-seasonally-adjusted

37,000

Upper end of
30,000 to **37,000**
range
since 2022

UE Rate and claims may be artificially low due to slowing and/or shrinking labor force

2025 Houston Area Labor Market Trends Year-end Review

Total Nonfarm Employment

2025 Full Year Growth as of December
Not-seasonally-adjusted

14,800

Slowest YOY job growth
since February 2017
excluding pandemic

Typical year for Houston during economic expansions is 60,000 to 65,000 jobs

2025 Houston Area Labor Market Trends Year-end Review

2025 Contributors to Total Nonfarm Job Growth and Losses by Major Industry Sector

| Share of Gross Gains by Sector | Gross Gains 39,700 | Share of Gross Losses by Sector | Gross Losses -24,900 |
|--|------------------------------|--|--------------------------------|
| Health Care and Social Assistance | 25% | Professional, Scientific, and Tech. Services | 37% |
| Accommodation and Food Services | 12% | Admin. Support, Waste Mgmt. Remediation | 29% |
| Transportation, Warehousing, and Utilities | 12% | Management of Companies and Enterprises | 8% |
| State Government | 9% | Durable Goods Manufacturing | 8% |
| Local Government | 9% | Federal Government | 6% |
| Private Educational Services | 7% | Information | 6% |
| Construction | 6% | Finance and Insurance | 3% |
| Other Services | 5% | Non-Durable Goods Manufacturing | 2% |
| Mining and Logging | 5% | | |
| Real Estate and Rental and Leasing | 5% | | |
| Wholesale Trade | 2% | | |
| Retail Trade | 2% | | |
| Arts, Entertainment, and Recreation | 1% | | |
| Total | 100% | Total | 100% |

Two-thirds of 2025 gross job **growth** resulted from 5 sectors

Two-thirds of job **losses** resulted from just 2 sectors

2025 Houston Area Labor Market Trends Year-end Review

Year End 2026 Houston Area Employment Forecast

| Industry Sector | Net Job Growth |
|--|----------------|
| Health Care and Social Assistance | 11,000 |
| Government | 7,800 |
| Leisure and Hospitality | 6,400 |
| Other Services | 4,100 |
| Transportation Warehousing & Utilities | 3,500 |
| Construction | 3,200 |
| Wholesale Trade | 2,700 |
| Retail Trade | 2,000 |
| Private Educational Services | 1,900 |
| Non-durable Goods Manufacturing | 1,800 |
| Financial Activities | 300 |
| Durable Goods Manufacturing | -700 |
| Information | -1,100 |
| Professional and Business Services | -1,300 |
| Mining and Logging | -1,500 |
| Total | 40,100 |

Healthcare, Government, and Leisure & Hospitality (Accommodation & Food Service) expected to continue leading in 2026 followed by improvements across multiple sectors resulting in improvement to year-end total job **growth** compared to 2025

2026 oil price forecast issued in Q4-2025 key driver of **losses** in Mining and Logging, Durable Goods Manufacturing, and Professional and Business Services but oil price improvement since Jan 2026 could reduce losses

Career Exploration Resources

Workforce Solutions Gulf Coast Career Exploration Tool

Publicly available via
www.wrksolutions.com/regional-economic-data/high-skill-high-growth-careers

or

the direct URL below



https://public.tableau.com/app/profile/wenzheng5491/viz/WorkforceSolutionsGreaterHouston-CareerExplorationTool_2025-Wen_06_30_2025/WorkforceSolutionsGreaterHouston-CareerExplorationTool

SOC:
13-2011

Education & Training

Occupational Title:
Accountants and Auditors

Job Title

Job Description/Duties

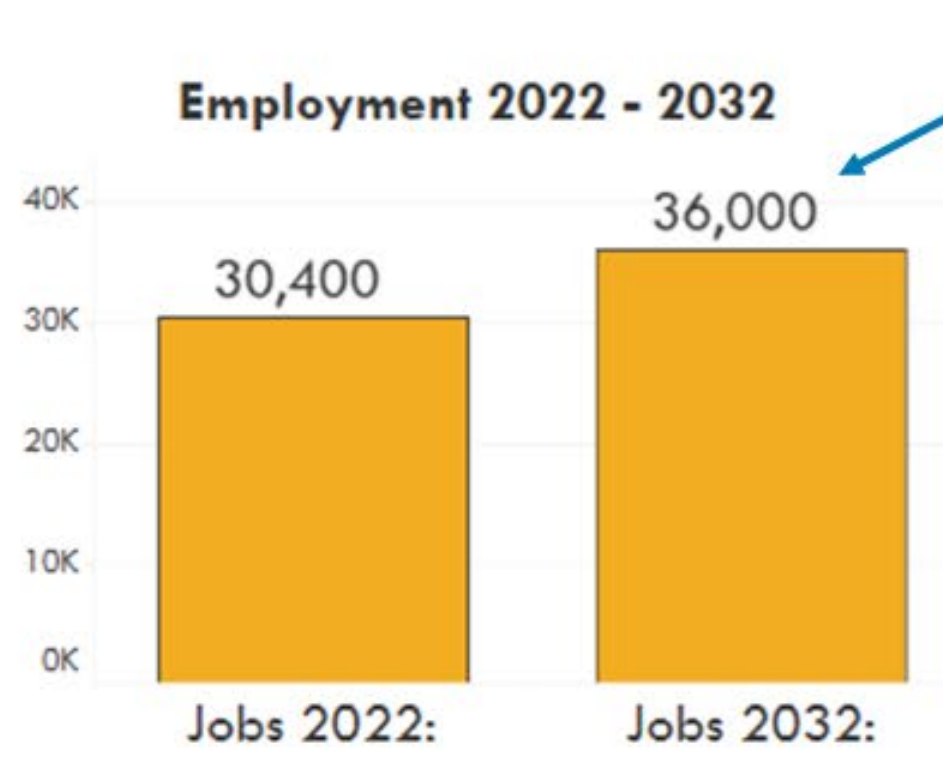
Typical Education:
Bachelor's degree

Typical on-the-job Training:
None

Description:
Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

Top Industries:
Accounting, Tax Preparation, Bookkeeping, ..
Religious Organizations
Management of Companies and Enter..

Top Industries



Size



Salaries

Net Change:
5,600

Pct Change:
18%

Job Openings Each Year:
3,060

Growth/Job Openings

Houston Area Median Salary (2024):
\$48,500

High-skill High-growth Occupation:

Yes and Scholarship Eligible

Skills:
Reading Comprehension
Critical Thinking
Active Listening

Abilities:
Deductive Reasoning
Oral Expression

Skills Abilities

WFS Scholarship Eligible

Career Exploration Resources

Career Lattice/Career Progression Tool



Social and Human Service Assistants
SOC : 21-1093 • Median Salary: \$45,309 • Employment: 4,700

Anchor Occupation

Specialization:

- Education
- Healthcare
- Protective Services
- Social Work
- Social Work/Healthcare

Specializations

Select Metric:
Salary, Jobs, or
Education

Select Metric:

Salary

Links to
External
Resources

Resources

Return to Anchor
Landing Page

Back to Main

High-skill High-
growth Scholarship
Eligible Occupation
Designation

★
Scholarship
Eligible
Occupation

Tier 1

Child, Family, and
School Social Workers
\$49,453

Community Health Workers
\$48,635

Directors, Religious
Activities and Education
\$62,705

Health Education
Specialists
\$64,509

Tier 2

★
Career/Technical
Education Teachers,
Secondary School
\$64,478

Education
Administrators,
Kindergarten through
Secondary
\$96,930

Educational, Guidance,
and Career Counselors
and Advisors
\$74,967

Healthcare Social Workers
\$73,031

★
Occupational Therapy
Assistants
\$78,038

School Psychologists
\$78,737

Tier 3

Education
Administrators,
Postsecondary
\$102,924

Emergency Management
Directors
\$101,865

Medical and Health
Services Managers
\$119,648

Social and Community
Service Managers
\$67,767

Tiers and
Transition
Occupations
Including
Occupation
Titles and
Selected Metric

Table Breakout Session 1

How is your organization aligning its priorities, whether hiring needs, skill development, academic programs, or pathway design, with regional workforce demands, the strategic plan, and TRPN goals? In what ways are you integrating labor market insights and collaborating across sectors to ensure your efforts support a strong, aligned talent pipeline?



Members joining online please join the online breakout session

Table Breakout Session 2

How has your organization collaborated with education, workforce, employer, and community partners to support the development and implementation of high-quality pathways? What approaches have you used, such as work based learning, pathway design, or shared planning, to build and sustain meaningful cross sector engagement?



Members joining online please join the online breakout session

Table Breakout Session 3

How has your organization contributed to the development, implementation, or scaling of regional pathways that prepare learners for high demand careers? In what ways have you supported pathway design, alignment, work-based learning, program enhancement, or other efforts to ensure students gain the skills and experiences needed for success?



Members joining online please join the online breakout session

Table Breakout Session 4

How does your organization use data, such as labor market trends, skill gaps, program performance, enrollment or completion patterns, and employment outcomes, to strengthen pathways and inform partnership decisions? In what ways are you using data or feedback to improve alignment, enhance learner preparation, or refine pathway design and implementation?



Members joining online please join the online breakout session

Table Breakout Session Share Outs

Group Share Out

Survey

Please scan and share feedback



Upcoming Events and Convenings

North Regional Registered Educator Pathways Convening
May 2026

East Regional Registered Educator Pathways Convening
May 2026

West Regional Registered Educator Pathways Convening
May 2026

Biomufacturing and Biotechnology Conference
June 2026



TRI AGENCY PATHWAYS LEADERSHIP TEAM MEETING GULF COAST WORKFORCE BOARD

Thank you!

www.wrksolutions.com 1.888.469.JOBS (5627)

Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations a minimum of two business days in advance.) **Relay Texas:** 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

A proud partner of the [americanjobcenter](#) network

