

By: Capriglione

H.B. No. 5194

A BILL TO BE ENTITLED

AN ACT

relating to improving the efficiency of state workforce development programs and apprenticeship pathways to address workforce shortages.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter A, Chapter 302, Labor Code, is amended by adding Section 302.0039 to read as follows:

Sec. 302.0039. RURAL WORKFORCE TRAINING GRANT PROGRAM. (a) In this section, "program" means the Rural Workforce Training Grant Program established under this section.

(b) The commission shall establish and administer the Rural Workforce Training Grant Program for the purpose of providing targeted funding for job-specific workforce training and related services to strengthen the skills, resources, and career opportunities of the rural workforce in this state.

(c) Under the program, the commission shall award grants to public, private, or nonprofit entities, including business associations, political subdivisions, local workforce development boards, and educational institutions, that:

(1) provide on-the-job training, apprenticeships, workforce education courses, and other job-specific workforce development activities in a county with a population of less than 200,000; and

(2) apply to the commission in the manner provided by

1 commission rule.

2 (d) Grant money awarded to an entity under the program may
3 be used only to cover costs associated with training materials,
4 instructors' fees, participant wraparound expenses, facility fees,
5 administrative costs, and outreach, mentoring, and recruiting
6 costs for the training, apprenticeship, course, or other activity
7 for which the money is awarded.

8 (e) The commission shall require a grant recipient to
9 provide periodic reports regarding the recipient's use of grant
10 money received under the program and related training participant
11 outcomes.

12 (f) The commission may solicit and accept gifts, grants, and
13 donations from any public or private source for purposes of the
14 program.

15 (g) The commission shall adopt rules for the administration
16 of the program.

17 (h) Not later than December 1 of each year, the commission
18 shall submit to the governor, the lieutenant governor, the speaker
19 of the house of representatives, and the standing committee of each
20 house of the legislature with primary jurisdiction over workforce
21 development matters a report regarding:

22 (1) the grants awarded under the program during the most
23 recent state fiscal year; and

24 (2) the program's effectiveness.

25 SECTION 2. The Texas Workforce Commission shall adopt the
26 rules required under Section 302.0039(g), Labor Code, as added by
27 this Act, as soon as practicable after the effective date of this

Act.

SECTION 3. Subchapter C, Chapter 2054, Government Code, is amended by adding Section 2054.0702 to read as follows:

Sec. 2054.0702. STATE INFORMATION TECHNOLOGY APPRENTICESHIP CREDENTIAL. (a) In this section, "public technical institute" has the meaning assigned by Section 61.003, Education Code.

(b) A state agency may enter into an agreement with a public junior college district under Section 130.0081, Education Code, or a public technical institute under Section 135.06, Education Code, or other applicable law to offer a program leading to a state information technology apprenticeship credential to address shortages in the state information resources workforce.

(c) A program offered under this section must:

(1) be approved by the Texas Higher Education Coordinating Board in accordance with Section 61.0512, Education Code;

(2) develop the knowledge and skills necessary for a journey- or senior-level information technology position in a state agency; and

(3) include a one-year apprenticeship with:

(A) a relevant state agency;

(B) an organization working on a major information resources project; or

(C) a regional network security center established under Section 2059.202.

(d) The executive director shall update the department's

1 intra-agency career ladder program to ensure that an associate
2 degree together with a credential awarded under this section may be
3 substituted for a four-year baccalaureate degree.

4 (e) The classification officer in the office of the state
5 auditor shall review the state's position classification plan to
6 determine whether an associate degree together with a credential
7 awarded under this section may be substituted for a four-year
8 baccalaureate degree and revise relevant job descriptions
9 accordingly.

10 SECTION 4. This Act takes effect September 1, 2025.