

**Texas Workforce Commission Chapter 837  
Apprenticeship Training Program  
Performance Measures  
Discussion Paper**

**Background**

The Texas Workforce Commission (TWC) adopted rule revisions, effective June 16, 2014, to add §837.28, Performance, to TWC Chapter 837 Apprenticeship Training Program. The new section authorizes the TWC’s three-member Commission (Commission) to develop and impose performance measures on individual apprenticeship training programs.

In 2014, apprenticeship training funding supported about 4,300 apprentices with approximately \$3.1 million. In 2023, apprenticeship training funding supports about 7,600 apprentices with approximately \$5.4 million. Demand for the funding has increased almost 50 percent in 10 years. Additionally, TWC has supplemented the General Revenue funding from the Texas legislature with Workforce Innovation and Opportunity Act and Temporary Assistance for Needy Families (noncustodial parent) funding to support apprenticeship training, with the two programs providing 31 percent of the funding.

Currently, all interested apprenticeship training programs complete an application process for the funding, and if they meet the requirements and are registered with the US Department of Labor Office of Apprenticeship, they are eligible to receive funding.

**Issue**

The Commission developed and maintains performance measures for multiple training programs under its purview. The Commission also recognizes that in order to fairly evaluate program performance, programs receiving TWC funding should be held to performance measures that are valid and reliable and that demonstrate the success of individual programs. Performance measures are an effective component of continuous improvement and an essential tool to direct funds to the most successful training programs.

**Recommendation**

Staff recommends that the Commission adopt the performance measures listed below for apprenticeship training programs. Data provided by apprenticeship training programs will be used to calculate the performance and success of programs and to determine eligibility beginning Fiscal Year 2025 (September 1, 2024–August 31, 2025).

- Advancement Rate—Percent of participants who advance or complete training divided by all active and/or exiting participants
- Pay Raise Rate—Percent of participants the provider reports as having received a pay increase in the self-reported data file for that state fiscal year
- Wage Stability Rate Quarter 2 (Q2) After Exit—Employed and wage is equal to or greater than recorded wage during exit quarter
- Wage Stability Rate Q2–Q4 After Exit—Employed and average quarterly wage across Q2 to Q4 is equal to or greater than recorded wage during exit quarter