



TEXAS PUBLIC POLICY FOUNDATION

CAREER READY: A FUTURE FOR ALL STUDENTS

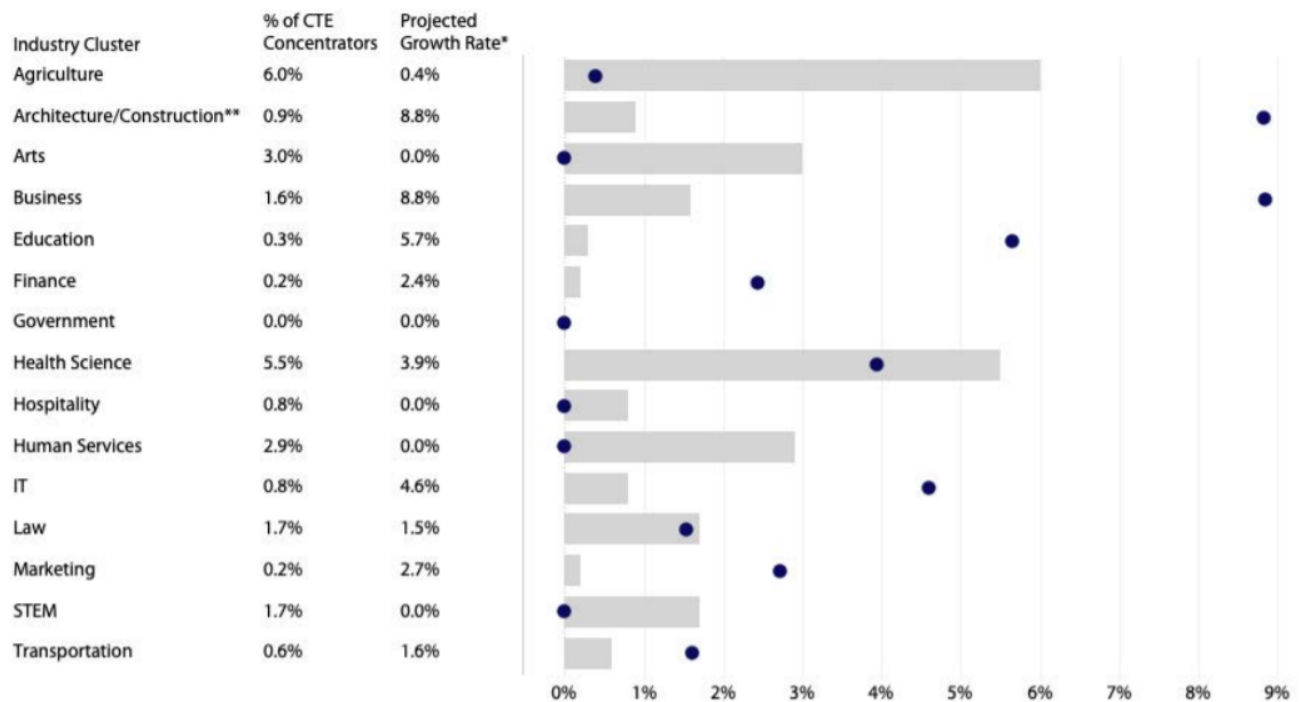
HB 3204: CCMR OUTCOMES BONUS

After the significant damages recently caused by Winter Storm Uri, the shortage of skilled tradespeople – such as plumbers – has become an urgent matter of public policy.

[TPPF research](#) on misalignment of secondary CTE (data from 2016) and workforce demand shows this mismatch across all industry clusters in the graph below.

HB 3 (86th Legislature) made a strong move in the right direction by creating an outcomes-based bonus system for high schools. **HB 3204 would build on this by including in the career-readiness indicators a provision that if a student is employed above a certain wage threshold six months after graduation, the school qualifies for the bonus.** The bill would also allow school districts to pay a portion of the bonus to students who voluntarily report and prove their wages post-graduation.

Projected Growth Rate ('16-'26)* by Workforce Area (●) Compared to Percent of CTE Concentrators by Education Service Center (gray bar)



*Top 25 occupations making above Texas median wage of \$37,099, ranked by highest projected number of jobs added due to growth for the period 2016 - 2026

**Manufacturing was combined with Architecture/Construction data because both sets of skills are generally transferable

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