

ATTACHMENT
Text of Proposed New 19 TAC

Chapter 127. Texas Essential Knowledge and Skills for Career Development and Career and Technical Education

Subchapter B. High School

§127.15. Career and Technical Education Employability Skills, Adopted 2025.

- (a) Implementation. The provisions of this section shall be implemented by school districts beginning with the 2025-2026 school year.
- (b) General requirements. These standards may not be offered as a standalone course. These standards shall be offered together with the essential knowledge and skills for career and technical education (CTE) courses in this chapter.
- (c) Introduction.
 - (1) CTE instruction provides content aligned with challenging academic standards, industry-relevant technical knowledge, and college and career readiness skills for students to further their education and succeed in current and emerging professions.
 - (2) The goal of the employability skills standards is to ensure that students develop essential skills for effective performance in the workplace, regardless of the occupation.
 - (3) These standards are required to be addressed in their entirety as part of each CTE course based on the level of the course in a CTE program of study.
 - (A) CTE courses identified as Level 1 or Level 2 courses in a CTE program of study must address the employability skills standards identified in subsection (d)(1) of this section.
 - (B) CTE courses identified as Level 3 or Level 4 courses in a CTE program of study must address the employability skills standards identified in subsection (d)(2) of this section.
 - (4) Statements that contain the word "including" reference content that must be mastered, while those containing the phrase "such as" are intended as possible illustrative examples.
- (d) Knowledge and skills.
 - (1) Employability skills--Levels 1 and 2. In a CTE course identified as a Level 1 or Level 2 course in a CTE program of study, the student demonstrates professional standards/employability skills as required by business and industry. The student is expected to:
 - (A) explain the importance of dressing appropriately, speaking politely, and conducting oneself in a manner appropriate for the profession and work site;
 - (B) describe teamwork, group dynamics, and conflict resolution and how they can impact the collective outcome;
 - (C) present written and oral technical communication in a clear, concise, and effective manner for a variety of purposes and audiences;
 - (D) identify time-management skills such as prioritizing tasks, following schedules, and tending to goal-relevant activities and how these practices optimize efficiency and results;
 - (E) define work ethic and discuss the characteristics of a positive work ethic, including punctuality, dependability, reliability, and responsibility for reporting for duty and performing assigned tasks;
 - (F) demonstrate respect for differences in the workplace;

- (G) identify the importance and benefits of meritocracy, a hard work ethic, and equal opportunity in the workplace;
 - (H) identify consequences relating to discrimination and harassment;
 - (I) demonstrate knowledge of personal and occupational health and safety practices, including first aid, in the workplace;
 - (J) describe the roles and responsibilities of managers;
 - (K) identify career development and entrepreneurship opportunities in the field;
 - (L) identify appropriate training, education, or certification in the field; and
 - (M) identify legal and ethical responsibilities in relation to the field.
- (2) Employability skills--Levels 3 and 4. In a CTE course identified as a Level 3 or Level 4 course in a CTE program of study, the student demonstrates professional standards/employability skills as required by business and industry. The student is expected to:
- (A) demonstrate dressing appropriately, speaking politely, and conducting oneself in a manner appropriate for the profession and work site;
 - (B) analyze how teams can produce better outcomes through cooperation, contribution, and collaboration from members of the team;
 - (C) present written and oral technical communication in a clear, concise, and effective manner for a variety of purposes and audiences, including explaining and justifying decisions;
 - (D) use time-management skills independently and in groups to prioritize tasks, follow schedules, and tend to goal-relevant activities in a way that optimizes efficiency and results;
 - (E) describe the importance of and demonstrate punctuality, dependability, reliability, and responsibility in reporting for duty and performing assigned tasks as directed;
 - (F) demonstrate respect for differences in the workplace;
 - (G) identify the importance and benefits of meritocracy, a hard work ethic, and equal opportunity in the workplace;
 - (H) identify consequences relating to discrimination and harassment;
 - (I) demonstrate knowledge of personal and occupational health and safety, applicable regulations, and first aid in the workplace and discuss why it is critical for employees and employers to maintain a safe work environment;
 - (J) compare skills and characteristics of managers and leaders in the workplace; and
 - (K) identify career development opportunities in the field:
 - (i) education and training;
 - (ii) credentialing;
 - (iii) internships and apprenticeships; and
 - (iv) entrepreneurship opportunities; and
 - (L) demonstrate an understanding of legal and ethical responsibilities in relation to the field.