

Texas Future-Ready Workforce Initiative

FAQ

1. Can you give at least a general idea of what this might cost before the full study is done?

Texans deserve real numbers, not guesses. The independent engineering and fiscal study will determine the actual costs.

Generally:

- Low cost means starting with pilot hubs in existing buildings
- Medium cost means building regional hubs over several years
- High cost means trying to launch the entire system at once

The plan begins small, proves results, and scales responsibly.

2. What happens if the official cost study shows this would cost more than expected?

The rollout would slow down. Adjustments include:

- launching fewer hubs at the start
- using more retrofits instead of new construction
- limiting early pathways until staffing grows
- delaying advanced digital features

The system is designed to expand based on real financial conditions.

3. How much do you honestly think employers will chip in for equipment and training?

Employers can support the system, but they cannot fund the whole thing. Realistically, employers might cover:

- 10 to 25 percent of equipment
- apprenticeship stipends
- limited instructor sponsorship

The state provides stability. Employers add strength where it makes sense.

4. What if employer partnerships do not end up being as strong as hoped?

The rollout adapts to local conditions. Regions with strong employer support grow faster. Regions with fewer partners start with:

- fewer pathways
- more simulation-based training
- added state support

The initiative expands where demand exists and adjusts where it does not.

5. How would the state cover long-term costs like instructors, technology, and transportation?

Long-term funding would come from:

- state workforce funds
- stable CTE allocations
- annual appropriations tied to results
- employer partnerships
- a Texas Workforce Readiness Fund

Local districts will not carry unfunded mandates.

6. We already do not have enough nurses, welders, or water operators. How would you avoid pulling people away from their real jobs to teach?

The model uses part-time, adjunct-style teaching, not full-time departures. That means:

- weekend or evening instruction
- short teaching blocks
- rotating teachers from multiple employers
- simulation-based lessons that reduce time away from worksites

Workers keep their main job. Teaching is supplemental and strengthens the workforce.

7. Do you have any early numbers showing how many industry professionals might actually be available to teach part time?

That analysis will come from the independent cost and workforce study. It will provide:

- regional availability
- realistic instructional capacity
- rural versus urban differences

The results will be public so Texans see what is actually possible.

8. What if not enough people volunteer or sign up to be part-time instructors?

The plan adjusts by:

- offering fewer pathways at first
- expanding simulation-based learning
- working with colleges and AgriLife
- recruiting retirees, field experts, and veterans

The initiative scales up or down without breaking.

9. How do you convince high-wage professionals to teach part time when they are already earning good money?

By offering:

- competitive part-time pay
- bonuses for high-demand fields
- employer-matched compensation
- flexible schedules
- a meaningful way to train future workers

Teaching becomes an additional income stream, not a sacrifice.

10. How do you make sure the teaching stays high quality if many instructors are brand new to teaching?

Industry experts receive support through:

- structured curriculum
- short educator training modules
- clear assessment tools
- mentoring from certified teachers
- ongoing professional development

They bring the skill. The system provides the teaching structure.

11. Who do you expect would be willing to sponsor or support a major workforce bill like this?

Likely sponsors include lawmakers from:

- rural regions facing workforce shortages
- fast-growing suburban districts
- urban areas needing stronger talent pipelines

Workforce shortages affect every region. Support can come from both parties.

12. Do you think legislative committee chairs would be open to a statewide workforce plan?

Many chairs have already expressed concern about shortages in healthcare, trades, and critical infrastructure. Once the study and bill are public, serious consideration is expected.

13. What happens if lawmakers only pass some parts of your plan but not the whole thing?

The plan is designed in pieces. Skills Hubs, nursing pathways, digital tools, and rural pilots each function independently. Progress continues even if not all parts move at once.

14. If you could only get one or two pieces of this passed at first, which ones matter most?

The top priorities are:

1. Pilot Skills Hubs using existing facilities
2. Nursing and healthcare pathway reform
3. The Skills Passport

These three create early wins for families, employers, and rural communities.

15. How would you handle pushback from people worried about cost, testing changes, or agency authority?

With transparency:

- public cost data
- phased rollout
- regional listening sessions
- clear limits on agency authority
- strong privacy protections

Clear information builds trust.

16. What happens if rural broadband expansion falls behind and the technology is not ready everywhere?

The system still works using:

- offline content
- cached lessons on local servers
- simulation labs
- mobile training units
- low-bandwidth tools

Broadband improvement strengthens the plan but is not required to begin.

17. When will Texans actually see real numbers on the Digital Spine's cost and timeline?

These will be included in the independent cost study released before any bill moves forward.

18. How do you protect people's privacy and data in something like the Skills Passport?

With:

- encrypted data systems
- limited access permissions
- individual ownership of training records
- independent cybersecurity audits
- strict consequences for misuse

Privacy is built into the design from day one.

19. How many pilot hubs do you think can realistically open in the first year, and how many people could they serve?

Three to five pilot hubs, using existing buildings.

They would serve hundreds of Texans as the model is tested and refined.

20. How will you judge whether a pilot hub is actually working?

Key metrics include:

- credentials earned
- job placement rates
- student participation
- employer satisfaction
- rural economic impact
- cost efficiency

Results come before expansion.

21. What happens if a pilot hub does not perform the way it should?

Depending on the situation, the hub would be:

- redesigned
- scaled back
- repurposed
- or closed

No region keeps a failing program.

22. Have any employers, hospitals, or trade groups shown early interest in partnering with this idea?

Yes, several groups have expressed early interest.

Formal agreements come later, once the legislative language and cost study are public and everyone knows what they are signing up for.

23. How do you make sure rural regions or small towns with fewer big employers are not left behind?

By using:

- state financial support
- regional shared-service hubs
- AgriLife and college partnerships
- satellite sites
- mobile labs

The design is statewide, not city-only.

24. What do you do in counties where employers cannot help with funding, equipment, or instructors?

The state fills the gap, and hubs operate at the scale appropriate for that region.

No one is excluded because of geography or employer size.

25. How do you expand clinical training in rural areas without overwhelming hospitals that are already understaffed?

By using:

- more simulation labs
- shared clinical rotations
- new healthcare support roles
- paid clinical instruction time

Over time, the program reduces strain by building a larger workforce pipeline.

26. What would help rural nurses take on teaching roles without hurting patient care?

Support includes:

- flexible part-time educator roles
- stipends
- shared regional instructors
- simulation-based lessons
- more support staff

Training strengthens hospitals rather than weakening them.

27. What personal belief or principle guides the way you approach policymaking?

Putting Texans in control of their own future.

That means clear information, honest budgeting, accountability, and no tolerance for corruption.

28. How does this workforce plan fit into your bigger vision for where Texas should go?

It helps build a Texas where:

- rural towns grow
- families have stable careers
- industries hire local workers
- economic independence stays strong

A strong workforce is the foundation of a strong state.

29. What problem in Texas made you feel like a plan like this was necessary?

Texas does not have a unified statewide workforce strategy.

We have shortages in every critical field but no coordinated plan to fix them.

This initiative provides that missing structure.

30. How would your leadership style be different from previous governors Texas has had?

More hands-on. More transparent. More focused on practical results.

I listen first, act clearly, and respect the professionals who keep Texas running.

31. How do you plan to earn the trust of state agencies when you are not part of the political establishment?

By being consistent, honest, and clear about expectations.

Agencies respond well when leadership respects their work and communicates openly.

32. What safeguards would stop corruption or vendor abuse in a system this big?

Safeguards include:

- open competitive bidding
- public dashboards
- rotating audits
- independent oversight
- strict limits on vendor influence

This system runs in the open, not behind closed doors.

33. If people misunderstand parts of your plan, how would you explain it more clearly?

Through direct, simple communication:

- community meetings
- videos and visuals
- clear one-page explainers
- regional tours

People deserve to hear the truth without political filters.

34. How do you make sure people in rural, urban, and suburban areas understand how the plan helps them?

By explaining benefits in terms that matter to them:

- rural regions get training and jobs
- cities gain stronger talent pipelines
- suburbs gain more opportunities for families

Everyone sees their role in the plan.

35. How can everyday Texans have a voice in shaping or monitoring this program?

Through:

- public hearings
- online feedback
- advisory councils
- transparent progress reports
- annual statewide listening sessions

Texans should help shape the reforms that affect their communities.

36. What do you see as the biggest risk inside the plan itself?

Trying to grow too fast.

Starting with small pilots prevents mistakes and protects resources.

37. What outside factors could threaten the success of the program?

Economic challenges such as inflation or dips in state revenue.
A phased rollout keeps the system stable.

38. How do you keep this going long term if future leaders are not as supportive?

By building a system that is:

- bipartisan
- transparent
- results-driven
- valued in every region of Texas

Programs that work are hard to dismantle.