



TWC AEL Career Pathways Implementation Plan

Information collected through the Career Pathways Implementation Plans will be used by TWC AEL to review planned services for IET (Integrated Education and Training), IELCE IET (Integrated English Literacy and Civics Education + IET), ITPs (Internationally Trained Professionals) and Workplace Literacy. Information submitted will be used to understand planned services, identify professional development and technical assistance needs, support program quality assurance, and develop statewide resources, promising practices, and peer-learning opportunities.

All grant recipients are required to fill out implementation plans for their intended services for the program year by **August 31st**. A separate submission is required to be completed for each distinct service model.

* Required

Submission Information

1. Program Year for This Implementation Plan. *

☐ PY 2026 - 2027

2. Enter the name of the organization directly providing the service, even if it is the grant recipient.

*

3. First and Last Name *

4. Grant Role - If Other is selected, provide the grant role that you hold. *

☐ Director

☐ Designated Backup

☐ Quality Assurance Lead

☐ Program Accountability Lead

☐ Other

5. Email Address *

6. Phone Number *

7. Grant Recipient *

☐ 231

8. 231 Grant Recipients *

- ☐ 2924ALA001 Abilene ISD
- ☐ 2924ALA002 Alamo College
- ☐ 2924ALA004 Austin Community College
- ☐ 2924ALA005 Brazosport College
- ☐ 2924ALA006 Brownsville ISD
- ☐ 2924ALA007 College of the Mainland
- ☐ 2924ALA008 Collin County Community College District
- ☐ 2924ALA009 Community Action, Inc. of Central Texas
- ☐ 2924ALA010 Dallas County Local WFB
- ☐ 2924ALA011 Del Mar College
- ☐ 2924ALA012 Denton ISD
- ☐ 2924ALA013 ESC Region 2
- ☐ 2924ALA014 ESC Region 9
- ☐ 2924ALA015 Grayson College
- ☐ 2924ALA016 Harris County Department of Education
- ☐ 2924ALA017 Houston-Galveston Area Council
- ☐ 2924ALA018 Howard College
- ☐ 2924ALA019 Laredo College
- ☐ 2924ALA020 Literacy Council of Tyler

- ☐ 2924ALA021 McLennan Community College
- ☐ 2924ALA022 Midland College
- ☐ 2924ALA023 Navarro College
- ☐ 2924ALA024 Odessa College
- ☐ 2924ALA025 Paris Junior College
- ☐ 2924ALA026 Region 17 ESC
- ☐ 2924ALA027 Region 5 ESC
- ☐ 2924ALA028 Region One ESC
- ☐ 2924ALA029 Restore Education
- ☐ 2924ALA030 Socorro ISD
- ☐ 2924ALA031 Southwest Texas Junior College
- ☐ 2924ALA032 Workforce Solutions of Tarrant County
- ☐ 2924ALA033 Temple College
- ☐ 2924ALA034 Victoria County Junior College District
- ☐ 2924ALA036 Weatherford ISD
- ☐ 2924ALA051 Brazos Valley Council of Governments
- ☐ 2924ALA052 Central Texas College

Annual Submission Type

9. What Type of Submission is This? *

- ☐ New Implementation Plan

New Implementation Plan

10. Service Model Selection *

- ☐ Services for Internationally Trained Professionals (ITPs) - 231 only - Intensive Services

New Implementation Plan - Services for ITPs - 231 only - Intensive Services

11. Planned start date for ITP services. *

12. Number of ITP participants expected to be served during the selected program year. *

13. What data sources are being used to identify English language learners with degrees or credentials from another country in your service area? (Select all that apply.) If Other is selected, share the source used to identify English Language learners in your service area. *

- ☐ TEAMS data
- ☐ Local intake data
- ☐ Community partner referral data
- ☐ Workforce partner data
- ☐ U.S. Census
- ☐ TX Labor Market Data
- ☐ Other

14. Select the career fields in which ITP participants have degrees, credentials, or professional experience. (Select all that apply.) If Other is selected, list any additional career fields in which ITP participants have degrees, credentials, or professional experience. *

- ☐ Agriculture, Food & Natural Resources
- ☐ Architecture & Construction
- ☐ Arts, A/V Technology & Communication
- ☐ Business, Management & Administration
- ☐ Education and Training
- ☐ Finance
- ☐ Government & Public Administration
- ☐ Health Science

- ☐ Hospitality and Tourism
- ☐ Human Services
- ☐ Information Technology
- ☐ Law, Public Safety, Corrections & Security
- ☐ Manufacturing
- ☐ Marketing, Sales & Service
- ☐ Science, Technology, Engineering & Mathematics
- ☐ Transportation, Distribution & Logistics
- ☐ Other

15. Select all instructional activities offered. If Other is selected, list any additional instructional activities offered. *

- ☐ Academic English
- ☐ TOEFL preparation
- ☐ Accelerated/customized English language acquisition
- ☐ Digital literacy concurrently with ESL
- ☐ ELA contextualized for career exploration
- ☐ ELA contextualized for higher education
- ☐ Speaking/listening communication
- ☐ ELA for specific occupations or purposes
- ☐ Bridge to IET
- ☐ Professional networking
- ☐ Other

16. What career services will be offered to ITPs? (Select all that apply.) If Other is selected, list any additional career services offered. *

- ☐ Career navigation
- ☐ Career counseling
- ☐ Case management to resolve employment barriers
- ☐ Credential evaluation support
- ☐ Licensing or certification navigation
- ☐ Employer internships
- ☐ Job development
- ☐ Peer networking
- ☐ Referral to an IET
- ☐ Referral to workforce training
- ☐ Transition to postsecondary education
- ☐ Other

17. What other services/activities will be provided to ITPs? If Other is selected, list any additional services that will be provided. *

- ☐ Academic advising
- ☐ Referral to core partner services
- ☐ Case management for purposes other than resolving employment barriers
- ☐ Mentorship
- ☐ Workshops and/or professional development opportunities
- ☐ No other services/activities will be provided
- ☐ Other

18. What methods are being used to track/document demonstrated growth and workforce preparedness? (Select all that apply.) If Other is selected, list other methods being used to track/document demonstrated growth and workforce preparedness. *

- ☐ Digital badges
- ☐ Digital portfolio

☐ Online repository

☐ ITEC Plan

☐ Case Notes

☐ Other

19. Describe how Internationally Trained Professionals are being connected to training opportunities.

*

20. Describe how Internationally Trained Professionals are being connected to employment opportunities. *

PARTNERSHIPS, TECHNICAL ASSISTANCE, SUSTAINABILITY, AND PEER LEARNING

21. Which partner types are involved? (Select all that apply.) If Other is selected, list any additional partner types involved. *

☐ Workforce Solutions office

☐ Employer

☐ Community college

☐ Institution of higher education

☐ Training provider

☐ Community-based organization

☐ Registered Apprenticeship Program

☐ Economic development organization

☐ Vocational Rehabilitation

☐ Human services partner

☐ Immigrant/refugee-serving organization

☐ Other

22. Identify key partners involved in this implementation plan. Include name of the organization, contact person for the organization, the contact's role and email as well as the how the partner is in contribution to the service being offered for the Implementation Plan. *

23. Is the Local Workforce Board or Workforce Solutions involved? *

☐ Yes

☐ No

24. Explain how the Local Workforce Development Board is involved. *

25. If the Workforce Board is not involved, explain the plan to build or strengthen the relationship with the WFB. *

26. What are the greatest implementation challenges or capacity needs for this plan? (Select all that apply.) If Other is selected, list additional implementation challenges or capacity needs for this plan. *

☐ Employer partnerships

☐ Workforce Board coordination

☐ Participant recruitment

☐ Participant retention

☐ Training provider partnership

☐ Curriculum design

☐ Contextualized instruction

- ☐ Digital literacy
- ☐ Distance learning
- ☐ Data tracking
- ☐ MSG selection
- ☐ Credential identification
- ☐ Cost/funding structure
- ☐ Staff capacity
- ☐ Sustainability
- ☐ Other

27. Describe any technical assistance or professional development needed to successfully execute the Career Pathways Implementation Plan. If none at this time, write None. *

28. Does the program have a promising practice, tool, curriculum, partnership model, or resource that could be shared with other grant recipients? *

- ☐ Yes
- ☐ No
- ☐ Not yet, but may have something to share later

29. If yes, describe what may be shared. *

30. Is the program willing to serve as a peer mentor or participate in peer-learning opportunities? *

- ☐ Yes
- ☐ No
- ☐ Maybe; contact us for more information

31. Describe the plan for sustaining or improving this service model beyond the selected program year. *

SUBMISSION CERTIFICATION

32. By submitting this Implementation Plan, I certify that the information provided is accurate to the best of my knowledge as of the date submitted. I understand that this plan is used by TWC AEL to review planned and active services, identify technical assistance and professional development needs, support quality assurance, and inform monitoring, reporting, and statewide resource development. *

☐ I certify