



TALENT STRONG TEXAS PATHWAYS INSTITUTE #2

FROM MOMENTUM TO IMPACT

APRIL 8-10, 2026 | HOUSTON, TEXAS

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Building on the Work You Started

NOVEMBER 2025 | INSTITUTE #1

- Clarify Goals
- Build Strategy Maps

APRIL 2026 | INSTITUTE #2

- Advance Action
- Assess Progress
- Identify What's Needed Next

Building on the Work You Started

NOVEMBER 2025 | INSTITUTE #1

- Clarify Institutional Priorities
- Build Strategy Maps

APRIL 2026 | INSTITUTE #2

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- Assess Progress
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| Why This Moment Matters

- Your teams have identified clear priorities and strategies
- The next phase of this work is implementation
- Progress depends on turning plans into consistent action
- This institute is designed to support that transition

Grounding in the Context

- Before we move forward, let's ground ourselves in the context
- These conditions continue to shape the work ahead



Texas Higher Education Enrollments

Sector	Certified Fall 2024 Enrollment	* Preliminary Fall 2025 Enrollment	Fall 2024 to Fall 2025 Percent Change
Public Universities	676,467	691,224	2.2%
Public Community Colleges	701,232	744,224	6.1%
Texas State Technical Colleges	16,427	16,157	-1.6%
Lamar State Colleges	13,901	16,051	15.5%
Health-related Institutions	32,475	34,547	6.4%
Independent Colleges Universities	150,773	160,869	6.7%

FAST FACTS



Texas community colleges are the **largest sector** of higher education in Texas.



Texas community colleges saw a 6.1 percent increase from last year, the **largest jump since the pandemic**.



Overall, Texas community colleges **serve 44% of all higher education** enrollment in the state of Texas

Current State Challenges



84.6%

of residents in Texas have only a high school diploma. Making Texas second to last on a national list of **educational attainment**.



10th

worst poverty rate in the nation, standing at 14%. Two of the five poorest metro areas are in Texas.



46%

of Texas **employers can't fill vital jobs** and only 56% of Texas households earn a living wage.

Where the Work Gets Real



- Low completion rates within programs of study
- Inefficient or unclear transfer pathways
- Misalignment between programs and workforce value
- Extended time to degree
- Uneven dual credit quality and alignment
- Gaps in credential value and labor market outcomes

Transfer as a State and Institutional Priority

- It requires alignment across fields of study
- It demands clarity in applicability and outcomes
- It challenges institutions to fix systems—not work around them

35%

Transfer to University

45%

Complete a Bachelor's

21,465

Credits Denied

Transfer as a State and Institutional Priority

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Transfer as a State and Institutional Priority

- Only **35%** of Texas community college students transfer to a university
- Just **45% of transfer students** earn a bachelor's degree within six years
- **21,465 courses** were denied transfer credit for not meeting degree requirements

What This Means for Your Work

- Community colleges are central to addressing these challenges
- The work you are leading directly impacts these outcomes
- Progress depends on sustained implementation, not just planning



The Work You Are Leading

Across your institutions, you are advancing:



Workforce-aligned
redesign



Data-informed
student supports



Cross-campus
alignment



Basic needs +
student supports



Scaling what
works

Where Implementation Breaks Down

- You and your teams are not short on ideas or commitment
- You are actively working to improve student success

But implementation is where this work becomes complicated:

- Competing institutional priorities
- Initiative fatigue across teams
- Limited capacity and resources

As a result, strong ideas do not always lead to sustained change



Pivot Points

In every major change effort, there are pivot points.

Moments where momentum builds and moments where it stalls

What matters is how you respond



This Work Requires Something Different

This work is not about getting it perfect
It's about being honest about where you are
And committed enough to keep going



What We Are Seeing in This Work

- Strong strategies are in place across your institutions
- Many of you have launched new initiatives and pilots
- Early progress is happening in important areas

At the same time:

- Implementation is not always consistent
- Momentum can slow over time
- Sustaining efforts remains challenging

Moving from Strategy to Execution

The challenge is not identifying what needs to change

The challenge is:

- Implementing consistently across departments
- Maintaining focus over time
- Expanding beyond pilot efforts

When implementation slows, progress stalls







The Opportunity in Front of You

- You are not starting from scratch
- You have clear priorities and early momentum
- You have teams engaged in this work
- This is the moment to build consistency and scale



What This Work Requires

-  Moving from isolated efforts to coordinated action
-  Sustaining focus over time
-  Building systems that support continuous improvement
-  Treating implementation as ongoing, not one-time

This Work Extends Beyond Your Campus

- It impacts students, families, and communities
- It shapes workforce and economic outcomes
- It reaches across regions and populations





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THANK YOU

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