The purpose of this model policy is to establish a cross-agency process to identify and define common metrics that constitute high-skill, high-wage, and high(in)-demand (H³) occupations in the state. The resulting set of definitions will be utilized by various state agencies in the conducting of policies and programs that seek to align educational offerings with H³ occupational opportunities.

This document contains a model policy for an executive order on defining high-skill, high-wage, and high-demand occupations, and the use of those defined terms to drive aligned learner pathways.

H³ Occupational Opportunities and Aligned Educational Pathways and Programs

SECTION 1. PREAMBLE

WHEREAS, a diverse workforce is critical to the economic vitality of (state) and companies residing, or seeking to reside, in the state;

WHEREAS, a knowledgeable and skilled workforce is essential for future economic growth and expanded opportunity in (state);

WHEREAS, continued success in growing and sustaining a diverse workforce and economy depends on providing meaningful employment and livelihoods for the citizens of (state);

WHEREAS, individuals must have access to educational pathways and programs reflective of the advanced knowledge and skills needed to fill today’s high-skilled, high-demand occupations;

WHEREAS, the elements to ensure an aligned education to workforce state focus is dependent on various departments and agencies of state government;
WHEREAS, there exists a need for common operational terms across various state departments and agencies on what constitutes impactful occupations to ensure continuity and consistency when establishing and promoting educational pathways and programs; and

WHEREAS, the state seeks to lead the nation in having the most highly skilled workforce aligned to current and future labor needs and opportunities.

NOW, THEREFORE, I (GOVERNOR), by the authority vested in me by (state constitution), and all other applicable laws, do hereby issue the following Executive Order, to take immediate effect:

SECTION 2. COMMITTEE CREATION AND OBJECTIVES

(1) I hereby direct the (state workforce development agency) to facilitate a cross-agency committee, to be known as (committee name) involving (state economic/commerce agency), (department of education), (department of higher education) to complete the following objectives:

   (a) Define “high-skill”, “high-wage”, and “high(in)-demand” (H3) in a comprehensive manner according to state conditions utilizing current state data and projected economic and labor growth and priorities;

   (b) Develop a methodology to identify occupations and industries that reflect the set of defined terms;

   (c) Convene (biannually) to review the H3 definitions and methodology, and make revisions where necessary to ensure their continued relevancy and accuracy for (state); and

   (d) Provide a report (annually) to the Governor summarizing the committee’s work, recommended changes to H3 terms, and impact on cross-agency and/or agency-specific priorities, policies, and programs, pursuant to (Section 2).

(2) The (committee name) shall also pursue the following in support of its stated objectives:

   (a) Seek to align priorities and policies across agencies to ensure the development of cohesive strategies reflective of H3 terms, as defined;

   (b) Assess existing agency-specific educational offerings and programs, as well as incentives, against H3 terms and occupations to identify education to workforce learner pathways gaps and misalignments;

   (c) Develop cross-agency and agency-specific processes designed to align educational offerings and programs with H3 occupational opportunities; and

   (d) Identify appropriate data collection and public reporting models for K-12, higher education, and workforce accountability that can be disaggregated as necessary to evaluate educational offerings and programs with H3 occupational opportunities and with learner access to those opportunities.

SECTION 3. SIGNATURE

(Signed)

IN WITNESS WHEREOF, I have here unto set my hand and caused the Great Seal of (state) to be affixed on (date).