



Statewide Definitions

Pathways Model Policy | 2025

The purpose of this model policy is to establish a cross-agency process to define common metrics that constitute high-skill, high-wage, and high-demand (H³) occupations in the state. These definitions will be utilized uniformly across state agencies to align policies and programs with H³ occupational opportunities. The definitions will guide the alignment of workforce development, education and economic policy to ensure state resources support employment outcomes that promote economic mobility and labor market needs.

H³ Occupational Opportunities and Aligned Educational Pathways and Programs Act

SECTION 1. GOVERNANCE AND ADOPTION

- (1) The (*state workforce development agency*) shall 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) These definitions shall be applied in:
 - (a) Career and technical education (CTE) program approval
 - (b) Pathways incentive funding and grant allocation
 - (c) Postsecondary program alignment and expansion
 - (d) Public-facing career exploration tools
 - (e) Any state policies that reference high-wage, high-demand and/or high-skill occupations
- (3) These definitions shall be implemented across all education, employment and related state-supported agencies.

SECTION 2. EFFECTIVE DATE

This act shall take effect upon becoming law.

