Texas CTE

Career and Technical Education Employability Skills (2025)

Implementation. The provisions of this section shall be implemented by school districts beginning with the 2025-2026 school year. A

a **Implementation. The provisions of this section shall be implemented by school districts beginning with the 2025-2026 school year.** A

General requirements. These standards may not be offered as a standalone course. These standards shall be offered together with the essential knowledge and skills for career and technical education (CTE) courses in this chapter. B

b **General requirements. These standards may not be offered as a standalone course. These standards shall be offered together with the essential knowledge and skills for career and technical education (CTE) courses in this chapter.** B

Introduction. C

1 **CTE instruction provides content aligned with challenging academic standards, industry-relevant technical knowledge, and college and career readiness skills for students to further their education and succeed in current and emerging professions.** C.1

2 **The goal of the employability skills standards is to ensure that students develop essential skills for effective performance in the workplace, regardless of the occupation.** C.2

3 **These standards are required to be addressed in their entirety as part of each CTE course based on the level of the course in a CTE program of study.** C.3

A CTE courses identified as Level 1 or Level 2 courses in a CTE program of study must address the employability skills standards identified in subsection (d)(1) of this section. C.3.A

Skip to main content

B CTE courses identified as Level 3 or Level 4 courses in a CTE program of study must address the employability skills standards identified in subsection (d)(2) of this section. C.3.B

4 **Statements that contain the word "including" reference content that must be mastered, while those containing the phrase "such as" are intended as possible illustrative examples.** C.4

Knowledge and skills. D

1 **Employability skills--Levels 1 and 2. In a CTE course identified as a Level 1 or Level 2 course in a CTE program of study, the student demonstrates professional standards/employability skills as required by business and industry. The student is expected to:** D.1

A explain the importance of dressing appropriately, speaking politely, and conducting oneself in a manner appropriate for the profession and work site; D.1.A

B describe teamwork, group dynamics, and conflict resolution and how they can impact the collective outcome; D.1.B

C present written and oral technical communication in a clear, concise, and effective manner for a variety of purposes and audiences; D.1.C

D identify time-management skills such as prioritizing tasks, following schedules, and tending to goal-relevant activities and how these practices optimize efficiency and results; D.1.D

E define work ethic and discuss the characteristics of a positive work ethic, including punctuality, dependability, reliability, and responsibility for reporting for duty and performing assigned tasks; D.1.E

F demonstrate respect for differences in the workplace; D.1.F

G identify the importance and benefits of meritocracy, a hard work ethic, and equal opportunity in the workplace; D.1.G

H identify consequences relating to discrimination and harassment; D.1.H

I demonstrate knowledge of personal and occupational health and safety practices, including first aid, in the workplace; D.1.I

J describe the roles and responsibilities of managers; D.1.J

K identify career development and entrepreneurship opportunities in the field; D.1.K

L identify appropriate training, education, or certification in the field; and D.1.L

M identify legal and ethical responsibilities in relation to the field. D.1.M

2 **Employability skills--Levels 3 and 4. In a CTE course identified as a Level 3 or Level 4 course in a CTE program of study, the student demonstrates professional standards/employability skills as required by business and industry. The student is expected to:** D.2

A demonstrate dressing appropriately, speaking politely, and conducting oneself in a manner appropriate for the profession and work site; D.2.A

B analyze how teams can produce better outcomes through cooperation, contribution, and collaboration from members of the team; D.2.B

Skip to main content

C present written and oral technical communication in a clear, concise, and effective manner for a variety of purposes and audiences, including explaining and justifying decisions; D.2.C

D use time-management skills independently and in groups to prioritize tasks, follow schedules, and tend to goal-relevant activities in a way that optimizes efficiency and results; D.2.D

E describe the importance of and demonstrate punctuality, dependability, reliability, and responsibility in reporting for duty and performing assigned tasks as directed; D.2.E

F demonstrate respect for differences in the workplace; D.2.F

G identify the importance and benefits of meritocracy, a hard work ethic, and equal opportunity in the workplace; D.2.G

H identify consequences relating to discrimination and harassment; D.2.H

I demonstrate knowledge of personal and occupational health and safety, applicable regulations, and first aid in the workplace and discuss why it is critical for employees and employers to maintain a safe work environment; D.2.I

J compare skills and characteristics of managers and leaders in the workplace; and D.2.J

K identify career development opportunities in the field: D.2.K

- i education and training; D.2.K.I
- ii credentialing; D.2.K.II
- iii internships and apprenticeships; and D.2.K.III
- iv entrepreneurship opportunities; and D.2.K.IV

L demonstrate an understanding of legal and ethical responsibilities in relation to the field. D.2.L