

2025 Regular Session

SENATE CONCURRENT RESOLUTION NO. 38

BY SENATOR EDMONDS

POSTSECONDARY ED. Creates the Task Force on Career Alignment to study ways to implement education-to-career counseling to assist public college and university students to obtain employment in Louisiana after graduation.

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A CONCURRENT RESOLUTION

To create and provide for the Task Force on Career Alignment to study the development of a statewide strategy for implementing strategic education-to-career counseling across public postsecondary institutions in order to retain Louisiana's graduates in the state.

WHEREAS, the Legislature of Louisiana finds that establishing educational opportunities that lead to successful vocations in Louisiana is a priority and critical focus of Louisiana's higher education mission; and

WHEREAS, despite the priority of achieving successful vocations, the transition from postsecondary education to meaningful employment remains a challenge for many graduates, with national underemployment rates exceeding fifty percent in the first year after graduation; and

WHEREAS, there is an additional challenge in aligning vocational training with the location of jobs, thereby, leading many of Louisiana's credentialed graduates to leave the state to find meaningful employment elsewhere; and

WHEREAS, at the same time, many Louisiana employers cite workforce-availability as one of their top challenges and share the perception that their companies are unable to find the talent they need for their businesses; and

WHEREAS, early and intentional education-to-employment alignment would

1 increase Louisiana's graduate retention and boost the state's labor force participation; and

2 WHEREAS, a robust career services process, as well as expanded access to work-
3 based learning experiences within Louisiana's public higher education institutions, will
4 enable future graduates to make early connections with employers within the state,
5 strengthen retention of Louisiana's graduates, and build a foundation for career success in
6 the state; and

7 WHEREAS, research from the Strada Education Foundation, and other national
8 studies, highlight the impact made by strategic early education-to-career counseling on
9 student success, and workforce readiness; and

10 WHEREAS, education-to-career counseling should include personalized guidance,
11 timely labor market information, structured support, and access to internships and
12 apprenticeships; and

13 WHEREAS, evidence shows that education-to-career counseling and support
14 strategies significantly reduce underemployment and expand a graduate's ability to achieve
15 his or her career goals by connecting their credentials with suitable workforce opportunities;
16 and

17 WHEREAS, Act 330 of the 2024 Regular Legislative Session advanced Louisiana's
18 commitment to aligning education with workforce needs, reinforcing the role of the strategic
19 partnerships among postsecondary institutions, employers, and workforce development
20 agencies; and

21 WHEREAS, the Board of Regents, through its modified academic planning process
22 and newly adopted funding formula, has taken steps to strengthen the alignment of the state's
23 higher education offerings with the needs of Louisiana's economy; and

24 WHEREAS, a Louisiana Career Alignment Task Force, is needed to develop and
25 implement a comprehensive, scalable framework for education-to-career services across the
26 state's public colleges and universities and the task force will enable Louisiana to retain her
27 talent by making graduates better equipped to find meaningful employment and prosperity
28 within this state; and

29 WHEREAS, the task force is needed to assist the full implementation of Act 330 of
30 the 2024 Regular Legislative Session to align Louisiana's higher education with Louisiana's

1 workforce needs; and

2 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
3 establish and provide for the Task Force on Career Alignment to study the development of
4 a statewide strategy for implementing strategic education-to-career counseling across public
5 postsecondary institutions in order to retain Louisiana's graduates in the state, and to propose
6 recommendations, together with specific proposals for legislation, by written report to the
7 legislature, the governor, the Board of Regents, and to the David R. Poynter Legislative
8 Research Library as required by R.S. 24:771 and 772, no later than June 1, 2026.

9 BE IT FURTHER RESOLVED that the task force should include consideration of
10 all of the following:

11 (1) Integrating a formal mechanism for employer feedback regarding the
12 coordination of internship and permanent job placement in Louisiana by public and private
13 higher education institutions and industry-driven guidance, to ensure these efforts align with
14 current and future labor market needs.

15 (2) Providing recommendations to enhance Louisiana-based employer engagement
16 within career services by establishing structured industry partnerships, integrating employer
17 advisory input, and aligning career counseling with Louisiana's workforce demands to better
18 connect students with in-state job opportunities.

19 (3) Assessing and proposing strategies to expand work-based learning opportunities,
20 such as internships, apprenticeships, and cooperative education programs, as a key
21 mechanism for strengthening career readiness, fostering industry partnerships, and
22 increasing the retention of graduates in Louisiana's workforce.

23 (4) Analyzing the role of education-to-career counseling at Louisiana's public two-
24 year and four-year institutions in order to establish best practices in addressing graduate out-
25 migration; identifying gaps in employer engagement, career advising, and work-based
26 learning that contribute to students seeking employment outside the state.

27 (5) Providing recommendations to strengthen career services, expanding partnerships
28 with all sizes of Louisiana employers and aligning counseling efforts with in-state job
29 opportunities to improve graduate retention.

30 (6) Establishing a timeline for full implementation of these best practices at all public

1 higher education institutions, in collaboration with private colleges and universities in the
2 state.

3 (7) Creating a report card and accountability framework to assess student
4 engagement, workforce outcomes, and institutional progress in implementing the best
5 practices to address graduate out-migration.

6 (8) Leveraging existing state resources and private partnerships to fund and sustain
7 effective career counseling initiatives.

8 BE IT FURTHER RESOLVED that the task force shall consist of the following
9 members:

10 (1) The commissioner of higher education, or her designee, who shall serve as co-
11 chairperson.

12 (2) The secretary of the Louisiana Workforce Commission, or his designee, who will
13 serve as co-chairperson.

14 (3) The chairman of the Senate Committee on Education, or his designee.

15 (4) The chairwoman of the House Committee on Education, or her designee.

16 (5) One member appointed by the governor.

17 (6) The secretary of Louisiana Economic Development, or his designee.

18 (7) The chief executive officer of the Leaders for a Better Louisiana, or his designee.

19 (8) The state Superintendent of Education, or his designee.

20 (9) One representative of Louisiana's regional economic development organizations,
21 appointed by the Secretary of the Louisiana Workforce Commission.

22 (10) One representative of the Louisiana Community and Technical College System,
23 appointed by the system president.

24 (11) One representative of the University of Louisiana System, appointed by the
25 system president.

26 (12) One representative of the Southern University System, appointed by the system
27 president.

28 (13) One representative of the Louisiana State University System, appointed by the
29 system president.

30 (14) One representative of the Louisiana Association of Independent Colleges and

1 Universities, appointed by the association's president.

2 (15) One member appointed by the president and chief operating officer of the
3 Louisiana Association of Business and Industry.

4 (16) One member who is a student of the Louisiana State University System,
5 appointed by the system president.

6 (17) One member who is a student of the University of Louisiana System, appointed
7 by the system president.

8 (18) One member who is a student of the Southern University System, appointed by
9 the system president.

10 (19) One member who is a student of the Louisiana Community and Technical
11 Colleges System, appointed by the system president.

12 BE IT FURTHER RESOLVED that each designating authority shall submit the
13 names of designees for the task force to the commissioner of higher education no later than
14 July 15, 2025.

15 BE IT FURTHER RESOLVED the task force shall convene for its first meeting no
16 later than August 1, 2025, at the call of the commissioner of higher education, and shall meet
17 at least quarterly.

18 BE IT FURTHER RESOLVED that in conducting this study the task force may
19 request staff support from the commissioner of higher education.

20 BE IT FURTHER RESOLVED that a majority of the task force shall constitute a
21 quorum for the transaction of business. All official actions of the task force shall require the
22 affirmative vote of a majority of the members.

23 BE IT FURTHER RESOLVED that the members of the task force shall serve
24 without compensation, except per diem or expenses reimbursement to which they may be
25 individually entitled as members of their constituent organizations.

26 BE IT FURTHER RESOLVED that the task force shall terminate on the date of the
27 submission of its report or June 1, 2026, whichever occurs first.

28 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the
29 commissioner of higher education, the secretary of the Louisiana Workforce Commission,
30 the governor, the secretary of Louisiana Economic Development, the Leaders for a Better

