

BY SENATOR EDMONDS

A CONCURRENT RESOLUTION

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.

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.

7 BE IT FURTHER RESOLVED that the task force should include consideration of
8 all of the following:

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

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

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

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

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

28 (6) Establishing a timeline for full implementation of these best practices at all public
29 higher education institutions, in collaboration with private colleges and universities in the
30 state.

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

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

6 BE IT FURTHER RESOLVED that the task force shall consist of the following
7 members:

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

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

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

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

14 (5) One member appointed by the governor.

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

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

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

18 (9) One representative of Louisiana's regional economic development organizations,
19 appointed by the secretary of the Louisiana Workforce Commission.

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

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

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

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

28 (14) One representative of the Louisiana Association of Independent Colleges and
29 Universities, appointed by the association's president.

30 (15) One member appointed by the president and chief operating officer of the

1 Louisiana Association of Business and Industry.

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

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

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

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

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

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

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

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

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

24 BE IT FURTHER RESOLVED that the task force shall submit an interim report no
25 later than January 21, 2026, with a final report to be submitted no later than January 21,
26 2027.

27 BE IT FURTHER RESOLVED that both the interim and final reports shall be
28 submitted to the governor, the Board of Regents, the chairs of the House and Senate
29 Committees on Education, and to the David R. Poynter Legislative Research Library as
30 required by R.S. 24:771 and 772.

1 BE IT FURTHER RESOLVED that the task force shall terminate on the date of the
2 submission of its final report or January 21, 2027, whichever occurs first.

3 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the
4 commissioner of higher education, the secretary of the Louisiana Workforce Commission,
5 the governor, the secretary of Louisiana Economic Development, the Leaders for a Better
6 Louisiana, the state Superintendent of Education, the secretary of the Louisiana Workforce
7 Commission, the president of the Louisiana Community and Technical College System, the
8 president of the University of Louisiana System, the president of the Southern University
9 System, the president of the Louisiana State University System, the president of the
10 Louisiana Association of Independent Colleges and Universities, and the president of the
11 Louisiana Association of Business and Industry.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

SCR 38 Engrossed

2025 Regular Session

Edmonds

Creates 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. Provides that the task force submit an interim report no later than January 21, 2026 and a final report no later than January 21, 2027 to the legislature, the governor, and the Board of Regents. Provides that the reports contain the task force's findings and recommendations. Provides that the task force terminates on the date of the submission of the final report or January 21, 2027, whichever occurs first.

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Education to the original Concurrent Resolution

1. Change the date of the final report and provides for an interim report.
2. Change the date of the termination of the task force.