Texas Credential to Career Crosswalk

Overview

This crosswalk combines publicly available data from multiple agencies, including the Texas Education Agency (TEA) and the Texas Workforce Commission (TWC), to create linked datasets that connect regional labor demand (Standard Occupational Classification [SOC] codes) to Career and Technical Education (CTE) Programs of Study (POS), Industry-Based Certifications (IBCs), and postsecondary program areas (Classification of Instructional Programs [CIP] codes). The resulting crosswalk provides an integrated view of how labor market needs align with education and credential pathways across Texas.

Download the Crosswalk Here

Suggested Citation

Freeman, J. A., & Kirksey, J. J. (2026). *Texas Credential to Career Crosswalk* [Data set]. Inter-university Consortium for Political and Social Research. https://doi.org/10.3886/E246761V3

Aligned IBCs to Programs of Study Crosswalk, Texas Education Agency

Official TEA crosswalk linking IBCs to POS in Texas. Includes IBC code and title, and Program of Study code and title.

Purpose and Context

Supports alignment of CTE offerings with IBCs that count for CCMR and prepare students for workforce, military, or postsecondary success.

Files Used

- Aligned IBCs to Programs of Study Crosswalk 2024–25 (Excel)
- Aligned IBCs to Programs of Study Crosswalk 2019–2024 (Excel)

Link

https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/industry-based-certifications

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LWDA Labor Market Information (LMI) Reports, Texas Workforce Commission 2020–2030 projections

Regional labor market reports for each of the 28 Workforce Development Areas (WDAs) in Texas, plus a statewide summary, developed from the TexasWages database. Each report includes projected growth rates, median annual wages, and total annual openings for occupations, along with TEA-defined Career Clusters and Programs of Study aligned to each occupation.

Purpose and Context

Designed for local use in the Comprehensive Local Needs Assessment (CLNA) process to help school districts, workforce boards, and other stakeholders identify high-growth, high wage occupations and align CTE programs accordingly. For more information on the CLNA process, see the CLNA Guidebook.

Files Used

- Regional Labor Market Information WDA 1–28 (Excel)
- Statewide Labor Market Information (Excel)

Link

https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technicaleducation/lwda-labor-market-information-and-resources

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Programs of Study Change Crosswalk, Texas Education Agency

Reference for changes to POS codes/titles between 2020–2024 and 2024–2025 frameworks.

Purpose and Context

Standardizes historical vs. current POS names/codes for longitudinal analysis and integration with IBC, SOC, and LMI data.

Files Used

- Programs of Study Change Crosswalk (Excel)

Link

https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technicaleducation/cte-programs-of-study

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CIP-SOC Crosswalk, National Center for Education Statistics and Bureau of Labor Statistics

Federal crosswalk linking postsecondary program areas (CIP) to occupations (SOC). Used to connect SOC in workforce/LMI data to relevant CIP program areas for POS pathway analysis.

Purpose and Context

Provides standardized mapping to integrate CIP with POS/IBC and SOC/LMI components for education-to-workforce pathway analysis.

Files Used

- CIP2020–SOC2018 Crosswalk (Excel)

Link

https://nces.ed.gov/ipeds/cipcode/Files/CIP2020_SOC2018_Crosswalk.xlsx