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TRANSCRIPT OF PROCEEDINGS  
BEFORE THE  
TEXAS WORKFORCE COMMISSION  
AUSTIN, TEXAS

PUBLIC MEETING )  
FOR THE TEXAS )  
WORKFORCE COMMISSION )

STRATEGIC PLAN WORK SESSION  
TUESDAY, MAY 31, 2016

BE IT REMEMBERED THAT at 3:39 p.m. on  
Tuesday, the 31st day of May, 2016, the above-entitled  
matter came on for hearing at the Texas Workforce  
Commission, TWC Building, 101 East 15<sup>th</sup> Street, Room 244,  
Austin, Texas, before ANDRES ALCANTAR, Chairman; JULIAN  
ALVAREZ and RUTH R. HUGHS, Commissioners

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## P R O C E E D I N G S

TUESDAY, MAY 31, 2016

(3:39 p.m.)

1  
2  
3  
4 CHAIRMAN ALCANTAR: All right. Good afternoon,  
5 everyone. Please take your spots. Tom, I think you're up.  
6 We're going to start Work Session on our Strategic Plan.

7 MR. McCARTY: Good afternoon, Chairman Alcantar,  
8 Commissioner Hughs, Commissioner Alvarez. Tom McCarty with  
9 External Relations. With me today is Debbie Pitts from the  
10 Communications Department. Before you, we have the agency's  
11 strategic plan. Have about five areas of the plan that we'd  
12 like walk through with you. Mr. Chairman, if it's okay, I  
13 can just kind of lay those out and let -- let you all begin  
14 the discussion from there, if that's okay.

15 CHAIRMAN ALCANTAR: All right.

16 MR. McCARTY: Okay. Our first -- our first  
17 section that we're going to deal with is on page 4. It  
18 deals with the agency's mission, vision and philosophy.  
19 What you have before you right now is the current mission,  
20 vision and philosophy, and we'd be seeking input, if you  
21 have any guidance on a different direction you'd like to --

22 CHAIRMAN ALCANTAR: So, Commissioners, this --  
23 these -- this page reflects, in large part, our views of  
24 what we're all about, what we -- where we think we want to  
25 be moving forward. And I guess the best approach, Tom, is

1 to start with the mission to see if -- are there -- since I  
2 helped draft this previously, I'm fairly comfortable with  
3 the language, but I think it needs to reflect our current  
4 collective view of what our mission is. And if Commissioner  
5 Alvarez or Commissioner Hughs have any suggestions for  
6 modifying the current language, I'd love to entertain that.

7 COMM. HUGHS: I'm fine with the current language.

8 COMM. ALVAREZ: I have a change -- or an addition  
9 if it's okay. If you don't mind if I read it, Chairman.

10 CHAIRMAN ALCANTAR: No, please do.

11 COMM. ALVAREZ: To promote and support a Workforce  
12 system that creates value and offers employers, individuals,  
13 communities, and people with disabilities the opportunity to  
14 achieve, sustain economic prosperity. That was the only  
15 change.

16 COMM. HUGHS: I -- I'm not against the idea of it.  
17 I just feel that they are covered under individuals as are  
18 veterans and any other individuals and so I like the idea of  
19 keeping it broader so that we don't accidentally make it an  
20 all-inclusive list.

21 CHAIRMAN ALCANTAR: And so -- and you make a good  
22 a point since, you know, along with the people with  
23 disabilities, veterans are our priority population under  
24 statute and then foster kids would be -- they receive the  
25 second priority, right? Is that correct, Larry?

1 MR. TEMPLE: Yes, sir.

2 CHAIRMAN ALCANTAR: And so would you be amenable,  
3 Commissioner Alvarez, to adding that as a standalone under  
4 the philosophy where we highlight this population? Would --  
5 would you think that works?

6 COMM. ALVAREZ: I would. I would.

7 CHAIRMAN ALCANTAR: You would? Okay. Thank you.  
8 And so we'll look to add it as one the standalone bullets or  
9 other standalone or add another one. Any -- any other  
10 proposed changes, Commissioners?

11 COMM. ALVAREZ: No, sir.

12 CHAIRMAN ALCANTAR: And I thought that was good  
13 one. It's -- I think Commissioner Hughs makes a valid point  
14 about where we stop if we start. The vision. TWC and its  
15 Workforce partners will maximize the power of innovation and  
16 partnership to boost career and business outcomes and  
17 realize the competitive advantage of all Texans in the  
18 global economy.

19 COMM. HUGHS: I don't have any changes to the  
20 vision.

21 CHAIRMAN ALCANTAR: You don't have changes to the  
22 vision. Commissioner Alvarez?

23 COMM. ALVAREZ: I as well, no changes.

24 CHAIRMAN ALCANTAR: Okay. So there's no changes  
25 there, Tom. You want to read each -- each bullet here and

1 then we'll spend less time on the other ones once we get  
2 past this page.

3 MR. McCARTY: Yes, sir. On the philosophy page,  
4 we have our work is guided by the following core beliefs, we  
5 believe Texas is the best place in the country to live, work  
6 and do business.

7 CHAIRMAN ALCANTAR: Any edits?

8 COMM. HUGHS: Well, my general comment on this is  
9 that we say we believe almost in each bullet and that maybe  
10 that's unnecessary or redundant since it's a list of our  
11 core beliefs. I don't have strong feelings about that, but  
12 I do think there's some redundancies there, that we could  
13 just do a clean-up job if you all agree.

14 CHAIRMAN ALCANTAR: Yeah, the -- I think the  
15 thinking -- I think we had that similar discussion last  
16 time, and the idea that every one of these bullets would be  
17 a standalone kind of bullet if taken out of context.

18 COMM. HUGHS: Okay.

19 CHAIRMAN ALCANTAR: And if you just have we  
20 believe bulleted the following, then this --- Texas is the  
21 best place makes sense, but that there must be skilled  
22 worker for every employer and job seeker is less of a  
23 standalone kind of --

24 COMM. HUGHS: Belief?

25 CHAIRMAN ALCANTAR: -- belief. What do you think?

1 I'm -- I'm -- I'm open to either approach.

2 COMM. HUGHS: As am I, so.

3 CHAIRMAN ALCANTAR: Okay. Well --

4 COMM. HUGHS: We'll keep it. If it's worked for  
5 the agency until I've come around, then I will leave it for  
6 now but --

7 CHAIRMAN ALCANTAR: We'll -- let's place that on  
8 the --

9 COMM. HUGHS: I'd love to consider some efficiency  
10 of words going forward.

11 CHAIRMAN ALCANTAR: I -- I agree. Let's put that  
12 on the bulletin board or on the --

13 COMM. HUGHS: Okay. Put a pendent.

14 CHAIRMAN ALCANTAR: -- on the list to do. To the  
15 next one.

16 MR. McCARTY: Okay. The next one is we believe  
17 that there must skilled workforce for every employer and a  
18 job for every Texan that wants one.

19 CHAIRMAN ALCANTAR: Any edits, Commissioners?

20 COMM. ALVAREZ: No.

21 CHAIRMAN ALCANTAR: Okay. That's a check, and  
22 that was stand in the issue about we believe. The next one?

23 MR. McCARTY: We believe the local communities are  
24 in the best position to address local and regional workforce  
25 needs.

1 CHAIRMAN ALCANTAR: Commissioners?

2 COMM. ALVAREZ: I don't have any questions on that  
3 one. That's good.

4 CHAIRMAN ALCANTAR: I really believe that one.

5 COMM. ALVAREZ: I really like it.

6 MR. McCARTY: We believe that the Workforce system  
7 of Texas must be market-driven, meeting the needs of  
8 employers and workers for Texans to continue as the leader  
9 in the global market.

10 CHAIRMAN ALCANTAR: Any edits, Commissioners?

11 COMM. ALVAREZ: No changes.

12 COMM. HUGHS: Sounds good.

13 CHAIRMAN ALCANTAR: Sounds good. All right.

14 MR. McCARTY: We believe that individuals must  
15 assume personal responsibility for making decisions about  
16 their lives be accountable for actions.

17 COMM. HUGHS: Agreed.

18 CHAIRMAN ALCANTAR: Do you have an edit?

19 COMM. ALVAREZ: I don't have an edit. I mean, I'm  
20 -- I'm okay with it. I'm okay it.

21 CHAIRMAN ALCANTAR: Then let's put a small  
22 question mark on that so we can always come back to it.  
23 Sure. Okay. The next one.

24 MR. McCARTY: We believe innovation and  
25 partnerships centered around local economic priorities



1 maximizes effectiveness.

2 CHAIRMAN ALCANTAR: Commissioners?

3 COMM. ALVAREZ: I'm okay.

4 COMM. HUGHS: You're thinking Commissioner Hughs?

5 COMM. HUGHS: I agree. It's fine.

6 CHAIRMAN ALCANTAR: Okay.

7 MR. McCARTY: We believe in conducting business  
8 with the highest standards of ethics, integrity,  
9 accountability and efficiency.

10 CHAIRMAN ALCANTAR: Well, we've been conducting  
11 business -- I think that's true. Okay. That's good.

12 MR. McCARTY: Our success will be based on the  
13 following organizational values, our employees are our  
14 greatest asset.

15 COMM. HUGHS: That's fine.

16 COMM. ALVAREZ: Should we bold that? Because  
17 you're going into something else now. Our success will be  
18 based on the following organizational values.

19 CHAIRMAN ALCANTAR: Yeah. I think --

20 COMM. ALVAREZ: I would like to see that bold  
21 because now you're talking about something different.

22 CHAIRMAN ALCANTAR: Yeah. That's -- yeah, I we  
23 should modify it to differentiate between our core beliefs  
24 and --

25 COMM. ALVAREZ: And our philosophies.

1 CHAIRMAN ALCANTAR: Yeah.

2 COMM. HUGHS: So to the extent we bold or  
3 underline, we would do it for both.

4 CHAIRMAN ALCANTAR: Yeah.

5 COMM. ALVAREZ: Yes.

6 CHAIRMAN ALCANTAR: And then just have some space  
7 between to differentiate more effectively the two. Okay.  
8 Our employers are our greatest asset and there's no edits to  
9 that? Okay. The next one.

10 MR. McCARTY: We commit to excellence in  
11 everything we do.

12 COMM. HUGHS: I agree.

13 CHAIRMAN ALCANTAR: I agree.

14 COMM. ALVAREZ: I'm okay.

15 MR. McCARTY: We treat people with respect and  
16 dignity in a fair and equitable manner.

17 CHAIRMAN ALCANTAR: We should.

18 COMM. ALVAREZ: No changes.

19 MR. McCARTY: We strive to be an innovative,  
20 flexible and learning organization.

21 COMM. HUGHS: Right.

22 CHAIRMAN ALCANTAR: Necessary. Anything needs to  
23 be added there? No? Okay.

24 MR. McCARTY: We commit to open and honest  
25 internal and external communication.

1           COMM. HUGHS: Yes.

2           COMM. ALVAREZ: Can we use somewhere in there  
3 transparency or is that too strong of a word?

4           CHAIRMAN ALCANTAR: No, I like the use of the  
5 term.

6           COMM. ALVAREZ: Transparency in some -- one way in  
7 there.

8           COMM. HUGHS: So open, honest, transparent,

9           COMM. ALVAREZ: Exactly.

10          COMM. HUGHS: And transparent.

11          COMM. ALVAREZ: I like that.

12          COMM. HUGHS: Add another adjective.

13          MR. McCARTY: Okay.

14          CHAIRMAN ALCANTAR: Did -- did you want to off --  
15 complete that, Commissioner? Did you just rewrite that for  
16 us?

17          COMM. HUGHS: Oh, what? That's just -- I was  
18 trying to make sure I understood his request, but if you say  
19 transparent, you're addressing open and honest as well but  
20 we can keep all three in there. I'm just --

21          CHAIRMAN ALCANTAR: Well, we can. Are you  
22 suggesting a replacement?

23          COMM. HUGHS: Open and honest and transparent.

24          CHAIRMAN ALCANTAR: Okay. We commit to  
25 transparent internal and external communications. Is that

1 what you're suggesting, Commissioner?

2 COMM. HUGHS: Right.

3 CHAIRMAN ALCANTAR: Okay.

4 COMM. HUGHS: That work for you?

5 CHAIRMAN ALCANTAR: That works for me. Works for  
6 you, Commissioner?

7 COMM. ALVAREZ: Yes, sir.

8 COMM. HUGHS: It's still open and honest, but it  
9 capsulated it with the word transparent. Changed three  
10 words for one.

11 MR. McCARTY: Got it. Shortening it up. We  
12 commit to being an exemplary employer with world class  
13 performance.

14 CHAIRMAN ALCANTAR: We agree? No edits?

15 COMM. ALVAREZ: I'm okay with that.

16 CHAIRMAN ALCANTAR: Okay. So let's go back to the  
17 -- Commissioner Alvarez's proposal for making sure that we  
18 account for the new programs and all that's here and is  
19 there a way for us to craft a sentence in one of these two  
20 areas that addresses specifically --

21 COMM. ALVAREZ: Disability.

22 CHAIRMAN ALCANTAR: -- people with disabilities.  
23 Any proposals?

24 COMM. HUGHS: I just have to --

25 MR. TEMPLE: Commi -- you may want to look at our

1 language goal 2 --

2 COMM. HUGHS: Right.

3 MR. TEMPLE: -- on to facilitate the connection  
4 between job seekers with disabilities and see if there's  
5 something in there that you would want to maybe lift into  
6 those.

7 COMM. HUGHS: I'm just going to reiterate my same  
8 concern. The mission and philosophy are general as to all  
9 and I worry that by specifying one particular group, we're  
10 going to leave out others unintentionally. I do think we  
11 have very good goals that we're going to talk about in a  
12 second that do cover those priorities if Commissioner  
13 Alvarez wants to consider withdrawing his request. But we  
14 can look at the goals and -- and come back to it. Want to  
15 do that? See what it looks like when we're done?

16 COMM. ALVAREZ: Okay. Let's come back. Yes,  
17 please.

18 COMM. HUGHS: Okay.

19 CHAIRMAN ALCANTAR: All right. Let's do that.

20 COMM. HUGHS: And then on the message from the  
21 Commissioners, I had a couple of edits. I've raised them  
22 with Tom, and I know he'll share them. They're mostly just  
23 clean up.

24 CHAIRMAN ALCANTAR: Okay. And I -- I'm fine with  
25 those changes whatever they might be.

1 MR. McCARTY: There -- there -- there's a  
2 grammatical and then just changing one phrase and one  
3 sentence to another part of the sentence at the beginning.  
4 We'll point those out to your offices when we send you  
5 around another draft.

6 CHAIRMAN ALCANTAR: All right. Any comments or  
7 edits to that, Commissioner?

8 COMM. ALVAREZ: No.

9 CHAIRMAN ALCANTAR: So we get to TWC goals and  
10 action items?

11 MR. McCARTY: Yes, sir. And here we have five  
12 goals. We -- we can cover. Would you like me to start off  
13 with the first goal?

14 CHAIRMAN ALCANTAR: Yes, please.

15 MR. McCARTY: Goal number 1, supported Workforce  
16 system that allows employers and workers to achieve a  
17 sustained economic prosperity in the State of Texas.

18 CHAIRMAN ALCANTAR: Commissioners? Any edits  
19 to -- these are the draft goals that staff worked on. These  
20 are new, and these reflect the changes in instructions.

21 COMM. HUGHS: We had a lot of suggested changes  
22 and I believe the -- the heart of all of them is reflected  
23 in the goals presented by staff, so I -- I support the  
24 goals, and I don't have any changes to them.

25 COMM. ALVAREZ: I as well.

1           CHAIRMAN ALCANTAR: Do we need to say in the State  
2 of Texas?

3           COMM. HUGHS: We can. Well, we still go through  
4 them one by one but generally -- you want to take out in the  
5 State of Texas? It's fine with me.

6           CHAIRMAN ALCANTAR: Well, it's kind of where we  
7 are.

8           COMM. HUGHS: Yeah. Why did staff feel it was  
9 important to include that?

10          MR. McCARTY: Just wanted to be clear. But we can  
11 certainly strike in the State of Texas if you would like.

12          CHAIRMAN ALCANTAR: Yes. I can -- I can go either  
13 way. That's fine. All right. Any discussion on the  
14 actions or the objectives? Or the action items -- I'm  
15 sorry? Is there -- I guess the best way to go through this  
16 is, is there any -- are there any -- is there agreement on 1  
17 and 2 on this page?

18          COMM. HUGHS: Yes.

19          COMM. ALVAREZ: I'm okay with that, Chairman.

20          CHAIRMAN ALCANTAR: And is there agreement with  
21 the following items as detailed lines 14 through 34 on this  
22 page and line 6 at the of page 8? Any changes requested?

23          COMM. HUGHS: No.

24          COMM. ALVAREZ: No changes.

25          CHAIRMAN ALCANTAR: Okay.

1           MR. McCARTY: Okay. On goal 2, to facilitate the  
2 connection between job seekers with disabilities and Texas  
3 employers in order to help employers access the talent and  
4 abilities of individuals with disabilities, better  
5 accommodate such workers in the workplace and assist with  
6 maintaining and advancing in career successfully.

7           COMM. HUGHS: I support that change.

8           CHAIRMAN ALCANTAR: Okay. I have no additional  
9 edits.

10          COMM. HUGHS: Nor do I.

11          CHAIRMAN ALCANTAR: Commissioner Alvarez? This  
12 one is -- let's make sure Commissioner Alvarez has a minute  
13 to look this over. Does this effectively capture what you  
14 wanted?

15          COMM. ALVAREZ: It does, Chairman. I'm okay with  
16 this.

17          CHAIRMAN ALCANTAR: Okay. Items -- action items 1  
18 and 2 on page 8. Any edits? We're in agreement.

19          COMM. HUGHS: I'm in agreement.

20          CHAIRMAN ALCANTAR: You are in agreement,  
21 Commissioner Hughs?

22          COMM. ALVAREZ: I as well.

23          CHAIRMAN ALCANTAR: I'm in agreement too. And the  
24 items described lines 26 on -- near the bottom of the page  
25 on page 8 and lines 1 through 13 on page 9. Any edits?



1           COMM. HUGHS:  No.

2           COMM. ALVAREZ:  I'm okay, Chairman.

3           CHAIRMAN ALCANTAR:  All right.  Look very good,  
4 Tom.

5           MR. McCARTY:  Okay.  That brings us to goal 3,  
6 prepare individuals for employment by supporting education  
7 and training initiatives that equip individuals with  
8 in-demand skills as identified by employers.

9           COMM. HUGHS:  I'm fine with it.  I -- what I'm  
10 trying to do is mirror it to what was proposed before to  
11 figure out if we're encompassing everything and that may be  
12 a little challenging because they're in different orders  
13 now.  So what we're dealing with though is a live document  
14 and this is what we're looking at and to that extent, I'm  
15 fine with that goal.

16           MR. McCARTY:  Yes, ma'am.  And just to kind of be  
17 clear, the goals section of this strategic plan is what has  
18 changed the most from previous strategic plans.  It's very  
19 prescriptive than previous strategic plan instructions.  
20 Where now you're getting much more latitude in defining your  
21 goals and then coming out and making sure your goals support  
22 the statewide objectives bullet.

23           COMM. HUGHS:  Okay.  And so basically all of these  
24 goals encompass all of the statewide objectives, and we're  
25 just -- I'm just confirming that as we go through because

1 I'm comparing them to other drafts. But if there's any  
2 summary that can move this along that's great but for the  
3 most part from what I'm reading and seeing it's consistent  
4 and I agree with it.

5 COMM. ALVAREZ: So am I.

6 CHAIRMAN ALCANTAR: On -- on number 1, on -- on  
7 goal 3, we invest in dual credit that is not strictly career  
8 in tech so I would propose that we not limit what we don't  
9 already do and so we already -- we have documented  
10 investment in career in tech, but we also invest in a more  
11 general way in some of these other STEM kind of things that  
12 may or may not be career in tech.

13 For the most part, they are, so the only edit that  
14 I'm proposing is -- that create and -- so just strike out  
15 and career -- and career -- and -- and expand career or  
16 technical education -- so you can strike out and expand  
17 career or technical. That create education programs for  
18 students in Texas for high school high-demand jobs through  
19 identification of -- and I think the rest of it can stay the  
20 same.

21 COMM. HUGHS: Is there a way to add rather than  
22 take away on that statement? So create and expand career or  
23 technical education programs and --

24 MS. Pitts: If -- if we put a comma to replace the  
25 that create, so we would say continue ongoing support of

1 dual credit programs, comma, create and expand career  
2 technical education programs or actually put an and there.  
3 And expand -- create and expand career and technical  
4 education programs --

5 MR. TEMPLE: Or just including.

6 COMM. HUGHS: Right. I think that would that  
7 would meet your goals --

8 CHAIRMAN ALCANTAR: Including.

9 COMM. HUGHS: -- without taking away --

10 MR. TEMPLE: Just including.

11 UNIDENTIFIED VOICE: Okay.

12 CHAIRMAN ALCANTAR: Yeah. Use the word including  
13 instead.

14 COMM. HUGHS: That's fine.

15 COMM. ALVAREZ: Tom, I have a question. Is there  
16 anywhere on here -- I can't see -- where we mention  
17 apprenticeships on goal 3 or would be the location we would  
18 want to put it?

19 CHAIRMAN ALCANTAR: I think we need to put that,  
20 and we need to add internships too.

21 COMM. ALVAREZ: I agree, Mr. Chairman. I wasn't  
22 sure if it was in one of the other goals.

23 CHAIRMAN ALCANTAR: Yeah. That's -- I think  
24 that's --

25 COMM. ALVAREZ: But this would be the best place

1 to put it.

2 CHAIRMAN ALCANTAR: I think that's the problem  
3 with the number 1. That's the bigger problem with number 1,  
4 it's so narrow. It's such a small part of what we do.  
5 It -- it's a very discrete investment. It's very important  
6 investment, but we do -- we're out there promoting  
7 internships, career awareness, apprenticeship, and -- and I  
8 think that's missing here which --

9 MR. McCARTY: If it -- if it's helpful, Mr.  
10 Chairman, what we can do, is we can work on some language  
11 that tries to encompass and broaden this out a little bit to  
12 include the apprenticeship, the internships and kind of work  
13 with your staff and your offices on that

14 CHAIRMAN ALCANTAR: Yeah, make number 1 more of a  
15 -- now, I think Commissioner Alvarez said it around more the  
16 problem with it it's just --

17 COMM. HUGHS: Too narrow.

18 CHAIRMAN ALCANTAR: It's too narrow.

19 MR. McCARTY: Okay.

20 CHAIRMAN ALCANTAR: And -- and if it's going to be  
21 narrow, it needs to be a detailed listing --

22 COMM. ALVAREZ: I agree, sir

23 CHAIRMAN ALCANTAR: -- of the number of the things  
24 that we do -- because there's the career awareness aspect of  
25 it, that it's -- that we all know is so important that we're

1 investing a great deal in. There are the tools to the  
2 career fairs through everything that we're doing. It's  
3 these applied learning opportunities, the competitions that  
4 we support. There's a long laundry list, and let's do that  
5 one.

6 MR. McCARTY: Okay.

7 CHAIRMAN ALCANTAR: Any other -- number 2 okay  
8 with everyone?

9 COMM. ALVAREZ: Yes, sir.

10 COMM. HUGHS: Yes.

11 CHAIRMAN ALCANTAR: And 3, you guys were good.  
12 And the rest of goal 3, we're good with Commissioners? We  
13 haven't finished.

14 COMM. HUGHS: Yes.

15 CHAIRMAN ALCANTAR: We are? We can always come  
16 back to this, right? When are we going to come back to  
17 this?

18 MR. McCARTY: We would bring this to you for  
19 adoption probably -- we have to turned in by June 24th, so  
20 we'll bring it to you before -- well, before that date.

21 CHAIRMAN ALCANTAR: Okay. And if we have any  
22 final edits, you can make it on that date.

23 MR. McCARTY: Yes, sir.

24 CHAIRMAN ALCANTAR: All right.

25 MR. TEMPLE: And we can get a revised draft to you

1 prior to that.

2 CHAIRMAN ALCANTAR: Okay. So are we ready for  
3 goal 4, Commissioners?

4 COMM. ALVAREZ: Chairman, I appreciate they --  
5 they you put 16 by 33, Chairman, there on line 16.

6 CHAIRMAN ALCANTAR: Oh, perfect.

7 MR. McCARTY: So goal 4 supporting celebrating  
8 employment pathways for veterans, transitioning service  
9 members and military spouses as they transition to civil --  
10 civilian occupations in Texas.

11 COMM. HUGHS: This works for me.

12 CHAIRMAN ALCANTAR: I think the only question I  
13 have is does the goal need to be bigger than accelerated  
14 employment pathways, Commissioners? I mean, it's an  
15 important part of what we're doing.

16 COMM. ALVAREZ: I think so.

17 COMM. HUGHS: Sure.

18 CHAIRMAN ALCANTAR: But I -- I'm not sure how we  
19 would edit that. Do you have any --

20 COMM. HUGHS: Well, I don't know that the pathway  
21 necessarily -- well, I guess the focus is on employment but  
22 how you get to that pathway. I mean, that identifies  
23 College Credit for Heroes and so I think the intention  
24 there's halfway. However, that may be defined for the  
25 individual in question. Is that right, Tom?

1 I like how this goal distinguishes veterans and  
2 then transitioning service members and military spouses so I  
3 think that that -- it expands when we've traditionally maybe  
4 just said veterans, and it includes it, you know, more  
5 people involved in that process. But I'm always open to  
6 making it better.

7 CHAIRMAN ALCANTAR: Okay. I may have another edit  
8 to this. I just can't come up with it right now.

9 COMM. HUGHS: Sure. And on 2, it talks about  
10 enhance their education and employment opportunities.

11 CHAIRMAN ALCANTAR: Okay.

12 COMM. HUGHS: And actually maybe on number it says  
13 identify gaps in service to Texas veterans, you know, and  
14 service members and advance strategies to enhance their  
15 education and employment opportunities -- and then we talk  
16 and veterans and their spouses further down, so we probably  
17 could clean that up a little bit just to be consistent with  
18 the goal.

19 MR. TEMPLE: Commissioners, on 1, it kind of reads  
20 as if -- as if -- as if it's limited to those three. Do you  
21 want a expansion -- or -- or something that more -- is  
22 broader than that? Where it can add -- I just read it as  
23 maybe a little restrictive to just those three initiatives.  
24 I don't know. We've had other ideas and things like that.  
25 Just food for thought.

1           COMM. HUGHS: Like what?

2           CHAIRMAN ALCANTAR: And that's -- that's an issue  
3 to end -- or with a five-year plan period, you can take off  
4 beyond on all of these and to infinity or whatever it says.

5           COMM. HUGHS: Although we say that for education  
6 under goal 3, number 3, line 25 -- line 28, we -- so we  
7 probably just take that everywhere where it says and beyond.

8           CHAIRMAN ALCANTAR: Okay. Yeah, let's take -- we  
9 don't have the issue with that. I'd like to do that. And I  
10 agree, Larry, that on number 1, we could make it a little  
11 bit more --

12          MR. TEMPLE: Expand.

13          CHAIRMAN ALCANTAR: -- yeah, including.

14          MR. TEMPLE: Welcome home. I'm thinking of all  
15 kind of ideas.

16          COMM. HUGHS: Okay. We'll revisit that.

17          MR. TEMPLE: I mean, it could such as College  
18 Credit for Heroes, veterans training, but not limit it to  
19 those three things or --

20          CHAIRMAN ALCANTAR: Okay. Provide accelerated  
21 pathways and demonstrate new approaches to effectively  
22 transitioning -- I mean, that's what we're trying to so --

23          MR. TEMPLE: Right. I mean, it's okay, and such  
24 as College Credit for Heroes and those other initiatives but  
25 not limiting it to just those three. It's only -- that's



1 the way I kind of read it.

2 CHAIRMAN ALCANTAR: Yeah. I agree. So can you  
3 work on that?

4 MR. TEMPLE: We -- we can play with that.

5 MR. McCARTY: Okay.

6 COMM. ALVAREZ: Creative approaches, I agree.

7 CHAIRMAN ALCANTAR: All right.

8 MR. TEMPLE: Not box ourselves in.

9 CHAIRMAN ALCANTAR: And I think that's -- and I  
10 think helps me with my edits to goal 4 which I'll bring --  
11 I'll send to you, Tom.

12 COMM. ALVAREZ: Chairman, before we move on, I  
13 apologize --

14 CHAIRMAN ALCANTAR: No, no, we're not --

15 COMM. ALVAREZ: I just noticed something on page  
16 10, line 8.

17 CHAIRMAN ALCANTAR: Okay.

18 COMM. ALVAREZ: So I live in Texas and I'm  
19 assuming that this -- this literature is not only going to  
20 be on our website but we're going to have our copies of it  
21 that we'll be distributing when we go to different parts of  
22 the country. I understand what Lone Star State is but  
23 should we leave that there? That's the only place that we  
24 reference Texas. Should we just put Texas there?

25 CHAIRMAN ALCANTAR: Yeah.

1           COMM. ALVAREZ: I mean, it's a -- I love using  
2 Lone Star State but --

3           CHAIRMAN ALCANTAR: Yeah, we are the big cheese,  
4 right?

5           COMM. ALVAREZ: Yeah. It's not a big change. And  
6 going to page 8, line 17, we reference DARS, but I don't  
7 know if anyone knows what D-A-R-S stands for so --

8           CHAIRMAN ALCANTAR: I agree. Unless it's been  
9 spelled out earlier.

10          COMM. ALVAREZ: We do have it for the JET. We  
11 mention what JET is --

12          CHAIRMAN ALCANTAR: Okay.

13          COMM. ALVAREZ: -- and we talk about common --  
14 commisi -- I mean, when you have a message from the  
15 Commissioners, they talk what JET is, the acronym, what it  
16 stands for, but we don't have that for DARS.

17          CHAIRMAN ALCANTAR: Can we make sure we have that  
18 consistently?

19          COMM. HUGHS: But we won't have DARS after  
20 September 1.

21          COMM. ALVAREZ: You know what? We do. We do have  
22 it. On page 5, line 23 -- 24. That's assuming they read  
23 our -- our Commission remarks.

24          CHAIRMAN ALCANTAR: Okay. You still want them to  
25 spell it out?

1           COMM. ALVAREZ: I would. I would if that's okay.

2 I mean --

3           CHAIRMAN ALCANTAR: Okay. Yeah, let's do it.

4           COMM. ALVAREZ: Just for page 8.

5           CHAIRMAN ALCANTAR: All right.

6           MR. McCARTY: We can certainly do that.

7           CHAIRMAN ALCANTAR: Since that might be a  
8 standalone kind of goal at some point, right?

9           COMM. ALVAREZ: Yes, sir.

10          CHAIRMAN ALCANTAR: Within the goal, let's make  
11 sure the we identify what -- what it is in case somebody  
12 just has interest in that particular goal. What's he's  
13 saying about one should your focus on veterans, one people  
14 with disabilities, it kind of defines itself. That's what  
15 you're getting it?

16          COMM. ALVAREZ: Yes, sir.

17          CHAIRMAN ALCANTAR: Okay, good.

18          COMM. ALVAREZ: Thank you.

19          CHAIRMAN ALCANTAR: Any other comments on goal 4  
20 before we go to goal 5, the tactics? Commissioner?

21          COMM. HUGHS: No, just that if we're making sure  
22 that if we're expanding, that when you get to page 11 lines  
23 10 through 13, they too specifically list the programs. If  
24 we're talking about referencing more generally or expanding  
25 it to include but not limited to or something like that.

1           CHAIRMAN ALCANTAR: Continue to define launch new  
2 -- new solutions to effectively transition our veterans into  
3 the workplace, something along those line to cover it. All  
4 right. Goal 5.

5           MR. McCARTY: Goal 5, maintain the highest level  
6 of integrity, accountability and efficiency in all Texas  
7 Workforce Commission systems or programs through continuous  
8 improvements to develop a system that minimizes that fraud,  
9 waste and abuse within the Texas Workforce Commission and  
10 all programs and administration.

11          COMM. HUGHS: I have no changes.

12          CHAIRMAN ALCANTAR: You have no changes?

13          COMM. ALVAREZ: I don't either.

14          CHAIRMAN ALCANTAR: Okay. I'm stuck on the word  
15 systems. What are we talking about there? The IT systems?  
16 Other systems? In terms of the goal itself? In that second  
17 sentence?

18          MR. TEMPLE: Yeah, I was thinking it's more it's  
19 just the Workforce system not tied down to just technology  
20 if I were looking at --

21          CHAIRMAN ALCANTAR: Yeah, it's -- to me, I go back  
22 to systems rather than something bigger than systems so can  
23 we modify that to --

24          MR. McCARTY: Make it bigger? We can do that.

25          CHAIRMAN ALCANTAR: You read my -- yes, very good.

1 Are you -- are you comfortable an edit there, Commissioners?

2 COMM. ALVAREZ: I'm okay with that.

3 CHAIRMAN ALCANTAR: All right. Let's work on that  
4 sentence.

5 COMM. HUGHS: Got your five year and beyond in  
6 number 1.

7 CHAIRMAN ALCANTAR: Yeah, exactly. All right.  
8 Any other comment on page 11?

9 COMM. ALVAREZ: No.

10 CHAIRMAN ALCANTAR: Like, on page -- I'm sorry. I  
11 just saw that one. Number 4 on page -- on line 29. Where  
12 does that date come from? Page 11, number 4.

13 MR. McCARTY: That date comes from the --  
14 basically the -- the life cycle of this report.

15 CHAIRMAN ALCANTAR: Okay, okay. And that's 2021.  
16 Okay. I don't know why I was thinking next year. All  
17 right. I'm good. Page 13, is that where you are now, Tom?

18 MR. McCARTY: Yes, sir. We're on the TWC external  
19 and internal assessments. And in this section we listed  
20 some of the federal legislation that -- that impacts the  
21 agency. Either it has passed or is pending or is about to  
22 expire. We do that on page 14.

23 And then on page 15 we move into state  
24 legislation. They cover various programs. They -- they've  
25 either transferred over to the agency such as the VR from

1 DARS, the JET, Jobs and Education for Texans, Purchasing for  
2 People with Disabilities. We've covered a number of -- of a  
3 legislation that impacts that UI program. Those were all --  
4 those were all Regulatory Integrity as well for this  
5 section.

6 CHAIRMAN ALCANTAR: Commissioners, any comments on  
7 any of these pages and, if so, what page and what number?

8 COMM. HUGHS: I don't have any changes.

9 COMM. ALVAREZ: I'm okay, Chairman.

10 CHAIRMAN ALCANTAR: Okay.

11 MR. McCARTY: Okay. The -- the last section,  
12 Commissioners, is a redundancy in amendments. We did not  
13 identify based on, you know, having gone through -- recently  
14 gone through the Sunset process, any additional redundancy  
15 or impediments that are impacting the agency at this point  
16 in time. So we left you the kind of what's the guidance  
17 based on the instructions for the Strat plan.

18 That's what you see in the first two paragraphs,  
19 but at the very bottom beginning on line 20, we put in if  
20 you all are amenable in 2015, TWC underwent a Sunset review  
21 on redundancy and impediments through that process. TWC has  
22 not identified any current redundancy or impediments as of  
23 this publication date.

24 CHAIRMAN ALCANTAR: I think the only thing that I  
25 would add is our commitment to continue to listen to the

1 people that we serve, our customers, and if they're telling  
2 us that our requirements are burdensome or excessive or  
3 inefficient that we remain committed to identifying and --  
4 and responding to the need to change, some general statement  
5 might -- I'd like to add. Is that -- is that --

6 COMM. ALVAREZ: I'm okay with that, Chairman.

7 CHAIRMAN ALCANTAR: You're okay with that?

8 COMM. ALVAREZ: Yes, sir.

9 CHAIRMAN ALCANTAR: Commissioner Hughs, is there  
10 anything you would like to add to this page before we finish  
11 this part of it?

12 COMM. HUGHS: No, there is not. I agree that we  
13 remain committed. I don't want to suggest that anyone  
14 has -- that there is anything that we -- I don't think the  
15 point of the sentence was to say we have not-- we don't have  
16 any or none have been formally identified. Of course, we're  
17 still committed to continuing to look, so. But that's fine  
18 if you want to change it.

19 CHAIRMAN ALCANTAR: Yeah. And --and that's been  
20 hallmark of our operation as is ongoing commitment to make the  
21 necessary changes to make it work better. Any final comments  
22 on this, Commissioner Hughs -- Alvarez?

23 COMM. ALVAREZ: No, Chairman, just that I withdraw  
24 my recommendation on the people with disabilities and my --  
25 my mission -- Workforce Commission mission statement and I

1 agree with Commissioner Hughs that it's already included in  
2 there. As long we include it as a bullet point, I'm okay with  
3 that.

4 CHAIRMAN ALCANTAR: And -- and it's very clearly,  
5 as she mentioned earlier, highlighted within goal, so.

6 COMM. ALVAREZ: I agree.

7 CHAIRMAN ALCANTAR: Is there anything you need  
8 from us, Tom, in terms of what your agenda was for -- for  
9 this work session?

10 MR. McCARTY: No, sir. We have all your input.  
11 We'll incorporate this into the document, and we'll have  
12 that out and ready for you all to review prior to the  
13 Commission meeting that we bring it to you for an adoption.  
14 As I said, the due date is June 24th for this to be turned  
15 which is a Friday. Yeah, so we'll at the latest have it to  
16 you on June 22nd at that Commission meeting but earlier if  
17 we're able to do it.

18 CHAIRMAN ALCANTAR: Any final requests for  
19 instructions, Commissioners, of staff?

20 COMM. HUGHS: No, thank you.

21 COMM. ALVAREZ: No, thank you, Tom.

22 CHAIRMAN ALCANTAR: Thank you, Tom.

23 COMM. ALVAREZ: Lisa, thank you.

24 CHAIRMAN ALCANTAR: Were we -- motion to adjourn?

25 COMM. HUGHS: Move that we adjourn.



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COMM. ALVAREZ: Very.

CHAIRMAN ALCANTAR: Yes, we are adjourned.

(Proceedings concluded at 4:13 p.m.)

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C E R T I F I C A T E

STATE OF TEXAS       )  
COUNTY OF TRAVIS    )

I, Kimberly C. McCright, Certified Vendor and Notary in and for the State of Texas, do hereby certify that the above-mentioned matter occurred as hereinbefore set out.

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IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of June, 2016.

/s/ Kimberly C. McCright  
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