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TRANSCRIPT OF PROCEEDINGS
BEFORE THE
TEXAS WORKFORCE COMMISSION
AUSTIN, TEXAS

PUBLIC MEETING)
FOR THE TEXAS)
WORKFORCE COMMISSION)

COMMISSION MEETING
TUESDAY, DECEMBER 20, 2016

BE IT REMEMBERED THAT at 9:00 a.m. on
Tuesday, the 20th day of December, 2016, the above-entitled
matter came on for hearing at the Texas Workforce
Commission, TWC Building, 101 East 15th Street, Room 244,
Austin, Texas, before ANDRES ALCANTAR, Chairman; JULIAN
ALVAREZ and RUTH R. HUGHS, Commissioners

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AGENDA ITEM NO. 10 8
RANDY TOWNSEND

AGENDA ITEM NO. 11 8
ADAM LEONARD and DAVID JOHNSON

AGENDA ITEM NO. 12 8
JASON VADEN and ADAM LEONARD

AGENDA ITEM NO. 13 8
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P R O C E E D I N G S

TUESDAY, DECEMBER 20, 2016

(9:00 a.m.)

AGENDA ITEM NO. 1

CHAIRMAN ALCANTAR: Good morning, everyone.

This meeting will now be called to order.

AGENDA ITEM NO. 2

Discussion, Consideration and Possible Action
Regarding Whether to Assume Continuing Jurisdiction on
Unemployment Compensation Cases, Wage Claim Cases, and/or
Tax Liability Cases and Reconsideration of Unemployment
Compensation Cases, Wage Claim Cases, and/or Tax Liability
Cases, if Any.

No Discussion.

AGENDA ITEM NO. 3

Discussion, Consideration and Possible Action
Regarding Tax Liability Cases Listed on the Texas Workforce
Commission Docket 51.

No Discussion.

AGENDA ITEM NO. 4

Discussion, Consideration and Possible Action
Regarding Fair Housing Cases listed on the Texas Workforce
Commission Docket 51.

No Discussion.

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AGENDA ITEM NO. 5

Discussion, Consideration and Possible Action
Regarding Higher Level Appeals in Wage Claim Cases Listed on
the Texas Workforce Commission Docket 51.

The Commission considered and took action on
all wage claim cases listed on Docket 51.

AGENDA ITEM NO. 6

Discussion, Consideration and Possible Action
Regarding Higher Level Appeals in Unemployment Compensation
Cases Listed on the Texas Workforce Commission Docket 51.

The Commission considered and took action on
all unemployment compensation cases listed on Docket 51.

AGENDA ITEM NO. 7

CHAIRMAN ALCANTAR: Good morning, Les. Has
anyone signed up for public comment this morning?

MR. TROBMAN: No, sir.

CHAIRMAN ALCANTAR: We have no public
comment. All right. Thank you.

AGENDA ITEM NO. 8

CHAIRMAN ALCANTAR: Item -- there it is --
Item 8. Discussion, Consideration and Possible Action
Regarding Acceptance of 2016 Child Care Match, Courtney.
Good morning, Courtney.

MS. ARBOUR: Good morning, Chairman,
Commissioners, Mr. Temple. For the record Courtney Arbour,

1 Workforce Division. Three Boards, Dallas County, Gulf Coast
2 and Rural Capital have requested increases to several of
3 their BCY16 local child care match agreements previously
4 accepted by the Commission as a result of contributors being
5 unable to certify expenses for the original amount that they
6 had planned. So today staff request your approval of
7 certifications, donations or transfers totaling \$408 --
8 \$408,069 and the Board and the state will remain fully
9 matched as a result.

10 CHAIRMAN ALCANTAR: Commission Hughs?

11 COMM. HUGHS: I move that we accept the
12 pledges for Board contract year 2016 child match -- child
13 care matching funds.

14 COMM. ALVAREZ: I second that.

15 CHAIRMAN ALCANTAR: We are unanimous.

16 AGENDA ITEM NO. 9

17 CHAIRMAN ALCANTAR: Item 9. Discussion,
18 Consideration and Possible Action Regarding 2017 Child Care
19 Match, Courtney.

20 MS. ARBOUR: Good morning. Courtney Arbour,
21 Workforce Division for the record. Annually Boards submit
22 local match pledges to secure federal child care funds
23 pursuant to Commission Rule 800.73. As you know, this is a
24 standing agenda item. Boards may continue to submit match
25 agreements through the 31st of January 2017. Today staff

1 request your acceptance of child care pledges for donations,
2 transfers and certifications of expense in the amount
3 \$19,512,574. And as of this date, Boards have secured 61.12
4 percent of the target compared to 67.71 percent at this time
5 last year.

6 CHAIRMAN ALCANTAR: Okay. Thank you,
7 Courtney. Commission Hughs?

8 COMM. HUGHS: I move that we accept the
9 pledges for Board contract year 2017 child care matching
10 funds.

11 COMM. ALVAREZ: I second that.

12 CHAIRMAN ALCANTAR: We are unanimous. Thank
13 you for all your good work, Courtney.

14 AGENDA ITEM NOS. 10, 11 and 12

15 CHAIRMAN ALCANTAR: We have no updates on
16 Items 10, 11 and 12 on our docket.

17 AGENDA ITEM NO. 13

18 CHAIRMAN ALCANTAR: So we get to Item 13.
19 Discussion, Consideration and Possible Action Regarding an
20 Amendment to the Fiscal Year 2017 Supplemental Nutrition
21 Plan to U.S. Department of Agriculture, Jason. Good
22 morning.

23 MR. VADEN: Good morning. Good morning,
24 Commissioners. For the record, Jason Vaden, Workforce
25 Division. For your consideration today is an amendment to

1 the Supplemental Nutrition and Assistance Program Employment
2 and Training Plan for federal fiscal year 2017. The plan is
3 being amended to reflect the able-bodied adults without
4 dependents allocation that Texas received in the amount of
5 \$2,896,223. This brings the total SNAP E&T budget for
6 federal fiscal year 2017 to over \$22.1 million.

7 Staff have also taken the opportunity to make
8 a few modifications to the body of the plan as reflected in
9 your materials. This morning staff request your approval to
10 submit the amended SNAP plan for federal fiscal year 2017 to
11 the U.S. Department of Agriculture. I'll be happy to answer
12 questions, if you have any.

13 CHAIRMAN ALCANTAR: Thank you, Jason.
14 Commissioner Hughs?

15 COMM. HUGHS: I move that we approve the
16 amendment to the federal fiscal year 2017 Supplemental
17 Nutrition Assistance Program Employment and Training State
18 Plan for submission to the U.S. Department of Agriculture.

19 COMM. ALVAREZ: I second that.

20 CHAIRMAN ALCANTAR: We are unanimous. Thank
21 you, Jason.

22 AGENDA ITEM NO. 14

23 CHAIRMAN ALCANTAR: Item 14. Discussion,
24 Consideration and Possible Action Regarding the Department
25 of Labor's Reemployment Services and Eligibility Assessment

1 Grants. Good morning, Debbie. Welcome back.

2 MS. CARLSON: Thank you. Good morning,
3 Chairman, Commissioners. Debbie Carlson, Workforce
4 Solutions. This morning I wanted to let you know that
5 unemployment insurance program letter 317 issued December
6 8th by the Department of Labor. This UIPL announces the
7 availability of grant funding for the Reemployment Services
8 and Eligibility Assessment program. This program is
9 targeted at serving claimants who are determined most likely
10 to exhaust.

11 Texas is eligible for almost \$3.6 million,
12 and we will submit a preliminary grant application tomorrow
13 with a final due on the 29th. At a future Commission
14 meeting, we will bring funding of distribution
15 considerations for the Commission action. We'll also bring
16 back any implementation policy decisions for your action,
17 and I'll be happy to answer to questions.

18 CHAIRMAN ALCANTAR: Do we have any questions?

19 COMM. HUGHS: No. Thank you for the update.

20 COMM. ALVAREZ: I just look forward to
21 staff's recommendation on which Workforce Boards will
22 receive these funds and how best to implement the
23 Reemployment Services and Eligibility Assessment program.
24 And thank you for the good work.

25 CHAIRMAN ALCANTAR: Thank you, Debbie.

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AGENDA ITEM NO. 15

CHAIRMAN ALCANTAR: Item 15. Discussion, Consideration and Possible Action Regarding the Submission of the Fiscal Year 2016 Skills Development Fund Plan to the Governor and the Legislature, Courtney.

MS. ARBOUR: Good morning. Courtney Arbour, Workforce Division. Texas Labor Code 303.066(c) requires that TWC report to the Governor and the legislature at the end of every fiscal year the status of the Skills Development Fund program. This report is found Tab 15 and reflects any input provided by your office during rec -- recent briefings.

In FY2016 through collaboration among businesses, public, community and technical colleges, boards and economic development partners, the program funded 53 grants that will serve 98 businesses supporting a creation of 3,942 new jobs and retraining 9,333 workers in existing jobs. The report features projects at Blinn College, Collin County Community College, Kilgore College and TSTC in Waco, in addition to updates to the Skills for Small Business and Dual Credit initiatives.

I just want to point out that this report every year is a great team effort by Aaron Demerson and his team and Christina Ramos and their teams, so I thank them for that. And today we request your approval of the FY16

1 report.

2 CHAIRMAN ALCANTAR: Thank you, Courtney.
3 Commissioner Hughs?

4 COMM. HUGHS: I move that we approve and have
5 staff submit the fiscal year 2016 Skills Development Fund
6 annual report to the Governor and the Texas legislature.

7 COMM. ALVAREZ: I second that. And I agree
8 with your comments. I appreciate Aaron's -- all his work
9 and his group. Thank you, Courtney.

10 MS. ARBOUR: Thanks.

11 CHAIRMAN ALCANTAR: It's unanimous.

12 AGENDA ITEM NO. 16

13 CHAIRMAN ALCANTAR: Item 16. Discussion,
14 Consideration and Possible Action Regarding the Submission
15 of the Report to the Texas Legislature on Progress of the
16 Adult Education and Literacy Strategic Plan, Carrie. Good
17 morning.

18 MS. TUPA: Good morning, Chairman,
19 Commissioners. For the record, Carrie Tupa, Adult Education
20 and Literacy. Today we bring before you discussion,
21 consideration and possible action, a report on progress
22 related to implementation of the Adult Education and
23 Literacy strategic plan required to be submitted to the
24 Texas Workforce Investment Council, the Governor and the LBB
25 every even numbered year.

1 This report highlights progress towards a
2 wide variety of program strategies that support the
3 deployment of a fully integrated Workforce Development and
4 Adult Education system. Notable performance on the specific
5 plan milestones includes over 4,000 participants in career
6 pathway programs, 295 unique career pathway programs that
7 provide coverage across the entire state, and 72 employers
8 participating in career pathway programs. We also have
9 increased enrollments in distance learning over 100 percent
10 to over 13,000 students since the program transitioned.

11 We request your approve -- approval of this
12 report and the ability to make technical edits prior to its
13 submission before the end of December. Thank you, and I'll
14 be happy to answer any questions.

15 CHAIRMAN ALCANTAR: While listening to
16 members of the advisory committee and other stakeholders, we
17 certainly have made progress. There's still much work to
18 do, but I really appreciate the work that the staff is
19 putting in to advancing the goals in this plan so I thank
20 you. Commissioner Hughs?

21 COMM. HUGHS: I move that we approve and have
22 staff submit the report to the Texas Legislature on progress
23 of the Adult Education and Literacy strategic plan.

24 COMM. ALVAREZ: I second that.

25 CHAIRMAN ALCANTAR: We are unanimous. Thank

1 you.

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AGENDA ITEM NO. 17

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CHAIRMAN ALCANTAR: Item 17. Discussion,
Consideration and Possible Action Regarding the Submission
of the End of Year Adult Education and Literacy report to
the U.S. Department of Education, Carrie.

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MS. TUPA: Again, for the record Carrie Tupa,
Adult Education and Literacy. Today we bring before you
discussion, consideration and possible action for the End of
Year Report to the Department of Education for the Title II
Adult Education and Literacy program. This compliance
report requires us to address specific questions including
analysis of our year-end data for measures which reflect in
this report the last year of WIA accountability.

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On the follow-up outcomes measures, enter
post-secondary education and training, achievement of high
school equivalency, entered employment and retained
employment, the measures which focus on the priorities for
which the Adult Education program was transitioned from the
Texas Education Agency, we met more than 100 percent of our
target.

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On the more traditional education focused
measures, which are essentially seat-time measures, we
struggled. Our analysis with the Division of Operational
Insight shows us that while students who were retained in

1 our program made gains well past target levels, we struggled
2 to retain participants in the program, likely because
3 participants moved into work or training as reflected in our
4 strong performance on those particular measures.

5 Additionally, we suffer in these seat-time
6 measures because the federal reporting model creates a
7 disincentive for year-round enrollment as you know. And
8 we've been working with Adam on a model to reduce, not
9 remove, the impact on performance caused by late-year
10 enrollments. We look forward to some of the opportunities
11 the WIOA measures bring to better assess meaningful gains
12 for participants not just those that require seat time and a
13 pre/post-test.

14 This report is up for your approval, and we
15 request the ability to make necessary technical edits before
16 submitting this report to the Department of Education prior
17 to December 31st, and I'll be happy to answer any questions.

18 CHAIRMAN ALCANTAR: Commissioner Hughs?

19 COMM. HUGHS: I move that we approve the End
20 of Year Adult Education and Literacy Report to the
21 Department of Education.

22 COMM. ALVAREZ: I second that.

23 CHAIRMAN ALCANTAR: We are unanimous.

24 AGENDA ITEM NO. 18

25 CHAIRMAN ALCANTAR: Item 18. Discussion,

1 Consideration and Possible Action Regarding the Supplemental
2 Allocation of Adult Education and Literacy Funds, Carrie.

3 MS. TUPA: Thank you. Again, for the record
4 Carrie Tupa, Adult Education and Literacy. The close out of
5 the first two year of Adult and Education and Literacy
6 contracts resulted in a funding balance which now needs to
7 be contracted back to statewide providers in a supplemental
8 allocation. The proposed use of these funds provides
9 flexibility for the grantees to implement standard service
10 as well as enhanced models under WIOA, including models
11 paired with training and models for corrections participants
12 reentering into training and employment.

13 Upon selection of the models to be
14 implemented, providers will be assigned a target in
15 accordance with the current methodology originally approved
16 by you on May 31st that provides an \$1,800 premium for IET
17 models with the addition of a \$500 premium for providers who
18 will implement specifically designed reentry models for
19 corrections participants as allowable under WIOA. This item
20 is up for your approval, and I'll be happy to answer any
21 questions.

22 CHAIRMAN ALCANTAR: Commissioner Hughs?

23 COMM. HUGHS: I move that we approve the
24 supplemental allocation of Adult Education and Literacy
25 funds as recommended by staff.

1 COMM. ALVAREZ: I second that.

2 CHAIRMAN ALCANTAR: It is unanimous. Thank
3 you, Carrie.

4 MS. TUPA: Thank you.

5 AGENDA ITEM NO. 19

6 CHAIRMAN ALCANTAR: Item 19. Report and
7 Possible Discussion Regarding Performance of the Central
8 Nonprofit Agency for the Purchasing from People Disabilities
9 State-Use Program, Ed Serna. Good morning, Ed.

10 MR. SERNA: Good morning, Mr. Chairman,
11 Commissioners, Mr. Temple. For the record, I'm Ed Serna,
12 Deputy Executive Director of Texas Workforce Commission.
13 The Agenda Item before you is a report on the performance of
14 TIBH Industries, the current central nonprofit for our
15 Purchasing from Peoples with Disabilities program. Staff
16 issued a notice in the Texas Register seeking public
17 comment. In addition, we reached out to all the current
18 CRPs in the program seeking feedback on the CNA's
19 performance, TIBH Industries. We received -- the only
20 comment we received back were six letters from the CRPs,
21 five pleased with the -- well, all six were pleased with the
22 performance of the central nonprofit.

23 Staff, in addition, evaluated individually
24 and then collectively, pooled our scores, evaluated the
25 performance of the nonprofit, and we believe that their --

1 the central nonprofit, and we believe that their performance
2 is meeting the requirements in the contract and is -- is
3 helping us to -- to manage the program. I would like to
4 point out and remind the Commissioners that this is the last
5 year of the current contract. We'll be issuing an RFP to
6 seek a new central nonprofit for the beginning of next
7 fiscal year.

8 CHAIRMAN ALCANTAR: Thank you, Ed. In
9 looking at the -- at the performance, certainly there are
10 areas for improvement. And when we look at each of these
11 individually, they -- it's impor -- I guess it would be
12 important for us to account for the fact that there are
13 areas for improvement that we're going to try to advance,
14 and certainly we'll seek in the next procurement.

15 MR. SERNA: Yes, sir.

16 CHAIRMAN ALCANTAR: All right. Thank you.
17 Item 18. I'm sorry. Commissioners, any other comments?

18 COMM. HUGHS: Thank you for the update.

19 COMM. ALVAREZ: Yeah, it's a great report.

20 AGENDA ITEM NO. 20

21 CHAIRMAN ALCANTAR: Item 19. Report and
22 Possible Discussion Regarding Performance -- actually we
23 just did that one. Item 20. Discussion, Consideration and
24 Possible Action Regarding Approval of the CNA's Management
25 Fees for the Purchasing from People with Disabilities

1 State-Use Program, Ed Serna.

2 MR. SERNA: Again, for the record Ed Serna,
3 Deputy Executive Director of Texas Workforce Commission.
4 The agenda item before you is review and approval of the
5 current management fees that are charged by the central
6 nonprofit for oversight and management of the program. In
7 evaluation of the current fee structure which is six percent
8 for products, six percent for services and five percent for
9 temporary staffing services, in evaluating the current fee
10 structure, staff reviewed the audited financial reports.

11 We also asked our Finance Division which is
12 something that's relatively new for the program since it's
13 now at TWC, asked our Finance Division to review all the
14 finances. And they looked at historical -- historical
15 record. We also posted again in the Texas Register seeking
16 public comment as well as comment from the CRPs, the
17 participants in the program, and we reached out directly to
18 the CRPs to seek their input.

19 Concerning the input, we received nothing
20 from the public and only six letters from the CRPs, five of
21 the letters supportive of the current fee structure and
22 understanding that it supported the program, one letter that
23 expressed an issue with the six percent that's charged for
24 the services. As we looked into it, we still saw a
25 justification for the -- for the current fee structure.

1 So staff is recommending that for the
2 remainder of the contract, we leave the fees at six percent
3 for products, six percent for services and five percent for
4 temporary staffing services. And, again, we'll also remind
5 the Commission that this is included in our rebid and how
6 these -- how these rates are set and evaluated.

7 CHAIRMAN ALCANTAR: Thank you, Ed.
8 Commissioner Hughs?

9 COMM. HUGHS: I move that we approve the
10 central nonprofit agency's management fees for the
11 Purchasing from People with Disabilities state-use program.

12 COMM. ALVAREZ: I second that.

13 CHAIRMAN ALCANTAR: It is unanimous.

14 MR. SERNA: Thank you.

15 AGENDA ITEM NO. 21

16 CHAIRMAN ALCANTAR: Item 21. Discussion,
17 Consideration and Possible Action Regarding Establishment of
18 Beginning Age for Pre-Employment Transition Services to
19 Students with Disabilities Under the Workforce Innovation
20 and Opportunity Act. Good morning.

21 MS. FULLER: Good morning, Mr. Chairman,
22 Commissioners, Mr. Temple. Cheryle Fuller, Director of VR
23 Divisions for the record. This morning I'm bring --
24 bringing before you the staff recommendation regarding the
25 starting age for students with disabilities to receive

1 pre-employment transition services and other transition
2 services in the vocational rehabilitation programs. This
3 item is before you today because establishing a starting age
4 for provision of these services is a requirement under --
5 under both federal and state law.

6 Both the Workforce Innovation and Opportunity
7 Act and Senate Bill 208 require the VR program to take a
8 number of steps to coordinate closely with the Texas
9 Education Agency and the independent school districts as we
10 both provide transition services to students with
11 disabilities. Also for the first time, the changes to the
12 VR program in WIOA define a specific age range for the
13 provision of transition services. Specifically, WIOA
14 requires each state to provide VR pre-employment transition
15 services to students with disabilities not younger than the
16 earliest age to receive transition services under IDEA and
17 not older than 21 or the highest age determined by the state
18 to receive services under IDEA. In Texas, the age range for
19 provision of IDEA transition services is 14 to 22.

20 The final WIOA VR regulations released in
21 August of this year clarify that a state may elect to start
22 at a younger age but that the starting age may be -- must be
23 consistent across VR programs if a state has both a VR
24 General and a VR Blind program. In Texas, we currently
25 begin at two different ages. The VR general DSU, designated

1 state unit, recently moved from beginning in the final year
2 of high school to age 14. Since approximately 2004, the VR
3 Blind designated state unit has begun at age 10. This
4 earlier age was instituted to mitigate the impact of a
5 reduction in general revenue funding to the separate Blind
6 Children's Vocational Discovery and Development program in
7 2003.

8 Senate Bill 208 also requires that the
9 Commission combine the two separate VR designated state
10 units into one VR division by October 1st, 2017, and further
11 directs TWC to develop uniform statewide policies for
12 transition services that include the goal that a VR
13 counselor initiate contact with a student approximately
14 three years from high school graduation.

15 To implement these provisions, staff is
16 recommending that the Commission establish 14 as the
17 beginning age for the provision of pre-employment transition
18 services and other transition services to students with
19 disabilities. This will ensure alignment with TEA and the
20 local independent school districts and will assist our
21 efforts to improve coordination and consistency of these
22 services to Texas students.

23 Staff recommendation has four parts, to
24 establish 14 as the starting age for these VR services; two,
25 to make the change effective October 1st, 2017, the date by

1 which the two VR designated state units must be fully
2 combined and operating under one approved VR portion of the
3 combined state plan; three, to grandfather the students ages
4 10 to 13 who are already in the program; and, four, to
5 initiate planning meetings with the Health and Human
6 Services Commission Blind Children's Program to develop and
7 implement strategies that will ensure close -- close
8 coordination between our two programs as we implement any
9 changes.

10 Staff is recommending that the Commission
11 approve this four-part recommendation to move forward for
12 public comment at the stakeholder meetings in July 2017 --
13 July -- sorry -- in January 2017. After which, we will
14 bring this back before you for final adoption. I'd be glad
15 to answer any questions.

16 CHAIRMAN ALCANTAR: Any questions,
17 Commissioners?

18 COMM. HUGHS: Not at this time.

19 COMM. ALVAREZ: No questions.

20 CHAIRMAN ALCANTAR: Commissioner Hughs?

21 COMM. HUGHS: I move that we approve the
22 recommendations regarding the beginning age for
23 pre-employment transition services to students with
24 disabilities under WIOA for public comment as recommended by
25 staff.

1 COMM. ALVAREZ: I second that.

2 CHAIRMAN ALCANTAR: We are unanimous.

3 AGENDA ITEM NO. 22

4 CHAIRMAN ALCANTAR: Item 22. Discussion,
5 Consideration and Possible Action Regarding Form RSA-7-OB
6 Independent Living for Older Individuals who are Blind
7 Program.

8 MS. FULLER: Good morning, again. Cheryl
9 Fuller, VR Division's Director, for the record. The
10 Rehabilitation Services Administration in the Department of
11 Education requires that the state submit a short annual
12 report on the Independent Living Program for Older
13 Individuals who are Blind. This report, commonly called the
14 7-OB report, is due by December 31st of each year for the
15 recently concluded federal fiscal year.

16 This morning staff is requesting your
17 approval of the fiscal year '16 report. The report's in two
18 parts. The first part is 11 months of the federal fiscal
19 year during which the program was administered by DARS, and
20 the second part is the one month in which the program was
21 administered by TWC. Staff is requesting your approval of
22 the report which we will then upload into the RSA MIS
23 system, and we are also requesting your permission to make
24 any technical revisions that RSA deems necessary.

25 CHAIRMAN ALCANTAR: Commissioner Hughs?

1 COMM. HUGHS: I move that we submit
2 RSA-7-Older Blind Independent Living Services for Older
3 Individuals who are Blind program annual report.

4 COMM. ALVAREZ: I second that.

5 CHAIRMAN ALCANTAR: We are unanimous.

6 AGENDA ITEM NO. 23

7 CHAIRMAN ALCANTAR: Discussion, Consideration
8 and Possible Action Regarding Draft Vocational Goals for
9 Inclusion in VR Portion of the Workforce Innovation and
10 Opportunity Act, Item 23.

11 MS. FULLER: Cheryle Fuller for the record,
12 Director of VR Divisions. This last item for VR is again to
13 implement Senate Bill 208 which requires the Commission to
14 combine the two VR divisions into one division. We're
15 working with the Rehabilitation Council of Texas to complete
16 the federal step that is required which is to combine the
17 two separate VR portions in our state plan into one.

18 We began that process with a combined set of
19 VR goals, and we brought those draft goals to you on
20 November 22nd. You approved those to be posted for public
21 comment. Two comments were received during the comment
22 period. We made a minor change to the goal language in the
23 target populations goal to clarify the intent of the goal in
24 order to address those two comments.

25 This morning staff is recommending Commission

1 adoption of the combined VR goals. Upon your approval,
2 these goals will be incorporated into the combined VR
3 portion that we're working on and will also be included in
4 the materials for the January stakeholder meetings. At
5 those meetings, we will invite public comment on strategies
6 to implement the combined goals.

7 CHAIRMAN ALCANTAR: Thank you. Commissioner
8 Hughs?

9 COMM. HUGHS: I move that we approve the
10 draft vocational rehabilitation goals for inclusion into the
11 VR portion of the Workforce Investment and Opportunity Act
12 combined state plan.

13 COMM. ALVAREZ: I second that.

14 CHAIRMAN ALCANTAR: We are unanimous.
15 Appreciate the good work.

16 MS. FULLER: Thank you.

17 AGENDA ITEM NOS. 24 and 25

18 CHAIRMAN ALCANTAR: We have no updates on 24
19 and Item 25.

20 AGENDA ITEM NO. 26

21 CHAIRMAN ALCANTAR: So we go to Item 26.
22 Discussion, Consideration and Possible Action Regarding
23 Fiscal Year 2015-16 Equal Employment Opportunity and
24 Minority Hiring Practices Report for Submission to the
25 Legislature, LBB and the Governor, Lowell. Good morning.

1 MR. KEIG: Good morning. Lowell Keig,
2 Director of the Civil Rights Division. For your
3 consideration today, the Labor Market Career Information
4 Department and the Civil Rights Division present the draft
5 Equal Employment Opportunity and Minority Hiring Practices
6 Report for fiscal years 2015 and 2016. The report is to be
7 delivered to the legislature, the Legislative Budget --
8 Budget Board and the Governor.

9 This draft report has been prepared to
10 fulfill the EEO data reporting requirements under Chapter 21
11 of the Texas Labor Code, specifically §21.0035 relating to
12 the statewide civilian workforce composition, §21.504
13 mandating a minority hiring practices report for state
14 agencies which includes institutions of higher learning and
15 §21.553 requiring an equal employment opportunity report for
16 state agencies. This report provides detailed information
17 by prescribed job categories on the civilian workforce, new
18 hires of state agencies and the workforce composition of
19 state agencies.

20 Staff recommends adoption of this report by
21 the Commission and that staff be authorized to make any
22 nonsubstantive technical corrections as deemed necessary
23 during the graphic design and publication process. This
24 concludes my presentation, and I'll be happy to answer any
25 questions.

1 CHAIRMAN ALCANTAR: Commissioner Hughs?

2 COMM. HUGHS: I move that we approve the
3 fiscal years 2015-16 Equal Employment Opportunity and
4 Minority Hiring Practices Report to the legislature.

5 COMM. ALVAREZ: I second that.

6 CHAIRMAN ALCANTAR: It is unanimous.

7 MR. KEIG: Thank you.

8 CHAIRMAN ALCANTAR: Thank you, Lowell.
9 Appreciate the good work.

10 AGENDA ITEM NO. 27

11 CHAIRMAN ALCANTAR: Item 27. Discussion,
12 Consideration and Possible Action Regarding the Annual
13 Report to the Legislature Concerning Existing and Projected
14 Shortages in High-Demand, High-Wage Occupations, Doyle.
15 Good morning.

16 MR. FUCHS: Good morning, Mr. Chairman,
17 Commissioner Hughs, Commissioner Alvarez, Mr. Temple. For
18 the record, Doyle Fuchs, Director of Labor Market and Career
19 Information. You have before you for your consideration and
20 possible action the annual Commission report to the
21 legislature regarding high-growth occupations and projected
22 shortages. Your offices were briefed on the report and were
23 provided with the final draft last week.

24 The report shows the top growth occupations
25 in each of 14 industry sectors specified in Texas Labor Code

1 §302. New to the report this year is information derived
2 from short-term employment projections in real-time online
3 job postings. Staff has no recommendations for your
4 consideration based on this report. Today -- excuse me --
5 we're asking for Commission approval of the report with
6 permission to make minor nonsubstantive changes to the final
7 layout. I'd be happy to answer any questions you might
8 have.

9 CHAIRMAN ALCANTAR: Commissioner Hughs?

10 COMM. HUGHS: I move that we approve the
11 annual report to the legislature concerning existing and
12 projected shortages in high-demand, high-wage occupations.

13 COMM. ALVAREZ: I second that.

14 CHAIRMAN ALCANTAR: It is unanimous. Thank
15 you for all your good work this year, Doyle.

16 MR. FUCHS: Thank you.

17 CHAIRMAN ALCANTAR: Especially all the work
18 on all the tools and the products and the collaboration with
19 partners that we have out there.

20 MR. FUCHS: Thank you.

21 CHAIRMAN ALCANTAR: We really appreciate it.

22 AGENDA ITEM NO. 28

23 CHAIRMAN ALCANTAR: Item 28. Discussion,
24 Consideration and Possible Action Regarding the Approval of
25 Local Board Nominees, John Fuller. Good morning, John.

1 MR. FULLER: Good Morning, Mr. Chairman,
2 Commissioners, Mr. Temple. For the record John Fuller,
3 Workforce Development. Commissioners, before you today for
4 your consideration and possible approval are nominees from
5 Workforce Solutions Brazos Valley, East Texas, Northcentral
6 Texas, Northeast Texas and Rural Capital Area.

7 CHAIRMAN ALCANTAR: Commissioner Hughs?

8 COMM. HUGHS: I move that we approve the
9 Workforce Development Board nominees from Brazos Valley,
10 East Texas, Northcentral Texas, Northeast Texas and Rural
11 Capital Area as presented by staff.

12 COMM. ALVAREZ: I second that.

13 CHAIRMAN ALCANTAR: We are unanimous.

14 MR. FULLER: Thank you.

15 CHAIRMAN ALCANTAR: Thank you.

16 AGENDA ITEM NOS. 29 and 30

17 CHAIRMAN ALCANTAR: We have no legislative
18 update for Item 29 or Item 30.

19 AGENDA ITEM NO. 31

20 CHAIRMAN ALCANTAR: Which brings us to the
21 last item in terms of this calendar year on docket 51.
22 Mr. Larry Temple, what do you have for us this morning?

23 MR. TEMPLE: Just season's greetings, Merry
24 Christmas, Happy New Year to everyone. Be safe over the
25 holidays. Thanks for a great year. Thank you,

1 Commissioners, for your support. And, again, we had a great
2 conference. It was super.

3 COMM. HUGHS: Thank you, Larry.

4 CHAIRMAN ALCANTAR: And I -- I agree.

5 Commissioner Hughs?

6 COMM. HUGHS: Happy holidays, everyone.

7 CHAIRMAN ALCANTAR: Commissioner Alvarez?

8 COMM. ALVAREZ: No.

9 CHAIRMAN ALCANTAR: Okay.

10 COMM. ALVAREZ: Merry Christmas to everybody.

11 No comments.

12 COMM. HUGHS: I move that we adjourn.

13 COMM. ALVAREZ: Yes. Oh, I move that we --
14 well, I second that.

15 CHAIRMAN ALCANTAR: We are adjourned.

16 (Proceedings concluded at 9:54 a.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.

I FURTHER CERTIFY THAT the proceedings of such were reported by me or under my supervision, later reduced to typewritten form under my supervision and control and that the foregoing pages are a full, true and correct transcription of the original notes.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 26th day of December, 2016.

/s/ Kimberly C. McCright
Kimberly C. McCright
Certified Vendor and Notary Public

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