



**MEETING OF THE  
TEXAS WORKFORCE COMMISSION**

**DATE**

**JANUARY 25, 2022**

1 Tuesday, January 25, 2022

2 CHAIRMAN DANIEL: Good morning, everyone.

3 This meeting is called to order. Mr. Trobman, has anyone signed  
4 up for public comment?

5 LES TROBMAN: No.

6 CHAIRMAN DANIEL: Thank you, Mr. Trobman and  
7 good morning, Ms. Miller.

8 MS. MILLER: Good morning, sir.

9 CHAIRMAN DANIEL: All right, we're back with  
10 Agenda Item 8. Annual report for shortages in high-demand, high-  
11 wage occupations to the Governor, Lieutenant Governor, and the  
12 Legislature.

13 MARIANA VEGA: Good morning, everyone, Chair  
14 Daniel, Commissioner Alvarez, Commissioner Demerson, and Mr.  
15 Serna. Just for the record, my name is Mariana Vega. I'm the  
16 director for labor market information at the Texas Workforce  
17 Commission. Today for your consideration and possible action you  
18 have before you the annual commission report on growth  
19 occupations to the Governor, Lieutenant Governor, and  
20 Legislature regarding projected shortages in high-wage, high-  
21 demand occupations. So your offices did receive a copy of the  
22 report. For this report we did examine over 800 occupations. We  
23 segmented them by the 13 major industries as specified in Texas  
24 Labor Code 302, and for this report we did categorize the high-  
25 wage, high-demand jobs as those occupations where the annual

1 median pay is estimated to be more than the statewide median  
2 wage of \$39,637 a year with an expected change in employment of  
3 greater than or equal to 400 jobs. To produce this report we did  
4 use various BLS datasets. The report does have two sections. One  
5 is the summary report which includes findings and noncompliance  
6 highlights and messaging as well as the main report which  
7 includes just data as requested by the bill. It includes a brief  
8 introduction to the data as well as methodology. So in the main  
9 report for each of the major industries in Texas, we do provide  
10 some analysis on how employment has changed over the past five  
11 years as well as the current employment situation, and we also  
12 include projections, and we do list the most in-demand  
13 occupations for the 2018-2028 period. Additionally, for each of  
14 the occupations we do provide BLS educational assignments as  
15 well as the top requested skills and certifications. So we would  
16 like to request from the dais a staff-recommended change to the  
17 actual summary report which is the four-page shorter report.  
18 Basically what we want to do is just clarify that there is no  
19 official definition for what a high-wage, high-demand occupation  
20 is so we want to include basically three words, and it's under  
21 defining high-wage, high-demand occupations, the first  
22 paragraph, second sentence. We would include the three words,  
23 for this report, high-wage, high-demand jobs are defined as  
24 those where the annual median pay is estimated to exceed the  
25 statewide median, \$39,637 a year, with an expected employment

1 change greater than or equal to 400 jobs. I do have a copy of  
2 the report with that change if you would like to receive it.

3 COMMISSIONER DEMERSON: I'd like to see it.

4 MARIANA VEGA: OK, great.

5 COMMISSIONER ALVAREZ: Thank you.

6 MARIANA VEGA: So the change is highlighted  
7 on the report. I do want to give special thanks to the LMI team  
8 led by Gabriel Guzman. They produced this report. They put  
9 together the report, and also special thanks to the outreach and  
10 employer initiatives group who helped put together the summary  
11 report. So today we are asking for commission approval of the  
12 report with permission to make minor nonsubstantive changes as  
13 we prepare the final layout for publication. That does conclude  
14 my remarks. Thank you for your consideration. If you have any  
15 questions, I'll be more than happy to answer those.

16 CHAIRMAN DANIEL: Any comments or questions?

17 COMMISSIONER ALVAREZ: Chairman, just that  
18 I'm OK with the change that you made.

19 MARIANA VEGA: Thank you.

20 COMMISSIONER DEMERSON: Mariana, a question.  
21 So for this report we're defining high-wage and high-demand  
22 jobs. My hope is that we'll have additional discussions so that  
23 it's not only for this report but if some definition that is  
24 defined perpetually, that we understand what the definition  
25 truly is. If it's going to be for this report, I'm fine with

1 that, and then further discussion on what it means for other  
2 entities that may use the words high-demand or high-wage jobs.

3 MARIANA VEGA: Thank you, yes.

4 CHAIRMAN DANIEL: Is there a motion?

5 COMMISSIONER ALVAREZ: Chairman, I move that  
6 we approve and submit the report on Texas growth occupations to  
7 the Governor and Legislature as presented.

8 COMMISSIONER DEMERSON: Second.

9 CHAIRMAN DANIEL: Moved and seconded, we're  
10 unanimous. Thank you.

11 MARIANA VEGA: Thank you.

12 CHAIRMAN DANIEL: Agenda Item 9. Let's see.  
13 It's a policy concept to amend Chapter 849, Employment and  
14 Training Services for Dislocated Workers.

15 ETHAN HERR: Hello, good morning, Chairman  
16 Daniel, Commissioner Alvarez, Commissioner Demerson, Mr. Serna.  
17 For the record, my name is Ethan Herr. I'm with the Workforce  
18 Development Division. Today I have for you consideration of  
19 policy concept relating to potential rule amendments to Chapter  
20 849 relating to employment and training services for dislocated  
21 workers eligible for trade benefits. On August 21, 2020, the  
22 U.S. Department of Labor Training Administration—excuse me,  
23 Employment and Training Administration, released the trade  
24 adjustment assistance for workers final rule which is codified  
25 under 20 CFR Part 618, to modernize the TAA program and continue

1 to align the TAA program with WIOA. The potential rule  
2 amendments will align 40 TAC Chapter 849 with the TAA final rule  
3 including adding the requirement to co-enroll trade-affected  
4 workers in the WIOA dislocated worker program, updating  
5 citations from WIA to WIOA, revising and updating program  
6 definitions, and making other updates needed to reflect the  
7 regulatory program changes. Staff will also use this opportunity  
8 to perform the four-year rule review of Chapter 849 as required  
9 by Texas Government Code 2001.039. Today staff seeks approval to  
10 post the policy concept for Chapter 849 to the TWC website for a  
11 three-week comment period. That's all I have and I'm available  
12 for any questions you have.

13 CHAIRMAN DANIEL: Any comments or questions?

14 COMMISSIONER ALVAREZ: None here, chairman.

15 COMMISSIONER DEMERSON: None.

16 CHAIRMAN DANIEL: Is there a motion?

17 COMMISSIONER ALVAREZ: Chairman, I move that  
18 we approve the policy concept for amending Chapter 849 as  
19 discussed, and post the policy concept for a three-week comment  
20 period.

21 COMMISSIONER DEMERSON: I second.

22 CHAIRMAN DANIEL: It's been moved and  
23 seconded. We're unanimous.

24 ETHAN HERR: Thank you.

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1 CHAIRMAN DANIEL: Thank you. This is Agenda  
2 Item 10, pledges for board contract year 2021, 2022, child care  
3 matching funds.

4 TRAVIS WEAVER: Good morning, Chairman  
5 Daniel, Commissioners, Mr. Serna. For the record, Travis Weaver,  
6 Workforce Development Division. The Texas Workforce Commission  
7 allocates federal funding for child care services from the Child  
8 Care Development Fund to local workforce development areas. For  
9 a portion of the CCDF funding, local workforce development  
10 boards are required to secure and submit local matching funds to  
11 TWC in accordance with the federal regulations and TWC Chapter  
12 809, Child Care Services rules, and TWC Chapter 800, General  
13 Administration rules. Boards submit annual local match pledges  
14 from private and public entities to secure federal child care  
15 funds pursuant to 809.17 and to maximize resources for child  
16 care needs in the community. Today I have two items, one for  
17 BCY22 and again for BCY21. For BCY22, support material shows 17  
18 match agreements from eight boards which includes Concho Valley,  
19 Deep East, East Texas, Gulf Coast, Lower Rio, Northeast, Rural  
20 Capital, and Southeast. Today's action, boards would have  
21 secured 82.76 percent of the statewide child care and local  
22 match target for BCY22 compared to 111.23 percent for BCY21  
23 during the same time period with 21 boards securing at least 50  
24 percent of their target and 12 boards securing their local match  
25 target for BCY22. An item of note, we are expecting 11 more

1 match agreements over seven boards, and we're hoping to get  
2 those by the end of the week. For BCY21, boards submit child  
3 care local match amendments requesting to increase their BCY21  
4 local child care match agreements previously accepted by the  
5 commission as a result of contributors being unable to certify  
6 expenses for their original pledge or to capture certifications  
7 from approved partners who exceeded their original pledge.  
8 Supporting documents include 21 BCY21 match agreements from nine  
9 boards which include Borderplex, Cameron County, Concho Valley,  
10 Dallas County, Deep East, Gulf Coast, Lower Rio, Rural Cap, and  
11 West Central. As a result of today's action, the Workforce  
12 boards will remain fully matched as a result of these amendments  
13 as well as sustained. Today staff recommends accepting child  
14 care pledges for donations, transfers, and certification of  
15 expense for BCY22 in the amount of \$4,369,268, and for BCY21 in  
16 the amount of \$1,572,850. That concludes my presentation. I'd be  
17 happy to answer any questions

18 CHAIRMAN DANIEL: Are there any comments or  
19 questions?

20 COMMISSIONER ALVAREZ: None here, chairman.

21 COMMISSIONER DEMERSON: None, thank you.

22 CHAIRMAN DANIEL: Is there a motion?

23 COMMISSIONER ALVAREZ: Great job, Travis.

24 TRAVIS WEAVER: Thank you, sir.

25



1 COMMISSIONER ALVAREZ: I move that we accept  
2 child care match in the amount of \$1,572,850 for Board Contract  
3 Year 2021, and \$4,369,268 for Board Contract Year 2022.

4 COMMISSIONER DEMERSON: Second.

5 CHAIRMAN DANIEL: Moved and seconded, we're  
6 unanimous.

7 TRAVIS WEAVER: Thank you, sir.

8 CHAIRMAN DANIEL: Thank you. I'm not showing  
9 anything on Agenda Items 11 or 12 so we'll move to Agenda Item  
10 13, board nominations.

11 CHERIE DUDLEY: Good morning, Chairman,  
12 Commissioners, and Mr. Serna. For the record, Cherie Dudley with  
13 the Workforce Development Division. For your consideration this  
14 morning we have Workforce board nominations for Deep East Texas,  
15 North Texas, and Northeast Texas. Staff seeks guidance on the  
16 presented nominees, and I'm here to answer any questions you may  
17 have.

18 CHAIRMAN DANIEL: Any comments or questions?

19 COMMISSIONER ALVAREZ: None here, chairman.

20 COMMISSIONER DEMERSON: None.

21 CHAIRMAN DANIEL: Is there a motion?

22 COMMISSIONER ALVAREZ: Chairman, I move that  
23 we approve board nominees for Deep East Texas, North Texas, and  
24 Northeast Texas.

25 COMMISSIONER DEMERSON: I second.

1 CHAIRMAN DANIEL: Moved and seconded, we're  
2 unanimous.

3 CHERIE DUDLEY: Thank you.

4 CHAIRMAN DANIEL: Thank you. I'm not showing  
5 anything on Agenda Item 14. I'm showing there's no legislative  
6 report. Mr. Serna, the executive director's report.

7 ED SERNA: I have two things. Very quickly,  
8 commissioners, the first is we're excited to report that for the  
9 Department of Labor's nonmonetary determination timeliness  
10 measure which is a measure of the claimant processed within 21  
11 days, our staff achieved a 96.4 percent for the fourth quarter  
12 of last year, and 96.3 percent for 2021. This is significant in  
13 that the target is 80 percent, and Texas's performance placed us  
14 at number one of all states for the last fiscal year. So we're  
15 very pleased with our staff's performance. We'll continue to  
16 work to achieving more given what they've been working through.  
17 The other thing I want to mention is Mr. Weaver will be  
18 retiring. Courtney sent me a brief little writeup. It's actually  
19 not that brief. Travis is kind of long [inaudible] but he  
20 started his career with us back in December of 1998 as an  
21 internal auditor. So he actually escaped internal audits but in  
22 2021 he became the manager of employer's customized training  
23 which operated the skills development and self-sufficiency  
24 funds. In 2005 he worked with the boards on multiple disaster  
25 national emergency grants such as Katrina, Rita, Dolly, Ike, and

1 the El Paso floods. In 2007 he officially joined what today is  
2 known as Workforce Board Grants, first as a program specialist,  
3 then a supervisor, and now the manager. At any given year,  
4 Workforce Board Grants will produce anywhere from 650 to 800  
5 grants per year for the boards. In 2016 Travis was selected as  
6 professional of the year by one of the boards, Central Texas, by  
7 one of the boards because of his supportive efforts and  
8 professionalism which we all kind of knew he was very good at.  
9 And then during the last five years Travis has also served as  
10 the project lead for our VR Co-location which has to date  
11 produced 95 co-located VR offices with Workforce offices  
12 throughout the state of Texas. He's done an outstanding job for  
13 us. He's been very patient with me as I'm trying to learn  
14 everything that was going on in the areas that he was involved  
15 in and giving him more assignments but I do want to recognize  
16 Travis on his upcoming retirement, and make sure that he knows  
17 that he has an open door to return to the agency at any time. If  
18 you all have anything to say, now is a good time to either  
19 compliment or roast Travis based on what you choose to do.

20 COMMISSIONER ALVAREZ: Chairman, I would  
21 just like to thank Travis for your service to this great agency,  
22 and for all you've done so thank you for that and I hope you  
23 enjoy your retirement. Thank you, Travis.

24 COMMISSIONER DEMERSON: Two things.  
25 Congratulations, you and the staff, on that achievement with

1 DOL. That's pretty phenomenal. I like to see that. Travis, thank  
2 you for all the work that you've done over the years. When I  
3 came over from the Governor's Office to the Workforce Commission  
4 and when they had the Skills Development Fund placed under our  
5 umbrella, the work that you did in that regard and the comfort  
6 that you continued to provide meant a lot so I appreciate all  
7 that you've done, and wish you the best as you go forward.

8 CHAIRMAN DANIEL: Absolutely. Travis, thank  
9 you so much. I hate to see you go but excited for you to unlock  
10 this new level in life. There will be lots of options for you.  
11 At whatever you choose to do, I know you'll be good at so  
12 appreciate it very much in all your service to both TWC and the  
13 people of Texas. It takes a special person to stick with it that  
14 long and to find the success that you have, and I'm glad you  
15 did.

16 ED SERNA: Mr. Chairman, anything else?

17 CHAIRMAN DANIEL: Is there any other item to  
18 come before the commission?

19 COMMISSIONER ALVAREZ: None here, Chairman.

20 COMMISSIONER DEMERSON: None here.

21 CHAIRMAN DANIEL: Is there a motion to  
22 adjourn?

23 COMMISSIONER ALVAREZ: Chairman, I move that  
24 we adjourn.

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CHAIRMAN DANIEL: I second it. Moved and  
seconded, we're adjourned.