

TEXAS WORKFORCE COMMISSION
Interoffice Memorandum

TO: Bryan Daniel, Chairman, Commissioner Representing the Public
Julian Alvarez, Commissioner Representing Labor
Aaron Demerson, Commissioner Representing Employers

FROM: Courtney Arbour, Director of Workforce Development

DATE: April 8, 2020

SUBJECT: Workforce Development Board Nominations

The Workforce Development Division staff has completed the review of the following board nominations received for appointment to the following Local Workforce Development Boards. Listed below are the nominations staff has reviewed for compliance and is submitting for your discussion, consideration and/or approval at the Commission meeting scheduled for April 14, 2020.

WORKFORCE SOLUTIONS CONCHO VALLEY

1. Mr. Paul Keeton appointment representing *Community-Based Organization*

WORKFORCE SOLUTIONS GOLDEN CRESCENT

1. Dr. Betsy Crane appointment representing *Education*

Please call me if you have any questions or require additional information.

cc: Les Trobman

LOCAL WORKFORCE DEVELOPMENT BOARD PROFILE REPORT
 March 13, 2020

WFS CONCHO VALLEY	28
TOTAL MEMBERS	

EXISTING BOARD

RACE	MALE		FEMALE		TOTAL	
	# BOARD	BOARD % WD AREA %	# BOARD	BOARD % WD AREA %	# BOARD	BOARD % WD AREA %
White	7	26.67%	10	26.67%	17	60.71%
Hispanic Ethnicity	5	20.00%	3	13.33%	8	33.33%
Black/African American	1	6.67%	1	3.33%	2	7.14%
American Indian/Alaska Nati		0.00%		0.00%		0.00%
Asian/Pacific Islander	1	3.33%		0.36%	1	3.33%
Some Other Race		0.26%		0.32%		0.58%
TOTAL	14	53.42%	14	43.33%	28	100.00%

NEW BOARD

RACE	MALE		FEMALE		TOTAL	
	# BOARD	BOARD % WD AREA %	# BOARD	BOARD % WD AREA %	# BOARD	BOARD % WD AREA %
White	6	26.67%	10	26.67%	16	57.14%
Hispanic Ethnicity	6	20.00%	3	13.33%	9	33.33%
Black/African American	1	6.67%	1	3.33%	2	7.14%
American Indian/Alaska Nati		0.00%		0.00%		0.00%
Asian/Pacific Islander	1	3.33%		0.36%	1	3.33%
Some Other Race		0.26%		0.32%		0.58%
TOTAL	14	53.42%	14	43.33%	28	100.00%

* Bold typeface indicates Board % significantly out of line with WD Area %.

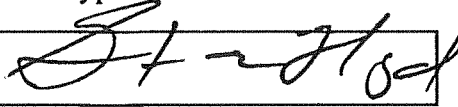
CATEGORY	Board #	% Total
Priv Sect	15	53.57%
CBO+Labor	5	17.86%
CBO	4	
Labor	1	
Other	8	28.57%
TOTAL	28	100.00%

H-400: Board Appointments

LOCAL WORKFORCE DEVELOPMENT BOARD APPOINTMENTS

NAME	CATEGORY REPRESENTED	TERM MONTH/DAY/YEAR THRU MONTH/DAY/YEAR
<u>Appointments (New)</u>		
<i>Paul Keeton</i>	<i>Community Based Organization</i>	<i>March 2020 through 8/20/2022</i>
<u>Reappointments</u>		

AUTHORIZATION

<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>The Honorable Steve Floyd</i></div> Print/Type CEO Name	<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>Tom Green County Judge</i></div> Print/Type CEO Title
<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>Concho Valley WDB</i></div> Print/Type name of Workforce Area	<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">  </div> CEO Signature
<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px; text-align: right;"><i>2-28-20</i></div> Date	

Individuals may receive, review and correct information that TWC collects about the individual by emailing to open.records@twc.state.tx.us or writing to TWC Open Records, Rm 266, 101 East 15th St., Austin, TX 78778-0001.

H-200: Nomination Slate

Local Workforce Development Board Nomination Slate
PLEASE TYPE OR PRINT

1. Workforce Area: Concho Valley Workforce Development Board
 2. Name of Nominee: Paul Keeton
 3. Organization Representing West Texas Counseling and Guidance
 4. Position/Title: Director of Veteran Services
 5. Address: 36 E. Twohig Ave. City/Zip Code: San Angelo/76903
 6. Telephone Number: 325-486-8255 Fax: 325-653-4218 Home: 808-426-6946
 7. E-mail: paulk@sanangelocounseling.org

8. Gender: Male Female

9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.

- White Black/African American/Negro Chinese Korean
 Asian Indian American Indian/Alaska Native Samoan Japanese
 Vietnamese Guamanian or Chamorro Filipino
 Native Hawaiian Some Other Race _____

10. Hispanic Origin: Is the nominee Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
 Yes, Mexican, Mexican American, Chicano Yes, Puerto Rican
 Yes, other Spanish/Hispanic/Latino, specify: Hispanic Yes, Cuban

11. Reference Item 3. Please list any applicable Employer TWC Tax Account Number(s):

1.) _____ 2.) _____ 3.) _____

12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11: 60

13. Please indicate the Workforce Board category the nominee represents (Check Only One):

Private Sector Large/For-Profit Business (large 500 employees or more).....	<input type="checkbox"/>
Private Sector Small/For-Profit Business (fewer than 500 employees)	<input type="checkbox"/>
Other Private Sector.....	<input type="checkbox"/>
Education	<input type="checkbox"/>
Literacy Council	<input type="checkbox"/>
Economic Development	<input type="checkbox"/>
Vocational Rehabilitation.....	<input type="checkbox"/>
Public Employment Service (TWC)	<input type="checkbox"/>
Adult Basic and Continuing Education.....	<input type="checkbox"/>
Organized Labor [20 C.F.R. §628.410(a)(3)].....	<input type="checkbox"/>
Community-Based Organization (CBO)	<input checked="" type="checkbox"/>
Public Assistance.....	<input type="checkbox"/>

Special Board Requirements - Indicate, if applicable:

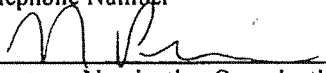
14. Nominee has expertise in child care or early childhood education
 15. Nominee is a veteran AND is actively engaged in the field of veterans affairs or services

Chief Elected Official's Membership Guide for Local Workforce Development Boards

16. West Texas Counseling and Guidance
Name of Nominating Organization

17. 36 E. Twohig Ave. San Angelo Tx 76903
Street Address or P.O. Box of Nominating Organization City State Zip

18. 325-486-8255 325-653-4218
Telephone Number Fax

19.  2-26-20
Signature, Nominating Organization - President, Director, or other official Date of Signature

20. Nyssah Perrine Board President
Print or Type Name Print or Type Title

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Paul Keeton

808-426-6946
paulkeeton@hotmail.com
1828 Coleman St, San Angelo, TX 76901

Director of Veteran Services at West Texas Counseling and Guidance (WTCG) 2019-Current

West Texas Counseling and Guidance Veteran Services (WTCGVS) mission is to connect veterans to licensed therapists at the center, provide quality case managements services, and bring together professional veteran services.

- Hired, trained and supervised all personnel related to veteran services. Expanded WTCGVS staff from three to ten personnel.
- Recruited and hosted three partner organizations under the broader definition of WTCGVS department at WTCG. Direct supervisor for partner organizations.
- Received, negotiated, reported on, and provided daily management for two state grants, as well as three grants from private foundations that fund the WTCGVS program. Procured donations from two veteran services organizations.
- Developed two community partners that provide space for weekly WTCGVS services and recruited two different community partners to perform outreach at WTCGVS location to remove geographic barriers to service.
- Acted as the lead for a community collaborative of six organizations to better share resources, condense reporting, and continue growth for veteran related services.
- Oversaw the expansion of services by coordinating and overseeing all operations for opening a new clinic.

Military Veteran Peer Network (MVPN) Coordinator at WTCG 2018 – 2019

MVPN as a program was about recruiting and training volunteers to find and connect veterans to professional resources, provide one on one and group peer support, and advocate for gaps in services in the community.

- Program manager for recruiting and training volunteers to find and support veterans. Increased reportable interactions from 200 to over 700 in FY 19.
- Serve as the initial point of contact for veterans and their natural supports and as the liaison between existing local veterans' service organizations and MVPN.
- Provide community education, marketing, and outreach. Increased social media presence on Facebook from 86 to 204. Trained over 30+ community members and 7 volunteers in the basics of MVPN.
- Acted as an advocate for veterans and their family members for community and nationwide organizations in receiving benefits and services.
- Interacted with public officials on community gaps in Veteran services focusing on criminal justice resulting in a county commissioner's court voted in a Veterans treatment court.

Shannon Medical Center Social Work Intern 2020- Current

Acted as a Social Work Intern in the Emergency Department under the supervision of a Licensed Master Social Worker.

- Engaged, Assessed, and Intervened with patients presenting to the emergency room for psychiatric or substance use related concerns
- Evaluated for safety concerns when forming discharge plans or arranged discharge to inpatient facilities
- Performed biopsychosocial assessments and intervened on needs found during the assessment

Military Experience

Senior Enlisted Leader at the Navy Reserves Littoral Combat Ship Squadron 2019- Current

The Littoral Combat Ship Squadron provides maintenance, security, and mine countermeasures support for the active duty counterparts on the waterfront.

- Developed a training plan for three separate training pipelines for emergency response, security forces, and maintenance certifications
- Administrative and Operational Lead for 45 sailors.

Senior Enlisted Leader at the Navy Reserves Regional Operation Center. 2017- 2019

The Regional Operations Center dealt with Emergency Management with crisis response and support from macro level for natural and man made disasters.

- As senior management oversaw and qualified the training of responders that are regional support communication hubs representatives for all installations in the North-West Region. Trained 30 watch standers on emergency management and region policies and procedures increasing Reservist support from 40-man hours per year to over 800 per year.
- Acted as Reserve Regional Coordinator Senior Enlisted Leader for Navy Region Northwest overseeing 4 Naval Security Forces units with over 160 total members.

Leading Chief Petty Officer Navy Reserves Operational Support Unit San Antonio, TX. 2014-2017

Operational Support Center was an administrative unit to train members to deploy and assist with their assigned duties who were assigned outside of the immediate area.

- Administration lead for 100% personnel reports, tracked training and assigned daily tasking. Created a long- and short-term training schedule, tracking personnel to meet their individual requirements, as well as updating electronically the completions of trainings for 120+ personnel

US Navy 2005-2014

Navigation Electronics Technician.

Education

Angelo State University 2017 B.S.S. in Intelligence, Security Studies and Analysis

Angelo State University 2018 M.S. in Homeland Security

University of Houston Graduate School of Social Work – expected Spring of 2022.

Community Organizations

*Fleet Reserve Association – Navy, Marine, and Coast Guard Veterans organization designed to identify and promote gaps and advocate for services through legislation. *—Active—*

Navy Chief Petty Officer Association – Senior Enlisted Leadership organization designed to organize leadership, fundraise for morale events, and represent the Navy in the community.

PART H: FORMS

PART H-100: CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Paul Keeton

Category Representing: Community-Based Organization

1. Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?
Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.



Executive Director

3.2.2020

Date

LOCAL WORKFORCE DEVELOPMENT BOARD PROFILE REPORT
March 12, 2020

WFS GOLDEN CRESCENT		26				
TOTAL MEMBERS						
RACE	MALE		FEMALE		TOTAL	
	# BOARD	BOARD %	# BOARD	BOARD %	# BOARD	BOARD %
White	7	26.92%	11	42.31%	18	69.23%
Hispanic Ethnicity	6	23.08%		16.13%	6	23.08%
Black/African American			2	7.69%	2	7.69%
American Indian/Alaska Native		0.00%		0.00%		0.00%
Asian/Pacific Islander		0.20%		0.20%		0.40%
Some Other Race		0.22%		0.24%		0.46%
TOTAL	13	50.00%	13	50.00%	26	100.00%

NEW BOARD						
RACE	MALE		FEMALE		TOTAL	
	# BOARD	BOARD %	# BOARD	BOARD %	# BOARD	BOARD %
White	7	26.92%	11	42.31%	18	69.23%
Hispanic Ethnicity	6	23.08%		16.13%	6	23.08%
Black/African American			2	7.69%	2	7.69%
American Indian/Alaska Native		0.00%		0.00%		0.00%
Asian/Pacific Islander		0.20%		0.20%		0.40%
Some Other Race		0.22%		0.24%		0.46%
TOTAL	13	50.00%	13	50.00%	26	100.00%

* Bold typeface indicates Board % significantly out of line with WD Area %.

CATEGORY	Board #	% Total
Priv Sect	14	53.85%
CBO+Labor	4	15.38%
CBO	3	
Labor	1	
Other	8	30.77%
TOTAL	26	100.00%

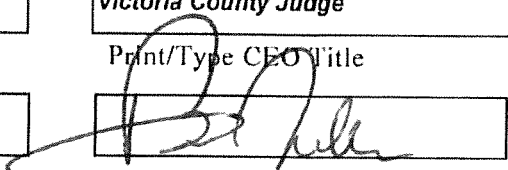
*Board is decreasing in size from 27 to 26

H-400: Board Appointments

LOCAL WORKFORCE DEVELOPMENT BOARD APPOINTMENTS

NAME	CATEGORY REPRESENTED	TERM MONTH/DAY/YEAR THRU MONTH/DAY/YEAR
<u>Appointments (New)</u> <i>Dr. Betsy Crane</i>	<i>Education</i>	<i>03/2020 through 09/30/2021</i>
<u>Reappointments</u>		

AUTHORIZATION

<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>Ben Zeller</i></div> Print/Type CEO Name	<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>Victoria County Judge</i></div> Print/Type CEO Title
<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"><i>Golden Crescent</i></div> Print/Type name of Workforce Area	<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">  </div> CEO Signature
	<div style="border: 1px solid black; padding: 2px; margin-bottom: 5px; text-align: center;"><i>3-10-20</i></div> Date

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H-200: Nomination Slate

Local Workforce Development Board Nomination Slate

PLEASE TYPE OR PRINT

1. Workforce Area: Golden Crescent WDA
 2. Name of Nominee: Dr. Betsy Crane
 3. Organization Representing Victoria College
 4. Position/Title: Dean, Division of Career & Technical Education
 5. Address: 2200 E. Red River City/Zip Code: Victoria 77901
 6. Telephone Number 361-582-2448 Fax: _____ Home: 361-935-7390
 7. E-mail: Betsy.Crane@VictoriaCollege.edu

8. Gender: Male Female

9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.

- White Black/African American/Negro Chinese Korean
 Asian Indian American Indian/Alaska Native Samoan Japanese
 Vietnamese Guamanian or Chamorro Filipino
 Native Hawaiian Some Other Race _____

10. Hispanic Origin: Is the nominee Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
 Yes, Mexican, Mexican American, Chicano Yes, Puerto Rican
 Yes, other Spanish/Hispanic/Latino, specify: _____ Yes, Cuban

11. Reference Item 3. Please list any applicable **Employer TWC Tax Account Number(s)**:

1.) _____ 2.) _____ 3.) _____

12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: 587

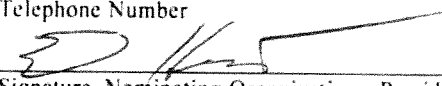
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):

Private Sector Large/For-Profit Business (large 500 employees or more).....	<input type="checkbox"/>		<input type="checkbox"/>
Private Sector Small/For-Profit Business (fewer than 500 employees)	<input type="checkbox"/>		<input type="checkbox"/>
Other Private Sector.....	<input type="checkbox"/>		<input type="checkbox"/>
Education.....	<input checked="" type="checkbox"/>	Adult Basic and Continuing Education.....	<input type="checkbox"/>
Literacy Council	<input type="checkbox"/>	Organized Labor [20 C.F.R. §628.410(a)(3)].....	<input type="checkbox"/>
Economic Development	<input type="checkbox"/>	Community-Based Organization (CBO)	<input type="checkbox"/>
Vocational Rehabilitation.....	<input type="checkbox"/>	Public Assistance.....	<input type="checkbox"/>
Public Employment Service (TWC)	<input type="checkbox"/>		

Special Board Requirements - Indicate, if applicable:

14. Nominee has **expertise in child care or early childhood education**
 15. Nominee is a **veteran AND is actively engaged** in the field of veterans affairs or services

Chief Elected Official's Membership Guide for Local Workforce Development Boards

16. Victoria College
Name of Nominating Organization
17. 2800 E. Red River Victoria TX 77901
Street Address or P.O. Box of Nominating Organization City State Zip
18. 361-582-2560 N/A
Telephone Number Fax
19.  3-9-20
Signature, Nominating Organization - President, Director, or other official Date of Signature
20. David Hinds President
Print or Type Name Print or Type Title

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VITAE

Betsy Crane

Div. of
Dean, Career & Technical Education
Victoria College
2200 E. Red River St.
Victoria, TX 77901

Office Tel: (361) 582-2448
Mobile: (361) 935-7390

betsy.crane@victoriacollege.edu

EDUCATION

Doctor of Education, Higher Education with Emphasis in Community College Administration, May 2015, Texas Tech University – Lubbock, TX

Master of Business Administration, August 2001, University of Houston – Victoria, Victoria, TX.

Bachelor of Business Administration (Accounting.) August 2001, University of Houston – Victoria, Victoria, TX.

PROFESSIONAL DEVELOPMENT

Texas Pathways Institute 2017, 2019
Texas Community College Instructional Leadership/Texas Association of College Technical Educators Conference 2008, 2012, 2011, 2013, 2014, 2016, 2017, 2019
Texas Community College Instructional Administrators Conference, 2008, 2012, 2014, 2016, 2017, 2018, 2019
Texas Career Pathway Conference for Adult Ed, Dallas, May 2018
Fast Track to Success Conference, Austin, April 2018
Texas Workforce Commission 2017 Apprenticeship Conference, San Antonio
Southern Association of Community Colleges Conferences 2007 – 2016
CTE Focus Group, Region 3, Victoria, November 2015
2015 TASB/TCCA Post-Legislative Seminar for Community Colleges, Austin, August 2015
Student Success Summit, Texas Higher Education Coordinating Board, Lost Pines, July 2015
Perkins Orientation, Texas Higher Education Coordinating Board, Austin, June 2015
60 SCH Workshop, Texas Higher Education Coordinating Board, Austin, February 2015
High Growth Occupations in the Gulf Coast, Texas Workforce Commission, Houston, July 2014
Perkins Gender Equity Workshop, Victoria, March 2014
H2P Statewide Forum (Health Career Pathways), Dallas, January 2014
National League of Nursing Annual Meeting, Atlanta, January 2013
Leading from the Middle, TCCTA, Sugar Land, July 2012
Career & Technical Association of Texas, Annual Conference, Austin, February 2011
CTE Texas Genuine Marketing Workshop, Austin, November 2010
Southeast Regional Perkins Workshop, Houston, February 2010
National Council on Workforce Education Conference, Savannah, November 2007
Perkins IV Regional Technical Assistance Workshop, Austin, July 2007
USA Fund Symposium for Minority Serving Institutions, New Orleans, February 2007
National Tech Prep Conference, Dallas, November 2006
Chair Academy's Leadership Conference, Sarasota, 2006

Leading to Greatness: Building True Success Wherever You Live and Work, 2006
 South Texas Leadership Academy: Building Communities of Learners in College, 2006
 Senior Fellow, Class III, Texas Higher Education Coordinating Board, 2004

PROFESSIONAL PRESENTATIONS

Bridging High School to College Career Pathways, Bridges to Success Summit, Victoria, October, 2015
 Allied Health Programs and Training, Victoria-Goliad-Jackson Counties Medical Society – co-presented with Dr. David Hinds, October, 2015
 Staying in Tune – A Community College Perspective on the Submission of a Successful Compliance Certification – co-presented with Dr. Pat Vandervoort, Dr. Tom Butler, Dr. Patricia Rehak, SACSCOC Conference, Nashville, 2014
 Give Us A Piece of Your Mind, QEP Update, Spring Convocation, January 2012
 Automotive Technology Training Presentation, Calhoun ISD – co-presented with Dr. Craig Follins, April 2006
 Can You Hear Me Now? Community Listening Sessions – co-presented with Dr. Craig Follins, NISOD, May 2006
 Hispanic Outreach – La Costa Academy – co-presented with Associate Professor Trent Thigpen, NISOD, May 2006

DISSERTATION

“Case Study Analysis of Effects of Professional Development Participation on Community College Faculty Use of Active Learning Strategies.” Ed.D. Dissertation. College of Education, Texas Tech University. Defended December 2014.

PROFESSIONAL AFFILIATIONS

Texas Community College Instructional Administrators (TCCIA) – Current Board Member
 Texas Community College Teachers Association (TCCTA)
 Texas Association of College Technical Educators (TACTE)
 Texas Women in Higher Education (TWHE)
 National Council of Instructional Administrators (NCIA)

COLLEGE EXPERIENCE

Spring 2017 – Present	Victoria College, Dean, Career & Technical Education
Spring 2013 – Spring 2017	Victoria College, Dean, Career, Health & Technical Professions
Spring 2008 – Spring 2013	Victoria College, Dean, Career & Technical Education
Spring 2006 – Spring 2008	Victoria College, Division Chair, Career & Technical Education
Spring 2005 – Spring 2006	Victoria College, Interim Director of Workforce Education (Including Continuing Education and Adult Education)
Spring 2004 – Spring 2005	Victoria College, Director, Business & Computer Programs
Spring 2002 – Spring 2004	Victoria College, Instructor

GRANT EXPERIENCE

2015 – Present	TSTEM Scholarship Grant, Program Co-Director
2013 – Present	Perkins Basic Grant, Institutional Contact/Grant Administration
2010-2011	Nuclear Regulatory Commission Scholarship Grant, Program Director
2009-2011	U.S. Department of Labor, Community-Based Job Training, Texas Nuclear Power Technician Training, Institutional Contact

PART H: FORMS


PART H-100: CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Dr. Betsy Crane

Category Representing: Education

1. Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?
Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.



Executive Director

3/9/20
Date