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TRANSCRIPT OF PROCEEDINGS  
BEFORE THE  
TEXAS WORKFORCE COMMISSION  
AUSTIN, TEXAS

PUBLIC MEETING )  
FOR THE TEXAS )  
WORKFORCE COMMISSION )

QUARTERLY WORK SESSION  
TUESDAY, MAY 8, 2018

BE IT REMEMBERED THAT at 10:24 a.m. on  
Tuesday, the 8th day of May, 2018, 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.



1 the Commissioners. I've incorporated feedback that I  
2 received from each of your offices during our briefings, and  
3 drafted that outline for your review.

4 CHAIRMAN ALCANTAR: Any questions,  
5 Commissioners, comments?

6 COMM. HUGHS: Now, on page 4, I don't know  
7 that the We Believe is necessary. If we didn't have We  
8 Believe we would just have affirmative statements  
9 throughout, but I'll defer if everybody else wants We  
10 Believe.

11 MS. GIVENS: Okay. And that's under the  
12 Philosophy section?

13 CHAIRMAN ALCANTAR: Uh-huh.

14 COMMISSIONER HUGHS: That's under Vision. Oh,  
15 sorry, it changed. Yes, it's under Philosophy. So in other  
16 words, it would read, Texas is the best place in the country  
17 to live, work, and do business. There must be a skilled  
18 workforce for every employer and a job for every Texan.  
19 Yeah, the substance is great; it's just that these are our  
20 core beliefs.

21 It seemed redundant, but again, I'll defer.  
22 If you all like it, we'll leave it. We'll let the other  
23 Commissioners be the ultimate deciding vote. The hesitation  
24 makes me think you really liked We Believe.

25 CHAIRMAN ALCANTAR: Yeah, then we're

1 challenging the staff to come up with the starting word for  
2 each one again.

3                   COMM. HUGHS: Well, the words are there, but  
4 --

5                   CHAIRMAN ALCANTAR: They are?

6                   COMM. HUGHS: Yes.

7                   CHAIRMAN ALCANTAR: Local communities are in  
8 the best position. Okay.

9                   COMM. HUGHS: But, it really -- I don't feel  
10 strongly about it.

11                   CHAIRMAN ALCANTAR: Do you have a preference  
12 Commissioner?

13                   COMM. ALVAREZ: I'm okay with it, because if  
14 we took believe out, then, I mean, we -- that individuals.  
15 You're right, it might be asking staff to go back and revise  
16 this. I'm okay with either way, Commissioner Hughes, I  
17 mean, but I like the way it is now.

18                   CHAIRMAN ALCANTAR: I'm okay with either way,  
19 too.

20                   MS. GIVENS: Either way; those changes are  
21 fine. Those are pretty easy to make, but --

22                   COMM. HUGHS: Let's leave them, it's fine.

23                   CHAIRMAN ALCANTAR: Okay. We defer to you,  
24 Commissioner.

25                   COMM. HUGHS: I find myself singing that song

1 in my head.

2 CHAIRMAN ALCANTAR: I believe.

3 COMM. HUGHS: It's I believe, right.

4 CHAIRMAN ALCANTAR: I believe, please.

5 MS. GIVENS: Moving on to the Message From  
6 the Commissioners. Again, this outline is seen on page 5 and  
7 6, and it will be fleshed out by the narrative or a letter.

8 CHAIRMAN ALCANTAR: Is there anything  
9 missing, Commissioners? Anything you'd like to add?

10 COMM. HUGHS: I had some thoughts about  
11 whether we include something about population increases  
12 statewide; some LMCI statistics, one way or the other with  
13 respect to the growth?

14 CHAIRMAN ALCANTAR: As context, or at the  
15 very start, is that what you're suggesting, Commissioner?

16 COMM. HUGHS: Right. Under the Proposed  
17 Message outline.

18 CHAIRMAN ALCANTAR: Yeah.

19 COMM. HUGHS: But, in fairness, you may have  
20 already included that in the updated. I'm kind of following  
21 between two drafts. Page 6, you said?

22 MS. GIVENS: This is on page 5 and 6.

23 COMM. HUGHS: Okay.

24 MS. GIVENS: References to the population  
25 growth is also found in the External/Internal Assessment,

1 but we could certainly add that into the letter as well.

2                   COMM. HUGHS: Yeah, I know you had veterans  
3 addressed and identified.

4                   CHAIRMAN ALCANTAR: I think that would be  
5 good to add, Commissioner.

6                   COMM. ALVAREZ: Uh-huh.

7                   CHAIRMAN ALCANTAR: I think that's okay.

8                   COMM. ALVAREZ: I'd be okay with that.

9                   MS. GIVENS: Okay.

10                  COMM. HUGHS: And then the Our Customer is  
11 okay. It's good; it's all there.

12                  MS. GIVENS: So moving on to the TWC Goals  
13 and Action Items. These were just barely modified in a  
14 couple places, but mostly are the same as two years ago, so  
15 these are: Goal 1 Support a Workforce System that allows  
16 employers and workers to achieve and sustain economic  
17 prosperity. Any changes on that?

18                  CHAIRMAN ALCANTAR: Commissioner Alvarez?

19                  COMM. ALVAREZ: No questions.

20                  CHAIRMAN ALCANTAR: Commissioner Hughes?

21                  COMM. HUGHS: None.

22                  CHAIRMAN ALCANTAR: All right. What page is  
23 next?

24                  MS. GIVENS: Page 8, Goal 2: Facilitate a  
25 connection between job seekers with disabilities and Texas

1 employers, in order to help employers access the talent and  
2 abilities of individuals with a disability, better  
3 accommodate such workers in the workplace, and assist with  
4 maintaining and advancing a career successfully.

5 CHAIRMAN ALCANTAR: Commissioners?

6 COMM. HUGHS: Again, just over-efficiency in  
7 words.

8 MS. GIVENS: Uh-huh.

9 COMM. HUGHS: Rather than facilitate the  
10 connection between job seekers with disabilities and Texas  
11 employers, in order to help, could we simply say promote  
12 employers access to -- where we want to just make sure that  
13 we make the connections and include the word job seekers.  
14 Because we'd be basically saying permit employers access to  
15 the talent and abilities of individuals with a disability,  
16 and then scratch better and say accommodate such workers in  
17 the workplace and assist with maintaining and advancing  
18 their careers successfully. So we would take out better and  
19 we would take out in their careers.

20 CHAIRMAN ALCANTAR: So I'm okay with that,  
21 because I agree with you on the better accommodating; to  
22 take out better. We're already doing a great job.

23 COMM. HUGHS: Uh-huh.

24 COMM. ALVAREZ: I'm fine.

25 MS. GIVENS: Okay. All right. I'll make

1 that change.

2 COMM. HUGHS: And I can share that with you  
3 after today, if it's not clear on the record.

4 UNIDENTIFIED VOICE: Thank you, ma'am.

5 MS. GIVENS: Okay. Moving on to page 9, Goal  
6 3. Prepare individuals for employment by supporting  
7 education and training initiatives that equip individuals  
8 with in-demand skills, as defined by employers.

9 CHAIRMAN ALCANTAR: Commissioners?

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

11 CHAIRMAN ALCANTAR: I have no edits. You  
12 have an edit? Go ahead.

13 COMM. HUGHS: It's a bit of a nit pick, but  
14 can we take out the word initiatives and say that equips  
15 individuals with in-demand skills? So we're supporting  
16 education and training that equips individuals with  
17 in-demand skills.

18 CHAIRMAN ALCANTAR: I like that change,  
19 actually.

20 COMM. ALVAREZ: I'll agree with that.

21 MS. GIVENS: Okay. Thank you.

22 COMM. HUGHS: And then on Item Number 2 on  
23 the Action Items, add a second sentence that says continue  
24 to support work-based learning opportunities through  
25 internships, mentorships, and job shadowing.



1 CHAIRMAN ALCANTAR: Perfect.

2 COMM. ALVAREZ: I like that one, too.

3 MS. GIVENS: Okay. And going on to page 10,  
4 Goal number 4. Accelerate employment pathways for veterans,  
5 service members, and their spouses, as they transition to  
6 civilian occupations in Texas.

7 CHAIRMAN ALCANTAR: Let's start with  
8 Commissioner Hughes.

9 COMM. HUGHS: Okay. I have, under Number 1,  
10 when it says, right before college credit for heroes, we can  
11 add programs such as Operation Love Texas, Operation Welcome  
12 Home, College Credit for Heroes.

13 CHAIRMAN ALCANTAR: I'm good.

14 COMM. HUGHS: I do need to make sure, for  
15 Operation Welcome Home that it says Texas in front of it  
16 throughout.

17 MS. GIVENS: We'll double check that,  
18 absolutely.

19 CHAIRMAN ALCANTAR: I'm okay with that.

20 MS. GIVENS: Okay. Moving on to page 11 --

21 COMM. HUGHS: Oh, I'm sorry.

22 MS. GIVENS: That's all right.

23 COMM. HUGHS: And on lines 20 --

24 MS. GIVENS: Uh-huh.

25 COMM. HUGHS: -- providing excellent customer

1 service -- in line -- where it says through programs such as  
2 the --

3 MS. GIVENS: Yeah.

4 COMM. HUGHS: -- Texas Veterans Leadership  
5 Program? If we could first say, programs such as the Skills  
6 for Transition --

7 MS. GIVENS: Uh-huh.

8 COMM. HUGHS: -- and then comma, Texas  
9 Veterans Leadership Program, etc. So we'd be adding Skills  
10 for Transition, which is one of our programs.

11 MS. GIVENS: Yes. Okay. I'll add that  
12 change, thank you.

13 CHAIRMAN ALCANTAR: I'm okay with that.

14 COMM. ALVAREZ: I'm good.

15 MS. GIVENS: Okay. Moving to page 11, Goal  
16 5. Maintain the highest levels of integrity,  
17 accountability, and efficiency in all Workforce Systems and  
18 TWC programs. Through continuous improvements, develop a  
19 system that minimizes fraud, waste, and abuse within TWC and  
20 all programs it administers.

21 CHAIRMAN ALCANTAR: Commissioner Hughes?

22 COMM. HUGHS: I'd like to add three bullets,  
23 to mirror some language from the executive letter that was  
24 issued by Governor Abbott in January. So we would have  
25 Number 4, disclose no-bid contracts any conflicts of

1 interest in the procurement process, and prohibit state  
2 employees from entering into contracts with companies from  
3 which they financially benefit.

4 CHAIRMAN ALCANTAR: Good.

5 COMM. HUGHS: Number 5, require that the  
6 agency's Board Chair sign any contract valued at more than  
7 one million dollars, or delegate signature authority to the  
8 agency head. I think that's specific to our commission,  
9 because I think we voted on that issue before.

10 COMM. ALVAREZ: Yes, we did that last year.

11 COMM. HUGHS: Okay. So maybe not that one.  
12 For procurements of more than five million dollars, require  
13 the agency's central contracting office or procurement  
14 director to sign off on a procurement method, and to  
15 indicate in writing to the Board and agency head any  
16 potential issue that could arise in the contract  
17 solicitation.

18 And we may have already addressed that issue  
19 as well. Let me see. Yeah. Do we have -- Les, do we know  
20 currently is that the state of our law in terms of how we  
21 manage procurements of more than five million?

22 MR. TROBMAN: I think we'll want to kind of  
23 get back with you on that.

24 COMM. HUGHS: Okay.

25 MR. TROBMAN: I wouldn't want to misstate.

1                   COMM. HUGHS: Yeah, the intent was to follow  
2 the Governor's directive from the letter of January, 2015,  
3 but if it doesn't closely mirror what we already have in  
4 place, or if we need to revisit those items, then please  
5 bring them back to us.

6                   CHAIRMAN ALCANTAR: Let's go ahead and give  
7 them authority to make the change, if they determine it.

8                   COMM. HUGHS: Okay.

9                   CHAIRMAN ALCANTAR: That way they don't --  
10 they can keep moving the report forward.

11                  COMM. HUGHS: Sure.

12                  CHAIRMAN ALCANTAR: Would you -- you would  
13 move that we do that and I would second.

14                  COMM. HUGHS: Okay. Yeah. I would move that  
15 we add bullets along the lines of what I've suggested, to  
16 mirror the intent of the Governor's Letter and directive to  
17 agencies.

18                  MS. GIVENS: Okay. I will reference the  
19 letter and come back to you with a draft ready --

20                  COMM. HUGHS: Thank you.

21                  MS. GIVENS: -- for all of you.

22                  CHAIRMAN ALCANTAR: Thank you. And I would  
23 agree. So you can keep it moving?

24                  MS. GIVENS: Thank you. Moving on to page  
25 12, External/Internal Assessment. This again is language

1 from two years ago, and can be updated per your changes.  
2 Any numbers indicated in this section will be updated.

3 CHAIRMAN ALCANTAR: And this is -- we've  
4 already covered our regional meetings and everything else  
5 that we've done somewhere, right; where's that? The fact  
6 that we got input and stakeholder feedback, and how  
7 extensive it was?

8 MS. GIVENS: Yes, and I'll be able to add  
9 that language. I think you had expressed wanting to add  
10 that in reference -- in this section. So I will make sure  
11 we get back to you on that.

12 CHAIRMAN ALCANTAR: Yeah. I think that's --  
13 the important part is that we don't do this on our own. We  
14 devote a lot of time and resources to listening to our  
15 partners, and that needs to be a centerpiece of what we're  
16 highlighting here.

17 MS. GIVENS: Okay.

18 COMM. HUGHS: I agree.

19 CHAIRMAN ALCANTAR: Okay. Anything else,  
20 Commissioners, on this?

21 COMM. ALVAREZ: No, Chairman.

22 CHAIRMAN ALCANTAR: Okay.

23 MS. GIVENS: The next section is a list of  
24 federal and state legislation. Changes in the order have  
25 been made per feedback from the regions. Otherwise, this is

1 fairly standard information. I think there was some  
2 feedback on the childcare grant I need to add. Was there  
3 any other changes that you'd like to see?

4 CHAIRMAN ALCANTAR: I have none,  
5 Commissioners? I think that completes it. Any other  
6 feedback you need from us, or guidance, Lisa?

7 MS. GIVENS: No. There is one section on  
8 Redundancies and Impediments that can be added to, if you  
9 choose to? So any feedback on that, just ask for a final.

10 COMM. HUGHS: I'm sorry. Are you saying  
11 you're going to add stuff to Redundancies and --

12 MS. GIVENS: So what we've done to the  
13 section on page 15 that lists Redundancies and Impediments  
14 as an area that we can edit and change. And the language  
15 here is picked up from the last Strategic Plan, minus  
16 references to our transition from DARS. I think in that  
17 Strat Plan we identified Redundancies and Impediments in the  
18 transition documents. So just making sure if this language  
19 is okay, or if it just needs to be removed.

20 COMM. HUGHS: Is it redundant or an  
21 impediment? I don't think so, so I'm fine with it.

22 MS. GIVENS: Okay.

23 CHAIRMAN ALCANTAR: I have no edits. I mean,  
24 the reality is we take action when we hear from our partners  
25 about the things that are impediments or redundant, so. And

1 I have not -- the staff has not conveyed to us any  
2 redundancies or impediments that are statutory in nature,  
3 that we currently want to highlight, correct?

4 COMM. ALVAREZ: Right.

5 MS. GIVENS: Thank you, sir.

6 CHAIRMAN ALCANTAR: Would that be it?

7 MS. GIVENS: That concludes this segment.

8 CHAIRMAN ALCANTAR: Do you have a motion; do  
9 you need anything from us?

10 MS. GIVENS: No. I think we are going to  
11 bring this back for final approval on May 22nd --

12 CHAIRMAN ALCANTAR: All right.

13 MS. GIVENS: -- for adoption. So, you'll see  
14 some drafts after this meeting.

15 CHAIRMAN ALCANTAR: All right. Thank you.  
16 Commissioners, any further guidance?

17 COMM. ALVAREZ: So Lisa, on page 13, line 5,  
18 and I'm just looking for consistency here, it says a  
19 significant increase in funding for the Childcare and  
20 Development Block Grant was included in HR 1625. All of the  
21 HRs are bolded. Can we bold that one as well?

22 MS. GIVENS: Yes, sir.

23 COMM. ALVAREZ: I mean, just for consistency.  
24 And then there's another one on line 23 --

25 MS. GIVENS: Uh-huh.

1                   COMM. ALVAREZ: -- US House Committee on  
2 Agriculture has approved a draft bill. We don't have to  
3 include that one, just to make it clear, because that's a  
4 federal. These are other accounts.

5                   MS. GIVENS: Okay.

6                   COMM. ALVAREZ: These were Texas.

7                   COMM. ALVAREZ: If you're okay with that?

8                   CHAIRMAN ALCANTAR: Yes. I think that would  
9 be great.

10                  MS. GIVENS: Thank you for the changes.

11                  CHAIRMAN ALCANTAR: All right. Is there a  
12 motion to adjourn this meeting?

13                  COMM. HUGHS: I move that we adjourn.

14                  COMM. ALVAREZ: I'll second that.

15                  CHAIRMAN ALCANTAR: We're adjourned. Have a  
16 great day.

17                               (Proceedings concluded at 10:40 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 22nd day of May, 2018.

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

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