

1 **Workforce Conference Awards**  
2 **Discussion Paper**  
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4 **Background**

5 Texas Workforce Commission (TWC) Integrity of the Texas Workforce System rules at [40 TAC](#)  
6 [Chapter 802, Subchapter I](#) allow TWC’s three-member Commission (Commission) to establish  
7 monetary and nonmonetary awards to encourage and recognize the work of Local Workforce  
8 Development Boards (Boards).  
9

10 On January 29, 2019, the Commission approved awards and award amounts to be presented at  
11 the annual Texas Workforce Conference and requested that the TWC Awards Committee  
12 evaluate the opportunity to develop an award that recognizes Boards for their achievements in  
13 developing and expanding Registered Apprenticeship (RA) programs in their local workforce  
14 development areas (workforce areas).  
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16 **Issue 1: Development of Apprenticeship Award**

17 In response to the Commission’s request, staff designed a nomination-based award, called the  
18 Registered Apprenticeship Expansion Award, to recognize Boards for their achievements in  
19 developing and expanding RA programs in their workforce areas.  
20

21 Staff is prepared to present this award at the 2019 Texas Workforce Conference and future  
22 workforce conferences.  
23

24 **Decision Point 1**

25 Staff seeks direction on establishing a new Board award, the Registered Apprenticeship  
26 Expansion Award, to be presented to up to three Boards in the amount of \$100,000 each—in  
27 recognition of a Board’s achievements in developing and expanding RA programs in their  
28 workforce areas—to be presented at the 2019 Texas Workforce Conference and future workforce  
29 conferences.  
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31 **Issue 2: Assigning Weights to Award Performance Measures**

32 On January 29, 2019, the Commission approved performance measures for the Workforce  
33 Innovation and Opportunity Act (WIOA) Career Pathways Award and the Best in Class Adult  
34 Education and Literacy (AEL) Performance Quality Improvement Award (PQIA). Staff has since  
35 developed the weightings to aggregate the performance measures for evaluating those awards.  
36

37 **Decision Point 2**

38 Staff seeks direction on assigning performance factor weights to the WIOA Career Pathways  
39 Award and the Best in Class AEL PQIA, as follows:  
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41 WIOA Career Pathways Award weights:

- 42 • 35 percent: Percent of WIOA adult, dislocated worker, and youth participants in training
- 43 • 40 percent: Percent of increase in number of WIOA adult, dislocated worker, and youth  
44 participants in training
- 45 • 25 percent: WIOA adult, dislocated worker, and youth participants in training-related  
46 employment

- 1 Best in Class AEL PQIA performance measures and weights:
- 2 • 25 percent: Measurable Skill Gains
- 3 • 25 percent: Achieved Credential
- 4 • 50 percent: Enrollments (total enrollments, English Literacy (EL) Civics, Intensive Services,
- 5 Integrated Education and Training, and Integrated EL Civics, each at 10 percent)