



**MEETING OF THE
TEXAS WORKFORCE COMMISSION**

DATE

JANUARY 06, 2023

1 Friday, January 6, 2023

2 CHAIRMAN DANIEL: Good morning, everyone.

3 This meeting is called to order. Mr. Trobman. Mr. Trobman
4 already was expecting me to say that. Has anyone signed up for
5 public comment?

6 MR. TROBMAN: Commissioners, good morning.
7 We have some folks who would like to address you all when we
8 take up this item, so if you want to introduce that.

9 CHAIRMAN DANIEL: Is this the only item on
10 the agenda today?

11 MR. TROBMAN: We're posted for other items,
12 but I believe this is the only item that—

13 CHAIRMAN DANIEL: [Inaudible].

14 MR. TROBMAN: We have items to bring to you.

15 CHAIRMAN DANIEL: Got it. All right, we'll
16 move to Agenda 3, Strategic Plan for Child Care Workforce.

17 REAGAN MILLER: Good morning, chairman,
18 Commissioner Demerson, and Mr. Serna. For the record, Reagan
19 Miller with the Child Care & Early Learning Division. House Bill
20 619, passed during the 87th Legislature, directed TWC to prepare
21 a Child Care Workforce Strategic Plan, and in developing the
22 agency plan to consider input received from the House Bill 619
23 workgroup. The plan must be submitted every three years to the
24 governor, lieutenant governor, and speaker. You considered this
25 plan at the December 20th commission meeting, and during that

1 meeting received input from several public commenters. In
2 response to the public comments, you asked staff to revisit the
3 draft plan and ensure that we are addressing clearly all of the
4 required elements from House Bill 619. We did review the draft
5 plan and have made several revisions to ensure that we're clear
6 on our recommendations and to ensure that we have covered all of
7 the elements outlined in the legislation. In our revisions, we
8 include additional Texas-specific data rather than looking
9 solely at national data since Texas data provides more relevant
10 details. You'll see this on page three of the report where we
11 have data on the labor force, on the number of families with
12 children where all parents are working, and a comparison to the
13 cost of infant care versus the cost of in-state public tuition.
14 We also added in some additional data on the enrollment levels
15 that child care providers currently have as compared to their
16 license capacity and desired capacity. And the legislation asked
17 for recommendations for increasing the compensation for and
18 reducing turnover of child care workers. On page five, you'll
19 see a new section that we've added to provide more background
20 information on the current funding limitations that exist. We
21 note our recognition and support for improvement in child care
22 workers' wages and compensation and reducing turnover, and
23 highlight efforts that TWC has undertaken to assist child care
24 providers. Our recommendations are based upon the current
25 funding structure. This plan lays out the challenges that the

1 industry faces based upon the existing business model, and
2 provides a foundation for further policy discussions. We also
3 created a new action item, 1.2.1, on the infant and toddler
4 workforce, which you'll see on page eight. This action item had
5 previously been subsumed within another action item, and since
6 this was a requirement in House Bill 619, we wanted to ensure
7 that we were more clearly addressing this. And on page 16, we
8 also added language to more clearly highlight pay disparities in
9 the child care workforce. I do want to acknowledge the time and
10 energy and dedication of the House Bill 619 workgroup and thank
11 them for their contributions, and in closing, staff seeks
12 direction on the approval of the Child Care Workforce Strategic
13 Plan for submission to the governor, lieutenant governor, and
14 speaker, and permission to make nonsubstantive technical edits
15 if needed.

16 CHAIRMAN DANIEL: Do you have any questions
17 for Reagan?

18 COMMISSIONER DEMERSON: None for Reagan.

19 CHAIRMAN DANIEL: Mr. Trobman.

20 MR. TROBMAN: Yes. We have a couple of folks
21 here with us, then several on the virtual line. First, Mr.
22 Kaminski, if you want to come up, introduce yourself, who you
23 represent, and go ahead.

24 TIM KAMINSKI: Good morning. My name is Tim
25 Kaminski, and I am the director and co-owner of the Gingerbread

1 ECE programs in Fort Bend County. Our family-owned business has
2 been around for 40 years, and we operate seven locations in the
3 Richmond and Rosenberg area. I also served as a member on the
4 PN-3 policy workgroup that created the original recommendations
5 for the Child Care Strategic Plan. As we're all aware, House
6 Bill 619 tasked TWC with developing a strategic plan that
7 included recommendations to improve the quality of the ECE
8 workforce and among other things was to include recommendations
9 to improve and sustain the workforce, provide recommendations
10 for increasing compensation and reducing turnover, and finally,
11 making recommendations for eliminating pay disparities. Although
12 the first draft and now the second draft of the proposed plan
13 included ways to improve TECPDS, ways to provide professional
14 development for staff, ways to improve best practices of the
15 Workforce Boards, and ways to create a pipeline of future ECE
16 workers, those plans did not and do not as far as I'm concerned
17 include recommendations for sustaining the workforce, increasing
18 compensation, and eliminating pay disparities, which in turn,
19 would reduce turnover. If those items are in this second draft,
20 it wasn't clear to me in how that was going to be done. These
21 items were specifically required to be included in the Child
22 Care Strategic Plan and were at the top of the list of the
23 requirements provided by the legislature. The original workgroup
24 developed very specific recommendations on ways to address those
25 issues, however, those recommendations are not being presented

1 to you today in the current document. Regardless of an
2 employee's qualifications, as an employer of ECE workers, I
3 cannot increase their compensation without having access to
4 additional revenue sources coming into my program, or having
5 access to other financial programs that will help to compensate
6 those employees. You can't have a plan that wants to improve
7 quality without having a plan to create and support quality
8 compensation. Increasing compensation has to be the top priority
9 of this plan if the intent is to sustain the workforce and
10 reduce turnover. This cannot be achieved by funding other
11 programs that seek to create efficiencies in how ECE programs
12 operate. Our workgroup developed a retention bonus program that
13 addresses that issue. Actually, TWC already has a mechanism in
14 place via the Shared Work program that could be modified to
15 distribute those bonus payments directly to the employees
16 working in the ECE field. These are the types of concrete
17 recommendations that need to be presented to our legislatures
18 this session. Once this strategic plan is approved, it will not
19 be reviewed again for at least three years. The plan needs to
20 include what the legislature asked for and it needs both long-
21 and short-term solutions that will have an immediate impact on
22 sustaining and retaining the current ECE workforce. As the plan
23 is written now, the desired changes will not be realized before
24 the current child care crisis worsens. I encourage you to please
25 go back to our original document and review the staff retention

1 bonus plan, and reconsider adding that recommendation to this
2 current document. If clarification is needed on how this could
3 be managed through the TWC Shared Work program, I would be happy
4 to provide you with additional information or answer any
5 questions. Thank you.

6 MR. TROBMAN: Ms. Kofron.

7 KIM KOFRON: Good morning, Chairman Daniel
8 and Commissioner Demerson. Thank you for your continued work on
9 the Child Care Workforce Strategic Plan, and we appreciate you
10 and the entire Child Care & Early Learning team work on making
11 revisions since the last meeting on December 20th. For the
12 record, my name is Kim Kofron, the senior director of education
13 for Children at Risk. As I said in my testimony on the 20th, the
14 Texas Workforce Commission is the one agency that best
15 understands the breadth and scope of the complex issues that
16 face child care businesses and employers. The strategic plan
17 lays out the issues that face the child care industry
18 specifically in that new section on child care funding
19 limitations, which explains the money that is currently being
20 invested into our child care center by our federal child care
21 system by our federal government, and also explains how it falls
22 short by serving the needs of the state only serving 12 percent
23 of our children and doesn't adequately support the adequate
24 wages and compensation for the early childhood workforce. The
25 plan even states that there is approximately 60,000 children on

1 the TWC waiting list. The wait list is a result of three things.
2 Lack of child care providers with available space, lack of early
3 child educators to care for those children, or lack of a high
4 enough reimbursement rates that actually cover the costs to
5 incentive child care providers to care for those children. No
6 matter what combination of those issues, they all boil down to
7 the lack of additional funding to subsidize child care, and
8 that's what's missing from the plan. What is missing is the true
9 recommendations to the Texas legislator, legislature to invest
10 additional dollars to subsidize the child care system,
11 additional dollars to allow child care businesses to pay their
12 staff a self-sustaining wage, additional dollars to allow more
13 families access to high-quality child care without having to pay
14 between 15 and 50 percent of their income on child care. What is
15 missing is the suggestions to the Texas Legislature to continue
16 to explore how we as Texas can support the child care industry
17 so that it can, in fact, do its job of supporting all of the
18 Texas economy. Your strategic plan tells us what you as an
19 agency will be doing over the next few years to support the
20 child care industry. Many of those things you're currently
21 already doing, many of those things we fully support.
22 Unfortunately, those things are not enough. The child care
23 industry needs action now. The Texas Legislature needs your
24 expertise and recommendations to guide their policy decisions
25 that will better support working families and enhance their

1 efforts. I'm fearful that a future action, further action does
2 not happen, our child care industry will not be here in the next
3 few years leaving many children without high-quality child care
4 and leaving businesses all over Texas without employees. Thank
5 you for your time.

6 MR. TROBMAN: For those virtually, I'm going
7 to call your name. If you can unmute yourself, introduce
8 yourself for the record, and begin. Melanie Rubin.

9 MELANIE RUBIN: Thank you. I'm Melanie
10 Rubin, director of the North Texas Early Education Alliance.
11 Chairman Daniel, Commissioner Demerson, and Mr. Serna, thank you
12 for this opportunity to speak today, and thank you for taking
13 some time to review the proposed Child Care Workforce Strategic
14 Plan. The plan successfully highlights the child care system's
15 inherent challenges, especially the talent dearth and the
16 inability to hire and retain staff, which has been significantly
17 exacerbated by the pandemic, and which is limiting the system's
18 efficacy and sustainability. The plan effectively uses data to
19 illustrate the economic necessity of child care. The plan
20 effectively articulates that the child care workforce is
21 underpaid but the child care providers don't have the capacity
22 to increase compensation to a living wage. The plan effectively
23 shows that Texas parents are maxed out and cannot afford to pay
24 more. The plan effectively articulates that Texas child care is
25 in crisis. The Texas child care providers are only operating at

1 about two thirds of their desired capacity. The plan effectively
2 shows that these child care shortages decrease the available
3 openings for parents who need to get back to work. But the plan
4 ineffectively stops there despite the natural conclusion for
5 wage supplementation and public investment. It is not enough to
6 TWC to identify the resources or implement the changes. However,
7 it is up to TWC to recommend that the state do what is needed.
8 We appreciate some of the proposed recommendations which are
9 thoughtful and will have some impact. However, the plan
10 presented today does not do what HB619 intended. It simply does
11 not address the market failure of the child care system and the
12 resulting child care workforce crisis. It falls short and does
13 not create a sustainable plan with meaningful strategies to
14 support and stabilize the child care workforce. We are
15 disappointed that TWC is missing this opportunity to use to
16 inform the development of a sustainable child care system. TWC
17 was given the 619 charge because of your deep understanding,
18 creative problem solving, and comprehensive capabilities in
19 child care. We hope that you will hear from those who are
20 struggling with the system, the parents who need the child care
21 system to work, the child care businesses that need support to
22 stay open, and the employers who need the system to work. We
23 hope that you will acknowledge that the child care system is a
24 market failure and commit to find ways to more meaningfully
25 address this child care workforce crisis. We are all standing

1 with you and are happy to do whatever we can to help, but hope
2 we will all work together to meaningfully address the crisis.
3 Thank you.

4 MR. TROBMAN: Cynthia Pearson. Ms. Pearson.
5 Patsy Harnage. Ms. Harnage.

6 PATSY HARNAGE: Hello. Can you guys hear me?

7 MR. TROBMAN: Yes, we can.

8 PATSY HARNAGE: Hi. Good morning,
9 commissioners. My name is Patsy Harnage. I'm with Bright
10 Beginnings Child Care in Northwest Austin. We are a Four-Star
11 facility, and we are also an AISD partner pre-K facility. The
12 child care business is in a crisis. There is inadequate funding
13 to cover costs and families can't afford to pay more. The
14 parents in our facility are struggling to pay their fees every
15 month. I have to report half of my CCS families for nonpayment
16 of fees by due dates. Some of these payments are less than a
17 hundred dollars. I am a humanistic provider that comes from
18 humble beginnings, and I feel their struggle so when I have to
19 report them and watch them struggle to pay me so they can't lose
20 their care, I become overwhelmed with sadness. I fear without
21 some form of intervention, the child care facilities will not be
22 able to remain a business. This will impact the entire economy.
23 People can't go to work if they can't find child care. Currently
24 I can't enroll more children in my facility because we can't
25 staff classrooms. For example, I had to close an infant room. I

1 can't—I get five to 10 calls a day from parents seeking infant
2 care. It deeply saddens me to turn these families away when I
3 have the capacity. The overhead costs of operating a high-
4 quality facility is very high. There needs to be an effective
5 strategic plan to have a viable workforce. Thank you.

6 MR. TROBMAN: Thank you. Cassie Camargo?

7 KASSI CAMARGO: Can you hear me?

8 MR. TROBMAN: We can.

9 KASSI CAMARGO: Good morning, all. My name
10 is Kassandra Camargo, and I am the director of education for
11 Christian Preschool Centers in Lubbock, Texas. We have the
12 blessing of being able to serve families in both the South
13 Plains and Panhandle areas. I personally work in our schools to
14 train and guide our educators and provide top-level training
15 daily to the ever-revolving door of teammates. I want to start
16 by thanking Commissioner Demerson, Chairman Daniel, and Ed Serna
17 for allowing us the time to be heard in regards to House Bill
18 619. I also would like to thank Allison and the workgroup for
19 the time and effort that was put in to make this strategic plan.
20 After reading through the plan, I do see some items that could
21 be of value to many in our area such as the plan to improve the
22 Texas Infant-Toddler Specialist Network, continued and added
23 support for our team members to be able to further their
24 education, and conducting the cost of quality study rather than
25 just going off the market survey results. I would like to also

1 mention that I do hear and agree with my peers in regards to the
2 wages needing to be increased for the educators in this field.
3 However, I want to point out that it is more than just the wage
4 itself that deters potential educators from pursuing the private
5 education sector. It is the fact that there isn't enough funds
6 to allocate to benefits such as health care, dental, vision,
7 life insurance, retirement, paid time off, etc. These are
8 benefits that the public sector are able to provide while still
9 paying \$12 an hour. Part of the battle that we are currently
10 facing for an example is the fact that we are losing employees
11 to become substitutes for the public school system because they
12 are able to provide state benefits. These team members that
13 leave don't leave because they want to. They want to be with us
14 and take care of our children and train our children up but
15 without the benefit package and with the lower pay, we can't
16 stand a chance with the inflation being where it is today. Being
17 able to provide benefits in this time is crucial to retaining
18 employees. After reviewing the plan proposed on December 20th and
19 comparing it with the updated plan, I believe the issue is still
20 not addressed. I ask that this be more thoroughly looked at in
21 regards to either wage support or benefits supports for all
22 providers. Thank you for your time.

23 MR. TROBMAN: Brooks Jones?

24 BROOKS JONES: Hi. My name is Brooks Jones.
25 I'm with Christian Preschool Centers. We have 12 facilities, and

1 in Lubbock we support about 14 percent of the children that are
2 on CCS. One of the things that I would like to point out is
3 information. The strategic plan is important and is something
4 that you all are going to be going through the next three years.
5 Giving that information to providers so that they can see it is
6 a crucial part of that initiative. I am thankful for the
7 colleagues that spoke up on the plan but they were all workgroup
8 members showing that the lack of transparency to the overall
9 community to understand what's going on, so I'd like that to be
10 easier and more available to the community. Also I'm with them
11 on the workforce wage change. Coming from you all's own quotes
12 on page 14, there's a dollar difference if we accept CCS or
13 don't accept CCS of pay to our people. They get paid a dollar
14 less on average, and to me that's what needs to be part of—that
15 needs to be addressed is I don't see anywhere in here so if I
16 accept government subsidy students, I'm going to be paying my
17 teammates a dollar less, and again we do care for quite a bit of
18 them. We don't, because we do have private pay, but we'd like to
19 see that rate of pay come up. Something also I would love to see
20 in this is care for our teammates. It is hard to get them
21 quality care, and that is part of—they want to be in our systems
22 but they can't get into the CCS on the wait list so would like
23 to see them where we are helping fund them to be able to work in
24 this industry. It's already going to get at SMI. They're going
25 to get qualified, helping them get in there so they can start

1 and love working with the children that they're already with.
2 There's a lot of things that we did find in this plan that we do
3 agree with that will benefit us in the long run but nothing
4 really in the immediate or to cover the difference. That's what
5 we're running into and going from there so thank you for your
6 time. Appreciate it.

7 MR. TROBMAN: And finally, Lyn Lucas.

8 LYN LUCAS: Hello. This is Lyn Lucas.

9 MR. TROBMAN: Good morning.

10 LYN LUCAS: Good morning. Thank you so much
11 for the time today. I was lucky enough to be a part of this
12 workgroup and the fabulous team that put so much time and
13 thought and effort into this work. I just—I think that the
14 bottom line is to reiterate that there are some very thoughtful,
15 purposeful, and impactful action items that are a part of this
16 plan but fundamentally we're missing the opportunity to be able
17 to also create a funding plan that would help support the
18 implementation of this work, and it would be a shame to have
19 this much work and time and effort and planning toward and to
20 waste the opportunity to be able to implement something because
21 of a lack of funding to make it practical and sustainable over
22 time. So I don't want to take time reiterating too much that's
23 already been said because it's very duplicative. I think at the
24 end of the day we can see that if we're going to make a
25 difference in being able to impact the industry, that in order

1 to be able to grow the career and educational pipeline we have
2 to also make sure that we have the funding capability to make it
3 happen. So I encourage the TWC to also take the opportunity to
4 either add to this plan a clear directive to create a funding
5 plan to be able to sustain this over time. Thank you.

6 COMMISSIONER DEMERSON: Les, that's the last
7 person?

8 MR. TROBMAN: Yes, sir.

9 COMMISSIONER DEMERSON: OK. Cynthia Pearson
10 was also on there so she's not available?

11 MR. TROBMAN: Let me see. She may have just
12 come on. OK, great. Ms. Pearson?

13 CYNTHIA PEARSON: Good morning. My
14 apologies. A little—some technical difficulties here this
15 morning. A day in the life in the early childhood field. Cynthia
16 Pearson with Day Nursery of Abilene in West Texas. Thank you
17 again for this opportunity. I don't want to be redundant either
18 but just a couple of thoughts that I had after reading through
19 some things last night and what I've heard this morning, just
20 the snippets but in addition to what you've already heard and
21 seen in the Child Care Workforce Strategic Plan which I believe
22 is very intentional, those recommendations from the workgroup of
23 goals and strategies, I just wanted to add a couple of things.
24 Part of what was included in there is other states have made
25 some things happen in the early childhood industry and Texas can

1 easily follow suit. The cost of quality versus the market survey
2 is critical and has been an important item of discussion of the
3 industry for more than 20 years, and it's time that it becomes a
4 funded priority. That can only help to provide the needed influx
5 of funding I believe. Wage and benefit supports for the early
6 childhood education industry are needed short term as well as
7 long term. Having the early childhood industry as a priority in
8 every workforce area in Texas is critical, and then there's
9 several quotes that come to mind. Dr. Bruce Perry who has worked
10 30 years as a clinician, researcher, and teacher says that the
11 problem in our society is that we invest in people according to
12 shoe size. There isn't enough funding on the front end. Bill
13 Gates says what happens in the first five years has so much to
14 do how the next 80 will turn out, and these are paraphrasing
15 their quotes. Dr. Pam Schiller who is an author of the Frog
16 Street early childhood curriculum has said what you teach me
17 birth to three is what happens most to me, and what you teach me
18 three to five is what helps me to survive. All of these speak to
19 the importance of investing early in children which equates to
20 financial investments in the early childhood industry and its
21 workforce because workforce in the child care industry is where
22 the rubber meets the road. Finally, the work of Dr. James
23 Heckman who is a distinguished professional at the University of
24 Chicago whose work and expertise is in economics of human
25 development, and that earned him a Nobel Laureate in Economics.

1 He came up with the Heckman Equation which proves that
2 investing, developing, and sustaining early childhood education
3 equals a gain in more capable, productive, and valuable
4 workforce that pays dividends for generations to come. Thank you
5 again for all the time that you have given to look at this
6 critical industry and for listening to those of us that are
7 advocates and working in the trenches every day. We appreciate
8 it.

9 MR. TROBMAN: Thank you. Commissioners, that
10 brings us to the end of our registered commenters this morning.

11 CHAIRMAN DANIEL: Thank you, Mr. Trobman.
12 Commissioner Demerson.

13 COMMISSIONER DEMERSON: Reagan, real quick.
14 Brooks Jones mentioned something about transparency. Did you
15 catch the remarks here?

16 REAGAN MILLER: Yes, sir.

17 COMMISSIONER DEMERSON: Can you address
18 that?

19 REAGAN MILLER: Yes. We have provided
20 information to the workgroup members. We've also communicated.
21 We have some stakeholder conference calls where we've
22 communicated information. We've shared information with the
23 boards and of course through our commission meeting posting all
24 of this information online. This plan is posted under the
25 commission meeting action items, and we have a stakeholder web

1 page on our website that includes detailed information about the
2 House Bill 619 workgroup, its members as well as the
3 recommendations.

4 COMMISSIONER DEMERSON: Thank you. A couple
5 of comments, chairman. First of all, I wanted to thank you,
6 Reagan and Allison and the team for the work that you guys have
7 done for this particular strategic plan. I know it's been a lot
8 of work, a lot of necessary work and work that I know you guys
9 are excited about doing so thank you for that work. Secondly, I
10 wanted to thank the workgroup, Tim, Melanie, Cody, Kim and
11 there's another person that I met with, I can't remember just
12 yet, but we appreciate you guys coming into the office, speaking
13 with us. I think Melanie Rubin as well. The information you guys
14 brought, the passion that you guys bring to the table is
15 something that we appreciate big time, and we don't take that
16 for granted so we appreciate your continued support. And lastly,
17 the employers that are in the child care space, the commissioner
18 representing employers on this side, so we take very seriously
19 your concerns and the issues that you're raising, and we see
20 this as an opportunity to do some things. I'm excited about the
21 report that's been presented. I think, chairman, we took action
22 last week to do a time out, kind of hold back on some things
23 that allowed staff an opportunity to revisit based on the
24 comments that we received, and I appreciate the team going back
25 and actually adding to this report in a way that I think moves

1 us forward. In my conversations with a number of folks in this
2 space, I look at this report as one that presents a foundation
3 for us, really an opportunity for us to move forward. We're not
4 getting everything that we may want in the report but as you
5 mentioned, it's very transparent and so those recommendations by
6 this workgroup from what I understand are out there and publicly
7 available.

8 REAGAN MILLER: Yes, sir.

9 COMMISSIONER DEMERSON: Those that may speak
10 to a number of different things that may not be in this report
11 but are still out there and available, and I think once this
12 report if approved and it's pushed across the street to the
13 governor, lieutenant governor, and the speaker, then we're in a
14 position to build from that point. There will be probably
15 committee meetings with the bill author and a number of other
16 opportunities for this to go forward. It's a revisit in three
17 years from now but that doesn't mean that we can't address it.
18 We have to wait three years to do anything. I think—not think, I
19 know we have an opportunity to continue this discussion, so I am
20 excited that we continue to raise this issue of child care. We
21 know how important it is. It was important before the pandemic.
22 We saw how important it was or is during the pandemic and even
23 afterwards how important it remains, and so a couple of items,
24 wage support, benefit support, those kind of issues that are
25 primary and foremost of interest to those employers in addition

1 to some of the other things that are in this House Bill and in
2 this report are things that will be addressed. I think there'll
3 be an opportunity for a lot of discussion to take place as the
4 legislative body convenes, and so I am pleased that we have a
5 report, very pleased that you were able to go back to look at
6 those concerns and again, it may not have everything that the
7 workgroup wanted but it's a workgroup and their recommendations
8 and the agency is pushing forward a report, and my questions
9 initially, and you've answered those questions, where are we
10 satisfying the requirements of House Bill 619, and our staff
11 briefings, it's been affirmative that we are addressing those
12 concerns, and have we included information from the workgroup
13 and taken their input, and the answers are yes in that regard.
14 Again, getting everything—we're not sure that, you know,
15 sometimes you do that, sometimes you don't but I think this
16 allows a real good foundation for those child care employers,
17 those advocates for child care to really go forward in a big,
18 big way, and they'll have the agency's support. As I kind of
19 mentioned the expertise, a lot of it resides with this agency
20 and with a lot of our local Workforce Solutions teams, and we'll
21 be in a position to push this forward in a big, big way, and I'm
22 excited to play a role anywhere I can as the advocate for the
23 employers here in the state, and especially those employers in
24 this particular space. That concludes my remarks.

25

1 CHAIRMAN DANIEL: Well, thank you. Let me
2 add my sincere thank you to the workgroup. The thing about
3 volunteer workgroups is is the pay is great and the hours are
4 better, and we know that. A lot of—clearly a lot of effort went
5 into that, but I also want to thank—and some of them were
6 workgroup members but I want to thank a number of leaders from
7 this early childhood education sector who have come to see me,
8 and not just relative to this report although we've had some
9 really good, robust, I thought really insightful discussions
10 about that but over time I see these folks regularly. That's how
11 you do advocacy. You have a running conversation about what's
12 going on, what's needed. This report really—House Bill 619 sets
13 up the report that really just initiates the discussion. I would
14 encourage and anticipate that some of the folks that represent
15 this industry who come to see me will take their same ideas to
16 the legislature when they convene next week. I think that's a
17 great idea. I think the more in-depth conversation that we can
18 have with the legislature, with each other, with employers in
19 the state, and with others, we will then get to what is the
20 workable solution. I do want to say one thing. We were talking
21 about we don't really revisit this until the three-year mark. My
22 suspicion is that we'll revisit this regularly along the three
23 years before we do this exercise again. I've found that once you
24 commit something to paper, you've committed yourself to updating
25 that when the situation changes, and based on what I've seen

1 during my three-year tenure with the Workforce Commission, the
2 situation changes often and rapidly, and we have to be able to
3 react to that. I hope this isn't a document that gets put in a
4 three-ring binder and gets put on a shelf and we don't dust that
5 off until three years have passed. So a lot of discussions that
6 are going to take place, a lot of decision points are going to
7 take place. I hope that leaders from the early childhood
8 education industry are over in the capitol talking about the
9 things that they need. We'll be talking about the things that we
10 can support. This is an important topic. This is an important
11 subject for Texans that probably don't even know it's important
12 to them, and so we'll continue to have those discussions. I
13 appreciate staff, the time that they put in, the revisions that
14 we asked to be made. Commissioner, kind of fell over the
15 Christmas holidays and so staff probably spent some time working
16 that they had probably earmarked for time with family and I'm
17 appreciative of that. Unfortunately, when you're in the public
18 service business, that happens to you sometimes, and so I really
19 do appreciate the time that they put in and all the things that
20 have happened. A lot of work, a lot of work before us, probably
21 more work ahead of us than the work that went in to this
22 strategic plan, and I am looking forward to engaging on that
23 because I think there are some important issues here, and I
24 think we can find some solutions as we move through those. Is
25 there a motion on this particular strategic plan, commissioner?

1 COMMISSIONER DEMERSON: [Inaudible] mic back
2 up here. I move that we approve the 2023 through 2025 Child Care
3 Workforce Strategic Plan as required by House Bill 619 for
4 submission to the governor, lieutenant governor, and the speaker
5 of the House of Representatives as recommended today by staff.

6 CHAIRMAN DANIEL: It's been moved. I second
7 it, and that motion passes. All right, thank you. Is there a
8 legislative report today?

9 MR. SERNA: No, sir, not today.

10 CHAIRMAN DANIEL: OK. Executive director's
11 report?

12 MR. SERNA: No, sir. I have nothing to
13 report.

14 CHAIRMAN DANIEL: All right. Is there any
15 other order of business coming before the commission?

16 COMMISSIONER DEMERSON: None that I'm aware
17 of.

18 CHAIRMAN DANIEL: None? Is there a motion to
19 adjourn?

20 COMMISSIONER DEMERSON: I move—is this our
21 first meeting in 2023?

22 CHAIRMAN DANIEL: It is indeed.

23 COMMISSIONER DEMERSON: Happy 2023.

24 CHAIRMAN DANIEL: Happy New Year to
25 everyone.

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COMMISSIONER DEMERSON: Chairman, I move
that we adjourn.

CHAIRMAN DANIEL: It's been moved to adjourn
and I second the motion, and we're adjourned. Thank you.