



**MEETING OF THE  
TEXAS WORKFORCE COMMISSION**

**DATE**

**FEBRUARY 7, 2023**

1 Tuesday, February 7, 2023

2 CHAIRMAN DANIEL: Good morning, everyone.

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

5 MR. TROBMAN: No, sir.

6 CHAIRMAN DANIEL: Thank you very much. Good  
7 morning, Ms. Miller.

8 MS. MILLER: Good morning, sir.

9 CHAIRMAN DANIEL: Thank you. That's the end  
10 for Agenda Items 3 through 7. We'll take a short recess.

11 CHAIRMAN DANIEL: This is Agenda Item 8, AEL  
12 Advisory Committee Annual Report.

13 MAHALIA BALDINI: Good morning, Chair  
14 Daniel, Commissioner Demerson, Commissioner Treviño, and Mr.  
15 Serna. For the record, Mahalia Baldini with the Workforce  
16 Development Division. Texas Labor Code, Chapter 315.005,  
17 requires the Texas Workforce Commission to establish an adult  
18 education and literacy advisory committee which is charged with  
19 reporting to the commission annually and advising the commission  
20 on various aspects related to the enhancement of adult education  
21 and literacy in Texas. I want to thank the advisory committee  
22 members for their contributions over the last year that led to  
23 today's recommendations. I have with me the AEL advisory  
24 committee presiding officer, Steve Banta, who is also the  
25 executive director of Literacy Texas. He will be addressing the

1 commission today to present the 2022 annual report and  
2 recommendations. However, I wanted to take just a moment to  
3 address the recommendations from the last year, and with regards  
4 to the committee's 2021 recommendations of working with  
5 employers on projects and partnerships that provide vocational  
6 and employability skills, specifically digital literacy skills.  
7 TWC contracted with the Texas Center for Advancement of Literacy  
8 and Learning to advise the adult education and literacy content  
9 standards, and to include specific standards for digital  
10 literacy. The development is underway, and the statewide rollout  
11 and implementation of the standards is set to occur in fall of  
12 2023. Also through our statewide professional development  
13 center, we've partnered with Tyson Foods to rollout digital  
14 access and resiliency at Tyson, also known as DART. This was a  
15 collaborative project focused on the use of AEL providers to  
16 work onsite at Tyson facilities across the state to instruct  
17 incumbent workers with key digital skill-building curriculum  
18 that allows them to be more marketable within the vast career  
19 opportunities at Tyson Foods. We were able to revise that  
20 curriculum and to work on a broader range of employers and  
21 replicate the project to expand digital literacy curriculum to  
22 support employers across the state that partner with adult  
23 education and literacy providers. The 2021 report also focused  
24 on services for justice-involved individuals and recommended  
25 that TWC take a collaborative approach that enables incarcerated

1 individuals participating in pre-release education and training  
2 programs to complete certificates and certifications, and  
3 creating post-release opportunities for those individuals to  
4 connect with second-chance employers. In response to that  
5 recommendation, TWC went into an interagency contract with  
6 Wyndham School District to develop integrated education and  
7 training programs for individuals within two years of release to  
8 be enrolled in training, obtaining credentials and  
9 certifications in high-demand occupations and then upon release  
10 will be connected to employers. This project brings the Texas  
11 Department of Criminal Justice, Wyndham School District, Texas  
12 Workforce Commission, and our AEL statewide local providers into  
13 a collaborative partnership. This project is currently underway  
14 at two women's facilities with the potential to expand in the  
15 future. At this time I would like to turn it over to Steve Banta  
16 to present this year's report and recommendations. Mr. Banta.

17                   STEVE BANTA: Thank you, Mahalia. Good  
18 morning, Chairman Daniel, Commissioners Demerson and Treviño,  
19 and Mr. Serna. For the record, my name is Steve Banta, presiding  
20 officer of the AEL advisory committee and executive director of  
21 Literacy Texas. The committee met four times in 2022 and focused  
22 on three main areas that were of concern to the committee  
23 members: The digital divide both urban and rural; collaboration  
24 among agencies and community-based organizations to provide  
25 adult literacy services; and, three, how innovation can expand

1 capacity and services to help ensure best use of limited  
2 resources. The committee referenced the AEL strategic plan goals  
3 and objectives to arrive at our recommendations. It is important  
4 to point out that the TWC AEL program has made considerable  
5 progress in the three areas outlined above. The committee  
6 focused on areas where we thought our expertise would be  
7 helpful. First recommendation: Mr. John Trischitti, executive  
8 director of the Literacy Coalition of the Permian Basin,  
9 presented to the committee about a comprehensive needs  
10 assessment they conducted that involved all organizations  
11 working to address adult literacy in the Permian Basin. They  
12 engaged Dr. Ray Perryman, a nationally recognized economist  
13 based in Texas, to evaluate the economic impact of low literacy  
14 rates in the region. The study made clear to businesses and  
15 elected officials the urgent need to address the issue and  
16 created the platform and recommendations to move the Permian  
17 Basin forward. This committee believes that a similar study done  
18 on a statewide basis would clarify the magnitude of the  
19 challenge for businesses, communities, and perhaps most  
20 importantly, public policymakers who are in a position to  
21 address the issue. Second recommendation: Mr. Christopher  
22 Mammen, director of Workforce Development of Greater San  
23 Antonio, presented on the talent pipeline model or TPM, industry  
24 collaboratives initiated by the U.S. Chamber of Commerce  
25 Foundation. TPM has six strategies to identify, develop, and

1 source talent for in-demand and high-growth occupations. The  
2 committee recommends that TWC evaluate the TPM model for use by  
3 AEL programs. This could provide a highly effective way to match  
4 AEL programs with local employer needs. Where employers use the  
5 TPM model, TWC can develop a toolkit with a curriculum for key  
6 industry sectors that not only addresses literacy, numeracy, and  
7 language skills but also digital literacy and soft skills. Third  
8 recommendation: The digital divide is one of the most complex  
9 issues for the TWC to address. There are a myriad of federal,  
10 state, and local initiatives to address the issue. To keep it  
11 manageable the committee recommends that TWC focus on barriers  
12 to access their programs. The first step would be to conduct a  
13 digital literacy and equity assessment to better understand the  
14 barriers AEL students encounter while trying to access online  
15 services. The assessment could be used to eliminate the barriers  
16 through strategic partnerships with libraries, Workforce  
17 Solutions offices, CBOs, and other adult literacy organizations.  
18 Fourth recommendation: Mr. Adrian Lopez, CEO of Workforce  
19 Solutions Alamo or WSA, presented on the Ready to Work program  
20 funded by a one-eighth-cent sales tax in San Antonio. It is  
21 characterized by a No Wrong Door initiative. WSA created a  
22 consortium with major nonprofits such as United Way, San Antonio  
23 Food Bank, YWCA, Opportunity Home Family Security, and Texas  
24 A&M. The committee recommends that the TWC examine this model  
25 for ways to promote collaboration between agencies, CBOs, and

1 Workforce Solutions to create the No Wrong Door process to  
2 better serve participants. This means that no matter where an  
3 individual enters the system for social services, an intake  
4 record is created, and they are directed to the services they  
5 need. No more telling them that they are at the wrong place and  
6 sending them on their way. Intake personnel attend an academy to  
7 ensure they are knowledgeable of all services available. This  
8 would be a significant undertaking for the TWC to implement the  
9 No Wrong Door model statewide but the program in San Antonio  
10 appears to be generating significant benefits that would be  
11 enjoyed on a much larger scale. Fifth recommendation: The  
12 committee advises building on the 2021 recommendation to  
13 collaborate with Texas employers on projects and partnerships  
14 that provide workforce preparation and vocational skills for AEL  
15 customers. Also the committee recommends providing robust  
16 support for engaging special populations to meet employer needs.  
17 Additionally, create a toolkit to provide a standardized  
18 curriculum for workplace literacy classes in key industry  
19 sectors including employability and digital literacy skills. I  
20 want to thank my fellow committee members, Diana Contreras,  
21 Leslie Cantu, Rita Hernandez, Jauneen Maldonado, and Brenda  
22 Schofield for their contributions to the development of these  
23 recommendations. Thank you also to Mahalia Baldini and her team  
24 for their support and guidance over the past year. This  
25 concludes my report.

1 CHAIRMAN DANIEL: Thank you very much, Mr.  
2 Banta. Any comments or questions?

3 COMMISSIONER DEMERSON: Chairman, I'd like  
4 to first of all thank you guys for the recommendations that have  
5 been stated here. Mr. Banta, thank you for your work on our AEL  
6 advisory board as well. In particular, recommendation one, let  
7 know how I can help, as the commissioner representing employers,  
8 getting the word out to those employers about these  
9 opportunities that are out there, and if you have Dr. Perryman  
10 engaged, you have the best of the best in that regard so I look  
11 forward to working with you there, and all of the  
12 recommendations, anywhere that I can play a role, I want to do  
13 that, and then looking at recommendation number five, is where  
14 you want to collaborate with Texas employers on projects, again,  
15 my office stands ready to work with you in that regard to do  
16 what we can to make the difference in that space. I believe that  
17 the programs and what you're doing benefits our Texas employers  
18 in a big, big way, and so we look forward to working with you,  
19 and appreciate the recommendations and the work of the advisory  
20 board to push these forward.

21 STEVE BANTA: Thank you.

22 COMMISSIONER TREVIÑO: Thank you, Mahalia,  
23 and Mr. Banta. I too appreciate your comments, and I do look  
24 forward to working with both of you. Thank you.

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1 CHAIRMAN DANIEL: Again, thank you very  
2 much. We work with Mahalia very closely, and certainly the  
3 advisory committee has been very important. I tell every  
4 advisory committee member for every advisory committee the same  
5 thing, we really appreciate your volunteer service. It is—we  
6 know the hours are great and the pay is even better, I mean  
7 that's about all we can offer but without your input we really  
8 can't do all the things that we do so thank you for everything  
9 that you're doing, and thank you for this report. Moving forward  
10 we'll certainly work on these things but there will be many  
11 other things to work on. We look forward to working with you on  
12 these.

13 STEVE BANTA: Thank you very much.

14 CHAIRMAN DANIEL: Thank you.

15 MAHALIA BALDINI: Thank you.

16 CHAIRMAN DANIEL: All right. Let's move to  
17 Agenda Item 9. This is Child Care Match.

18 SANDRA WILLIAMS: Good morning, Chair  
19 Daniel, commissioners, Mr. Serna. For the record, Sandra  
20 Williams, Workforce Development Division. This morning the  
21 Workforce Development Division and Child Care & Early Learning  
22 brings forward child care match agreements received through  
23 December 31<sup>st</sup> of last year. Supporting documentation includes 38  
24 Board Contract Year 2023 match agreements from 13 boards. Those  
25 boards are Alamo, Concho Valley, Greater Dallas, East Texas,

1 Gulf Coast, Lower Rio Grande, North Central Texas, North Texas,  
2 Northeast Texas, Panhandle, Rural Capital Area, South Texas, and  
3 Tarrant County. These boards have currently matched, secured  
4 80.57 percent of their required match for BCY23 with eight  
5 boards securing at least 50 percent of their match, and 10  
6 boards securing 100 percent of their match. Staff recommends  
7 acceptance of child care pledges, donations, transfers, and  
8 certifications of expenses for BCY23 in the amount of  
9 \$15,817,669.

10 CHAIRMAN DANIEL: Any comments or questions?

11 COMMISSIONER DEMERSON: None here.

12 COMMISSIONER TREVIÑO: None here.

13 CHAIRMAN DANIEL: Is there a motion?

14 COMMISSIONER DEMERSON: Chairman, I move  
15 that we approve the acceptance of the child care pledges for  
16 donations, transfers, and certifications of expense for Board  
17 Contract Year 2023 as recommended today by staff.

18 COMMISSIONER TREVIÑO: I second the motion.

19 CHAIRMAN DANIEL: It's been moved and  
20 seconded, and we're unanimous. Thank you.

21 SANDRA WILLIAMS: Thank you.

22 CHAIRMAN DANIEL: This is Agenda Item 11,  
23 Board Nominations.

24 SHUNTA WILLIAMS: Good morning, chairman,  
25 commissioners, and Mr. Serna. For the record, Shunta Williams

1 with the Workforce Development Division. Today before you for  
2 consideration we have Workforce Board nominations for Workforce  
3 Solutions Deep East Texas, East Texas, Greater Dallas, and North  
4 Texas. Staff recommends approval on the presented nominees, and  
5 I'm here to answer any questions you may have.

6 CHAIRMAN DANIEL: Comments or questions?

7 COMMISSIONER DEMERSON: None here.

8 COMMISSIONER TREVIÑO: None here.

9 CHAIRMAN DANIEL: Is there a motion?

10 COMMISSIONER DEMERSON: Chairman, I move  
11 that we approve the local Workforce Development Board member  
12 nominees presented today for the following Workforce Solution  
13 areas: Deep East Texas; East Texas; Greater Dallas; and North  
14 Texas.

15 COMMISSIONER TREVIÑO: I second the motion.

16 CHAIRMAN DANIEL: It's been moved and  
17 seconded, and we're unanimous.

18 SHUNTA WILLIAMS: Thank you.

19 CHAIRMAN DANIEL: Thank you. Is there a  
20 legislative report today? There is?

21 MICHAEL BRITT: [Inaudible].

22 CHAIRMAN DANIEL: He's not trying to pull  
23 some sort of camouflage maneuver this week like he has in the  
24 past? I take it that must mean you gave him a stern talking-to  
25 about his tie.

1 COMMISSIONER DEMERSON: Since he has a tie.

2 CHAIRMAN DANIEL: We have to guess which tie  
3 he's wearing to determine? Let's just keep talking about him  
4 like he's not standing at that podium. This is an awful lot of  
5 fun.

6 MICHAEL BRITT: Didn't want to waste a  
7 perfectly good tie this morning.

8 CHAIRMAN DANIEL: Thank you very much for  
9 that.

10 MICHAEL BRITT: Good morning, Mr. Chairman,  
11 Commissioner Demerson, Commissioner Treviño, and Mr. Serna. For  
12 the record, Michael Britt, Governmental Relations. This evening  
13 President Biden will deliver his State of the Union address to a  
14 joint session of Congress at eight o'clock P.M. On the federal  
15 side of things, GR is monitoring two federal hearings this week.  
16 Today at one o'clock the U.S. House Energy and Commerce  
17 Subcommittee on Innovation, Data, and Commerce is holding a  
18 hearing to mark up HR752, the Securing Semiconductor Supply  
19 Chains Act of 2023. On Wednesday at 9:00 A.M., the U.S. House  
20 Ways and Means Committee will be holding a hearing on  
21 unemployment insurance fraud. Regarding the state legislature,  
22 the Senate Committee on Finance will hold its hearing on TWC's  
23 budget and legislative appropriations request next Tuesday,  
24 February 14<sup>th</sup> at 9:00 A.M. That concludes my remarks and I'm  
25 happy to answer any questions.

1 CHAIRMAN DANIEL: Any comments or questions?

2 COMMISSIONER DEMERSON: What time did you  
3 say? What time for the February 14<sup>th</sup> hearing?

4 MICHAEL BRITT: For the Senate Finance  
5 hearing?

6 COMMISSIONER DEMERSON: Yes.

7 MICHAEL BRITT: 9:00 A.M.

8 COMMISSIONER DEMERSON: Nine, OK. Thought I  
9 heard eight. Thank you.

10 COMMISSIONER TREVIÑO: None, thank you.

11 CHAIRMAN DANIEL: That's Valentine's Day.

12 MICHAEL BRITT: Yes, sir, it is.

13 COMMISSIONER DEMERSON: Go while you can,  
14 Michael.

15 CHAIRMAN DANIEL: Michael is dutifully  
16 waiting for [inaudible]. Is there an executive director's report  
17 today?

18 MR. SERNA: No, sir, I have nothing to  
19 report today.

20 CHAIRMAN DANIEL: I have one request for  
21 you.

22 MR. SERNA: Yes, sir.

23 CHAIRMAN DANIEL: I would request that staff  
24 bring forward a discussion paper on a middle skills rapid  
25 training initiative for employers to access.

1 MR. SERNA: OK. Yes, sir.

2 CHAIRMAN DANIEL: Is there any other order  
3 of business to come before the commission?

4 COMMISSIONER TREVIÑO: Chairman, I'd like to  
5 thank and congratulate Julia Mercado. I asked her to be my chief  
6 of staff for the Office of Labor and she has accepted so I'd  
7 like to thank Julia for that and welcome her to the team.

8 COMMISSIONER DEMERSON: Chairman, I do have  
9 [inaudible]. I wanted to thank those members of the Texas  
10 Industry Association session. We had Gardner Pate from the  
11 governor's office come over, the governor's chief of staff, to  
12 come address that group and just appreciate, continue to  
13 appreciate the collaborative efforts that have taken place,  
14 especially with that industry association and during this  
15 legislative session, and so for the record I wanted to just say  
16 our appreciation regarding that team coming over to do that.

17 CHAIRMAN DANIEL: Absolutely. Well,  
18 congratulations to Julia. She does have one unfinished piece of  
19 business. We're supposed to have a pyrotechnics show after one  
20 of the commission [inaudible] so I still am expecting that.  
21 You've definitely selected someone who I think will do a great  
22 job for you. Any other business? I do have one last thing. So  
23 Super Bowl is Sunday. The Kansas City Chiefs are playing I think  
24 a team from Philadelphia, I'm not sure. Mr. Trobman has like an  
25 unhealthy level of excitement about this football game. He's

1 mentioned it a couple of times. You know, so I mean, I don't  
2 really have a dog in the fight except Dallas can't seem to put  
3 something together for the last 27 years, and so I have followed  
4 Patrick Mahomes's career while he was at Texas Tech. He's done a  
5 phenomenal job at Kansas City. I think Philadelphia has a  
6 quarterback. I don't know who it is, but Mahomes has done a  
7 great job. There is another Red Raider on the Philadelphia as a  
8 linebacker, but he was at Tech briefly. He was a transfer  
9 student but Mahomes put in his whole deal, so I've adopted  
10 Kansas City as my team, and so here's what I'm saying. Just a  
11 friendly gentlemen's agreement, this is what I would propose. If  
12 for some reason I can't fathom Philadelphia wins this game, I  
13 would provide Mr. Trobman, if he accepts, the closest thing I  
14 can come to Kansas City barbecue here in Texas which of course  
15 is all better than Kansas City barbecue. If, as I expect Kansas  
16 City does in fact win the football game, I would ask Mr. Trobman  
17 to provide me or to join me, and he would treat me and him to a  
18 cheesesteak, an appropriate cheesesteak, Pat's or Gino's would  
19 be great but the closest thing we can get to in Austin, Texas,  
20 and since I'm pretty confident in what I'm saying, just so you  
21 know, I like Cheese Whiz on mine with ribeye for the steak. So  
22 if Mr. Trobman accepts the challenge, it would be should  
23 Philadelphia win, would be some Kansas City style barbecue for  
24 me and Mr. Trobman, and if Kansas City wins which I would  
25 anticipate, Mr. Trobman would provide cheesesteaks for me. We

1 would enjoy that meal together. It would be something we do  
2 together. Oh, he's on.

3 COMMISSIONER TREVIÑO: He's on.

4 CHAIRMAN DANIEL: There we go. It is done.  
5 Anything else before the commission?

6 COMMISSIONER DEMERSON: Next Tuesday we'll  
7 know the results.

8 CHAIRMAN DANIEL: Yeah, that's right.  
9 Hopefully I'll have, you know, cheesesteak on my shirt, not  
10 barbecue sauce on his tie. Is there a motion to adjourn?

11 COMMISSIONER DEMERSON: So moved.

12 COMMISSIONER TREVIÑO: I second the motion  
13 to adjourn.

14 CHAIRMAN DANIEL: It's been moved and  
15 seconded to adjourn, and we're adjourned. Thank you.

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