

Workforce Solutions Brazos Valley

Board Meeting

Thursday, January 19, 2017
Center for Regional Services
Board Room
3991 East 29th St, Bryan, TX

Corrected on 2/17/17

Minutes

Jared Patout	Private Sector
Nick Gilley	Private Sector
Dianne Ryder	Private Sector
Robert Orzabal	Private Sector
Sharon Flores	Regional Public Assistance
Nester Leamon	Private Sector
Doug Weedon	Regional Vocational Rehabilitation
Frank Perez	Secondary Education
Angie Alaniz	Regional Brazos Valley Education
Liz Dickey	CBO
Bob Malaise	Economic Development
Dr. Mary Hensley	Literacy
Donna Taylor	Private Sector
Chris Dyer	CBO
Clark Gandy	Labor
Ann Chapman	Private Sector
Michael Costa	Private Sector
Ann Boney	CBO
Bert Miller	Private Sector
Bill Parten	Adult Basic Education

Excused

Shunta Williams, Dr. Eddie Coulson

Guests

Roberto Gonzalez, Manuel Ugues, TJ Robie, Judge Butch McDaniel and Richard Rogers

Staff

Tom Wilkinson, Trish Buck, Vonda Morrison, Emilie Barnes, Barbara Clemmons, Rachael Robertson, Jodi Cobler, Kristen Goodson, Sharon Maass, Lidia Hawryluk, Shawna Rendon and Vicki Wilkins

1. Call to Order

Meeting called to order by Chair Robert Orzabal at 12:12 PM.

2. Introductions / Conflict of Interest / Mileage Forms

Forms were made available to Board Members.

Robert Orzabal introduced Judge Butch McDaniel from Madison County who is the BVCOG chair and a Workforce CEO. Mr. Orzabal also introduced our newest WSBV Board member Mayor William L Parten of Madisonville who goes by Bill Parten and is representing AEL.

3. Review of November 2016 Minutes

Minutes were accepted as presented.

4. Financial Report

Ms. Trish Buck reported the Board and Workforce Center are doing well in most of the funds. There is concern over under expenditures in funding for WIOA out-of-school youth, WIOA adults and child care. Ms. Buck reported that Mr. Gonzales and the Workforce center staff are working to get more individuals into all programs. In most of our programs TWC does de-obligations in the fifth month which is July. Mr. Robert said with no questions we will move on.

Consent Agenda

Robert Orzabal stated that Mr. Tom Wilkinson asked to pull Item D off for discussion. Then Mr. Orzabal asked if anyone wanted any of the other items removed from the consent agenda for more in-depth review or needed to abstain. No one indicated they wanted any other item removed. Mr. Orzabal then read the remaining items on the consent agenda noting that they had been approved by the Planning Committee:

FY 17 Child Care local match agreement with CISD

Recommend Approval of Modification of Child Care Services Procedure §809.16
(Spending Requirements for Quality Funds)

Recommend Approval of Updated MOU's.

Dianne Ryder made a motion to approve the consent agenda as presented and Jared Patout seconded the motion. The motion carried.

Mr. Orzabal presented Recommend Approval of Region 6 ESC Additional Supplemental FY17 Funding of \$93,339.00 and Line Item Movement of \$27,000.00 of Original Budget over to Mr. Tom Wilkinson. Mr. Wilkinson began with mentioning he was very disappointed there was no one present representing Region 6. Mr. Wilkinson wanted Region 6 to hear this discussion. Region 6 spent part of the summer sending their staff around to area Judges and Mayors complaining about the budget the Board offered them as part of their current contract. They did have an overall \$7,000.00 increase not a decrease as they were describing to the local officials who also serve on the BVCOG Board. They basically stated Mr. Wilkinson was mismanaging their money. Mr. Wilkinson reported that Commissioner Fuch's asked the Region 6 staff to bring back evidence of this allegation which Mr. Wilkinson stated they have yet to do. Now Board staff is recommending giving Region 6 an additional \$93,339.00 which is the right thing to do to support Adult Education in our region and we need more of it. If this helps the Board get more services then that is what the money should be used for. The reason Mr. Wilkinson reported he wanted to discuss this recommendation is that he is in favor of this and in favor of increasing the amount of opportunities for our citizens, however if Region 6 does not teach classes this summer the Board staff are going to highly recommend that their contract not be renewed and recommend someone else. Region 6 has had year around services as part of their work performance agreement for 3 years and they do not do it. Mr. Wilkinson stated the WSBV board staff and Center staff spend a great deal of time working with clients to convince them the only way out of poverty is through gaining education and they need to get enrolled in Adult Ed. These are people who, many times dropped out of school due to multiple bad

circumstances that they were facing then, many of which we can't even imagine and it hasn't gotten any easier. Now they usually have families. We can't pay them to go to school, so if they are working they have to reduce their hours to go to school which makes it even harder to survive. When we finally convince them to get that certificate/GED we put them into a training program to increase their level of skill and job availability and salary we can't wait 3 months because Region 6 does not want to teach summer classes.

Dr. Mary Hensley asked if Region 6 doesn't comply will the money revert back to the COG for redistribution. Mr. Wilkinson responded with "Well they (Region 6) always find a way to spend the money they just don't always do the things we ask them to do." Dr. Hensley asked if the money was tied specifically to the performance of implementing the program. Ms. Buck responded that Region 6 has the TWC performance expectation that is passed down through the Board. But in addition, in their contract they have the expectation that they will offer year round services, in all counties, and have open enrollment. Those are as important in the contract as the TWC contracted performance. For open enrollment Region 6 is finally allowing monthly enrollment in all seven counties doing recruitment and press releases. The Madisonville Mayor is helping us increase the pool in those counties where Region 6 implies they can't find anyone. Ms. Sharon Maass another Board staff employee has worked with them this year in trying to develop a substitute teacher list. Ms. Buck understands people need vacations but that doesn't necessarily have to be in the summer. If Region 6 has a substitute they can keep the class open and teach. Those items are very much in their contract and we meet with them constantly. Region 6 has other contracted deliverables such as TCALL TRAIN teacher training. They are required to have two free TCALL trainings per year. We provide the training but we can't make their staff come.

Dr. Hensley echo's Tom's comments and completely agrees with what has been said if the money is not used as it is intended. She stated if you take on this money to expend it and do not get the outcome that was originally desired then I support you completely and if you need a motion I would be more than happy to make that motion at this time. Mr. Wilkinson addressed the floor that they do need a motion to give them this money with the understanding they that must have summer classes in all seven counties. Mr. Wilkinson stated he wanted this action off the Consent agenda and in the minutes that we had this discussion. Mr. Wilkinson wants Ms. Kristi Hayman, Region 6, to read this and know the Board agrees that if you take the money then you take the rules that go with it and if you don't want to do it, don't do it. Don't think you can do this your way and not follow the directions of this Board, that's not going to work.

Ms. Liz Dickey asked do we have an alternative or what is our resource or can we start planning if they don't meet it. Mr. Wilkinson stated actually in many communities the community college teaches Adult Ed. as a part of their mission and we have a community college in our region that could do it. Dr. Mary Hensley stated she was not making a motion for that. Mr. Tom Wilkinson acknowledged her comment. Dr. Hensley reaffirmed she agrees with everything that was said and the motion should reflect money spent with intent. She also stated she thinks the motion should reflect that if it doesn't in this year and the intent is not met with those funds then we should not consider any allocation for that program that is my motion. Ms. Ann Boney seconded the motion. Mr. Bert Miller asked does the motion include summer. Mr. Tom Wilkinson stated it is in the contract and we can clarify with Region 6 to ensure it. Ms. Dickey asked if we could have an update before the year is over to know if they are meeting the objectives because the Board needs to watch and monitor if they are not meeting the objectives? Mr. Tom Wilkinson said the big issue is with the summer classes and as Ms. Buck

stated we have made progress. Before they would only enroll in September for the fall start class and then again in January. Now the Board has got them to do the open enrollment at least once a month but not at every location for instance they told us they couldn't get a class in Burleson county. Mr. Wilkinson stated he had lived in Burleson county and he knows there is a need. Ms. Ann Chapman interjected with a "yes absolutely".

Chair Robert Gonzales said we had a motion on the floor for item D with the comments. All in favor. None opposed. Motion carries. Mr. Wilkinson thanked the Board and stated he thought the Board as a whole would agree and support his decision. I reach a breaking point when the WSBV Board spends time and money and Region 6 staff do not do what they are contracted to do and go bad mouth me.

Mr. Chris Dyer interjected with "as working with an organization which is occasionally involved with different political entities are those court appointed individuals who were involved earlier going to be aware of what is involved. Mr. Wilkinson stated that's how he found out about it, they had contacted the Mayor. Mr. Dyer asked if they should be notified that Region 6 is getting an increase and this is what is happening. Mr. Wilkinson informed the Board that it was on the BVCOG Agenda earlier this month and all the elected officials are aware. It was because Region 6 contacted Mayor Miller and told him how bad the Board was doing in Navasota. We have a great program in Navasota partly due to the Mayor's effort to recruit for the Board and help the Board get a space. Mayor Miller has done a lot and when confronted with the allegations from Region 6 he knew this was incorrect and contacted Mr. Wilkinson and Ms. Buck as to what the actual facts were. Ms. Boney interjected with Region 6 didn't come to you they went to the Mayor? Mr. Wilkinson confirmed they went to the Mayor and several county judges. Ms. Ann Chapman asked if the Board could mandate or have benchmarks set up thru the spring for the summer program. Mr. Tom Wilkinson pointed out there was a Region 6 report at each place setting that has their requirements and Ms. Buck pointed out Sharon Maass has a report in the Board packet under non-action items where she records some of the things she is working with them on. Mr. Tom Wilkinson stated Sharon Maass had them in the building this week which Ms. Maass concurred. Mr. Wilkinson said they know our opinion they just don't seem to think it is important.

VI. Executive Directors Report

Mr. Robert Orzabal moved on with the Executive Director's report from Mr. Tom Wilkinson. Mr. Wilkinson asked Mr. Bob Malaise to come to the front and presented him with a WSBV Board 5 year plaque. Mr. Robert Orzabal reminded Mr. Malaise in 5 years bring back the plaque to get it updated with a new 10 year plate.

Mr. Wilkinson stated the TWC Annual conference was held in Houston in December three WSBV Board officers, Robert Orzabal, Dianne Ryder and Nick Gilley, attended the conference and meetings. This shows that the Board is engaged and interested in this effort. KAGS was nominated for a leadership award and attended and accepted that award.

Planning Committee Report

Item number VII overviewed by Nick Gilley from today's earlier Planning Committee meeting. Mr. Gilley asked Ms. Buck to go over the Performance and Monitoring reports. Ms. Buck reported your dashboard which is predominately the Workforce Center and at your place is also the AEL performance report.

The WIOA “Workforce Innovative Opportunity Act” has been going on since July 1, 2015, we are just now getting the final targets for our area. Hopefully you will be able to see those next month on the dashboard. The Board did try and negotiate one of the measures which was unsuccessful. The WIA measures we had in the past are not-applicable with the WIOA measures. We were failing the client within 10 weeks measure which we are exceeding now due to Serco implementing new systems in the Workforce center. Employers receiving Workforce assistance is being met, however Serco expects that next month those will be exceeded. Ms. Buck pointed out to Ms. Angie Alaniz that we are meeting Choices. However, Child Care is not meeting in part because Boards were under a state freeze for two months. SERCO is working hard to get systems in place to meet those standards.

In regards to AEL performance, the total customers enrolled with 12+ hours in class target is 968 and since July have enrolled 589 through December. The TANF target is not meeting due to not having enough recruitment which HHSC may be able to help with meeting. Transitions is not being met. This is a bridge class which helps individuals who just received their GED or high school diploma to get a post-secondary training, either occupational or academic. They need help passing their TSI. The El Civics IET (Integrated Education Training) is a model where you have occupation training and you pair that with ESL contextualized training. We received a special grant to do workplace literacy which is similar. Kent Moore Cabinets is involved in that and our performance has gone into that measure. The Hilton class also a part of the special grant starts around the first of February. We have a RFQ (Request for Quote) out for three occupations. Once the RFQ is completed we can set up those classes. Mr. Wilkinson interjected that he wasn’t sure the Board knew what this meant. We teach a class at an employer’s place of business. Some do not have high school diploma’s you hired them, but they lack in English language skills or their reading skills lack. We would have a class at this employers facilities specifically geared to their employees to target what they need to augment so the employee’s would be more productive and better employees. We need help finding employers to take part in this. It benefits the employee’s family in several ways by improving that employee’s skills. Ms. Ann Chapman asked if this training was during/after hours or both. Mr. Wilkinson informed the Board some employers do both, some split it on and off the employer’s clock. You will have a better turn out if the employer pays for part of the training. Ms. Buck informed the Board that Ms. Maass is working on an agreement with Bryan ISD. BISD will allow us to come in and work with their ESL staff on bus drivers, food services and if that is successful the agreement will be expanded to include environmental/janitorial staff. They are paying the wages for those individuals to go to these contextualized ESL classes. The other measure Career Pathways can only be met by three methods two of which are not available to our Region. One not currently available is a Texas Higher Education Coordinating Board Accelerate Texas grant. Therefore, we are trying to do site-based classes tied to an occupation. The lower core outcome measures are basically the State trying to change the aspect of the population that takes the AEL classes. The majority in the Brazos Valley are at an Adult Basic Education level. This is a lever where the customer has tested out at a less than 5th grade education. We are targeting those individuals who are near graduation and or dropped out of school to participate with us.

The Burleson county judge has sent over 10 referrals this month. He is incorporating a referral to the Workforce center as well as to AEL for those individuals who do not have a high school diploma. Mr. Wilkinson stated these are Juvenile and Adult Court cases and they must turn in an attendance record to the Judge. The Center provides documentation that they are looking for work through Workforce. This helps us to create classes. Mr. Wilkinson said these categories

are new. When this program transitioned to the Workforce Commission 3 years ago these requirements began and each year they evolve. Before Adult Ed was just a GED for literacy gains without the purpose for AEL leading to employment. It went from Department of Education to Department of Labor. AEL is all about preparing an individual for a job for training and job skill development. Ms. Ann Chapman interjected regarding the unemployment percentages in Bryan College Station being low leads her to understand that the individuals we are targeting are not currently seeking jobs. Mr. Wilkinson stated you are partially correct what you actually have is a high under employment in Brazos County. Ms. Chapman understands that. Mr. Wilkinson said many people due to low skill and education work two jobs to make ends meet and even then Brazos County has higher than the states average of poverty. We have the largest university in the state and we have a higher rate of poverty than the average of the entire state. Mr. Wilkinson asked how does that happen when you have low unemployment...we have an unskilled labor force that needs learning to rise out of poverty. Ms. Chapman stated that helps to identify the group of people we are contributing to. Mr. Wilkson answered with a yes. Many of these people have worked in your business you as an employer know them. They do not have a high school diploma or GED and they have been working for 30 years and those are the ones most vulnerable to their job ending. They have the worst time because they have been out of school for 30 years and are being told they must go back to school to get a high school diploma after they have supported their family for 30 years. We can and will do better to meet these needs.

Mr. Gilley proceeded with the monitoring reports which were in the packets and explained the planning committee skimmed over the Integrated Plan that we are going to vote on in a few minutes.

Mr. Richard Rogers gave the floor to Ms. Buck who proceeded to inform the Board that since the Planning meeting there were two suggestions from Dr. Hensley, Blinn College, to be added to the Integrated Plan which was at each place setting. On page 20 there are educational resources at Blinn that need to be clarified and Dr. Hensley has given a statement that clarifies what Blinn offers which is recommended to be added. The second item on page 21 is a section where TWC gives us the template, the questions and how TWC wants it organized and tells us what data we can use. The Board and Workforce center pull in local knowledge using interviews with employers and the local county economic development reports. Such as the Grimes County WIN report, the Washington county chamber report and the Brazos, Robertson, Madison and Burleson County Perryman reports which has been done recently. These report address workforce insufficiency and in particular the Perryman report talks about the workforce insufficiency in training. Dr. Hensley's staff at Blinn believe the report is incorrect and would like for us to clarify by adding the types of training Blinn provides in some of the areas in which the Perryman's report describes as having insufficiency training. The Board staff do not have a problem integrating those comments into the Integrated Plan if the Board approves. It just clarifies that even though we have that training available there are other reasons such as why people cannot get to the training or can't pass the TSI entrance exam. The biggest challenge that the Center has is not people not wanting to go to school, it is that the people have to make a living. Offering night and weekend classes would be a step toward filling classes.

Mr. Richard Rogers consultant for the WSBV began with explaining the Integrated has three sections beginning with Section A the Strategic, Section B is the Operations and Section C addresses the Texas Workforce Investment Council goals for TWC and local boards. Highlights of page 44, 45 and 46 are occupations associated with the growth industries. Page

82 is the Target Occupations list for 2014 – 2024 growth. It does not show replacement jobs on non-growth industries. Replacement is an important consideration with entry wages at \$14.00 per hour. This is a broad list which is updated yearly. Blinn public comments are on page 84 and page 77 the table shows the industries with occupations listed. Target industries and occupation is most important. The handouts on WIOA In-Demand Occupations List is at your place setting along with Brazos 2017 Draft Target Occupations, TWC 2014-2024 Projections Data. Ms. Buck brought attention to page 49 and 50. Ms. Buck asked Dr. Hensley if she captured what she was concerned about. Dr. Hensley gave a yes and thanked the Board and staff and motioned to accept the Integrated Plan with changes as mentioned. Mr. Orzabal stated we had a motion and Ms. Dianne Ryder seconded the motion. The motion carried.

Meeting was adjourned at 1:05 PM.