

Texas Council on Workforce and Economic Competitiveness

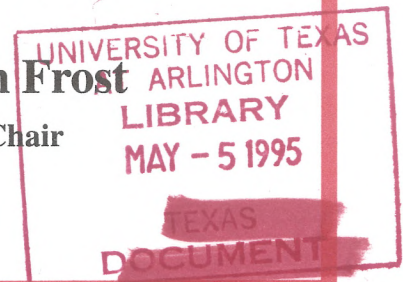
Briefing Materials
May 26–27, 1994
Austin Convention Center
Austin, Texas

George W. Bush
Governor

Bob Bullock
Lt. Governor

Pete Laney
Speaker

Tom Frost
Chair



LIST OF MEMBERS

Mr. Tom Frost, Chair
Martha Hinojosa-Nadler, Vice-Chair

Mr. Bill Allaway
Mr. Max Arrell
Mr. Kenneth Ashworth
Ms. Nancy Atlas
Ms. Irma Caballero
Mr. Kenneth Carlisle
Ms. Cassandra Carr
Mr. Blas Castañeda
Mr. Eddie Cavazos
Sr. Pearl Ceasar
Ms. Mary Choate
Ms. Shirlene Cook
Mr. Mark Crandell
Ms. Carolyn Crawford
Mr. Steve Dement
Mr. Walter Diggles
Mr. Paul Ellis
Ms. Juliet Garcia
Mr. William Grossenbacher
Ms. Celeste Guerrero
Mr. Joe Gunn
Mr. Robert Hawkins
Ms. Betty Helton
Ms. Ann Hodge
Ms. Deborah C. Kastrin
Mr. Lee Glen Kitchens
Mr. Richard Ladd
Mr. Pat Lane
Ms. Mary Jane Leahy
Mr. A.C. McAfee
Mr. Lionel Meno
Mr. Ralph Merriweather
Ms. Gloria Parra
Mr. Raul Ramirez
Ms. Dianne Stewart
Ms. Nellie Thorogood
Mr. Pat Westbrook
Ms. Janet White
Mr. Roger Williams

MEMBERS BY COMMITTEE

Executive Committee

Tom Frost, Chair
Martha Hinojosa-Nadler, Vice-Chair
Kenneth Ashworth, State Agency
Joe Gunn, Labor
Betty Helton, Education
Dianne Stewart, Other
Roger Williams, Business

Evaluation and Performance Committee

Mary Jane Leahy, Chair
Shirlene Cook, Vice-Chair
Nancy Atlas
Juliet Garcia
William Grossenbacher
Celeste Guerrero
Kenneth Carlisle
A.C. McAfee
Lionel Meno
Ralph Merriweather

Worker Transition Committee

Gloria Parra, Chair
Bill Allaway, Vice-Chair
Max Arrell
Deborah C. Kastrin
Cassandra Carr
Eddie Cavazos
Mark Crandell
Paul Ellis
Joe Gunn
Pat Lane

Career Foundation Committee

Ann Hodge, Chair
Walter Diggles, Vice-Chair
Kenneth Ashworth
Carolyn Crawford
Steve Dement
Betty Helton
Martha Hinojosa-Nadler
Nellie Thorogood
Pat Westbrook
Roger Williams

Intervention Committee

Raul Ramirez, Chair
Sr. Pearl Ceasar, Vice-Chair
Irma Caballero
Blas Castañeda
Mary Choate
Robert Hawkins
Lee Glen Kitchens
Richard Ladd
Dianne Stewart
Janet White

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SCHEDULE OF EVENTS

Texas Council on Workforce and Economic Competitiveness
May 26-27, 1994
Austin Convention Center
Austin, Texas

Thursday, May 26, 1994

- | | |
|-------------------------|--|
| 11:30 a.m. - 12:30 p.m. | Executive Committee Meeting - Room 6A |
| 1:00 p.m. - 2:00 p.m. | Joint Meeting of the Intervention Committee and the Evaluation and Performance Committee - Room 6A |
| 2:00 p.m. - 6:00 p.m. | Evaluation and Performance Committee Meeting - Room 6A |
| 1:00 p.m. - 5:00 p.m. | Worker Transition/Local Systems Committee Meeting - Room 5B |
| 2:15 p.m. - 5:00 p.m. | Intervention Committee Meeting - Room 5C |
| 1:00 p.m. - 5:00 p.m. | Career Foundation Committee - Room 5A |
| 5:00 p.m. | Five Region Task Force Meeting - Room 5B |

Friday, May 27, 1994

- | | |
|-----------------------|-------------------------------|
| 8:30 a.m. - 1:00 p.m. | Full Council Meeting - Room 9 |
|-----------------------|-------------------------------|

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

AGENDAS

AGENDA

TEXAS COUNCIL ON WORKFORCE AND ECONOMIC COMPETITIVENESS
EXECUTIVE COMMITTEE
THURSDAY, MAY 26, 1994
AUSTIN CONVENTION CENTER ROOM 6A
AUSTIN, TEXAS

11:30 a.m. Call to Order
Opening Comments
Public Comment

Action Item: TCWEC Agency Strategic Plan

(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)

Action Item: TCWEC FY95 Operating Budget

(Note: Operating Budget Action Item can be found in the Full Council section.)

Briefing Item: Charges for Copies of Public Documents

12:30 p.m. Adjourn

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AGENDA

Full Council
May 27, 1994
Austin Convention Center - Room 9
Austin, Texas

- 8:30 a.m. Call to Order
Announcements
Approval of Minutes
- 8:45 a.m. Public Comment
- 9:15 a.m. Consent Agenda Action Items
- JTPA Performance Standards and Incentive Policy
 - PY94-95 Title III Dislocated Worker Local Program Plan Approvals
 - Title III State Plan Amendment: Statewide, Regional, and Industrywide Projects
 - JTPA Title II A/II C Local Plan Approval
 - Food Stamp Employment and Training State Plan
- 9:30 a.m. Action Item: Task Force Recommendations for Designation of Remaining Workforce Development Areas
- 10:00 a.m. Action Item: Part Two of Texas Workforce Development System Strategic Plan
- 10:30 a.m. Break
- 11:00 a.m. Action Item: TCWEC Agency Strategic Plan
- 11:15 a.m. Action Item: TCWEC Operating Budget for FY1995
- 11:30 a.m. Policy Briefing Item: Workforce Program Consolidation Recommendations
- 12:00 p.m. Briefing Item: Quality Work Force Planning
- 12:30 p.m. Briefing Item: National Legislative Update
- 1:00 p.m. Adjourn

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AGENDA

Career Foundation Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5A
Austin, Texas

- 1:00 p.m. Call to Order
Opening Remarks
Public Comment
- 1:15 p.m. Briefing Item: School-to-Work Grants Update
- 1:30 p.m. Policy Briefing Item: School-to-Work Implementation Plan
- 2:15 p.m. Policy Briefing Item: Tech Prep Evaluation
- 2:45 p.m. Break
- 3:00 p.m. Action Item: Part Two of Texas Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council Section)
- 3:30 p.m. Action Item: State Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council Section)
- 3:45 p.m. Briefing Item: Panel on Skills/Knowledge/Real World Forums
- 4:15 p.m. Briefing Item: Carl Perkins Split (FY 95-96)
- 4:30 p.m. Briefing Item: Carl Perkins Allocation to Local Education Entities (FY 95-96)
- 4:45 p.m. Briefing Item: National Assessment on Vocational Education (NAVE) Interim Report
- 5:00 p.m. Adjourn

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AGENDA

Evaluation and Performance Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5C
Austin, Texas

- 1:00 p.m. Joint Briefing with the Intervention Committee on the JOBS Program (Joint Meeting to be held in Room 6A)
- 2:00 p.m. Call To Order
Announcements
Public Comment
- 2:30 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council section.)
- 3:00 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)
- 3:15 p.m. Break
- 3:30 p.m. Action Item: JTPA Performance Standards and Incentive Policy
- 4:00 p.m. Policy Briefing Item: Service Delivery Area (SDA) and Substate Area (SSA)
Technical Assistance and Reorganization Policy
- 4:30 p.m. Briefing Item: JTPA Technical Assistance Plan Status Report
- 4:45 p.m. Briefing Item: JTPA Quarterly Performance Report
- 5:00 p.m. Briefing Item: Office of Inspector General Audit of Alamo Service Delivery Area
- 5:30 p.m. Committee Discussion: What are the next steps?
- 6:00 p.m. Adjourn

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AGENDA

Intervention Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5B
Austin, Texas

- 1:00 p.m. Joint Briefing with Evaluation and Performance Committee on JOBS Program (The Joint Meeting will be held in Room 6A)
(Note: JOBS Briefing can be found in the Evaluation and Performance Committee section.)
- 2:00 p.m. Break
- 2:15 p.m. Call to Order
Announcements
Public Comment
- 2:30 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council section.)
- 3:00 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)
- 3:15 p.m. Action Item: JTPA Title IIA/IIC Local Plan Approvals
- 3:45 p.m. Tentative Action Item: Food Stamp Employment and Training State Plan
- 4:00 p.m. Briefing Item: PY94-95 Title IIA Older Individual Program
- 4:15 p.m. Briefing Item: JTPA Veterans Program
- 4:30 p.m. Briefing Item: JTPA Fiscal and Performance Report
(Note: JTPA Fiscal and Performance Reports can be found in the Evaluation and Performance Committee Section)
- 5:00 p.m. Adjourn

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AGENDA

Worker Transition/Local Systems Committee
Thursday, May 26, 1994
Austin Convention Center, Room 4C
Austin, Texas

- 1:00 p.m. Call to Order
Announcements
Public Comment
- 1:15 p.m. Action Item: PY 1994 - 1995 Title III Dislocated Worker Local Plan Approval
- 1:45 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council Section)
- 2:15 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council Section)
- 2:30 p.m. Break
- 3:00 p.m. Action Item: Title III State Plan Amendment: Procedures for Statewide, Regional,
and Industrywide Projects
- 3:30 p.m. Briefing Item: Status Report on Workforce Board Applications
- 3:45 p.m. Briefing Item: Planning Grants for Workforce Development Boards and One-Stops
- 4:00 p.m. Briefing Item: Fiscal and Performance Report: Title III Dislocated Worker Programs
(Note: JTPA Fiscal and Performance Reports can be found in the Evaluation and
Performance Committee Section)
- 4:30 p.m. Briefing Item: TEC Kiosk System
- 5:00 p.m. Adjourn

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

MINUTES

MINUTES

Texas Council on Workforce and
Economic Competitiveness
April 7, 1994
Austin Convention Center
Austin, Texas

MEMBERS PRESENT

Voting: Tom Frost (Chair), Martha Hinojosa-Nadler (Vice-Chair), Bill Allaway, Irma Caballero, Blas Castaneda, Shirlene Cook, Steve Dement, Walter Diggles, Paul Ellis, Juliet Garcia, Celeste Guerrero, Joe Gunn, Robert Hawkins, Betty Helton, Ann Hodge, Lee Kitchens, Pat Lane, Mary Jane Leahy, A.C. McAfee, Ralph Merriweather, Gloria Parra, Nellie Thorogood, Janet White, Roger Williams.

Ex Officio Voting: Deborah Kastrin, Bill Grossenbacher.

Ex Officio Non-Voting: Nancy Atlas.

MEMBERS ABSENT

Voting: Sister Pearl Ceasar, Mary Choate, Mark Crandell, Raul Ramirez, Dianne Stewart.

Ex Officio Voting: Kenneth Ashworth, Richard Ladd, Lionel Meno.

Ex Officio Non-Voting: Max Arrell, Kenneth Carlisle, Eddie Cavazos, Carolyn Crawford, Pat Westbrook, and the Presiding Officer of the Texas Board of Human Services.

MEMBER REPRESENTATIVES IN ATTENDANCE

Kathy Hurley representing Max Arrell, Steven Jacobs representing Sister Pearl Ceasar, Mike Regan representing Deborah Kastrin, Jay Cummings representing Lionel Meno.

CALL TO ORDER AND OPENING REMARKS

Chair Tom Frost called the meeting to order at 1:35 p.m. at the Austin Convention Center, Austin, Texas, and welcomed all members and guests to the meeting.

MINUTES

It was moved and seconded to accept the Minutes of the February, 1994, meeting. The motion was unanimously approved.

ANNOUNCEMENTS

Mr. Frost introduced the following new TCWEC staff members: John Fuller, Manager of the Workforce Development Areas Section; Barbara Crosby, Planner in the Education Initiatives Division, and Laura Heald, Research Specialist in the Strategic Planning Division.

Mr. Frost announced that sign language interpreters would be available during the meeting should they be needed.

Mr. Frost explained that there was a conflict with the June meeting dates (the State Democratic Convention was also scheduled for those dates) and requested the members to let him know if they would be attending the June meeting by signing up at the registration desk.

REPORT BY THE TCWEC EXECUTIVE DIRECTOR

Mr. Frost called on Barbara Cigainero, TCWEC Executive Director, for her report. Ms. Cigainero briefly reported on staff activities including the work being done on Part Two of the State Workforce Development System Strategic Plan, a Request for Proposal for Workforce board planning grants, and School-to-Work contracts.

PUBLIC COMMENT

Mr. Frost opened the meeting for public comment. There was none.

QUORUM

Mr. Frost asked Ms. Cigainero if a quorum of the members was present to conduct Council business. Ms. Cigainero replied that a quorum was present.

BRIEFING FROM THE EVALUATION AND PERFORMANCE COMMITTEE - DEVELOPMENT OF PERFORMANCE MEASURES

Mr. Frost called on Mary Jane Leahy, Chair of the Evaluation and Performance Committee, for presentation of this item found on page 20 of the Council briefing book. Ms. Leahy stated that one of the purposes of the last committee meeting was the continuing process of gathering information to make recommendations to the Strategic Plan Task Force on performance measures and standards. To that end, the committee had asked staff to provide an analysis and summary of other state's that are operating programs similar to Texas. The committee asked staff to interview staff from other state's and to provide written summaries to the committee. The committee also asked staff to interview performance measures experts to isolate and identify what would be the best way to set up the state's performance measures and to suggest performance measures for review.

Council members stated that the staff reports to the committee were very good. Council members also provided the following suggestions to be included in the performance measures and standards: a cost benefit measurement that would look at cost, but would not create perverse indicators; development of customer satisfaction surveys; equity measures to provide information on special population outcomes. Ms. Leahy responded that these items would be considered in the next round of stakeholder meetings as they get further into the process.

Mr. Frost thanked the committee for their work and stated that their work was key to the strategic plan.

BRIEFING AND DISCUSSION: GENERAL APPROACH TO REVIEW OF STATE AND LOCAL PLANS AND ACCOMPANYING CORRESPONDENCE FROM COUNCIL AND GOVERNOR

Mr. Frost called on Cynthia Mugerauer for presentation of this item found on pages v and 55-56 of the briefing book. Ms. Mugerauer stated that the criteria was approved at the February meeting and that agencies had been cooperative in integrating the State Strategic Plan goals and objectives into their plans. She continued with a review of the proposed letters from the Governor to the secretaries of the federal agencies explaining the various planning deadlines and asking that consideration be given to using one plan for all programs and that that plan should be the Governor's Coordination and Special Services Plan.

REPORT FROM COMMITTEE CHAIR AND RATIFICATION OF THE ACTION ITEMS FROM THE MARCH 3 CAREER FOUNDATION COMMITTEE MEETING

Mr. Frost called on Ann Hodge, Career Foundation Committee Chair, for presentation of this item found on page 25 of the briefing book (the committee minutes are found on page 16 of the briefing book). Ms. Hodge stated that the committee met on March 3 to approve two items: the State Plan for Vocational and Technical Education and the Carl Perkins Funds Split.

Ms. Hodge reviewed the recommendations found on pages 26 and 27 of the briefing book, then called on Betty Helton for remarks. Ms. Helton stated that the Council needs accurate and timely information to make a decision on the State Plan for Vocational and Technical Education and that, because of the short timeline to review the draft plan, the committee did not read the entire document. Subsequently, the State Board of Education minutes did not reflect the responses to the committee's recommendations. Ms. Helton then suggested that the March 3 recommendations be amended to state that the following language be added to the second recommendation found on page 26 of the briefing book: "that a timeline be developed for specific career pathways competencies and that this be conveyed by letter to the State Board of Education." Ann Hodge moved that the above suggestion by Ms. Helton be adopted. Celeste Guerrero seconded the motion. There was some discussion on the specificity of the timeline and whether the Council's letter should recommend a shorter timeline. Ms. Helton stated that there should be a specific timeline and not a seven year window and that placement within the seven years be included in each specific career pathway. It was determined that the letter would register concern about the seven year time frame and ask for a more specific timeline in career pathway programs. There being no further discussion, the motion passed.

REPORT FROM THE INTERVENTION COMMITTEE AND CONSIDERATION OF THE INTERVENTION COMMITTEE ACTION ITEMS

Mr. Frost called on Janet White, Intervention Committee member, for this presentation beginning on page 42 of the briefing book. Ms. White stated that the committee had a stimulating discussion on the need for interagency collaboration on assessment and intake and the need to redirect funds to the hardest to serve. She continued that public comment had been heard from the Houston READ organization regarding integrating lower level adult learners into the state plan. Ms. White then called on Blas Castaneda for a report on a survey conducted by Bonnie Webb of the Texas Association for Literacy and Adult Education.

Mr. Castaneda then moved the adoption of the recommendations on the CY94 Title IIB Summer Youth Employment and Training Program Plans found on page 44 of the briefing book, the JTPA Governor's Coordination and Special Services found on page 54 of the briefing book, and the Department of Human Services JOBS and Support Services Plan found on page 60 of the briefing book. Ralph Merriweather seconded the motion and the motion passed without objection.

REPORT FROM THE WORKER TRANSITION/LOCAL SYSTEMS COMMITTEE AND CONSIDERATION OF THE WORKER TRANSITION/LOCAL SYSTEMS COMMITTEE ACTION ITEMS

Mr. Frost called on Gloria Parra, Worker Transition/Local Systems Committee Chair, for presentation of the items beginning on page 65 of the briefing book. Ms. Parra reviewed the committee discussion on the JTPA Dislocated Worker State Program Plan. Ms. Parra moved that the recommendation on the State Plan for Employment and Training Assistance for Dislocated Workers be approved except for the section on Statewide, Regional and Industrywide Projects, and that the Committee take action on that section at a later date to be determined, and that additional language on assessing clients and developing a training plan based on jobs that exist in today's labor market be added to the state plan. Mr. Gunn seconded the motion.

Walter Diggles asked that on the last page of the JTPA Labor Market Information be corrected for the Deep East Texas SDA. Deep East Texas SDA should be listed in the Tyler MSA, not the Beaumont/Port Arthur MSA. TDOC staff stated that this will be changed.

Ms. Parra then reviewed committee discussion on the Wagner-Peyser State Employment Service Plan and the concerns of the committee regarding the funding and confidentiality of information contained in the TEC Kiosk information system. Ms. Parra moved the adoption of the recommendations found on page 72 of the briefing book. Mr. Gunn seconded the motion.

Dr. Thorogood stated she felt the need for a customer-oriented, barrier free system, as well as the need for common application, eligibility, and intake. Mr. Castaneda suggested a need for a spreadsheet approach to integrated human services -- developing a list of similarities between agencies and a directory of common services. Mr. Gunn stated that he feels the federal government is urging one-stop services without a one-stop objective.

Following the above discussion, Irma Caballero requested that, in the future, a one or two page summary of state plans be provided with cost information on how funds are utilized, as well as a summary sheet on common elements and where coordination is actually occurring. Ms. Hodge stated that she was hopeful that "someone" is watching that all information systems are compatible.

There being no further discussion, the motion passed.

NEXT COUNCIL MEETING

Mr. Frost asked if there were further comments or discussion. Mr. Gunn stated that, since the next meeting was in conflict with the State Democratic Convention, he moved that the date of the June meeting be changed. Mr. Castaneda seconded the motion. Mr. Gunn stated that the meeting was of great importance to all segments of the system and that many members would not be able to attend because of this conflict. Mr. Frost asked if any deadlines would be affected if the meeting was moved forward. Staff responded that deadlines would be adversely affected and that, if the meeting was moved, it would have to be moved back. Mr. Frost suggested May 31 and June 1, but Mr. Kitchens stated that travel may be a problem since that was just after a major holiday travel period and suggested moving the meeting to May 26 and 27. Mr. Gunn accepted the specific date of May 26 and 27 as an amendment to his motion and Mr. Castaneda seconded Mr. Gunn's motion. The motion passed unanimously.

ADJOURNMENT

There being no further business, Mr. Frost adjourned the meeting at 3:00 p.m.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS
EXECUTIVE COMMITTEE**

AGENDA

TEXAS COUNCIL ON WORKFORCE AND ECONOMIC COMPETITIVENESS
EXECUTIVE COMMITTEE
THURSDAY, MAY 26, 1994
AUSTIN CONVENTION CENTER ROOM 6A
AUSTIN, TEXAS

11:30 a.m. Call to Order
Opening Comments
Public Comment

Action Item: TCWEC Agency Strategic Plan

(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)

Action Item: TCWEC FY95 Operating Budget

(Note: Operating Budget Action Item can be found in the Full Council section.)

Briefing Item: Charges for Copies of Public Documents

12:30 p.m. Adjourn

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**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	Charges for Copies for Public Documents
Committee	Executive Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Joe Thrash, TCWEC
Summary of Item	The Council is required by state law to adopt a rule establishing a policy on charging for copies of public documents. Staff will discuss requirements of the law and the General Services Commission rule on the subject and seek input from the Executive Committee concerning what the Council policy should be.
Attachments	

FULL COUNCIL ITEMS

AGENDA

Full Council
May 27, 1994
Austin Convention Center - Room 9
Austin, Texas

- 8:30 a.m. Call to Order
Announcements
Approval of Minutes
- 8:45 a.m. Public Comment
- 9:15 a.m. Consent Agenda Action Items
- JTPA Performance Standards and Incentive Policy
 - PY94-95 Title III Dislocated Worker Local Program Plan Approvals
 - Title III State Plan Amendment: Statewide, Regional, and Industrywide Projects
 - JTPA Title II A/II C Local Plan Approval
 - Food Stamp Employment and Training State Plan
- 9:30 a.m. Action Item: Task Force Recommendations for Designation of Remaining Workforce Development Areas
- 10:00 a.m. Action Item: Part Two of Texas Workforce Development System Strategic Plan
- 10:30 a.m. Break
- 11:00 a.m. Action Item: TCWEC Agency Strategic Plan
- 11:15 a.m. Action Item: TCWEC Operating Budget for FY1995
- 11:30 a.m. Policy Briefing Item: Workforce Program Consolidation Recommendations
- 12:00 p.m. Briefing Item: Quality Work Force Planning
- 12:30 p.m. Briefing Item: National Legislative Update
- 1:00 p.m. Adjourn

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**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	Designation of Remaining Workforce Development Areas
Committee	Full Council
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Five Region Task Force
Summary of Item	A Task Force was appointed by the chair of the Council to receive public comment , review options and proposals, and make recommendations on the designation of the remaining undesignated regions.
Attachments	

ACTION ITEM

DESIGNATION OF REMAINING WORKFORCE DEVELOPMENT AREAS

PURPOSE

To transmit to the full Council the recommendations of the Five Region Task Force regarding the designation of the remaining workforce development areas.

BACKGROUND

At the September meeting, the Council approved the staff recommendations to use the 24 planning regions as the basis for designation, and to solicit public comment on the preliminary recommendation.

The full Council at the December meeting, following a briefing by the staff on oral and written comments received concerning Area Designation, and hearing public comment from the audience, agreed by a majority vote to recommend to the Governor the substate planning region structure for 19 of the 24 regions. The Council recommended that a decision on the following five regions be delayed:

- Region 16 (Gulf Coast)
- Region 4 (North Central Texas)
- Region 21 (Lower Rio Grande Valley)
- Region 12 (Capital)
- Region 2 (South Plains)

A task force was appointed by the chair to study other possible options. The members of this Five Region Task Force were Paul Ellis (Chair), Irma Caballero (Vice Chair) Walter Diggles, Joe Gunn, A.C. McAfee, Betty Helton, Nellie Thorogood and Roger Williams. The Task Force met on January 7, 1994 and January 24, 1994 to take public testimony to consider possible options. After hearing testimony and discussing each option the Task Force decided on the following recommendations :

Recommendations to the full Council at the February meeting:

- The Council delay action on the designation of the five regions until proposals were received from local elected officials in consultation with other local stakeholders and presented to the full Council at the June meeting.
- The Council specify that the proposals should reflect a coordinated regional approach that includes coordination with organizations and programs affected by SB 642.
- If a region fails to submit a proposal, or if agreement cannot be reached among the affected parties, then the Council will take this under advisement and make a final recommendation to the Governor.
- Council staff develop guidelines for use by local parties in the development of their proposal and offer technical assistance as needed.

The Five Areas Task Force met on May 11, 1994 to review proposals and make recommendations concerning the remaining five undesignated regions.

CURRENT RECOMMENDATIONS

- That Region 21 (Lower Rio Grande) be approved as two separate workforce regions (Cameron County and Hidalgo/Willacy Counties);
- That Region 4 (North Central Texas) be approved as three separate workforce regions (Dallas County, Tarrant County and the balance of counties);
- That Region 2 (South Plains) be approved as two separate regions (Lubbock and Garza counties and the balance of the counties);
- That action be delayed on Region 12 (Capital) until individual documentation is received from each of the rural county elected officials indicating their position regarding regional designation if not received prior to meeting of the full Council on May 27, 1994; and
- That action on Region 16 (Gulf Coast) be delayed for up to one year or to be acted upon at a full Council meeting if a proposal is delivered to the Council and reviewed by the Five Region Task Force in time for a recommendation.

The above motion, made by A.C. McAfee and seconded by Walter Diggles, was unanimously approved by the Five Region Task Force.

The Five Region Task Force agreed to meet May 26 at 5:00 p.m. or upon adjournment of Committees in Room 5B to review any additional information provided by the Capital area or the Gulf Coast area.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	Texas Workforce Development System Strategic Plan 1994-1999
Committee	Full Council
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Cynthia Mugerauer, TCWEC
Summary of Item	SB 642 requires that the Council "develop and recommend to the Governor a single strategic plan that establishes the framework for budgeting and operation of all workforce development programs administered by agencies represented on the Council." The law requires the strategic plan to include goals, objectives, and performance measures for all programs.
Attachments	Attachment A: Texas Workforce Development Strategic Plan 1994-1999. (Included in the Council package but not in the Council briefing book.)

ACTION ITEM
TEXAS WORKFORCE DEVELOPMENT SYSTEM
STRATEGIC PLAN 1994-1999

PURPOSE

To propose for the Council's approval the Texas Workforce Development System Strategic Plan 1994-1999.

BACKGROUND

Senate Bill 642 requires that the Council "develop and recommend to the Governor a single strategic plan that establishes a framework for the budgeting and operation of all workforce development programs administered by agencies represented on the Council." The law requires the strategic plan to include goals, objectives and performance measures for all workforce programs. Part One of the Strategic Plan includes the vision, philosophy, mission, system goals, program goals, and objectives under each goal. Part One was approved by the Council in February, 1994. Since that time, two additional sections addressing the opportunities and challenges facing Texas in the development of its workforce have been added. Part Two, to be acted upon at the May 1994 Council meeting, specifies the performance measures, strategies and timelines for implementation of the Plan.

DISCUSSION

Identification of Opportunities and Challenges

Two new sections have been added to Part One of the Strategic Plan. The section "Challenges to Texas in the Development of its Workforce" was formerly approved by the Council in February as an Attachment to the Plan, entitled "Defining the Problem." This section has merely been renamed, and more recent data added in certain sections. An additional section, "Opportunities for Texas in the Development of its Workforce," describes the economic and demographic assets of Texas and positive trends in these areas.

A more lengthy volume of the opportunities and challenges facing Texas, as well as findings regarding target populations and program effectiveness, are presented as working papers to the Strategic Plan. Formerly distributed in February, this statistical digest has been updated for distribution at the May Council meeting.

Development of Performance Measures

At the March 1, 1994 meeting of the Evaluation and Performance Committee, the committee members asked staff to conduct research and synthesize information regarding: 1) what other states are doing and have learned in developing measures for workforce development programs; and 2) the views of several national experts in the area of performance measurement for education, employment and training programs.

Based on this direction, staff first researched literature in the field to identify the latest thinking at the national level on performance measurement in workforce development programs. Second, staff conducted lengthy phone interviews with numerous national experts in performance measurement and standards to solicit their recommendations and comments. Third, staff researched what other states are doing in this area to be able to benefit from their experiences. Based on these activities, staff presented the Evaluation and Performance Committee members with a preliminary set of core performance measures at the April 7, 1994 Council meeting. The committee members asked staff to solicit general responses to the initial proposed core performance measures from a variety of stakeholders in the workforce development arena.

In response to this request, staff met with a work group of program representatives on April 8 to discuss their initial response to the proposed measures and to develop an approach to obtain feedback from constituent groups. Council staff developed a questionnaire soliciting comments regarding the appropriateness of the proposed measures, which was sent to state agencies and a comprehensive list of stakeholders. These stakeholders included PICs, Quality Workforce Planning Agencies, employers, community based organizations, secondary vocational education and other secondary education, adult education representatives, and postsecondary education. Council staff received written responses from 111 individual representatives of key programs and constituency groups. The majority of stakeholders responded that the measures were appropriate and comprehensive in identifying the outcomes of a successful workforce development system.

The results of this survey and a refined set of core performance measures were presented to the Evaluation and Performance Committee on May 2, 1994. At this time, the committee asked for public comment. The committee approved the set of core performance measures.

The Strategic Plan Task Force met on May 12, 1994 to consider the completed Strategic Plan. The Chair of the Evaluation and Performance Committee presented the core performance measures to the Task Force for its consideration. The Task Force approved the measures and Part Two of the State Strategic Plan.

Issues for Further Consideration:

The following recommendations were made by many of the experts interviewed as necessary to incorporate into the early implementation stages of the performance and evaluation system. These recommendations address building in appropriate data collection and other activities that may be useful in: 1) determining if current measures should be refined or additional measures added at some point in the future; and 2) in the setting of standards:

- **Track by Population** - Tracking and reporting should be in accordance with three major cohort population groups served by the programs: youth/entry level, long-term unemployed, dislocated workers (from NGA).
- **Determine Pre and Post Assessment Procedures** - Identify stakeholder groups to develop and recommend to the Council assessment instruments/processes for pre and post program assessment in order to measure skill attainment in adult education, workplace basics, and general (industry cluster) occupational areas.
- **Institute On-Going Program Evaluation** - Develop quality indicators in conjunction with outcome measurement to ensure that program operators are paying attention to program quality as well as pre-defined outcomes.

Development of Timelines and Strategies for Implementation of the Plan

Both the Texas Workforce Development System Strategic Plan and the state agencies individual strategic plans required by the Legislative Budget Board are six year plans. Based on discussions with agency representatives and experts in the field, staff concluded that the development of a fully integrated workforce development system is also approximately a six-year project. This will enable the active participation of all stakeholders in the process. During the interim, progress toward implementation can be measured and reported.

Based on the five goals that need to be achieved, staff identified six critical action areas that need to be addressed. These critical action areas are those that cut across programs, require the effort of all programs, and represent significant improvement in the system if implemented successfully. Agency representatives agreed that these areas were appropriate to organize and guide the efforts of Council and agency staff as they implement the plan:

- Common application and eligibility determination systems
- Assessment, case management, counseling and referral system
- Labor market information and career information systems
- Local board development
- Performance measurement and evaluation system
- Skills standards and certification system for literacy/basic education, workplace skills, and occupational areas

Council staff held work group meetings to identify the major action steps that need to occur during the six year period under each critical action area. These work groups included Council staff, agency/program staff, and technical experts. During the next several months, work groups that include state as well as local representatives will be formed. These groups will be charged with developing detailed action plans under each of these six areas.

RECOMMENDATION

The Strategic Plan Task Force recommends that the Council adopt the Texas Workforce Development System Strategic Plan 1994-1999 for recommendation to the Governor for approval.

- The Task Force recommends extending the time frame for the Plan through 1999 (versus 1998) to reflect the Legislature's designation of fiscal years as opposed to program years.
- Part One of the Strategic Plan has already been adopted by the Council and approved by the Governor. However, the Task Force recommends the adoption of two additional sections addressing the opportunities and challenges facing Texas in the development of its workforce.
- Part Two of the Strategic Plan includes a set of core performance measures, critical action areas and steps, as well as the timelines and strategies for implementation of the Plan.

If approved by the Governor, the Strategic Plan will be transmitted to appropriate state and local agencies and their boards for use in planning, implementation and evaluation of workforce development programs in Texas.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	TCWEC Agency Strategic Plan
Committee	Full Council
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Barbara Cigainero, TCWEC
Summary of Item	As part of the State's strategic planning initiative, <i>Texas Tomorrow</i> , each state agency is required to develop an internal agency strategic plan. The Executive Committee, with assistance from the TCWEC staff, developed the agency's strategic plan. This document includes the agency vision, mission, philosophy, external/internal assessment, goals, objectives and outcome measures, strategies and output measures, and action plans.
Attachments	The strategic plan was mailed to Council members in advance of the meeting and is not included in the briefing book. Additional copies of the plan will be available at the meeting.

ACTION ITEM
TEXAS COUNCIL ON WORKFORCE AND ECONOMIC
COMPETITIVENESS STATE AGENCY STRATEGIC PLAN

PURPOSE

To propose for the Council's approval a Strategic Plan for the state agency operations of the Texas Council on Workforce and Economic Competitiveness (TCWEC).

BACKGROUND

Beginning in 1991, each state agency within the executive branch of government in Texas began participation in a coordinated strategic planning process. House Bill 2009, Seventy-second Legislature, Regular Session, 1991 initiated the process and established the initial framework for the first planning cycle. Senate Bill 1332, Seventy-third Legislature, Regular Session, 1993, amended the statute and required a minimum planning horizon of five years.

The Texas strategic planning process involves nine elements. The first two elements, vision and functional goals, are developed by the Governor and the Legislative Budget Board. Agencies review the functional goals established for all state activities and identify those specific functional goals that are germane to the broad purposes of the state agency operation. Each agency is responsible for development of a mission statement, agency philosophy, and external/internal assessment, agency goals, objective and outcome measures, and strategies and output measures. The final strategic planning element consist of action plans which are developed and maintained by the agencies but not a formal part of the strategic plan submission.

The strategic planning process is an integral part of the legislative appropriation process. The outcome measures which are developed in relationship to agency objectives are multi-year performance measures used by the legislature to gage the extent to which the public is benefiting by agency activity. Agencies budget against strategies developed within the strategic plan. The output measures associated with strategies are quantified statements of workload associated with the strategies.

Agencies are required to submit strategic plans to the Governor's Office of Budget and Planning and the Legislative Budget Board by June 1, 1994. Within TCWEC, the Executive Committee is designated as the committee to review the draft submission of the strategic plan prior to action by the full Council. The Executive Committee met on April 21, 1994 to review draft portions of the strategic plan and provided comments for modification of the document to TCWEC staff. The Executive Committee met on May 26, 1994 to review and comment on a final draft of the strategic plan.

DISCUSSION

The Vision, Mission and Philosophy statements which were developed for the state agency strategic plan focused on the development of partnerships in order to achieve a world-class workforce development system. These plan elements took into account the work of the Council in developing similar statements for the strategic plan developed for the federal programs. While the program plan focused upon the outcomes for service populations, the state agency plan is more focused on how the Council will organize its efforts to create a system of service through cooperation and participation of all major stakeholders.

The external/internal assessment involved an analysis of reports, studies and other sources of data on population trends, economic factors, federal legislative initiatives, and organizational factors which should be taken into account in a multi-year planning effort. The Council reviewed strengths and weaknesses as well as opportunities and obstacles in an effort to provide a self assessment and to focus on areas for improvement.

The Goals, Objectives and Strategies developed for the agency plan are organized around three basic areas of work. The first goal area deals with the development of skills and knowledge. This area encompasses all of the education initiatives such as school-to-work transition, skill standards and labor market information systems. The strategic planning process for the programs and the evaluation and performance standards system for program activities is reflected within the second goal area. The process for recommendations for consolidation is organized within this goal area. The final goal relates to the development of local workforce development boards and one-stop centers. All activity developed to support and assist local programs in achieving better local delivery systems is organized under goal three.

RECOMMENDATION

The Council staff recommends the approval of the Strategic Plan for FY 95-99 for the Texas Council on Workforce and Economic Competitiveness.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
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Agenda Item Topic	TCWEC Operating Budget for FY 1995
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Committee	Full Council
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Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
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Presenter(s)	Barbara Cigainero, TCWEC
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Summary of Item	<p>Section 2.18 of SB 642 provides the funding mechanism for the Council. The Council is charged with developing a budget to carry out the Council's duties and responsibilities under the enabling legislation. The Operating Budget for FY 1995 is required to be submitted in August of 1994. This item presents a discussion of the TCWEC Operating Budget for 1995 and a line item Operating Budget for FY1994 and FY 1995 to allow for a comparison of projected costs for each budget item in both fiscal years. At the May 27 meeting, the Council will be considering the Operating Budget for FY 1995 for approval.</p>
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Attachments	
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ACTION ITEM
TCWEC OPERATING BUDGET FOR FY 1995

PURPOSE

To propose for the Council's approval an Operating Budget for the Texas Council on Workforce and Economic Competitiveness for FY 1995.

BACKGROUND

Section 2.18 of SB 642 provides for the funding mechanism for the Council. The Council is charged with developing a budget to carry out the Council's duties and responsibilities under the enabling legislation. At the September 30, 1993 meeting of the Council, an Operating Budget for the FY 1994-95 biennium was presented and approved in general session. Subsequent to that action an Operating Budget for FY 1994, that included proposed goals, objectives, outcomes, strategies, and outputs was developed for submission to the Governor's Office of Budget and Planning and the Legislative Budget Board. This document was presented to the Executive Committee and later to the full Council at the December 3, 1993 meeting. The Council received notice on December 16, 1993 of budget approval by the Legislative Budget Board of an Operating Budget in an amount slightly less than that proposed by the Council.

The Council was requested by the Texas Department of Commerce to assume the staffing for the Career Pathways for Youth Design Committee enacted by SB 367. An inter-agency contract was developed to provide the Council with the funds appropriated by the Texas Legislature to support the Design Committee activity. In February 1994, the Council also received a grant notice from the U. S. Department of Education for the administration of a \$630,000 school-to-work planning grant for the state. On April 21, 1994 the Executive Committee reviewed and approved a modification of the FY 1994 Operating Budget to adjust the budget to the approved amount designated by the Legislative Budget Board, include the funds provided through inter-agency contract with Commerce for the SB 367 Design Committee, and reflect the portion of the school-to-work planning grant budgeted for state FY 1994. The Executive Committee, in taking this action, reviewed correspondence received by all state agencies from the Governor and the leadership of the Legislative Budget Board concerning fiscal constraints. The FY 1994 Operating Budget approved by the Executive Committee reflected reductions identified in General Revenue expenses.

In August of 1994, state agencies will be required to submit proposed Operating Budgets for FY 1995.

DISCUSSION

A line item Operating Budget for the biennium is provided to allow for a comparison of projected costs for each budget item in both fiscal years. The most recent expenditure report generated by the Texas Employment Commission is also provided. The legislative budget process does not include the submission of fringe benefit expenses since the Legislature appropriates this item for all General Revenue supported staff through a single appropriation action of General Revenue funds. Since Council staff salaries are supported with Federal funds, the Council is responsible for reserving sufficient funds for fringe benefit expenses, although this budget item is not reported in Legislative Budget Board documents. For FY 1994 fringe benefits expenses are estimated to be \$193,795 with an estimated fringe benefit expense for FY 1995 of \$254,934.

The increase in classified salary cost for FY 95 reflects all staff positions filled for a 12 month period versus budgeting for that portion of FY 94 in which staff positions were occupied. Additional travel, postage and printing cost reflect expenditures associated with the school-to-work planning grant in the next fiscal year. The contract for lease of office space will expire August 31, 1994 and the Council staff is working with the General Services Commission in locating new space for agency operations. State law requires that lease space correspond to 153 square feet per employee, including spaces such as hallways, conference rooms and storage areas. This factor creates the most significant variable for the next fiscal year. While the cost of lease space may decrease, there may be a need to increase the funds available for furniture so that modular work spaces can be arranged to comply with the 153 sq. ft. provision.

RECOMMENDATION

The Council staff recommends the approval of the FY 1995 Operating Budget.

**Texas Council on Workforce and Economic Competitiveness
Operating Budget
Amended 3/1/94**

OBJECT OF EXPENSE	FY 1994	FY 1995
1001 Personnel		
Salaries and Wages (Exempt)	\$268,644	\$268,644
Salaries (Classified)	374,761	568,488
Merit	0	9,529
Longevity	2,580	3,120
Sub-Total, Personnel	\$645,985	\$849,781
2000 Operating Costs		
Travel		
Staff	\$54,000	\$64,800
Council	87,000	73,800
Communications		
Telephones	12,485	12,485
Postage	6,100	11,500
Airborne Express	3,500	3,500
Consumable Supplies	10,500	10,500
IAC/TEC	65,916	65,916
Office Equipment Maintenance	8,500	8,500
Parking	1,000	1,000
Printing	23,500	42,500
Professional Fees	80,000	40,264
Rentals		
Office Rent	62,500	62,500
Meeting Rooms	10,000	13,000
Office Machines (Photocopier, etc.)	5,000	5,000
A/V Equipment for Council Mtgs.	10,000	10,000
Contracts	361,795	251,500
Moving Expenses		6,000
Sub-Total, Operating Costs	\$801,796	\$682,765
5000 Capital Expenditures		
Furniture	\$18,000	\$10,000
Automation Equipment	55,000	15,000
Sub-Total, Capital Expenditures	\$73,000	\$25,000
Total, TCWEC	\$1,520,781	\$1,557,546

Method of Financing:		
Texas Council on Vocational Education	\$237,315	\$237,315
Texas Education Agency	65,188	87,107
Texas Department of Commerce	592,450	652,681
Department of Human Services	94,736	103,158
Texas Employment Commission	118,215	143,975
Texas Higher Education Coordinating Board	13,852	644
School-to-Work Opportunities Grant	350,000	280,000
Texas Literacy Resource Center	27,641	29,338
Office of the Governor	21,384	23,328
Total, Method of Financing	\$1,520,781	\$1,557,546

	Link Skills Project Code 831 701	Strategic Planning Project Code 832 701	Com. Service 833 701	Design Com. Project Code 834 701	Executive Project Code 836 100	Financial/PE Project Code 837 120	Data Processing Project Code 838 150	Operating/Support Project Code 839 190	Total
Salaries	\$90,692.88	\$95,012.85			\$109,967.54	\$9,786.14	\$1,666.41	17.73	\$307,143.55
Personnel Benefits	24,896.96	26,032.31			27,877.32	2,887.40	420.71	6.23	82,120.93
Supplies	114.44	204.81		29.95	949.64	3.71	124.68	3,415.96	4,843.19
Communications	101.94	108.91			130.19	10.93	1.43	3,169.65	3,523.05
Travel	9,383.34	4,087.17	\$260.07	\$6,133.05	17,596.20	2.42	0.43		37,462.68
Equipment Rental	11.93	12.34			3,019.08	1.34	0.61	3,632.47	6,677.77
Equipment Expenditures	1,623.16	560.40			788.86	317.08	2,160.64		5,450.14
Office Rent	50.73	54.00			62.86	5.47	0.63	34,767.89	34,941.58
Office Expenditures	100.24	104.83			128.08	10.48	869.80	0.04	1,213.47
Services	299.65	220.27			847.08	1.29	0.17	6,354.09	7,722.55
Other Expenditures	457.07	1,101.32			2,666.96	1.31	0.10	2,365.97	6,592.73
Capital Expenditures	3,842.24	5.31			6.34	0.51	10,845.00	0.01	14,699.41
Postage	142.10			104.70	158.99			3,414.06	3,819.85
Total	\$131,716.68	\$127,504.52	\$260.07	\$6,267.70	\$164,199.14	\$13,028.08	\$16,090.61	\$57,144.10	\$516,210.90

Method of Financing

Agency	Funds Committed	Cumulative Receipts	Description	Budgeted	Obligated	Variance
TCOVE	\$237,315.00	\$12,315.00	Salaries	\$903,147.98	\$307,143.55	\$596,004.43
TEA	\$117,485.00	\$0.00	Benefits	\$236,353.27	\$82,120.93	\$154,232.34
TDOC	\$790,240.00	\$395,119.68	Supplies	\$8,833.88	\$4,843.19	\$3,990.69
TEC	\$172,215.00	\$172,215.00	Communications	\$1,891.78	\$3,523.05	(\$1,631.27)
TDHS	\$137,112.00	\$0.00	Postage	\$7,076.22	\$3,819.85	\$3,256.37
THECB	\$20,178.00	\$20,178.00	Travel	\$31,713.34	\$37,462.68	(\$5,749.34)
Governor's Office	\$44,712.00	\$11,664.00	Equipment Rent	\$39,420.82	\$6,677.77	\$32,743.05
Design Committee	\$100,000.00	\$0.00	Equipment Expend	\$24,098.24	\$5,450.14	\$18,648.10
Total	\$1,619,257.00	\$611,491.68	Office Rent	\$103,488.57	\$34,941.58	\$68,546.99
			Office Expenditure	\$6,494.59	\$1,213.47	\$5,281.12
			Services	\$15,603.71	\$7,722.55	\$7,881.16
			Other Expenditure:	\$16,053.48	\$6,592.73	\$9,460.75
			Capital Expenditur	\$10,225.12	\$14,699.41	(\$4,474.29)
			7942 Contracts	\$65,916.00	0	\$65,916.00
			Totals	\$1,470,317.00	\$516,210.90	\$954,106.10

As of 4/12/94

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	Workforce Program Consolidation Recommendations
Committee	Full Council
Type of Action	<input type="checkbox"/> Briefing/Information Only <input checked="" type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Joe Thrash, TCWEC
Summary of Item	This item is an update on the work of the Task Force appointed by Mr. Frost to make initial recommendations concerning consolidation of workforce programs at the state level. The Task Force should complete its work over the summer, present the recommendations for review by the Executive Committee and the full Council at the September meeting.
Attachments	

**POLICY BRIEFING ITEM
WORKFORCE PROGRAM CONSOLIDATION
RECOMMENDATIONS TASK FORCE UPDATE**

PURPOSE

To brief the Council on the progress of the Task Force appointed by the Presiding Officer to formulate recommendations on program consolidation. The Council is required by Senate Bill 642 (chapter 668, Acts of the 73rd Legislature, 1993) to "develop and recommend to the governor and legislature not later than November 15, 1994, a plan for consolidating all workforce development programs in this state." This briefing will advise the members of the progress to date and the steps intended to be taken in the future.

BACKGROUND

Progress of the Task Force

On January 20, 1994, Mr. Frost appointed a task force consisting of the directors of the state agencies represented on the Council to consider recommendations for consolidation of workforce development programs. Since that time, Council staff has been working with the Task Force to develop a process for the business of the task force. The process chosen is a type of alternative dispute resolution approach often used in the resolution of business and labor disputes but only now becoming a part of the public policy process.

The Council has entered into a contract with the Center for Public Policy Dispute Resolution (hereafter CPPDR) to use their services in developing recommendations for consolidation of workforce development programs. The CPPDR is a new organization established at the University of Texas School of Law to encourage the use of alternative dispute resolution techniques in the formulation of public policy in Texas. Their participation should be useful in formulating recommendations and in creating a degree of consensus on the policy.

The first step in the negotiation process is evaluation of the issues and parties involved. To develop the issues, the Council staff and the director of the CPPDR have conducted a series of interviews with the members of the Task Force. The results of those interviews are summarized below. The staff has also invited other interested parties to consider some level of participation in the process. This includes organizations of service providers, business, labor, and others. The ultimate decision on the way these other parties will participate will be up to the Presiding Officer and the Task Force.

The staff has also consulted with the legislative leadership concerning this process. Since the recommendations will go to the Governor and the Legislature, we determined that it would be to our advantage to get some input on the front end rather than just feedback after the fact. We will continue to consult with them as the process moves forward.

DISCUSSION

The Dispute Resolution Process

The process of making recommendations for consolidation of workforce development programs is very similar to the negotiated rulemaking process, one of the techniques in dispute resolution being tried at the federal level for writing administrative rules. In this process, the stakeholders in an issue are brought into a process of negotiation in an attempt to build a consensus on a draft rule. They are assisted by a trained facilitator who should direct the process and attempt to keep it moving toward a goal. Consensus of the negotiators on a draft proposal is the goal of the process, but other goals such as narrowing the issues and better understanding of the issues by the parties are important, as well.

Normally, all stakeholders in an issue are invited to participate in the negotiation process or to send representatives to participate. The primary stakeholders are represented by the agency directors who have been asked to participate in the process. In addition, there are many other groups and individuals who consider that they have a stake in this process. The level of participation of these other groups must be decided by the Council members at the table. While some degree of participation will be essential to achieve buy-in to the results, full participation of all interested parties and groups may not be possible.

Results of the Interviews

The members of the Task Force were provided a list of questions that would be the focus of the interviews. Most of the members provided written responses to the questions. The interviews focused on both the process and the substance of the consolidation issue. A summary of the responses follows:

1. *What are your individual goals for the process of making a recommendation on program consolidation?* There was agreement that the consolidation process needed to be driven by goals related to the improvement of the delivery of services rather than merely "changing the sheet metal" of agency structure. Among the goals specifically mentioned were:
 - Increase efficiency and effectiveness in delivery of services;
 - Improve client access to programs;
 - Formalize existing coordination of programs;
 - Minimize disruption to existing programs;
 - Increase responsiveness to local workforce organizations, employers, and participants;
 - Maximize use of existing resources; and
 - To have an evaluation system that will tell us whether the changes are actually working.
2. *What are your expectations for outcomes as a result of the process?* Expectations for the process varied from "Too early to tell," and "No fixed expectations," to a high level of confidence that considerable improvement in the system was a possible and likely outcome.
3. *Is consensus likely?* The answers again ranged from "Too early to tell," to more positive responses. There was some thought that consensus would only be reached on the simpler issues and would not be possible on significant changes in agency structure.

4. *What are specific areas that need to be addressed in this process?* This question produces a real laundry list of responses. The highlights included:
- Impact on clients and staff;
 - Timeline for implementation of any changes;
 - Impact on allocation of funds to the local level;
 - Impact on the operation of currently integrated systems within the agencies;
 - The expectations of the legislative leadership;
 - Whether the process is truly limited by the federal programmatic boundaries or whether a higher degree of integration or consolidation might be possible;
 - Whether the consolidation efforts will support improved client access and a truly integrated workforce development system;
 - How poor and dysfunctional families and people with disabilities will fit into the system; and
 - The impact on the development of local workforce development boards.
5. *Does anyone need to be at the negotiating table in addition to the agency directors?* The answers were generally, but not exclusively, "Yes." Those considered necessary to the process included agency staff members, representatives of the Legislature, interest groups involved in the provision of training services, and the consumers of the services. There was a difference of opinion over the level of participation of the other groups. Some thought they should be at the table and others thought a "second tier" might be appropriate.
6. *What other input is needed and how should it be obtained and presented?* The federal agencies from whom the money comes and most of the people mentioned in number 5. No specific answers on the second part of the question.
7. *Should there be a staff work group to handle routine matters and keep the process moving between meetings of the principals?* The group split four to two in favor of a staff work group. To the person who felt the Council staff should be able to handle this, all I can say is "HELP!" There was also a comment that the role of the staff work group should be well-defined to insure that it did not interfere with the negotiations.
8. *What are the federal limitations on consolidation at the state level?* Generally, the opinion was that the federal law placed few limitations on consolidation of programs into a single entity, but it might place limitations on piecemeal severing of programs and reassignment of the parts to different agencies. It largely depended on what program was being considered.
9. *What federal waivers might be necessary for program consolidation?* There does not seem to be any way to predict what waivers might be necessary until there is some idea what the consolidation plan might look like.
10. *What is the likely local impact of state consolidation?* The answer to this question again depended on what shape the overall change took. Some saw it as a potential conflict between state and local control. Others saw an opportunity to more fully integrate state and local operations and achieve better delivery of services. One commented that a "mega-agency" could place layers of bureaucracy between the state and local decision makers, hampering the delivery of services.

11. *How can local impact be minimized or made positive? What changes should the customer of the system notice?* All agreed that the customer should notice only improvements in service if the consolidation was done correctly. To achieve this end, it will be necessary to involve people at the local level in the design of the program. There should be careful attention to the impact at the local level. There is currently diversity in the way services are delivered at the local level, with some agencies having local offices and others not. A rapid shift in the method of providing services without regard to existing local relationships could be disastrous.
12. *What would be the collateral impact on your agency of removing workforce development programs?* The answers to this question varied significantly, but all considered the impact significant to the remaining functions of the agency, and frequently to the programs that were removed. In some cases the mission of the agency would no longer be the same.
13. *What additional information needs to be available to conduct this process?* This question appears to have been too vague to elicit useful responses. It was intended to help guide staff research during the period prior to the beginning of the actual negotiations.
14. *Would it be useful to know how other states organize these programs?* The majority think there is some value to knowing what other states have done and may currently be doing to the organization of their programs. There were cautions advised on relying too much on this, since other states have different circumstances, such as a cabinet form of government, much smaller populations and areas, etc.
15. *Do you know of any other state that are undertaking workforce consolidation initiatives? Are there any of these initiatives that could or should be replicated in Texas?* The states that were mentioned were Michigan, Indiana, Tennessee, Florida, North Carolina, Washington, and Oregon. The question of whether there was any application to Texas will require some additional research. One person suggested that we might look to previous consolidation efforts in Texas to see what was accomplished.
16. *What areas of consolidation are likely to produce some real savings of administrative expense?* The areas of savings are most likely to be found in the support areas such as data processing, personnel, purchasing, facilities, audit, budget, etc. Some savings in staff travel might be possible. Co-location of offices might lead to some savings in facilities costs.
17. *What steps other than consolidation should these state agencies take to ensure the more efficient administration of workforce development programs?* This question evoked numerous and lengthy responses. There was an emphasis on integration and coordination of services throughout the existing structure. Improvements in the evaluation of programs was also mentioned more than once. The development of national measures that could allow Texas to easily compare performance with other states would help. Uniformity in planning, budget, and program cycles across federal programs would ease administration. A complete integration of the data system and the client data base would assist integration of programs.
18. *What cooperative efforts is your agency currently involved in with other agencies represented on TCWEC? Please describe by agencies involved, the nature of the program, and the extent of the involvement.* This question presented a list too long to reproduce here. There is a great deal of work going on in this state to coordinate workforce development plans.

Next Steps in the Process

While the process must not dominate the discussion and overshadow the issues, there are certain bases that must be touched on the way to home plate. The Council staff and CPPDR are attempting to make sure all the elements are in place for a successful negotiation. Background research on issues is continuing. There is an effort to see what other states have done recently and to try to gauge its applicability to Texas.

A schedule for meetings of the Task Force is now being prepared. An initial meeting should take place in early June and more meetings as necessary will take place over the summer. The recommendations of the Task Force will be submitted to the Executive Committee and, upon their approval, to the full Council at the September meeting.

Framing the Question

An old axiom states that if you don't ask the right question, you probably won't get the right answer. For these negotiations, it will be important to ensure that the questions are asked correctly and that the discussion correctly focuses on the real issues rather than negotiating postures or other false issues. This should be accomplished by focusing on the goals of the effort and proper analysis of the issues. These considerations will be part of the initial stage of the negotiations.

One approach to the problem would be a programmatic approach: to consider the programs as entities. The administration of the program, its relationship to the other operations of the agency administering it, and its relationship to the other programs could be considered

Another approach might be a functional evaluation as seen by the client. Each step in the process could be evaluated to see who can best perform it and how it integrates with the whole system:

- Client intake;
- Needs determination;
- Eligibility determination;
- Provision of training services;
- Provision of collateral services such as child care or income support;
- Referral to employment;
- Follow-up after employment; and
- Evaluation of the results.

Issues for the Negotiations

If there is a single lesson to be learned from the work so far on the consolidation process, it is that consolidation is just another means to the same end that the Legislature, the agencies, and the customers have been seeking through House Bill 7, Senate Bill 642, and many individual and group efforts before that. The consolidation process must offer a result that will be more responsive, more efficient, and more accountable. It must improve the delivery of services to the clients.

At this stage, there are more questions being produced than answers. There are, however, some issues that have emerged that are clearly within the scope of the negotiations. It may not be possible for the Task Force or the Council to deal with all the issues and consensus may not be possible on all of them. They will be on the table for review. These issues include:

- The formal structure of the agencies and the administration of the programs by the agencies;
- The actual level of coordination between agencies and what might be done to improve it;
- Recommendations other than consolidation that might improve performance;
- The governance structure of the programs and agencies;
- The role of the Council on Workforce and Economic Competitiveness; and
- The oversight and evaluation of the system by the Executive and Legislative Branches of government.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	Quality Work Force Planning
Committee	Full Council
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Charles Dunnam, West Central Texas Council of Governments
Summary of Item	Section 4.4 (c) (6) of SB 642 requires that the functions of the Quality Work Force Planning Committees be merged under local work force development boards. Quality Work Force Planning Committees gather, analyze and distribute regional labor market information. This briefing item presents the origins and functions of Quality Work Force Planning Committees and issues related to merging functions.
Attachments	Attachment A, 19 TAC Chapter 78, Subchapter B, <u>Quality Work Force Planning</u>

BRIEFING ITEM QUALITY WORK FORCE PLANNING

PURPOSE

To brief the Council on the origins and functions of Quality Work Force Planning committees and the merging of these functions under local workforce development boards.

BACKGROUND

Texas must have a skilled and educated work force to compete successfully in the 21st Century Global economy. Education and training providers, business, industry, and labor all have a stake in Texas' future. These two fundamental assumptions brought together more than 1000 volunteers across Texas to participate in Quality Work Force Planning. Unique to our state, Quality Work Force Planning provides a systematic, data-driven method for identifying employer needs and a sound basis for improving career and technical education and training programs to meet student and adult learner needs.

The Texas approach to achieving a quality work force has earned our state national recognition for improving coordination between career and technical education and training programs. In addition, it has been studied and often cited as unique for its comprehensive approach to work force development.

Support for Quality Work Force Planning comes from the Texas Education Agency, the Texas Higher Education Coordinating Board, and the Texas Department of Commerce. After a series of pilot projects conducted by the three agencies, the Texas Legislature in 1989 committed the state to develop an integrated delivery system through Quality Work Force Planning. Funding for the initiative was appropriated by the Legislature in 1991 and 1993.

BASIC FUNCTIONS

Quality Work Force Planning committees gather, analyze, and distribute regional information in an effort to bring order to chaotic data and provide useful information to decision-makers. The Texas State Occupational Information Coordinating Committee provides each regional Quality Work Force Committee with SOCRATES, an automated regional labor market information system containing extensive national, state, and regional labor market data files. Committees use these data to generate working lists of:

- key regional industries with the greatest job growth potential;
- targeted occupations (i.e., high-skill, high-wage occupations) within key regional industries; and
- career and technical education programs, including those that train for targeted occupations.

Regional labor market information is provided to all public independent school districts, public institutions of higher education, private industry councils, and Tech-Prep consortia for use in program planning, as well as to any interested party upon request.

During program year 1992-1993, over 155,000 labor market information-related reports, documents, and brochures were distributed by the 24 Committees.

DISCUSSION

Quality Work Force Planning Committees are one of the four specified entities whose functions will be merged under local work force development boards [Section 4.4(c)(6) of the Work Force and Economic Competitiveness Act, usually referred to as Senate Bill 642].

The major Quality Work Force Planning functions that a board will perform may be found in 19 Texas Administrative Code, Chapter 78, Subchapter B, Quality Work Force Planning.*

From this point forward, the discussion related to Quality Work Force Planning must focus on transition issues. How will the functions performed by Quality Work Force Planning Committees be transferred to local work force development boards?

*Document attached for your reference

Attachment A

19 TAC Chapter 78, Subchapter B, Quality Work Force Planning

SUBCHAPTER B. QUALITY WORK FORCE PLANNING

78.70 Integrated Vocational-Technical Educational and Training Delivery System for a Quality Work Force.

Statutory Citation

Texas Education Code, 21.115

"(a) The master plan for vocational education under Section 21.113 of this code shall provide for an integrated delivery system that is designed to:

- (1) meet local, regional, and statewide needs for vocational educational programs;
- (2) provide vocational education services in a systematic, nonduplicative manner;
- (3) determine priorities for vocational education program offerings in each service delivery region established under this section; and
- (4) maintain a central data base on all institutions, both public and private, that provide vocational education.

"(b) The State Board of Education shall provide in the master plan for the establishment of vocational education service delivery regions throughout the state. The regions shall have the same boundaries as the state planning regions delineated by the governor.

"(c) The State Board of Education shall establish in the master plan:

- (1) priorities for local, regional, and statewide service plans; and
- (2) the composition of regional planning committees that shall coordinate service delivery in each region."

Rule

- (a) Purpose. Texas must develop a skilled and educated work force to enhance economic development in this state and to compete in a global economy. An integrated delivery system for vocational-technical education and training would ensure that the skills attained by graduates and completers of education and training programs match the skills needed by employers. The purpose of quality work force planning shall be to determine priorities for vocational-technical education programs in the state's 24 planning regions. Planning committees shall develop partnerships of employers and educators to analyze regional job opportunities and education and training needs.
- (b) Regional boundaries. Effective September 1, 1990, 24 quality work force planning regions shall be established that have boundaries coterminous with the governor's state planning regions.

- (c) Partnership. Public school districts, education service centers, public community/junior colleges and technical institutes, public senior colleges and universities, other public institutions of higher education, and the Job Training Partnership Act/private industry council system shall work together to form a partnership with business and industry to address the issue of developing a skilled and educated work force. Private colleges and universities, private providers of vocational education programs, and other interested public sector entities may be active participants.
- (d) Quality Work Force Planning Committees. Effective September 1, 1990, a quality work force planning committee shall be initiated in each region. Each committee shall facilitate the development of an integrated delivery system for vocational-technical education and training. Each committee shall identify education and training providers, consistent with their role and mission, for vocational-technical education programs in the region so that programs will be delivered in a cost-effective and systematic manner that avoids unnecessary duplication. Each committee shall provide a planning forum to:
- (1) address the needs of employers for a skilled and educated work force;
 - (2) address the needs of students, including members of special population groups, for occupationally specific vocational-technical education programs based upon current and projected labor market needs and related secondary occupationally non-specific vocational-technical education programs, services, and activities;
 - (3) promote partnerships that support vocational-technical education programs, services, and activities that result in:
 - (A) program articulation and 2+2+2 programs;
 - (B) resource sharing among education and training providers and with business and industry;
 - (C) coordination with dropout, adult education, and literacy programs;and
 - (4) improve communication within the region among:
 - (A) education and training providers and employers by sharing ideas to improve the quality of vocational-technical education programs; and
 - (B) education and training providers and economic development organizations to meet the region's future employment training needs.
- (e) Establishment of committees. Only one quality work force planning committee shall be established in each region. The tri-agency partnership identified in subsection (m) of this section shall initiate activities within each region to establish the committee. A newly formed or existing entity that meets the committee membership criteria found in subsection (j) of this section, and that has adopted bylaws as specified in subsection (k) of this section, may petition the tri-agency partnership to be designated as the quality work force planning committee for the region. The chief executives of each agency of the tri-agency partnership shall determine if membership and bylaw requirements are met and grant official status to the committee.

(f) Regional labor market information system. Each quality work force planning committee shall establish a regional labor market information system for use in program planning. Data from the state labor market information system shall be used as a primary source. Other reliable data sources may be used to augment these primary data provided that data standards are compatible with those identified by the State Occupational Information Coordinating Committee (SOICC). Each committee shall use the flexible planning methodology developed by the State Occupational Information Coordinating Committee to produce and periodically update:

(1) an inventory of key regional industries with the greatest job opening potential; and

(2) an inventory of targeted occupations, within key regional industries. The committee shall identify targeted occupations based upon: projected average annual job openings, positive growth-to-replacement ratios, specific vocational preparation training times, and other appropriate labor market variables. The committee shall have discretion to establish the parameters used for each variable. The committee shall give consideration to new and emerging occupations using the methodology developed by the Texas Innovation Information Network System.

(g) Regional program and economic development inventories. Each quality work force planning committee shall establish and periodically update the following inventories for use in planning:

(1) an inventory of occupationally specific secondary, postsecondary, adult, and proprietary school vocational-technical education programs, including apprenticeship programs, using data provided by the Central Education and the Texas Higher Education Coordinating Board;

(2) an inventory of secondary occupationally non-specific vocational-technical education programs, using data provided by the Central Education Agency;

(3) an inventory of adult education and literacy programs; and

(4) an inventory of economic development organizations and services.

(h) Regional inventory of vocation-technical education and training programs for targeted occupations. Each quality work force planning committee shall develop an inventory of vocational-technical education and training programs for the targeted occupations identified under subsection (f)(2) of this section. When developing the inventory, the committee shall assess the match between existing vocational-technical education program supply and existing and projected occupational demand in the region.

(i) Service delivery plan. Each quality work force planning committee shall develop a service delivery plan for its region to address the responsibilities specified under subsection (d) of this section.

(1) The plan shall contain a mission statement, goals, objectives related to each goal, and specific activities designed to meet each objective.

(2) The plan shall identify priorities for vocational-technical education programs in the region, taking into consideration information from the regional inventories developed under subsections (f), (g), and (h) of this section and the statewide list of priority occupations. The plan shall be in accordance with vocational-technical education planning rules and regulations of the Central Education Agency and the Texas Higher Education Coordinating Board.

(3) A transitional one-year plan for the period July 1, 1991, through June 30, 1992, will be developed prior to July 1, 1991. A copy of the plan shall be provided prior to July 1, 1991. A copy of the plan shall be provided prior to July 1, 1991, to the tri-agency partnership established under subsection (m) of this section.

(4) A two-year plan for the period July 1, 1992, through June 30, 1994, will be developed prior to July 1, 1992. Subsequent two-year plans will be developed prior to July 1 of even-numbered years. A copy of the plan shall be provided prior to July 1 of even-numbered years. A copy of the plan shall be provided prior to July 1 of even-numbered years beginning in 1992 to the tri-agency partnership established under subsection (m) of this section.

(j) Committee membership. Each quality work force planning committee shall have an equal percentage of membership from the education and public sectors and from the business and industry sectors. The committee may be a newly formed or an existing entity that meets the following membership characteristics.

(1) Voting members from the education and public sectors shall comprise 50 percent of the committee. These members shall include participants from the region who represent: public school districts; education service centers; public community/junior colleges; the Texas State Technical Institute System; public senior colleges and universities; public health science centers; the Texas Engineering Extension Service; the Job Training Partnership Act/private industry council system; adult education cooperatives; and apprenticeship programs. Representatives from private colleges and universities, private providers of vocational education programs, the Texas Employment Commission, the Texas Innovation Information Network System, and other interested public sector entities may be included as voting members at the discretion of the committee.

(2) Voting members from the business and industry sectors shall comprise the remaining 50 percent of the committee. These members shall include participants from the region who represent: large and small employers; business and trade associations; labor organizations; and economic development organizations.

(3) Voting members shall reflect the population characteristics of the region with regard to race/ethnicity and gender.

(4) Voting members shall reflect the geographic diversity of the region, including urban, suburban, and rural areas.

(k) Committee bylaws. Each quality work force planning committee shall establish bylaws that address: rules of procedure; committee size; subcommittee functions; conducting committee business; meeting times; attendance requirements; election and terms of officers; voting rules; approving the service delivery plan and related amendments; and approving amendments to bylaws.

(l) Executive/steering committee. Each quality work force planning committee shall establish an executive steering committee comprised of committee officers and others as specified in committee bylaws. The executive steering committee shall meet as needed to guide policy development and provide direction for the committee and its subcommittees.

(m) Tri-agency partnership. The three agencies responsible for the statewide implementation of quality work force planning are: the Central Education Agency; the Texas Higher Education Coordinating Board; and the Texas Department of Commerce (as the administrative agency for the Job Training Partnership Act and for the State Job Training Coordinating Council).

(1) Each agency shall provide support and technical assistance to the statewide quality work force planning effort. In addition, each agency shall have a specific coordination role, with support from the other two agencies. Central Education Agency staff shall provide technical assistance in coordinating committee functions and operations. Texas Higher Education Coordinating Board staff shall provide technical assistance in developing program articulation agreements and 2+2+2 programs. Texas Department of Commerce staff shall provide technical assistance in establishing regional labor market information systems.

(2) The three agencies shall evaluate the statewide implementation of quality work force planning. The committees shall provide information for that purpose.

(3) A tri-agency management team comprised of staff from each of the three agencies shall coordinate the implementation of statewide quality work force planning activities.

(4) The chief executive of each agency shall appoint three individuals participating in quality work force planning activities to advise the tri-agency management team on the implementation process.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 27, 1994
Agenda Item Topic	National Legislative Update
Committee	Full Council
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	TCWEC Staff
Summary of Item	This briefing item will provide an update on the status of national legislation that will have a significant effect on the operation of TCWEC as well as its agency members. These federal initiatives include: Welfare-to-Work, School-to-Work, Goals 2000, and the Reemployment Act.
Attachments	This item is not included in the briefing book. A verbal presentation will be made at the meeting.

CAREER FOUNDATION COMMITTEE

AGENDA

Career Foundation Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5A
Austin, Texas

- 1:00 p.m. Call to Order
Opening Remarks
Public Comment
- 1:15 p.m. Briefing Item: School-to-Work Grants Update
- 1:30 p.m. Policy Briefing Item: School-to-Work Implementation Plan
- 2:15 p.m. Policy Briefing Item: Tech Prep Evaluation
- 2:45 p.m. Break
- 3:00 p.m. Action Item: Part Two of Texas Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council Section)
- 3:30 p.m. Action Item: State Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council Section)
- 3:45 p.m. Briefing Item: Panel on Skills/Knowledge/Real World Forums
- 4:15 p.m. Briefing Item: Carl Perkins Split (FY 95-96)
- 4:30 p.m. Briefing Item: Carl Perkins Allocation to Local Education Entities (FY 95-96)
- 4:45 p.m. Briefing Item: National Assessment on Vocational Education (NAVE) Interim Report
- 5:00 p.m. Adjourn

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	School-to-Work Grants Update
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Anne Dorsey, TCWEC staff
Summary of Item	Ms. Dorsey will update the Career Foundation Committee on the status of the School-to-Work Planning Grant awarded to TCWEC by the Department of Labor (DOL), including the status of the contracts which have been awarded to research and design various components of the school-to-work system.
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	School-to-Work Implementation Plan
Committee	Career Foundation Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input checked="" type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Lynda Rife, TCWEC Deputy Director, Education Initiatives
Summary of Item	Ms. Rife will brief the Career Foundation Committee on the school-to-work implementation plan which is required of the Committee on the Design of Apprenticeship and Career Pathways Programs for Youth by the 73rd Legislature under Senate Bill 367. The report is due to the Legislature on October 1, 1994. This item will prepare the Career Foundation Committee to take action on the plan at the fall TCWEC meeting.
Attachments	School-to-Work Implementation Plan--Proposed

POLICY BRIEFING ITEM SCHOOL-TO-WORK IMPLEMENTATION PLAN

PURPOSE

To brief the Career Foundation Committee on the School-to-Work report due to the 73rd Legislature and the Department of Commerce by October 1, 1994. The report is a requirement of SB 367, the Workforce Development Initiative for Youth, passed during the last legislative session. The report is being developed by the Committee on the Design of Apprenticeship and Career Pathway Programs for Youth (Design Committee). The Committee is chaired by Ms. Betty Helton. The Vice Chair is Mr. Steve Dement. Both Ms. Helton and Mr. Dement are members of TCWEC. The committee is staffed by TCWEC staff. The proposed report will be presented for action to the Council at the fall meeting.

BACKGROUND

The goal of SB 367 is "to improve the connection between school and work, to increase student incentives to learn, and to improve the transition from school to employment for high school students, especially students who do not enter a baccalaureate degree program at an institution of higher education directly after graduation from high school." The legislation created the Design Committee and authorized the establishment of career pathways and youth apprenticeship pilot projects. However, the Legislature did not fund the pilot projects.

The Design Committee report must include the following:

- (1) a status report on the pilot projects;
- (2) recommendations for the design and implementation of effective long-term programs for the transition from school to employment; and
- (3) an analysis of the operation and success of similar programs created in other states and foreign countries.

Since the 73rd Legislature did not fund the pilot projects, the first requirement will not be necessary as there will not be any pilots to report on.

S.B. 367 also requires the Design Committee to review the following areas:

- integration of secondary and postsecondary learning;
- integration of academic and occupation education;
- integration of learning at work with learning at school;
- capacities and structures to administer and finance the program on a permanent basis;
- professional development for educators, on-the-job trainers, and mentors;
- adoption of high academic standards for youth in the program;
- ensuring access;
- incentives for employers and schools to participate;
- analysis of attendant safety and liability concerns;
- assurances of high quality training; and
- skill standards.

The Design Committee has been meeting since October to study all of the above issues. The report to the Legislature will include recommendations in all of the above areas.

In addition to the Design Committee work, the State has also received a \$630,000 planning grant for school-to-work from the U.S. Departments of Education and Labor, which TCWEC is administering. A large portion of the grant has been used to fund research contracts to design essential components of the school-to-work system, most of which complement or parallel the above areas which the Design Committee must address. So far, five research contracts have been awarded, to study:

- 1) employer incentives and technical assistance,
- 2) developing local school-to-work partnerships,
- 3) skill standards and certification; and
- 4) marketing and outreach.

The contractors will be extensively canvassing the state to receive input from potential school-to-work participants in conducting their research. They will also be collecting information about programs operating in other states and countries. Two more research contracts are scheduled to be awarded soon: for professional development and a case management system of supportive services for school-to-work student participants. TCWEC will also be funding a pilot project to demonstrate some exemplary components of the school-to-work system.

In addition to the above activities, Dr. Bob Glover of the Center for the Study of Human Resources at the University of Texas has prepared a report which provides useful background information for the legislative report. It puts the role of the Design Committee in the broader context of school-to-work initiatives at the federal and state levels, and describes current model school-to-work efforts in Texas.

The school-to-work report required by the Legislature is timely in that it will coincide with the expected solicitation of state school-to-work implementation proposals from the federal government. Texas will be eligible to apply for one of these federal school-to-work implementation grants from the Department of Labor. The grants are authorized under the new School-to-Work Opportunities Act of 1994 which was recently signed into law by President Clinton. The request for proposals for the grants is expected to be released sometime next fall. The implementation grants are designed to provide seed money to states to implement the plans which they have developed under the planning grants they received. Many of the topics which must be addressed in the report for the Legislature are also required to be addressed in the federal implementation plan. These include:

- capacities and structures to administer and finance the program on a permanent basis;
- professional development for educators, on-the-job trainers, and mentors;
- ensuring access for non-traditional employment, the disabled, students who have dropped out;
- Active and continued involvement of employers, and other interested parties including incentives for employers and schools to participate; and
- skill standards.

Additional requirements of the federal implementation grant include:

- designation of the geographical areas to be served by School-to-Work partnerships which reflect local labor market areas;
- state-level collaboration in the implementation of the state School-to-Work Opportunities system;
- coordination with or integration of current School-to-Work programs; and
- performance standards.

DISCUSSION

The Design Committee has developed a vision of the school-to-work system for Texas which includes several key components. First, the school-to-work system, while assuring equal opportunities for all students to participate, should not be targeted only to specific populations. All youth need a strong school-to-work transition system.

Second, although the ultimate outcome of the system is to help young adults make the transition into meaningful employment, the preparation for that transition must begin when children enter school in kindergarten. Students cannot make meaningful decisions about what occupational pathways they want to pursue unless they are exposed over a prolonged period of time to the variety of employment possibilities and the educational preparation that is required for each one. Third, the school-to-work system envisioned for Texas expects all students to complete some postsecondary education, whether a one-year certificate or an Associate Degree. If the Texas school-to-work system is to complement the Governor's employment development strategies for creating high-skill, high-wage jobs, then youth must be prepared with the higher skills required for those high wage jobs. The postsecondary certificate or degree would be preceded by a high school diploma (the documentation of students' preparation from the school side) and a skill certificate (the documentation of students' preparation by industry). Finally, all students would have the opportunity to have work-based learning throughout their educational career.

The format for the report is outlined below. It follows the criteria for a federal implementation grant so we hope to be able to use it for both that plan and the report to the Legislature. Each section will include an overview of state, national and international efforts, a discussion of the topic and recommendations.

School-to-Work Legislative Report and Recommendations

I. Creating a Comprehensive Statewide System for School-to-Work

Overview:

- Vision,
- Model,
- Core Components of School-to-Work Opportunities for Texas

School Reform

- Integration of Workplace Knowledge and Skills Into the Curriculum for All Students

- Integration of Academic and Occupational Education
 - Integration of Work-based and School-based Learning

- Postsecondary Educational Opportunities for All Students

- Degree

- Certificate

- Apprenticeship

- High Standards for Program Participants

Implementation of Core Elements

- Professional Development Strategies for Educators, On-the-Job Trainers and Mentors

- Career Majors

- Career Awareness, Exploration, and Decision Making

- Skill Standards and Assessment

- Equity and Universal Access

II. State-Level Collaboration and Involvement of Key Partners

Texas Council on Workforce and Economic Competitiveness
State Agency Collaboration
Industry/Business/Trade Associations
AFL-CIO/Worker Associations

III. Employer Participation

Possible Barriers
 Workman's Compensation System
 Child Labor Laws
 Liability Insurance
 Other Administrative Burdens
Incentives

IV. Resources

State and Federal Resources Available
School-to-Work as a Planning Priority
Capacities and Structures for Long Term Financing

V. Building Local Partnership

Geographical Areas
Build on Current Programs
Target and Recruit School-to-Work Industries
Industry Steering Committees
Connecting Activities
Benchmarking System
Involvement of all Key Participants

VI. Assuring Quality

Performance Standards
Program Quality Indicators

VII. Outreach Activities

Parents
Students
Employers
Educators

We anticipate recommendations for legislative action to be generated from this report also.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Tech-Prep Evaluation
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Russell Jackson, Decision Information Resources, Inc.
Summary of Item	<p>Mr. Russell Jackson, president of the consulting firm, Decision Information Resources (DIR), will brief the Committee on the current status of the evaluation of the Tech-Prep System that he is conducting for the Tri-Agency Partnership under contract to the Texas Higher Education Coordinating Board. This briefing will prepare the Committee to take action at the next Council meeting on recommendations to the State Board of Education regarding the status of vocational education in the state, to fulfill TCWEC's role as the state advisory council under the Carl D. Perkins Vocational and Applied Technology Education Act.</p>
Attachments	Tech-Prep Evaluation

BRIEFING ITEM TECH-PREP EVALUATION

PURPOSE

To brief the Career Foundation Committee on the status of the evaluation of Tech Prep programs in Texas being conducted by Decision Information Resources (DIR), a consulting firm from Houston. This briefing will prepare the Committee to take action on recommendations for Tech-Prep at the next Council meeting in the fall.

BACKGROUND

With the passage of SB 642, TCWEC assumed the roles and responsibilities of the Texas Council on Vocational Education (TCOVE), the advisory board established under the Carl D. Perkins Vocational and Applied Technology Education Act of 1990 to oversee vocational education in the state. Under the Perkins Act, state councils of vocational education are charged with 10 mandates, which TCWEC must now fulfill. The research being conducted by Decision Information Resources (DIR) to evaluate Tech-Prep programs can serve as the basis for the Council to make recommendations pertaining to the TCOVE mandates. Among those mandates which could be addressed with the DIR research are:

- make recommendations to the State board and make reports to the Governor, the business community, and the general public of the State, concerning policies the State should pursue to strengthen vocational education;
- furnish consultation to the State board on the establishment of evaluation criteria for vocational education programs within the State;
- submit recommendations to the State board on the conduct of vocational education programs conducted in the State which emphasize the use of business concerns and labor organizations; and
- recommend procedures to the State board to ensure and enhance the participation of the public in the provision of vocational education at the local level within the State, particularly the participation of local employers and local labor organizations.

In August 1993, Decision Information Resources (DIR) of Houston, Texas, was awarded a contract by the Texas Higher Education Coordinating Board to begin evaluation of the development and implementation of the Tech-Prep System in Texas Public Schools and Institutions of Higher Education for the tri-agency partnership (composed of the Texas Education Agency, Texas Department of Commerce and Texas Higher Education Coordinating Board). The evaluation goals were:

- Design and implement an evaluation plan which addresses the evaluation needs and requirements of the Tech-Prep consortia, the tri-agencies' staff, and the national evaluation contractor, while incorporating appropriate and objective procedures, instruments, and analysis methods.
- Describe and summarize statewide and local Tech-Prep programs and activities by examining the processes and results of program planning, implementation, and administration.

- Identify best practices and effective approaches of local systems and programs.
- Assist regional grant administrators and tri-agencies' Tech Prep staff in instituting self-evaluation and improvement.
- Assist state and regional staff in cooperating with the national evaluation process.

EVALUATION ACTIVITIES

The following activities have been initiated in accordance with the contractual obligations:

- Tech Prep materials and literature were reviewed.
- Visits to the consortia were completed on April 27th; interviews were conducted and observations noted.
- A survey of consortia committee members was distributed on April 13th. Results should be analyzed by the end of May.
- Description and assessment of the state's tracking of Tech Prep students has begun.

DISCUSSION

Evaluation activities to date have highlighted some issues which DIR believes are important to address for the successful implementation of Tech Prep in Texas. Five issues are noted here:

- Consortia staff and executive committees maintain different emphases. There are a number of aspects which people consider to comprise the Tech Prep program. Consortia focus on some aspects while ignoring others.
- The lack of consistent implementation of a program definition, which includes the requirements for being coded a Tech Prep student, raises other related issues which, in turn, could yield widely variant programmatic results. Although it is concluded that any such inconsistencies in definition should not affect the current evaluation, the lack of a consistent statewide definition should be addressed.
- Leadership and the clarity of roles among the tri-agencies (e.g., communication, consistent definition) have been problematic. However, it has been noted that those involved in the program throughout the state feel that there has recently been more direction and focus from the tri-agencies.
- There have been many positive results of the Tech Prep initiative cited throughout the state. These include greater cooperation between business and education, cooperation between secondary and postsecondary, and capital equipment funds for technology in rural areas.
- The statewide transfer of articulated credit for vocational/technical courses should be addressed. Although this is not a Tech Prep-specific matter, the ability of students to transfer their articulated credit between colleges and universities throughout the state appears to provide more incentive for students to enter the Tech Prep program.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Panel on Skills/Knowledge/Real World Forums
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Texas Education Agency staff
Summary of Item	<p>At the last Career Foundation Committee meeting, members requested that a representative of the Texas Education Agency report on the recommendations of the Panel on Student Skills and Knowledge. The Panel is the 75-member committee convened by Commissioner Meno to review the results of the "Raising Expectations for Real-World Needs" forums held last fall. This item will brief the Council on those recommendations and the next steps for utilizing the results of the forums to revise the curriculum based on real-world outcomes rather than essential elements.</p>
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Carl Perkins Split (FY 95-96)
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Mr. Don Perry, President, Texas Association of College Technical Educators Mr. Ken Von Gonten, President, Career and Technology Administrators of Texas
Summary of Item	The Committee will be briefed on issues surrounding the Carl Perkins Split and its ramifications to local entities.
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Carl Perkins Allocation to Local Education Entities (FY 95-96)
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Dr. Larry Key, Director of Federal Projects, Texas Higher Education Coordinating Board Mr. Lyndon McClure, Director of Resource Development, Dallas County Community College
Summary of Item	The Committee will be briefed on the formula allocation of Perkins funds at the Texas Higher Education Coordinating Board and how that affects local institutions of higher education.
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	National Assessment of Vocational Education (Interim Report)
Committee	Career Foundation Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Anne Dorsey, TCWEC staff
Summary of Item	Ms. Dorsey will brief the Career Foundation Committee on the Interim Report of the National Assessment of Vocational Education (NAVE). The NAVE report, mandated by Congress in the 1990 Carl D. Perkins Act, is a study of the status of secondary and postsecondary vocational education in the United States and the implementation of the provisions of the 1990 Act. It will be followed by a final report due to Congress on July 1, 1994.
Attachments	

EVALUATION AND PERFORMANCE COMMITTEE

AGENDA

Evaluation and Performance Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5C
Austin, Texas

- 1:00 p.m. Joint Briefing with the Intervention Committee on the JOBS Program (Joint Meeting to be held in Room 6A)
- 2:00 p.m. Call To Order
Announcements
Public Comment
- 2:30 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council section.)
- 3:00 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)
- 3:15 p.m. Break
- 3:30 p.m. Action Item: JTPA Performance Standards and Incentive Policy
- 4:00 p.m. Policy Briefing Item: Service Delivery Area (SDA) and Substate Area (SSA)
Technical Assistance and Reorganization Policy
- 4:30 p.m. Briefing Item: JTPA Technical Assistance Plan Status Report
- 4:45 p.m. Briefing Item: JTPA Quarterly Performance Report
- 5:00 p.m. Briefing Item: Office of Inspector General Audit of Alamo Service Delivery Area
- 5:30 p.m. Committee Discussion: What are the next steps?
- 6:00 p.m. Adjourn

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Joint Briefing with the Intervention Committee on the JOBS Program
Committee	Joint Meeting of the Intervention and Evaluation and Performance Committees
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Dr. Chris King, Center for the Study of Human Resources, UT Jeanmarie Henderson, Office of the State Auditor Texas Department of Human Services staff
Summary of Item	The Texas JOBS program has been recently evaluated by both the Office of the State Auditor and the Center for the Study of Human Resources at the University of Texas. The results and recommendations of these studies will be presented to the committees in a joint briefing. DHS representatives will be available to respond to questions and address their efforts to respond to the findings and recommendations.
Attachments	Attachment A: Executive Summary, <i>JOBS Evaluation</i> , Center for the Study of Human Resources, University of Texas at Austin Attachment B: Executive Summary, <i>An Assessment of the JOBS Program</i> , Office of the State Auditor

Attachment A

JOBS Evaluation

Center for the Study of Human Resources, University of Texas at Austin

EXECUTIVE SUMMARY

The Texas Department of Human Services (DHS) implemented the Job Opportunities and Basic Skills (JOBS) program in October 1990 with a collaborative, multi-agency effort to provide Aid to Families with Dependent Children (AFDC) caretakers and their families with the education, job skills training and support services they need to move toward economic self-sufficiency. Researchers at the Center for the Study of Human Resources, a research center at the L. B. J. School of Public Affairs of The University of Texas at Austin, conducted a multi-year evaluation of the federally mandated program with funding from DHS, the Texas Department of Commerce (Commerce), the Texas Employment Commission (TEC) and the Texas Education Agency (TEA). The evaluation addressed several key research questions covering the following areas: resource availability; service delivery; participation patterns; program outcomes (labor market and other); perceptions of JOBS participants; and multi-agency benefits and costs of the JOBS program. *The Texas JOBS Evaluation: Final Report* is the Center's concluding report on the early implementation of the Texas program and its impact on participants.

CONCLUSIONS AND POLICY IMPLICATIONS

Conclusions. Major conclusions and policy implications drawn from all components of the Texas JOBS program evaluation are as follows:

1. The Texas JOBS program *is* working for participants, especially when measured in terms of net impacts on employment and earnings. Net program impacts on employment and earnings associated with JOBS participation, relative to a very similar group of non-participating AFDC caretakers, are both positive and significant. These impacts appear to derive largely from participation in training and education components, regardless of service level, rather than from low-intensity services such as job readiness or job search.

While the estimated earnings impacts are modest in size, JOBS has had a positive effect on the lives of the participants. Although the earnings increases are not sufficient to lift participants' families out of poverty, these increases represent an incremental step toward self-sufficiency by increasing their overall employment rates and earning levels.

Participants perceive the JOBS program as working for them as well as offering them the chance to be better role models for their children. This is very important if there are to be intergenerational effects on poverty and welfare receipt. Participants with children in center-based child care also feel that JOBS is providing their children with more positive opportunities for early childhood development than they would otherwise have had.

2. As currently practiced, sorting AFDC caretakers by service level needs rethinking. Sorting Texas AFDC caretakers into service levels does not appear to be producing the intended effects. Most Service Level I participants have many barriers that are beyond the scope of the job readiness/job search activities now being emphasized under JOBS. DHS should consider broadening the mix of services available to all participants, regardless of service level, or changing the current sorting criteria and process to one that relies more heavily on the results of individual assessment of client needs.

3. Most of the net benefits from JOBS program participation accrue to participants. Most of the net program benefits accrue to participants in terms of increased earnings and tax credits. Small benefits in the form of reduced AFDC and Food Stamps disbursements and most costs accrue to federal and (to a lesser extent) to the state government. The estimated benefits to society cover or come close to covering the measured costs to society, depending on which earnings projection method and discount rate are used.
4. Participants and program staff identify numerous other benefits from participating in JOBS not quantified in the evaluation, including improved self-esteem, greater workforce attachment and intergenerational benefits. A majority of participants surveyed perceived JOBS as a positive step toward a better quality of life for themselves and their children. Most felt that even though economic self-sufficiency was not feasible in the short term, participation in JOBS helped them envision and strive toward a better quality of life through improved motivation, goal setting and participation in education and training. Participation also made them better role models for their children. Clients anticipated that increasing their own educational levels would lead to better jobs for the future and, in the present, allowed parents to take a more active role in their children's education.

JOBS participants and their families have significant needs which are beyond the reach of resources now available to the JOBS program. Physical and mental health problems, substance abuse, unreliable transportation, and family needs and responsibilities often interfered with effective JOBS participation. Once participants become employed, these single parents are hard pressed to juggle work and family needs in neighborhoods characterized by poor health, crime, and unstable finances.

5. Supportive services play a vital role in the Texas JOBS program. The provision of child care and transportation assistance played a vital role in facilitating effective JOBS participation. Both child care and transportation assistance reduced time missed in most JOBS components, independent of the effects of demographic or other factors. Provision of child care and transportation may well have enabled Texas to exceed federal participation rate targets and thus secure enhanced federal matching funds during FYs 1991-1993. These support services are vital. Any funding cuts for child care would seriously affect future participation in JOBS.
6. Emphasis on process rather than outcomes in JOBS is a major programmatic barrier to success. The Texas JOBS program has become increasingly focused on capturing hours of participation in order to reach the federal participation rate targets so as to maximize federal dollars available to operate the program. Striving for higher participation rates in a tight budget environment has resulted in larger caseloads for DHS case managers. This appears to have adversely affected case managers' capacity to have frequent, intensive interaction with participants and their families and to develop and access additional community resources for them.

Lack of an outcomes orientation is also hindering JOBS in its ability to access increasingly scarce job skills training "slots" from JTPA. JTPA is performance-driven, while JOBS, as yet, is not. Lack of an outcome orientation constitutes a serious barrier to building effective programmatic relationships.

7. Texas' investment of resources in JOBS is too little to accomplish either the program's goals of increasing rates of participation or economic self-sufficiency. Texas just managed to exceed the target participation rates for enhanced federal matching funds in FYs 1991-1993, and may do so again in FY 1994. It has done so by achieving greater program efficiency, by modifying program content and by straining its delivery system. The resources for the JOBS program come from DHS, JTPA, Adult Education and others, most of which are declining absolutely and relatively. Texas has been spending, on average, between \$2,300 and \$2,800 for Service Level I and II participants respectively; only about 25 percent of this is state funding. These resources are stretched far too thin to be as effective as they could be if more intensive services were concentrated on fewer participants. Given the beneficial matching rates for JOBS expenditures—around \$1.56 in federal funds for every state dollar spent—Texas should invest more in the JOBS program.

APPROACH

Researchers conducted field interviews with program administrators and staff from all of the major JOBS partners in four sites (five JOBS counties)—Angelina/Nacogdoches, Bexar, Hidalgo and Tarrant counties—in the spring/summer of 1992 and 1993. These field visits offered insights on the operations of the Texas JOBS program, and how it had changed over time. Researchers also interviewed a panel of early FY 1992 JOBS participants during both site visits to gauge their perceived needs, circumstances, experiences and expectations and those of their families.

Program outcomes for a statewide sample of approximately 20,000 female AFDC caretakers entering the Texas JOBS program from November 1990 through March 1992 were compared statistically to outcomes for similar caretakers who received AFDC during this period but did not participate in JOBS. The comparison group was similar in terms of personal characteristics, prior earnings and total time spent on welfare. Net impacts from overall program participation were derived by comparing average outcomes for the two groups six quarters after program entry. Regression analysis was then used to identify which factors—including participation in individual JOBS program components, demographic characteristics, and local conditions—were statistically associated with producing such program impacts after completing the JOBS program. Cost information from the agencies and benefit data were also assembled to produce a benefit/cost analysis of the Texas JOBS program. Separate analyses were conducted for Service Level I caretakers, whom program administrators considered more job-ready, and Service Level II caretakers, who were thought to need more education or training to be competitive in the Texas job market.

KEY FINDINGS

Program Participation. During the first two years of the JOBS program operation in Texas (FYs 1991-1992), nearly 84,000 AFDC recipients enrolled in a JOBS component activity or service. Most of these participants were female (94 percent) and drawing benefits through the State's AFDC-Basic program (98 percent). Two of every three JOBS participants were members of federally-specified target groups, including long-term welfare recipients and young caretakers at risk of becoming long-term recipients, reflecting both the remedial and preventive approaches encompassed by JOBS.

Texas sorted JOBS participants into "service levels" based on their reported educational attainment, prior work experience and other barriers to employment in order to tailor service delivery to the needs of the individual client and to make better use of scarce resources. Service Level I participants are viewed as more 'job ready', having a high school education (or equivalent) or recent work experience and few barriers to employment; Service Level II participants are viewed as less 'job ready', having 8-11 years of education, less recent work experience and modest barriers

to employment. Service Level III participants have low education levels, little work experience and barriers to employment which put them beyond the reach of resources available under the Texas JOBS program. Ninety three percent of Texas JOBS participants during this period were determined to be either Service Level I or II.

Service Level I participants are regularly referred to and enrolled in job readiness (life skills, job preparation, and job search skills training) and job search activities, but could also participate in education or job skills training. Seventy percent of Service Level I participants enrolled in more than one component. Service Level II participants are typically referred to and enrolled in adult education classes and survival skills training, prior to enrolling in job skills training. Fifty-six percent of Service Level II participants enrolled in more than one component. The mean length of program stay for Service Level I and II participants was 5-6 months for individuals who had left the JOBS program and 12-15 months for those still enrolled in components (as of August 1992).

The Texas program has consistently emphasized access to educational opportunities: 26 percent and 58 percent of all reported hours of participation for Service Level I and II participants respectively were attributable to JOBS education components, including postsecondary, high school, self-initiated education, GED preparation, and adult basic/remedial education. Job training, though not as widely available as education, accounted for 24 percent and 16 percent of all participation hours for Service Level I and II participants respectively.

More than one-third of all Service Level I and II participants received DHS-funded child care during JOBS participation, while about three-fifths received DHS-funded transportation assistance. Rates of child care receipt rose sharply, approaching 40-50 percent, following the implementation of Child Care Management Services (CCMS). Receipt of child care and transportation assistance significantly reduced the percent of time missed from a scheduled component. Child care receipt was strongly associated with successful participation in GED and job-readiness/job search activities. Participation in almost all component activities was sensitive to the receipt of transportation assistance.

Program Impacts. Participation in the Texas JOBS program during its first two years of operation generally resulted in statistically significant positive net impacts on employment and earnings, significant but negative net impacts on overall AFDC exits and little net impact on AFDC exits due to employment, when measured six calendar quarters after program entry.¹ Although overall impacts were modest in size, participation in JOBS program components resulted in substantially larger impacts for all of the outcomes measured.² The strongest and most consistent impacts were found from participation in training and education components, while the weakest impacts were measured for Service Level I caretakers who participated in job readiness and job search. While JOBS participation reduced AFDC recidivism for early cohorts, more time must elapse to fully measure the effects of JOBS participation on this longer-term outcome.

The net impact of JOBS participation on employment and earnings six calendar quarters after program entry was positive for almost all cohorts measured and statistically significant for cohorts beginning participation in JOBS after April 1991. For cohorts entering the JOBS program after this date, the net probability of employment increased by 11-18 percent and net earnings impacts increased by \$70-\$114 per quarter when measured six calendar quarters after program entry.

¹ The negative net impact on AFDC exits was expected because the JOBS sample included individuals who were still enrolled six calendar quarters after entry and averaged all lengths and types of participation.

² The regression techniques, which are used to estimate the effect of individual JOBS components on outcomes, measure the degree of correlation between components and outcomes and does not necessarily imply a cause and effect relationship. Language used in this summary should not be interpreted as implying such a relationship.

Although JOBS did significantly increase the employment rates and earnings levels for JOBS participants, these employment gains were not strong enough to influence the overall rates of AFDC exits to employment within six quarters after entry. Little difference was found between the JOBS sample and comparison group for this measure. Moreover, JOBS participants were significantly less likely than comparison group members to leave AFDC for reasons other than employment.

While the net impact results compare the average JOBS experience to the average experience for comparison group members, differences in both the types of JOBS components received and the length of JOBS participation can affect outcomes for individual participants substantially. Regression analyses were conducted to sort out the relationship of participation in certain JOBS components with each of the outcomes measured.

Among the individual JOBS components, training was associated with the strongest impacts. Participation in JOBS training components—which include job skills training, self-initiated training, and OJT—enhanced positive net impacts for all outcomes measured: AFDC exits, AFDC exits to employment, employment regardless of exit, and UI earnings. Participation in training programs of average duration (286 hours) increased the probability of exit from AFDC for all caretakers by nearly 20 percent and boosted quarterly earnings by \$333 for Service Level I participants and \$285 per quarter for Service Level II clients.

Education also had strong and positive impacts for all outcomes measured. The education category includes postsecondary education, high school, self-initiated education, GED preparation, and basic/remedial education. Education for Service Level I caretakers was associated with the best opportunity for employment in \$15,000 per year jobs, increasing the prospects for such employment by 33 percent.

For Service Level I participants, life skills /survival skills training resulted in positive and significant impacts on AFDC exits, AFDC exits to employment, exits to high-wage employment, and quarterly UI earnings. The results of life skills training for Service Level II participants were less conclusive.

Job search activities for Service Level I participants—which include job readiness, group and individual job search—resulted in the poorest outcomes of all the components. This group of components actually was associated with a negative effect on AFDC exits and exits to \$15,000 employment and had no impact on any of the other outcomes for Service Level I participants. These components are now the core services offered to most Service Level I participants.

Most of the desirable outcomes were not observed until after the participation in programs was completed. While participating in component activities, individuals were less likely to exit and had lower earnings. However, participation in JOBS did not seem to discourage AFDC caretakers from working part-time while they were enrolled in a JOBS component.

Program Benefits and Costs. Many of the benefits from JOBS participation have not yet occurred and are hard to measure, e.g., the level of future earnings, the value of increased literacy and intergenerational effects. The major benefits from participation measured in the evaluation included increased earnings and fringe benefits and reduced welfare payments. Projection of these benefits to the year 2002 as compared with the observed costs of participation (approximately \$2,300 for Service Level I and \$2,750 for Service Level II) depends upon the earnings projection methodology and the discount rate used. Using conservative assumptions—that participation in the JOBS program produces a change in the *level* of earnings and a moderate discount rate of five percent—discounted net benefits are estimated to be negative: -\$509 for Service Level I participants and -\$789 for Service II participants. With less conservative assumptions—that participation in JOBS produces a change in the *growth* of earnings and a lower discount rate of three percent—discounted net benefits become positive: +\$1,095 for Service Level I and +\$65 for Service Level II participants.

The distribution of program costs and benefits is uneven. Savings for the federal government from reduced AFDC and Food Stamp benefits, due to increased participant earnings, are almost completely offset by corresponding increases in the Earned Income Tax Credit (EITC) for those same individuals. Potential savings from reduced AFDC payments are limited by the relatively low level of these benefits in Texas. The federal government incurs almost 75 percent of the costs of JOBS participation, and participants receive most of the benefits.

RECOMMENDATIONS

Policy and program recommendations based on both the evaluation of the Texas JOBS program and on examination of the existing literature on welfare-to-work programs are included in Section VIII of the report. Major areas addressed in the recommendations include the need for a stronger outcomes orientation in the JOBS program, changes in the existing service-level sorting process for participants, pursuit of a common assessment policy across agencies, and stronger linkages between JOBS and some of its current and potential partner agencies. These recommendations are intended to provide policymakers and others with information to enhance program effectiveness for Texas AFDC caretakers and their families.

Attachment B

An Assessment of the JOBS Program Office of the State Auditor

EXECUTIVE SUMMARY

The Job Opportunities and Basic Skills Training (JOBS) program was established by the federal Family Support Act of 1988 and implemented in Texas in fiscal year 1991. Its purpose is to provide recipients of Aid to Families with Dependent Children (AFDC) with the education, training, and support services necessary to gain employment and become economically self-sufficient. The objectives of this audit were to assess the overall effectiveness of the JOBS program and to determine whether there are impediments to the programs achieving its goals.

THE JOBS PROGRAM SHOULD DEFINE ITS GOALS AND EVALUATE THE PROGRAM IN RELATION TO THEM

Although the generally stated goal of the JOBS program is "to move toward self-sufficiency," self-sufficiency has not been defined in measurable terms by either state or federal officials. It is, therefore, difficult to assess the success or failure of the program. While a large amount of data is collected and reported across the Texas JOBS program, it is focused, for the most part, on showing compliance with federal requirements rather than on the outcomes of the program. Opportunities exist for a more comprehensive analysis of outcomes.

SHORT-TERM RESULTS INDICATE THAT PROGRAM PARTICIPANTS HAVE YET TO ACHIEVE HIGHER WAGES THAN NON-PARTICIPANTS

In terms of increased wages and decreased government assistance, JOBS program participants did not receive average wages above the poverty level³, and fewer than one-half worked at all during the first six months after leaving the program. Although they exceeded non-participants in the percentage who had a job by the end of the analysis period, they fared no better in terms of wages when compared with other AFDC recipients who did not participate in the program. Other possible program effects, such as improved self-esteem or self-confidence, were not measured.

It is important that the early results of the program are examined in a realistic context. JOBS is a relatively new program that requires significant interagency cooperation and has experienced many planning, coordinating, and operational challenges. Viewed from a national perspective, the initial results from the Texas JOBS program are not unlike the Manpower Demonstration Research Corporation's findings on the California JOBS program. Later studies which have looked at longer term impacts of the JOBS program showed positive earnings potential for participants, particularly those engaged in job training and educational activities. Given the barriers many clients face, it is not unreasonable to expect that the program could produce longer term, positive impacts that are not immediately evident.

3 Poverty level was used as a reference point since self-sufficiency has not been specifically defined. Persons with incomes both above and below the poverty level may be eligible for government assistance depending on family size, income, and other criteria.

AVAILABLE FEDERAL FUNDING FOR THE JOBS PROGRAM IS NOT BEING FULLY UTILIZED

Total state funding (a combination of appropriations and certification of certain other expenditures for the JOBS program) has not allowed Texas to receive its entire share of available federal funding. Texas drew down 50 percent of an available \$45.9 million in federal funding in fiscal year 1991. This percentage increased to 70 percent in 1992 and 77 percent in 1993 of available federal funds of \$48 million for each year. For 1994, Texas anticipates a decline in the percentage of federal dollars drawn down to only 69 percent of the \$48 million available from the Federal Government.

EXHIBIT 1

JOBS EXPENDITURES FISCAL YEAR 1992-1994

	ACTUAL FISCAL 1992	PROJECTED FISCAL 1993	PROJECTED FISCAL 1994
Total Expenditures	\$55,769,694	\$62,000,000	\$55,300,000
State Funds	22,421,241	24,800,000	22,120,000
Federal Funds	33,348,453	37,200,000	33,180,000
Federal Funds Available	\$48,023,482	\$48,181,429	\$48,181,429
Percent of Federal Funds Used	69.82%	77.21%	68.86%

Source: Department of Human Services

However, cooperation between agencies involved in the JOBS program has allowed the State to meet federal requirements regarding client participation in the JOBS program, and it has received federal funding at a more favorable, or enhanced, rate. The Federal Government pays a higher matching rate if certain percentages of AFDC clients participate in the JOBS program.

In 1992 and 1993, where additional federal funds were generated by the JOBS program because the State was eligible for the higher matching rates, \$3.7 million and \$6 million in state dollars, respectively, were allocated to another program by the Department of Human Services. As a result, the JOBS program lost a total of \$17.1 million in federal funds for the two-year period. Because the other program had a lower federal matching rate, the net loss to the State in federal funds was \$7.4 million for the two-year period.

In fiscal years 1991 and 1992, the Texas Education Agency did not spend \$827,000 made available to it for the JOBS program. Because of delays by the Federal Government in notification about the availability of additional federal funds, some adult education cooperatives had to close their doors for lack of funds, while others had funds remaining at the end of the fiscal year.

MANAGEMENT CONTROLS OVER CHILD CARE FUNDS ARE NOT EFFECTIVE

During fiscal year 1993, in some parts of the State, new clients were no longer being enrolled in the JOBS program because regional offices had spent or encumbered all of their child care funds. (The JOBS program must provide child care for clients in order to require their participation in the program.) At least \$6.6 million (and possibly significantly more) of \$42.5 million in child care funds was spent inefficiently during an eleven-month period because of a lack of controls over matching child care requirements to client needs and the absence of accurate reports for monitoring the use of funds. Timely and useful reports on child care usage are not made available to the regions by DHS, so the regions have had to develop their own systems to monitor child care. The Department has taken actions to remedy some of the problems identified.

OPPORTUNITIES EXIST TO INCREASE COOPERATION BETWEEN JTPA AND THE JOBS PROGRAM

Although the agencies involved in the program have worked together to plan and implement JOBS in Texas, there is evidence of uneven and/or deteriorating levels of interagency cooperation. The JOBS program operates by facilitating a client's entry into existing programs and by modifying existing services to the needs of program participants. The key to the program's success rests upon building and maintaining productive partnerships between service providers and overcoming barriers to coordination where such relationships did not formerly exist.

The Job Training Partnership Act program is required to serve AFDC recipients. However, the decrease in client referrals between the two programs and cooperation at the state and local levels have resulted in missed opportunities to increase participation in the JOBS program.

EFFECTIVENESS OF THE JOBS PROGRAM IS LIMITED BY CUMBERSOME MANAGEMENT PROCESSES FOR CASE MANAGERS AND COOPERATION WITHIN THE DEPARTMENT OF HUMAN SERVICES

Increasing caseloads and excessive documentation requirements have reduced the effectiveness of the case management function for the JOBS program. This constrains case managers' ability to perform social work functions to assist clients in reaching their employment goals. In addition, lack of cooperation between the Employment Services and Income Assistance divisions at the Department of Human Services has precluded successful integration of these two functions. The JOBS program depends on the information provided by Income Assistance workers to adequately assess and serve JOBS participants as well as to apply sanctions to AFDC clients who refuse to participate in the program.

RECOMMENDATIONS

The recommendations in this report provide management with suggestions for ways to orient the JOBS program toward addressing client need, beginning with planning service delivery around an operational definition of client self-sufficiency and increased evaluation of progress toward program goals. Texas should continue to make every effort to utilize all federal funds made available for the JOBS program through certification of relevant programs. Controls over child care administration and monitoring should continue to be strengthened and authorization for child care should be matched to client need. Finally, the intended role of case management as a critical function of the JOBS program should be revisited in light of documentation requirements, caseloads, and resources.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	JTPA Performance Standards and Incentive Policy
Committee	Evaluation and Performance Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Jim Gaston, TDOC
Summary of Item	This item will recommend to the Council changes in the current JTPA Performance Standards and Incentive Policy and the addition of state standards. It will be mailed to the Council as an insert to the briefing book.
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Service Delivery Area (SDA) and Substate Area (SSA) Technical Assistance and Reorganization Policy
Committee	Evaluation and Performance Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input checked="" type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Arturo R. Gil, Texas Department of Commerce
Summary of Item	To present the Council with a draft of the SDA and SSA Technical Assistance and Reorganization Policy for failed performance standards for their review and comments. This policy will be presented as an action item at the September meeting.
Attachments	Attachment A - SDA and SSA Technical Assistance and Reorganization Policy Attachment B - Technical Assistance Plan Procedures Attachment C - SDA and SSA Reorganization Plan Procedures

BRIEFING ITEM
SERVICE DELIVERY AREA (SDA) AND SUBSTATE AREA (SSA)
TECHNICAL ASSISTANCE AND REORGANIZATION POLICY

PURPOSE

To present the Council with a draft of the SDA and SSA Technical Assistance and Reorganization Policy for failed performance standards for their review and comments. This policy will be presented as an Action Item at the September meeting.

BACKGROUND

Section 627.470 (b)(i) of the amended Job Training Partnership Act (JTPA) interim federal regulations gives the Governor the responsibility for imposing a reorganization plan for failure of the performance standards.

Section 106(j)(1) of the amended JTPA states that the U. S. Secretary of Labor is to establish uniform criteria for determining whether an SDA fails to meet performance standards and the circumstances under which remedial action shall be taken. This provision shifts responsibility for defining "failure" to meet standard(s) from the states to the U. S. Department of Labor.

Section 106(j) of the amended Act requires the Governor to provide technical assistance to programs which do not meet performance criteria. If the failure to meet performance standards persists for a second year, the Governor shall impose a reorganization plan. Such reorganization plan may restructure the PIC, prohibit the use of designated service providers, merge the service delivery area into one or more other existing service delivery areas or make such other changes as the Governor determines necessary to improve performance, including the selection of an alternative administrative entity to administer the program for the service delivery area.

DISCUSSION

The SDA and SSA Technical Assistance and Reorganization Policy provides for the steps to be taken in the event a SDA or SSA fails to meet performance standards for any given year. First year failure results in a technical assistance plan which is focused on improving SDA and/or SSA performance. The plan is developed by Commerce in cooperation with the SDA or SSA staff, PIC and CEO representatives. Second year failure of the performance standard results in a reorganization plan which requires certain actions to be taken to address the failed performance. The degree or severity of the reorganization is determined after a comprehensive evaluation of the SDA or SSA's program delivery system. The reorganization plan is developed with the SDA or SSA, PIC and CEO representatives and is presented as an action item to the Council and to the Governor for approval.

For SDAs, meeting Performance Standards is defined by the U. S. Secretary of Labor as meeting at least four of the six Secretary's core standards including meeting at least one of the youth standards.

Failure is defined as failing three or more core standards, or failing both youth standards.

Failure for a first year precludes an SDA from receiving any incentive awards and requires the Governor to provide technical assistance.

Failure for a second year precludes an SDA from receiving any incentive awards and requires the Governor to impose a reorganization plan

For SSAs the Governor defines failure as not meeting the performance standard the first year.

The draft policy requires the Governor to provide technical assistance for first year failures by SSAs.

By Federal Regulation failure for a second consecutive year allows the Governor to institute the Governor's by-pass authority i.e., direct the expenditure of funds or to redesignate the SDA. The draft state policy allows for the implementation of a reorganization plan, prior to the harsher procedures authorized under the Federal Regulations.

The attached draft SDA and SSA Technical Assistance and Reorganization Policy proposes that a Technical Assistance Plan (TAP) be developed for any failed performance.

SDAs or SSAs failing standards in Program Year 1993 according to the Governor's definition and failing standards in Program Year 1994 as defined by the Secretary of Labor may be subject to reorganization. More definitive guidance on PY93 and PY94 failure is expected from the U. S. Department of Labor soon. The Council will be provided more information on this issue at the September meeting.

ATTACHMENTS

Attachment A - SDA and SSA Technical Assistance and Reorganization Policy

Attachment B - Technical Assistance Plan Procedures

Attachment C - SDA and SSA Reorganization Plan Procedures

Attachment A

SDA and SSA TECHNICAL ASSISTANCE and REORGANIZATION POLICY

DRAFT

I. BACKGROUND

Section 106(j) of the amended Job Training Partnership Act requires the Governor to provide technical assistance to programs which do not meet performance criteria.

The Department of Commerce has developed the accompanying SDA and SSA Reorganization policy for SDAs and SSAs who fail to meet JTPA Performance Standards.

The SDA and SSA Reorganization Policy addresses the issue of SDA and SSA failed performance against the Secretary of Labor's performance standards in accordance with Section 106(j) of the Act.

Section 106(j) of the Act requires that the Governor impose a process for correction for failed performance standards for a second consecutive year.

II. PART A: SDA/SSA REORGANIZATION POLICY

Section 106(j) of the Act requires that the Governor provide technical assistance to programs which do not meet performance criteria. If failure to meet performance standards persists for a second year, the Governor shall impose upon the SDA or SSA a reorganization plan which may restructure the private industry council, prohibit the use of designated service providers or make such other changes as the Governor determines to be necessary to improve performance including the selection of an alternative administrative entity to administer the program for the service delivery area.

SDA

At the beginning of the program year following the year in which performance standards were failed certain technical assistance actions are planned and implemented. The degree of technical assistance is dependent on the number of performance standards failed, the extent of failure, and other conditions, such as numerous or especially serious program compliance and/or audit findings. For example, an SDA which has failed one performance standard by a small margin would not be subject to the intense technical assistance and program re-adjustment which might occur for an SDA failing three or more performance standards or both youth performance standards. The amount of technical assistance is determined upon the completion of a comprehensive assessment of performance. For first year performance failure, of one or more standards, a Technical Assistance Plan is developed. If an SDA fails to meet at least four of the six standards (including at least one of the youth standards or fails both youth standards for two consecutive years, an SDA reorganization plan is imposed.

SSA

For first year failure of a performance standard, a Technical Assistance Plan is developed. For a second consecutive year failure of the performance standard, an SSA Reorganization Plan is developed.

First Year Failure: Technical Assistance Plan

At the end of the first year in which an SDA or SSA fails to meet performance standards, a program review will be conducted by staff from the Planning, Program Operations, Economic Dislocated Worker Adjustment Assistance (EDWAA) program, and the Monitoring and Oversight Sections in conjunction with self-assessment efforts by the SDA and/or SSA staff. The purpose of this program review is to identify the program factors and/or conditions which contributed to the failure of the performance standard. The review would cover all aspects of program delivery, to include sub-contracted activities. The product of this review is a Technical Assistance Plan (TAP).

Once problem areas have been identified, designated Work Force staff will assist the SDA and/or SSA in developing the Technical Assistance Plan by which program performance can be improved during the course of the program year following the failure of the performance standard. The Technical Assistance Plan is meant to be an agreement between the SDA and/or SSA Administrative Entity, the PIC, the Chief Elected Official(s) and the Department of Commerce which outlines efforts at both the state and local level to improve the SDA's and/or SSA's performance. Such Technical Assistance Plans will include at a minimum:

- identification of standard(s) failed
- program deficiencies which contributed to the failure
- program compliance and/or audit findings (if any)
- extenuating circumstances contributing to the failure
- discussion of actions to be taken to enhance performance
- time line for actions
- expected results of the actions taken
- signatures of the SDA and/or SSA Director, PIC Chair and CEO
- signature of the Work Force Division Director

The implementation of the Technical Assistance Plan will be reviewed monthly and reported quarterly to the Evaluation and Performance Committee of the Council.

(Technical Assistance Plan procedures are presented in Attachment B.)

Second Year Failure: SDA Reorganization Plan

An SDA which has failed three or more performance standards or both youth performance standards for a second consecutive program year is subject to SDA reorganization. Such reorganization activities would be determined upon completion of a comprehensive review of the SDA's programs, to include an assessment of the effectiveness of technical assistance activities which were undertaken during the previous program year, a review of the SDA's administrative capabilities, a review of the SDA's procurement activities and subcontracts, if applicable, and a review of the effectiveness of the PIC in its oversight with the SDA Administrative Entity. The product of this comprehensive review is the SDA Reorganization Plan.

The SDA Reorganization Plan will detail specific actions to be taken by the SDA to strengthen SDA administration and improve program performance. The Plan will include those elements of the Technical Assistance Plan mentioned above as well as an assessment of why the TAP implemented in the previous year failed to improve performance. The SDA Reorganization Plan will be

developed by Work Force staff in conjunction with the SDA Director, the PIC Chairperson and the Chief Elected Official(s). The plan will be reviewed by the Evaluation and Performance Committee of Council, acted upon by the full Council and approved by the Governor. Such actions which may be required include:

- restructuring of the Private Industry Council
- prohibiting the use of designated service providers
- merge the service delivery area into one or more other existing service delivery area
- make the changes as the Governor determines to be necessary to improve performance, including the selection of an alternative administrative entity to administer the program for the service delivery area
- restructuring of the Private Industry Council

The Act and accompanying federal regulations provide for a hearing and appeal process prior to the imposition of any such changes based on a SDA/SSA Reorganization Plan. As a final step, a formal appeal may be made to the Secretary of Labor. In considering the appeal, the Secretary will rule on whether or not the Governor's decision is consistent with Section 106 of the Act.

Second Year Failure: SSA Reorganization Plan

An SSA which has failed the performance standard for a second consecutive program year is subject to SSA reorganization. Such reorganization activities would be determined upon completion of a comprehensive review of the SSA's programs, to include an assessment of the effectiveness of technical assistance activities which were undertaken during the previous program year, a review of the SSA's administrative capabilities, a review of the SSA's procurement activities and subcontracts, if applicable, and a review of the effectiveness of the PIC in its oversight with the SSA Administrative Entity. The product of this comprehensive review is the SSA Reorganization Plan.

The SSA Reorganization Plan will detail specific actions to be taken by the SSA to strengthen SSA administration and improve program performance. The Plan will include those elements of the Technical Assistance Plan mentioned above as well as an assessment of why the TAP implemented in the previous year failed to improve performance. The SSA Reorganization Plan will be developed by Work Force staff in conjunction with the SSA Director, the PIC Chairperson and the Chief Elected Official(s). The plan will be reviewed by the Evaluation and Performance Committee of the Council, acted upon by the full Council and approved by the Governor. Such actions which may be required include:

- restructuring of the Private Industry Council
- prohibiting the use of designated service providers
- merge the SSA into one or more other existing SSA(s)
- make the changes as the Governor determines to be necessary to improve performance, including the selection of an alternative administrative entity to administer the program for the SSA

The Act and accompanying federal regulations provide for a hearing and appeal process prior to the imposition of any such changes based on a SSA Reorganization Plan. As a final step, a formal appeal may be made to the Secretary of Labor. In considering the appeal, the Secretary will rule on whether or not the Governor's decision is consistent with Section 106(j) the Act.

(SDA/SSA Reorganization Plan procedures are presented in Attachment C.)

Attachment B

TECHNICAL ASSISTANCE PLAN (TAP) PROCEDURES

1. Performance Assessment and Analysis:

End-of-year predicted performance and actual SDA and SSA performance against predicted standards are calculated using the performance report generated by the Client Management System (CMS). The report is produced in the first week of August for the previous program year. Fiscal information needed for the program review is received in the grant close out report due no later than 90 days after the completion of the program year. The SDA Annual Report to the Governor, due in mid-September, also provides program performance information which will be used to analyze SDA/SSA performance.

The Work Force Program Representative or EDWAA Specialist assigned to the SDA or SSA is responsible for the development of the Technical Assistance Plan using data and other information from the Planning Section, and the Monitoring and Compliance Section. No later than ten days after final CMS performance information is available (mid-August), the Program Representative will meet with representatives of the other sections to discuss performance failures, available data, and any additional data needed to begin the performance assessment of the SDA and/or SSA failing the standard. Within ten days following this in-house review, the assigned Program Representative or EDWAA Specialist will contact the SDA and/or SSA Director to discuss the failed standard and jointly consider actions to be taken, as necessary, to improve performance against this standard.

2. Technical Assistance Plan Development:

As a result of the in-house review and discussions with the SDA and/or SSA staff, the Program Representative or EDWAA Specialist will develop the Technical Assistance Plan, with assistance, as necessary, from the other Work Force sections. The plan will include both SDA and/or SSA actions and state technical assistance actions directed at improving SDA and/or SSA performance as well as a time line for activities. Draft copies of the plan will be forwarded to the SDA and/or SSA Director, the PIC Chairperson and the Chief Elected Official for their review and signature. The TAP must be in place no later than October 31st.

3. Assessment of TAP Activities:

SDAs and/or SSAs subject to a TAP will report in writing to the Department actions taken on a monthly basis. The assigned Program Representative or EDWAA Specialist is responsible for the ongoing assessment of TAP actions through the review of monthly TAP reports from the SDA and/or SSA. A summary of TAP actions and compliance with the TAP will be reported monthly to the Work Force Division Director and quarterly to the Council Evaluation and Performance Committee.

Attachment C

SDA and SSA REORGANIZATION PLAN PROCEDURES

1. Performance Assessment and Analysis:

End-of-year CMS performance reports and fiscal information will be analyzed to determine second-year performance standard failure. A comprehensive program review will be conducted to include any program compliance and audit findings, as well as an assessment of the TAP activities conducted during the previous program year to determine why actions taken under the TAP had failed to improve performance. Representatives of the Planning, and Monitoring and Compliance Section will meet with the assigned Program Representative or EDWAA Specialist to review the results of the program assessment and analysis.

2. SDA and/or SSA Meeting:

Upon completion of the in-house review, the Program Representative or EDWAA Specialist will schedule a meeting with the SDA and/or SSA Director and the PIC Chairperson to discuss the results of the in-house review and to give the SDA and/or SSA Director and PIC Chairperson the opportunity to present their own assessment of the performance failure.

3. SDA/SSA Reorganization Plan Development:

The Program Representative will schedule a meeting of the Work Force Managers to discuss the results of the in-house program review, the meeting with the SDA and/or SSA representatives, and consider recommendations for action to reorganize the program delivery system in the SDA and/or SSA. The options for action will be presented by the assigned Program Representative or EDWAA Specialist and the SDA and/or SSA Representatives. The recommended actions, in the form of a reorganization plan, are then presented to the Work Force Division Director for approval.

4. Council Review and action:

The SDA and/or SSA Reorganization Plan is presented to the Evaluation and Performance Committee of the Council as an action item. The SDA and/or SSA Director, the PIC Chairperson and the Chief Elected Official(s) should be present at the meeting to provide additional information to Committee members, as necessary, and to present alternative actions if they so choose.

The recommendation of the Evaluation and Performance Committee is presented to the Council for final recommendation to the Governor.

5. Governor's Action and Hearing:

Upon approval of the SDA and/or SSA Reorganization Plan by the Governor, the SDA and/or SSA Director, PIC Chairperson and the Chief Elected Official will be notified in writing of the decision and their right to an appeal. If the SDA and/or SSA representatives choose not to exercise their hearing and appeal rights, the Work Force Division Director of the Department of Commerce will enforce the implementation of the Reorganization Plan.

6. Appeal:

In accordance with Section 106(j)(6) of the Act, the decision of the Governor may be appealed to the Secretary of Labor who shall make a final decision.

7. Assessment of SDA and/or SSA Reorganization Plan Activities:

SDAs and/or SSAs subject to a reorganization plan will report in writing to the Department actions taken on a monthly basis. The assigned Program Representative or EDWAA Specialist is responsible for the ongoing assessment of these actions through the review of monthly reports from the SDA and/or SSA.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	JTPA Technical Assistance Plan Status Report
Committee	Evaluation and Performance Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Bebe Champ, TDOC
Summary of Item	To brief the Council on the status of the Technical Assistance Plans for those SDAs that failed one or more performance standards in PY92.
Attachments	

BRIEFING ITEM

SDA TECHNICAL ASSISTANCE PLAN STATUS REPORT

PURPOSE

To brief the Council on the status of the Technical Assistance Plans for those SDAs that failed one or more performance standards in PY92.

BACKGROUND

Section 106(j)(2) of the Act requires the Governor to provide technical assistance to programs which do not meet performance criteria. The State's Technical Assistance and Reorganization Policy sets procedures to develop a Technical Assistance Plan for SDAs having one or more first year performance failures. During PY92, seven SDAs failed one performance standard and were required to develop a technical assistance plan in coordination with the State. If failure persists for a second year, the Act requires the Governor to impose a reorganization plan upon the SDA.

DISCUSSION

The status report through May 3, 1994 is provided in Attachment A. Progress has been measured by both the PY92 Performance Standards and the actions accomplished in accordance with the Technical Assistance Plans. All seven SDAs that missed a standard in PY93 (Concho Valley, City of Fort Worth, City of Dallas, Balance of Dallas County, Harris County, Upper Rio Grande, and West Central) are currently meeting or exceeding the missed performance standard.

See Attachment A for the detailed breakout by SDA.

Attachment A

SUMMARY OF TECHNICAL ASSISTANCE PLAN STATUS REPORT
TITLE IIA PROGRAMS

CONCHO VALLEY

Standard Missed: Adult Welfare Follow-up Weekly Earnings (AWFWE)

	Actual	Predicted
PY92	\$166	\$205
Current PY93	\$219	\$218

The SDA is currently meeting this standard.

Technical Assistance Plan Measures:

1. Concho Valley Private Industry Council (CVPIC) staff will focus on assuring the placement of welfare clients in jobs for a minimum of 40 hours a week. CVPIC will also increase the proportion of participants achieving educational objectives as documented in the ISS.

SDA Response/Status Update as of May 1, 1994:

The SDA continues to make efforts to place welfare clients in full time, productive jobs.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. CVPIC will increase number of participants entering and continuing employment in high-skill, high-wage, occupational areas which have definable career paths.

SDA Response/Status Update as of May 1, 1994:

The SDA continues to make efforts to place its welfare clients in quality jobs with definable career paths.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

CITY OF DALLAS

Standard Missed: Adult Welfare Follow-up Weekly Earnings (AWFWE)

	Actual	Predicted
PY92	\$217	\$235
Current PY93	\$261	\$249

The SDA is currently exceeding this standard at the Tier I level.

Technical Assistance Plan Measures:

1. The PIC will increase the minimum contract placement wage to \$6.00 per hour.

SDA Response/Status Update as of May 1, 1994:

The average wage at placement for welfare recipients is currently \$6.36 per hour.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. Programs Operations staff will track and compare contractor Average Hourly Wage at Termination against predicted Adult Follow-Up Welfare Weekly Earnings on a monthly basis. Any departures in placement wage from the AWFWE will be discussed at monthly Contractor meetings. Any significant deficiencies will require immediate corrective action by the contractor.

SDA Response/Status Update as of May 1, 1994:

Regular staff tracking of wages and review at staff meetings is taking place.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

3. MIS will develop and implement a detailed follow-up verification procedure for contractors to use to ensure data reported by Texas is verified and corrected in a timely manner.

SDA Response/Status Update as of May 1, 1994:

Regular staff tracking of follow-up is being done.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

4. Contractors serving AFDC participants will be required to report quarterly on participant progress, special initiatives to ensure success and any problems impeding achievement of predicted AWFWE standard.

SDA Response/Status Update as of May 1, 1994:

Early contractor reports are received and staff are attempting to assist participants in solving any problems they might be experiencing.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

DALLAS COUNTY

Standard Missed: Adult Welfare Follow-up Weekly Earnings (AWFWE)

	Actual	Predicted
PY92	\$239	\$259
Current PY93	\$294	\$265

The SDA is currently exceeding this standard at the Tier II level.

Technical Assistance Plan Measures:

1. The PIC has increased the minimum contract placement wage to \$6.00 per hour.

SDA Response/Status Update as of May 1, 1994:

The average wage at placement for welfare recipients is currently \$6.22 per hour.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. Program Operations staff will track and compare contractor Average Hourly Wage at Termination against predicted Adult Follow-Up Welfare Weekly Earnings on a monthly basis. Any departures in placement wage from the AWFWE will be discussed at monthly Contractor meetings. Any significant deficiencies will require immediate corrective action by the contractor.

SDA Response/Status Update as of May 1, 1994:

Regular staff tracking of wages and review at staff meetings is taking place.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

3. MIS will develop and implement a detailed follow-up verification procedure for contractors to use to ensure data reported by Texas is verified and corrected in a timely manner.

SDA Response/Status Update as of May 1, 1994:

Regular staff tracking of follow-up is being done.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

4. Contractors serving AFDC participants will be required to report quarterly on participant progress, special initiatives to ensure success and any problems impeding achievement of predicted AWFWE standard.

SDA Response/Status Update as of May 1, 1994:

Early contractor reports are received and staff are attempting to assist participants in solving any problems they might be experiencing.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

CITY OF FORT WORTH

Standard Missed: Adult Welfare Follow-up Weekly Earnings (AWFWE)

	Actual	Predicted
PY92	\$172	\$214
Current PY93	\$228	\$237

The SDA is currently meeting this standard (with use of the confidence range).

Technical Assistance Plan Measures:

1. The SDA will hire and train additional Job Developers. The SDA will continue its case management/capacity building efforts.

SDA Response/Status Update as of May 1, 1994:

The SDA has hired two permanent job developers and three temporary job developers, with plans to bring on two additional temporary job developers.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. The SDA will amend the policy regarding child care to include provision of child care to terminated clients for thirteen weeks after completion of JTPA activities.

SDA Response/Status Update as of May 1, 1994:

The policy revision has taken place.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

3. The SDA will change the distribution of the case load whereby each case manager has all participants that attend a particular IIA contract to gain better control of their clients and their activities.

SDA Response/Status Update as of May 1, 1994:

These staff assignment changes have taken place.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

4. The SDA will strengthen its interagency agreements on special collaborative projects by holding training sessions between the Texas Department of Human Services and the Working Connection.

SDA Response/Status Update as of May 1, 1994:

These training sessions have taken place as well as meetings with Fort Worth Housing Agency, the Women's Center, and Tarrant County Junior College.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

HARRIS COUNTY

Standard Missed: Adult Welfare Follow-up Employment Rate (AWFER)

	Actual	Predicted
PY92	43.6%	50.2%
Current PY93	49.7%	52.9%

The SDA is currently meeting this standard (with use of the confidence range).

Technical Assistance Plan Measures:

1. The SDA will provide additional training to its staff in the areas of case management and job placement/follow-up techniques that are specific to the targeted population.

SDA Response/Status Update as of May 1, 1994:

Training for Case Managers occurred in January and February. In addition, the Harris County Private Industry Council (HCPIC) staff Case Managers are scheduled for further Case Management Training (21 hours) to begin the last of May.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. **The SDA will again request assistance from TDHS in joint counseling AFDC clients.**

SDA Response/Status Update as of May 1, 1994:

SDA has been in contact with TDHS staff to conduct joint counseling for clients. Efforts are continuing to achieve these outcomes.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

3. **The SDA will further negotiate detailed coordination agreements with TDHS in serving the targeted population.**

SDA Response/Status Update as of May 1, 1994:

A joint meeting with local office TDHS staff was held in February to initiate a better referral process of AFDC/JOBS/JTPA clients to HCPIC for training. Some results are noted.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

4. **The SDA will enhance support systems (i.e. mentors) in the business community to hire the AFDC clients and staff Mentors/Counselors to provide ongoing counseling after placement.**

SDA Response/Status Update as of May 1, 1994:

HCPIC staff serve as Mentor/Counselors for all terminees through the follow-up period to provide counseling and support services where needed. The positive termination rate is extremely high. Only a few of the clients terminated by 3/25 were AFDC who will be included in this year's performance standards.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

UPPER RIO GRANDE

Standard Missed: Adult Welfare Follow-up Employment Rate (AWFER)

	Actual	Predicted
PY92	39.8%	44.4%
Current PY93	52.3%	45.6%

The SDA is currently meeting this standard.

Technical Assistance Plan Measures:

1. The SDA will expand the services provides to participants through enhanced post-termination assistance and information.

SDA Response/Status Update as of May 1, 1994:

Employed participants are contacted a minimum of once a month for two months and Unemployed termines are contacted every three weeks for two months. Home visits are made by the post program services section to those participants not contacted by phone.\

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

2. The SDA will expand support services provided during the post-termination phase.

SDA Response/Status Update as of May 1, 1994:

Temporary shelter and meals on a case-by-case basis for those participants requiring such services have been added.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

3. The SDA will enhance its coordination with TDHS through preparation of joint services strategies, joint monitoring of participant progress and resolution of participant barriers or problems.

SDA Response/Status Update as of May 1, 1994:

This coordination is taking place at the staff level.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

WEST CENTRAL TEXAS

Standard Missed: Youth Employability Enhancement Rate (YEEN)

	Actual	Predicted
PY92	44.6%	50.6%
Current PY93	32.7%	34.1%

The SDA is currently meeting this standard (with use of the confidence range).

Technical Assistance Plan Measures:

1. The mix of allowable training activities will be expanded to allow for additional youth competency credit to be given.

SDA Response/Status Update as of May 1, 1994:

The current training mix allows for greater youth competency terminations to be taken and is reflected in the current performance standard. Improving numbers are expected as the school program comes to a close.

State Action/Comments as of May 1, 1994:

Commerce staff is satisfied with the SDA's efforts.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	JTPA Quarterly Performance Report
Committee	Evaluation and Performance Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	TDOC and TEA Staff
Summary of Item	<p>The following briefings provide a summary of JTPA program and fiscal performance for the third quarter of program year 1993. The Evaluation and Performance Committee will be receiving a verbal presentation which concentrates on overall JTPA program performance. Although the fiscal reports will not be discussed in the Evaluation and Performance Committee, committee members are encouraged to review the fiscal reports. The Intervention Committee will receive briefings on the program and fiscal reports for the Title IIA Adult Program and IIC Youth Program. The Worker Transition/Local Systems Committee will be briefed on the performance and fiscal reports for the Title III Dislocated Worker Program.</p>
Attachments	

BRIEFING ITEM
JTPA PY93 THIRD QUARTER PERFORMANCE REPORT

PURPOSE

To brief the Council on the third quarter PY93 performance of JTPA programs administered by the Texas Department of Commerce.

BACKGROUND

The following is a summary of JTPA program performance for the third quarter of program year 1993. The data used in this report, which covers the period from July 1, 1993 through March 31, 1994, is based on State Management Information System data. Data is compared to data through the third quarter of PY92.

DISCUSSION

1. Overall JTPA Performance

	PY92	PY93
Number of programs	172	164
Number of participants	128,187	109,672
Number of terminations	83,301	70,826
Number of terminees entered employment.	18,545	13,829
Number of overall positive outcomes.	70,806	61,396
Percent of overall positive outcomes	85.0%	86.7%

Through the third quarter of program year 1993, JTPA programs overall served 109,672 participants. Of those participants, 70,826 completed their program participation with 86.7 percent (61,396) receiving positive outcomes. Of the 109,672, about 33 percent were enrolled in Title II A adult and IIC youth programs; about 40 percent were Title IIB Summer Youth program participants; about 17 percent were Dislocated Workers program participants; about 8 percent were Education Coordination program participants; and Older Workers and Veteran program participants constituted about 2 percent of overall JTPA participants.

A comparison of the third quarter program performance data for PY92 and PY93 shows that the positive termination rate increased from 85 percent to 86.7 percent; however, the overall number of participants and terminees in PY93 decreased, 14 percent for participants and 15 percent for terminees. This overall decrease can be attributed to several factors including: 1) the impact of the JTPA reform amendments which requires more front end services including objective assessment, addition documentation and referrals, 2) reduced funding in the Title II programs, and 3) increased costs associated with providing longer term training. A comparison of the average weeks of participation in the Title II A programs increased from 26 weeks in PY92 to 34 weeks in PY93 and the average weeks of participation in the Title IIC programs increased from 25 weeks to 29 weeks. For Title II A welfare participants, the average weeks of participation increased from 30 weeks to 40 weeks.

2. Title II-A and II-C Adult and Youth Programs

Title II-A and II-C are the JTPA "core" programs for providing training and support services to economically disadvantaged adults and youths. Funds are provided to Private Industry Councils who oversee programs in the Service Delivery Areas.

There was a decline in the number of Title IIA and IIC participants and trainees compared to the third quarter of PY92, 24 percent and 26 percent respectively. In comparison to program performance in the third quarter of PY92, there was significant improvement on both the adult and adult welfare follow-up weekly earnings and on the youth employability enhancement rate; however, the entered employment rates for adults, adult welfare recipients, and youth decreased. Nationally, JTPA employment rates have been declining for several years. Because of the programs sensitivity to the economic environment, the lower entered employment rates are most likely due to the declining job opportunities associated with slow economic growth.

Charts showing SDA performance against the six DOL performance standards for Title IIA and IIC programs are attached. Performance on all of the DOL core standards exceeded the national standards (Adult Follow-up Employment Rate: 60%, Adult Follow-up Weekly Earnings: \$228, Adult Welfare Follow-up Employment Rate: 46%, Adult Welfare Follow-up Weekly Earnings: \$207, Youth Entered Employment Rate: 41% and Youth Employability Enhancement Rate: 36%).

	PY92	PY93
Number of programs		35
Number of participants	47,35442	35,911
Number of terminations	20,052	14,751
Number of trainees entered employment.	11,060.	7,232
Youth positive terminations	7,052	5,367

	PY92	PY93
Adult Measures		35
* Follow-up Employment Rate	63.0%	63.1%
* Follow-up Weekly Earnings	\$246.36	\$276.81
* Follow-up Welfare Employment Rate	52.0%.	51.0%
* Follow-up Welfare Weekly Earnings	\$211.56	\$226.69
Average Weeks Worked During the Follow-up Period	8.1	8.0
Entered Employment Rate	66.8%	63.6%
Welfare Entered Employment Rate	55.2%.	53.4%
Average Wage at Placement	\$6.01	\$6.58

	PY92	PY93
Youth Measures:		
* Entered Employment Rate	48.1%	41.3%
* Employability Enhancement Rate	40.5%	51.9%
Positive Termination Rate	73.6%	74.7%

* DOL performance standard.

3. Title II-A 5% Older Individual Programs

Five percent of JTPA Title II-A funds are set-aside for providing training to economically disadvantaged individuals age 55 years and older. Funds are provided to contractors through a statewide Request for Proposal (RFP) process.

A comparison of the third quarter program performance data for PY92 and PY93 shows that the overall number of participants and terminees in PY93 decreased significantly, 21 percent for participants and 31 percent for terminees. Additionally, the average wage at placement declined from \$5.74 to \$5.56 per hour. Although DOL did not establish performance standards for older individual programs for PY93, the 3rd quarter performance on both the entered employment and average wage at placement exceeds the standards established by DOL for PY94, i.e., 62 percent for the entered employment rate and \$5.45 for the average wage at placement.

	PY92	PY93
Number of programs	16	17
Number of participants	2,165	1,703
Number of terminations	1,513	1,047
Number of terminees entered employment	995.	676
Entered Employment Rate	65.8%	64.6%
Average Wage at Placement	\$5.74	\$5.56

4. Title III Dislocated Workers Programs-EDWAA

The goal of the Dislocated Workers program is to adequately prepare workers, who have lost their jobs due to lay offs or plant closings, for reemployment and to ensure their continued employability through a broad range of quality retraining, services and participant support.

The data presented here includes the outcomes of formula funded and discretionary programs including Defense Conversion Adjustment (DCA) Grants. For Title III Dislocated Workers Programs, there was a 5 percent increase in both the number of participants and terminees in PY93. The average wage at placement increase from \$9.64 to \$10.48; however, the entered employment rate declined, but is still above the national standard of 64%.

Charts showing SDA performance against the DOL performance standard and state performance goals for Title III programs are attached.

	PY92	PY93
Number of programs	33	33
Number of participants	18,356	19,197
Number of terminations	7,744	8,107
Number of terminees entered unsubsidized employment:		
from retraining	3,521	2,894
from basic readjustment services only	2,214	2,599
Total number of terminees entered employment.	5,735	5,493
Entered Employment Rate	74.1%	67.0%
Average Wage at Placement.	\$9.64	\$10.48

5. Title IV-C Veterans Programs

Texas contracts with the U.S. Department of Labor to operate Title IV-C programs which provide training opportunities specifically targeted to veterans. Funds are provided to contractors through a competitive RFP process. Although the average wage at placement is less than the third quarter PY92 level, it has been increasing for the past two quarters and may meet or exceed the PY92 level by the end of the program year.

	PY92	PY93
Number of programs	2	3
Number of participants	407	391
Number of terminations	258	209
Number of terminees entered employment	186	169
Entered Employment Rate	72.1%	80.9%
Average Wage at Placement.	\$8.51	\$7.64

6. Title II-B Summer Youth Programs

JTPA funds are contracted to the 35 SDA administrative entities to provide summer youth employment and training programs for disadvantaged young people.

For Title IIB Summer Youth Program, there was a 12 percent decrease in the number of participants in the summer 1993 program; however, the overall positive termination rate did increase slightly.

	CY92	CY93
Number of programs	35	35
Number of participants	49,257	43,411
Number of terminations	49,254	43,397
Total number of positive outcomes	46,821	42,034
Positive Termination Rate	95.1%	96.9%

7. 8 Percent Education Coordination Programs

The 8 percent Education Coordination Programs are administered by the Texas Education Agency.

	PY92	PY93
Number of programs	51	41
Number of participants	10,560	9,059
Number of terminations	4,177	3,315
Number of terminees entered employment	349	259
Number attained employability enhancements	657	551
Number attained local program objectives	2,016.	1,632
Total number of positive outcomes	3,022	2,442
Positive termination rate	72.4%	73.7%

Title IIA and IIC Performance Summary

Summary	PY92		PY93		% Change
Total Participants	47442		35911		-24.31
Total Termination	20,052		14,751		-26.44
Total Entered Employment	11,060		7,232		-34.61
Youth Positive Terminations	7,052		5,367		-23.89
Adult Performance Measures					
Follow-up Employment Rate	63.0%		63.1%		0.16
Follow-up Weekly Earnings	\$246.36		\$276.81		12.36
Follow-up Welfare Employment Rate	52.0%		51.0%		-1.92
Follow-up Welfare Weekly Earnings	\$211.56		\$226.69		7.15
Average Weeks Worked (Follow-up)	8.1		8.0		-1.23
Entered Employment Rate	66.8%		63.6%		-4.79
Welfare Entered Employment Rate	55.2%		53.4%		-3.26
Average Wage at Placement	\$6.01		\$6.58		9.48
Youth Performance Measures					
Entered Employment Rate	48.1%		41.3%		-14.14
Employability Enhancement Rate	40.5%		51.9%		28.15
Positive Termination Rate	73.6%		74.7%		1.49
Characteristics of Terminees					
Welfare Recipient (Total)	4,565	22.77	3,307	22.42	-1.54
Adult (AFDC)	2,622	13.08	1,890	12.81	-2.06
Adult (GA/RCA)	8	0.04	11	0.07	75.00
Youth (AFDC)	1,929	9.62	1,403	9.51	-1.14
Youth (GA/RCA)	6	0.03	3	0.02	-33.33
Dropout	5,630	28.08	4,294	29.11	3.67
High School Grad. and above	10,441	52.07	7,673	52.02	-0.10
Single Head of Household w/Dep <18	5,148	25.67	3,900	26.44	3.00
Youth	9,581	47.78	7,186	48.72	1.97
Female	12,440	62.04	9,264	62.80	1.23
Black	4,725	23.56	3,324	22.53	-4.37
Hispanic	9,814	48.94	7,277	49.33	0.80
Handicapped	1,462	7.29	811	5.50	-24.55
Offenders	1,617	8.06	1,453	9.85	22.21
Limited English Speaking Skills	1,006	5.02	503	3.41	-32.07
Reading Skill Below 7th Grade	5,538	27.62	2,975	20.17	-26.97

BRIEFING ITEM
JTPA PY93 THIRD QUARTER FISCAL REPORT

PURPOSE

To provide the Council with a brief report of PY93 fiscal activity through the third quarter.

BACKGROUND

Section 122(b)(2) of the Act directs the Council to "provide management guidance and review" for all JTPA programs in the State. In order to provide such guidance and oversight, the Council must have adequate fiscal information. Based on that information, the Council makes fiscal policy recommendations to the Governor which promote the effective and timely use of JTPA funds.

DISCUSSION

The following reports provide a comprehensive overview of the allocation and use of JTPA funds:

A. JTPA Operations - PY93 Title Summary

The PY93 Title Summary report is in process of preparation and will be provided as a handout at the Council meeting.

B. JTPA Operations - Subrecipient Contracts

The subrecipient contract reports identify PY92 and PY93 formula allocations to the SDAs/SSAs or contract amounts for those funds not formula allocated. The reports are presented by title and program year and include:

- 1) Total funds available to the subrecipient.
- 2) Total expenditures.
- 3) Percent expended through March 31, 1994.

PY 93 TITLE III F EDWAA CONTRACTS

AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	07/93	06/95	1,781,565	1,069,025	60%
RURAL CAPITAL AREA PIC	07/93	06/95	496,841	379,754	76%
RURAL COASTAL BEND PIC	07/93	06/95	347,946	164,678	47%
DALLAS COUNTY	07/93	06/95	1,559,376	1,171,890	75%
HOUSTON-GALVESTON	07/93	06/95	3,219,743	2,187,036	68%
HARRIS COUNTY PIC		0 0	0	0	0%
N CENTRAL TEXAS COG	07/93	06/95	1,444,799	889,585	62%
SOUTH PLAINS CAA	07/93	06/95	251,995	215,538	86%
TARRANT COUNTY	07/93	06/95	1,051,581	564,060	54%
BRAZOS VALLEY PIC	07/93	06/95	333,205	203,214	61%
CAMERON COUNTY PIC	07/93	06/95	330,919	142,381	43%
CENTRAL TEXAS COG	07/93	06/95	391,589	254,865	65%
AUSTIN/TRAVIS PIC	07/93	06/95	402,020	273,025	68%
CORPUS CHRISTI PIC	07/93	06/95	343,452	219,824	64%
DALLAS PIC	07/93	06/95	1,363,932	1,032,556	76%
HOUSTON JTPC		0 0	0	0	0%
LUBBOCK/GARZA PIC	07/93	06/95	329,942	181,768	55%
CONCHO VALLEY COG	07/93	06/95	451,320	326,403	72%
DEEP EAST TEXAS COG	07/93	06/95	289,059	113,550	39%
EAST TEXAS COG	07/93	06/95	826,480	400,212	48%
CITY OF FORT WORTH	07/93	06/95	717,454	546,594	76%
GOLDEN CRESCENT PIC	07/93	06/95	296,306	190,573	64%
HEART OF TEXAS COG	07/93	06/95	606,033	313,647	52%
HIDALGO COUNTY PIC	07/93	06/95	611,224	365,467	60%
MIDDLE RIO GRANDE	07/93	06/95	317,052	255,199	80%
ARK-TEX COG	07/93	06/95	315,592	238,303	76%
NORTEX RPC	07/93	06/95	377,450	247,559	66%
PANDHANDLE RPC	07/93	06/95	410,935	315,064	77%
PERMIAN BASIN RPC	07/93	06/95	436,920	294,625	67%
SOUTH EAST TEXAS RPC	07/93	06/95	498,665	200,989	40%
SOUTH TEXAS PIC	07/93	06/95	223,628	199,904	89%
TEXOMA COG	07/93	06/95	285,901	203,321	71%
UPPER RIO GRANDE PIC	07/93	06/95	961,685	535,582	56%
WEST CENTRAL TEXAS COG	07/93	06/95	425,410	319,890	75%
COLLIN COUNTY	07/93	06/95	317,664	207822	65%
TOTAL			22,017,683	14,223,902	65%

**TITLE IIID SPECIAL PROJECTS
AS OF MARCH 31, 1994**

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
RURAL COASTAL BEND	05/92	09/94	1,785,000	679,320	38%
AUSTIN\TRAVIS PIC	05/92	04/94	2,485,000	767,741	31%
CITY OF FT WORTH-AFB	06/92	12/94	1,785,000	237,959	13%
CITY OF FT WORTH-GN DY	10/92	11/95	4,970,000	2,571,868	52%
EAST TEXAS COG-LHAAP	08/93	11/95	1,185,000	168,911	14%
UPPER RIO GRANDE PIC	10/93	09/95	831,145	91,948	11%
TOTAL			13,041,145	4,517,747	35%

**PY 93 VETERAN PROGRAMS
AS OF MARCH 31, 1994**

TITLE IVC

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
AMERICAN GI FORUM	09/93	08/94	340,200	243,247	72%
CORPUS CHRISTI PIC	09/93	08/94	56,700	26,224	46%
TEXAS ASSN DEVELOP COLL	09/93	08/94	93,100	49,608	53%
TOTAL			490,000	319,079	65%

WAGNER PEYSER

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
AMERICAN GI FORUM	09/93	08/94	340,200	192,639	57%
CORPUS CHRISTI PIC	09/93	08/94	56,700	12,856	23%
TEXAS ASSN DEVELOP COLL	09/93	08/94	93,100	67,674	73%
TOTAL			490,000	273,168	56%

CY 93 IIB YOUTH CONTRACTS
AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	10/92	03/95	5,540,025	5,314,755	96%
RURAL CAPITAL AREA PIC	10/92	03/95	576,621	538,234	93%
RURAL COASTAL BEND PIC	10/92	03/95	838,484	808,566	96%
DALLAS COUNTY	10/92	03/95	1,599,947	1,205,627	75%
HOUSTON-GALVESTON	10/92	03/95	3,633,959	2,987,630	82%
HARRIS COUNTY PIC	10/92	03/95	2,322,331	2,068,136	89%
N CENTRAL TEXAS COG	10/92	03/95	2,031,651	1,779,091	88%
SOUTH PLAINS CAA	10/92	03/95	385,755	385,755	100%
TARRANT COUNTY	10/92	03/95	800,184	745,820	93%
BRAZOS VALLEY PIC	10/92	03/95	451,081	445,595	99%
CAMERON COUNTY PIC	10/92	03/95	1,888,969	1,762,838	93%
CENTRAL TEXAS COG	10/92	03/95	1,261,429	1,122,544	89%
AUSTIN/TRAVIS PIC	10/92	03/95	1,413,211	1,337,088	95%
CORPUS CHRISTI PIC	10/92	03/95	1,645,814	1,481,830	90%
DALLAS PIC	10/92	03/95	6,761,316	6,760,618	99%
HOUSTON JTPC	10/92	03/95	7,948,903	7,933,650	99%
LUBBOCK/GARZA PIC	10/92	03/95	840,278	670,526	80%
CONCHO VALLEY COG	10/92	03/95	367,136	348,803	95%
DEEP EAST TEXAS COG	10/92	03/95	1,349,263	1,099,382	81%
EAST TEXAS COG	10/92	03/95	2,592,988	2,583,593	99%
CITY OF FORT WORTH	10/92	03/95	4,499,181	4,449,166	99%
GOLDEN CRESCENT PIC	10/92	03/95	504,490	423,011	84%
HEART OF TEXAS COG	10/92	03/95	852,598	786,912	92%
HIDALGO COUNTY PIC	10/92	03/95	4,965,309	4,965,309	100%
MIDDLE RIO GRANDE	10/92	03/95	1,538,734	1,369,745	89%
ARK-TEX COG	10/92	03/95	1,208,499	1,208,499	100%
NORTEX RPC	10/92	03/95	755,653	694,348	92%
PANDHANDLE RPC	10/92	03/95	806,171	797,933	99%
PERMIAN BASIN RPC	10/92	03/95	1,280,960	1,280,960	100%
SOUTH EAST TEXAS RPC	10/92	03/95	1,544,956	1,517,052	98%
SOUTH TEXAS PIC	10/92	03/95	2,080,364	1,977,347	95%
TEXOMA COG	10/92	03/95	616,380	576,747	94%
UPPER RIO GRANDE PIC	10/92	03/95	4,439,977	4,235,797	95%
WEST CENTRAL TEXAS COG	10/92	03/95	907,548	913,455	100%
COLLIN COUNTY	10/92	03/95	652,413	616,306	94%
TOTAL			70,902,578	67,192,670	95%

PY 92 TITLE IIA 78% CONTRACTS

AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	7/92	6/94	12,871,390	12,605,903	98%
RURAL CAPITAL AREA PIC	7/92	6/94	1,166,376	1,166,283	100%
RURAL COASTAL BEND PIC	7/92	6/94	1,608,026	1,608,026	100%
DALLAS COUNTY	7/92	6/94	1,588,576	1,557,738	98%
HOUSTON-GALVESTON	7/92	6/94	5,713,318	5,713,318	100%
HARRIS COUNTY PIC	7/92	6/94	4,200,558	4,188,617	99%
N CENTRAL TEXAS COG	7/92	6/94	3,252,376	3,237,178	99%
SOUTH PLAINS CAA	7/92	6/94	787,599	787,599	100%
TARRANT COUNTY	7/92	6/94	899,749	899,748	100%
BRAZOS VALLEY PIC	7/92	6/94	924,809	924,809	100%
CAMERON COUNTY PIC	7/92	6/94	4,392,776	4,245,373	97%
CENTRAL TEXAS COG	7/92	6/94	2,015,267	2,015,217	100%
AUSTIN/TRAVIS PIC	7/92	6/94	2,859,894	2,651,143	93%
CORPUS CHRISTI PIC	7/92	6/94	2,802,924	2,793,675	99%
DALLAS PIC	7/92	6/94	8,799,662	7,811,506	89%
HOUSTON JTPC	7/92	6/94	12,619,817	12,251,092	97%
LUBBOCK/GARZA PIC	7/92	6/94	1,110,431	1,098,125	99%
CONCHO VALLEY COG	7/92	6/94	759,140	749,682	99%
DEEP EAST TEXAS COG	7/92	6/94	2,152,650	2,032,266	94%
EAST TEXAS COG	7/92	6/94	5,249,103	4,880,767	93%
CITY OF FORT WORTH	7/92	6/94	5,187,973	5,113,935	99%
GOLDEN CRESCENT PIC	7/92	6/94	1,056,080	1,006,584	95%
HEART OF TEXAS COG	7/92	6/94	1,473,416	1,473,416	100%
HIDALGO COUNTY PIC	7/92	6/94	9,902,264	9,902,265	100%
MIDDLE RIO GRANDE	7/92	6/94	2,912,303	2,911,991	99%
ARK-TEX COG	7/92	6/94	2,156,793	2,156,793	100%
NORTEX RPC	7/92	6/94	1,175,411	1,175,411	100%
PANDHANDLE RPC	7/92	6/94	1,631,427	1,628,364	99%
PERMIAN BASIN RPC	7/92	6/94	2,582,633	2,582,633	100%
SOUTH EAST TEXAS RPC	7/92	6/94	3,591,052	3,400,476	95%
SOUTH TEXAS PIC	7/92	6/94	4,229,242	3,991,230	94%
TEXOMA COG	7/92	6/94	848,041	848,041	100%
UPPER RIO GRANDE PIC	7/92	6/94	8,131,775	8,131,775	100%
WEST CENTRAL TEXAS COG	7/92	6/94	1,568,789	1,204,947	77%
COLLIN COUNTY	7/92	6/94	588,114	585,280	99%
TOTAL			122,809,754	119,331,207	97%

PY 92 TITLE III F EDWAA CONTRACTS
AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	7/92	06/94	3,728,471	3,698,480	99%
RURAL CAPITAL AREA PIC	7/92	06/94	290,287	290,282	100%
RURAL COASTAL BEND PIC	7/92	06/94	732,681	732,681	100%
DALLAS COUNTY	7/92	06/94	1,497,369	1,422,141	95%
HOUSTON-GALVESTON	7/92	06/94	4,044,560	4,044,560	100%
HARRIS COUNTY PIC		0 0	0	0	0%
N CENTRAL TEXAS COG	7/92	06/94	1,440,927	1,439,259	99%
SOUTH PLAINS CAA	7/92	06/94	266,593	266,593	100%
TARRANT COUNTY	7/92	06/94	3,121,220	3,098,318	99%
BRAZOS VALLEY PIC	7/92	06/94	387,855	387,855	100%
CAMERON COUNTY PIC	7/92	06/94	436,436	430,481	99%
CENTRAL TEXAS COG	7/92	06/94	1,130,455	1,055,460	93%
AUSTIN/TRAVIS PIC	7/92	06/94	902,087	814,946	90%
CORPUS CHRISTI PIC	7/92	06/94	387,790	386,280	99%
DALLAS PIC	7/92	06/94	1,983,583	1,981,006	99%
HOUSTON JTPC		0 0	0	0	0%
LUBBOCK/GARZA PIC	7/92	06/94	477,618	477,618	100%
CONCHO VALLEY COG	7/92	06/94	319,703	319,703	100%
DEEP EAST TEXAS COG	7/92	06/94	346,842	344,215	99%
EAST TEXAS COG	7/92	06/94	718,826	701,819	98%
CITY OF FORT WORTH	7/92	06/94	1,809,509	1,809,509	100%
GOLDEN CRESCENT PIC	7/92	06/94	240,504	243,144	100%
HEART OF TEXAS COG	7/92	06/94	852,157	852,157	100%
HIDALGO COUNTY PIC	7/92	06/94	824,545	728,587	88%
MIDDLE RIO GRANDE	7/92	06/94	228,992	228,975	100%
ARK-TEX COG	7/92	06/94	515,583	515,583	100%
NORTEX RPC	7/92	06/94	353,670	353,670	100%
PANDHANDLE RPC	7/92	06/94	329,089	327,754	99%
PERMIAN BASIN RPC	7/92	06/94	1,424,865	1,405,373	99%
SOUTH EAST TEXAS RPC	7/92	06/94	1,559,100	1,559,100	100%
SOUTH TEXAS PIC	7/92	06/94	188,000	143,437	76%
TEXOMA COG	7/92	06/94	200,000	200,000	100%
UPPER RIO GRANDE PIC	7/92	06/94	1,428,452	1,428,452	100%
WEST CENTRAL TEXAS COG	7/92	06/94	348,887	322,181	92%
COLLIN COUNTY	7/92	06/94	654,961	634,035	97%
TOTAL			33,171,617	32,643,655	98%

**PY 93 TITLE IIA 77% CONTRACTS
AS OF MARCH 31, 1994**

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	07/93	06/95	4,811,806	3,123,995	65%
RURAL CAPITAL AREA PIC	07/93	06/95	538,659	368,135	68%
RURAL COASTAL BEND PIC	07/93	06/95	896,517	467,812	52%
DALLAS COUNTY	07/93	06/95	1,240,691	932,915	75%
HOUSTON - GALVESTON	07/93	06/95	2,739,791	1,496,240	55%
HARRIS COUNTY PIC	07/93	06/95	1,888,413	1,246,395	66%
N CENTRAL TEXAS COG	07/93	06/95	1,568,631	1,034,773	66%
SOUTH PLAINS CAA	07/93	06/95	351,587	273,006	78%
TARRANT COUNTY	07/93	06/95	665,735	514,692	77%
BRAZOS VALLEY PIC	07/93	06/95	386,390	259,560	67%
CAMERON COUNTY PIC	07/93	06/95	1,545,115	415,485	27%
CENTRAL TEXAS COG	07/93	06/95	890,569	603,467	68%
AUSTIN/TRAVIS PIC	07/93	06/95	1,141,243	731,769	64%
CORPUS CHRISTI PIC	07/93	06/95	1,142,472	748,484	66%
DALLAS PIC	07/93	06/95	4,069,995	2,555,264	63%
HOUSTON JTPC	07/93	06/95	5,954,076	3,765,214	63%
LUBBOCK/GARZA PIC	07/93	06/95	581,142	297,659	51%
CONCHO VALLEY COG	07/93	06/95	313,518	171,943	55%
DEEP EAST TEXAS COG	07/93	06/95	964,337	695,473	72%
EAST TEXAS COG	07/93	06/95	2,194,611	1,569,629	72%
CITY OF FORT WORTH	07/93	06/95	2,309,727	1,559,174	68%
GOLDEN CRESCENT PIC	07/93	06/95	407,704	328,084	80%
HEART OF TEXAS COG	07/93	06/95	695,833	312,850	45%
HIDALGO COUNTY PIC	07/93	06/95	4,173,056	1,578,754	38%
MIDDLE RIO GRANDE	07/93	06/95	1,219,354	752,989	62%
ARK - TEX COG	07/93	06/95	942,756	384,976	41%
NORTEX RPC	07/93	06/95	525,079	188,756	36%
PANDHANDLE RPC	07/93	06/95	741,833	637,197	86%
PERMIAN BASIN RPC	07/93	06/95	1,134,627	825,801	73%
SOUTH EAST TEXAS RPC	07/93	06/95	1,541,227	1,014,294	66%
SOUTH TEXAS PIC	07/93	06/95	1,711,549	367,560	21%
TEXOMA COG	07/93	06/95	443,453	269,354	61%
UPPER RIO GRANDE PIC	07/93	06/95	3,502,073	2,601,060	74%
WEST CENTRAL TEXAS COG	07/93	06/95	873,002	485,289	56%
COLLIN COUNTY	07/93	06/95	553,430	306,577	55%
TOTAL			54,660,001	32,884,624	60%

PY 93 TITLE IIC 82% CONTRACTS
AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	07/93	06/95	3,574,510	2,172,583	61%
RURAL CAPITAL AREA PIC	07/93	06/95	458,399	266,790	58%
RURAL COASTAL BEND PIC	07/93	06/95	647,104	319,814	49%
DALLAS COUNTY	07/93	06/95	942,887	452,751	48%
HOUSTON-GALVESTON	07/93	06/95	2,139,880	1,154,191	54%
HARRIS COUNTY PIC	07/93	06/95	1,637,759	1,120,076	68%
N CENTRAL TEXAS COG	07/93	06/95	1,145,443	736,813	64%
SOUTH PLAINS CAA	07/93	06/95	261,180	204,191	78%
TARRANT COUNTY	07/93	06/95	507,468	291,803	58%
BRAZOS VALLEY PIC	07/93	06/95	411,979	223,225	54%
CAMERON COUNTY PIC	07/93	06/95	1,680,243	985,256	59%
CENTRAL TEXAS COG	07/93	06/95	757,004	522,461	69%
AUSTIN/TRAVIS PIC	07/93	06/95	974,788	588,341	60%
CORPUS CHRISTI PIC	07/93	06/95	874,172	847,898	97%
DALLAS PIC	07/93	06/95	3,064,801	2,256,284	74%
HOUSTON JTPC	07/93	06/95	4,483,671	3,815,087	85%
LUBBOCK/GARZA PIC	07/93	06/95	436,175	135,658	31%
CONCHO VALLEY COG	07/93	06/95	267,835	214,541	80%
DEEP EAST TEXAS COG	07/93	06/95	673,515	479,806	71%
EAST TEXAS COG	07/93	06/95	1,570,180	739,186	47%
CITY OF FORT WORTH	07/93	06/95	2,445,559	1,171,654	48%
GOLDEN CRESCENT PIC	07/93	06/95	302,868	182,982	60%
HEART OF TEXAS COG	07/93	06/95	671,522	326,367	49%
HIDALGO COUNTY PIC	07/93	06/95	3,547,195	2,568,469	72%
MIDDLE RIO GRANDE	07/93	06/95	985,812	663,094	67%
ARK-TEX COG	07/93	06/95	674,225	504,587	75%
NORTEX RPC	07/93	06/95	382,774	105,013	27%
PANDHANDLE RPC	07/93	06/95	536,500	320,438	60%
PERMIAN BASIN RPC	07/93	06/95	849,837	537,134	63%
SOUTH EAST TEXAS RPC	07/93	06/95	1,169,024	954,962	82%
SOUTH TEXAS PIC	07/93	06/95	1,454,857	770,912	53%
TEXOMA COG	07/93	06/95	311,078	170,486	55%
UPPER RIO GRANDE PIC	07/93	06/95	2,387,285	1,637,799	69%
WEST CENTRAL TEXAS COG	07/93	06/95	626,088	351,166	56%
COLLIN COUNTY	07/93	06/95	424,759	170,164	40%
TOTAL			43,278,376	27,961,981	65%

PY 93 INCENTIVE CONTRACTS
AS OF MARCH 31, 1994

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CITY OF SAN ANTONIO	10/93	09/95	684,824	69,490	10%
RURAL CAPITAL AREA PIC	10/93	09/95	61,172	0	0%
RURAL COASTAL BEND PIC	10/93	09/95	106,491	37,789	35%
DALLAS COUNTY	10/93	09/95	41,702	0	0%
HOUSTON-GALVESTON	10/93	09/95	170,443	0	0%
HARRIS COUNTY PIC	10/93	09/95	46,419	9,818	21%
N CENTRAL TEXAS COG	10/93	09/95	233,097	11,339	5%
SOUTH PLAINS CAA	10/93	09/95	60,032	34,606	58%
TARRANT COUNTY	10/93	09/95	54,270	0	0%
BRAZOS VALLEY PIC	10/93	09/95	49,147	20,390	41%
CAMERON COUNTY PIC	10/93	09/95	25,924	1,586	6%
CENTRAL TEXAS COG	10/93	09/95	87,959	41,166	47%
AUSTIN/TRAVIS PIC	10/93	09/95	251,449	0	0%
CORPUS CHRISTI PIC	10/93	09/95	132,432	42,709	32%
DALLAS PIC	10/93	09/95	429,368	0	0%
HOUSTON JTPC	10/93	09/95	644,307	185,847	29%
LUBBOCK/GARZA PIC	10/93	09/95	60,350	26,114	43%
CONCHO VALLEY COG	10/93	09/95	36,731	30,024	82%
DEEP EAST TEXAS COG	10/93	09/95	98,452	47,692	48%
EAST TEXAS COG	10/93	09/95	37,127	16,857	45%
CITY OF FORT WORTH	10/93	09/95	81,923	15,364	19%
GOLDEN CRESCENT PIC	10/93	09/95	34,931	3,374	10%
HEART OF TEXAS COG	10/93	09/95	86,337	3,241	4%
HIDALGO COUNTY PIC	10/93	09/95	348,705	0	0%
MIDDLE RIO GRANDE	10/93	09/95	132,515	37,823	29%
ARK-TEX COG	10/93	09/95	62,076	17,248	28%
NORTEX RPC	10/93	09/95	46,699	17,117	37%
PANDHANDLE RPC	10/93	09/95	87,590	0	0%
PERMIAN BASIN RPC	10/93	09/95	120,545	85,202	71%
SOUTH EAST TEXAS RPC	10/93	09/95	46,992	30,763	65%
SOUTH TEXAS PIC	10/93	09/95	136,977	54,707	40%
TEXOMA COG	10/93	09/95	33,363	0	0%
UPPER RIO GRANDE PIC	10/93	09/95	226,873	175,097	77%
WEST CENTRAL TEXAS COG	10/93	09/95	53,299	8,568	16%
COLLIN COUNTY	10/93	09/95	53,132	9,979	19%
TOTAL			4,863,653	1,033,910	21%

**PY 93 TITLE IIA OLDER INDIVIDUAL CONTRACTS
AS OF MARCH 31, 1994**

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
CORPUS CHRISTI	07/93	06/94	204,887	127,618	62%
LUBBOCK/GARZA	07/93	06/94	100,000	25,218	25%
CITY OF FORT WORTH	07/93	06/94	309,740	186,334	60%
HEART OF TEXAS COG	07/93	06/94	156,421	106,703	68%
TEXOMA COG	07/93	06/94	156,421	26,503	17%
WEST CENTRAL TEXAS COG	07/93	06/94	100,000	63,478	63%
GOODWILL\SAN ANTONIO	07/93	06/94	441,940	312,397	71%
SER, JOBS FOR PROGRESS	07/93	06/94	173,735	88,163	51%
VGS INC	07/93	06/94	428,340	308,491	72%
UNIV OF CENTRAL TEXAS	07/93	06/94	166,115	81,612	49%
GOODWILL (CENTRAL TX)	07/93	06/94	281,375	234,299	83%
PROGRAM FOR HUMAN SVC	07/93	06/94	395,207	286,212	72%
CONCHO VALLEY	07/93	06/94	156,421	92,188	59%
GREATER EL PASO SER	07/93	06/94	326,052	242,522	74%
DALLAS CNTY COMM COL	07/93	06/94	339,261	170,241	50%
SOUTH TEXAS DEV COUNCIL	07/93	06/94	253,353	125,460	50%
GOLDEN CRESCENT RPC	07/93	06/94	229,120	135,166	59%
TOTAL			4,218,388	2,612,604	62%

**PY 93 8% & LITERACY CONTRACTS
AS OF MARCH 31, 1994**

CONTRACTOR	START DATE	END DATE	CONTRACT AMOUNT	TOTAL EXPENDED	% SPENT
TEXAS ED AGENCY	07/93	06/94	9,660,233	4,587,989	47%
LUBBOCK/GARZA	07/93	06/94	71,428	51,524	72%
RURAL COSTAL BEND	07/93	06/94	71,428	30,840	43%
CORPUS CHRISTI PIC	07/93	06/94	71,428	47,551	67%
NORTEX RPC	07/93	06/94	71,428	49,407	69%
SOUTH PLAINS CAA	07/93	06/94	71,428	59,845	84%
UPPER RIO GRANDE	07/93	06/94	71,428	45,334	63%
N CENTRAL TEXAS COG	07/93	06/94	71,428	41,878	59%
GOLDEN CRESCENT PIC	07/93	06/94	71,428	46,103	65%
CENTRAL TEXAS COG	07/93	06/94	71,428	38,258	54%
DALLAS PIC	07/93	06/94	71,428	0	0%
ARK-TEX	07/93	06/94	71,428	46,261	65%
DALLAS DEAF ACTION	07/93	06/94	71,428	0	0%
PANHANDLE RPC	07/93	06/94	71,428	46,588	65%
HEART OF TEXAS	07/93	06/94	71,428	45,928	64%
TOTAL			10,660,225	5,137,505	48%

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Office of Inspector General Audit of Alamo Service Delivery Area
Committee	Evaluation and Performance Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Barbara Cigainero, TCWEC
Summary of Item	The Office of Inspector General conducted a performance audit of the Alamo Service Delivery Area for Program Years 1989 and 1990 for JTPA Title IIA and Title III. The briefing discusses the audit findings and the audit resolution process to be followed by the Texas Department of Commerce.
Attachments	Attachment A–Audit Findings Attachment B–Audit Resolution Process

BRIEFING ITEM
OFFICE OF INSPECTOR GENERAL AUDIT OF ALAMO
SERVICE DELIVERY AREA (SDA)

PURPOSE

To inform the Committee of the audit findings and the audit resolution process to be followed by the Texas Department of Commerce as required by the JTPA Regulations.

BACKGROUND

The Office of Inspector General conducted a performance audit of the Alamo Consortium Service Delivery Area for Program Years 1989 and 1990. The audit was limited to programs operated under the JTPA Title II-A and Title III.

DISCUSSION

The Office of Inspector General issued the audit to the Employment and Training Administration (ETA) Grant Officer on March 31, 1994. The ETA Grant Officer issued the audit to the State of Texas on April 12, 1994.

The audit contains a total of seventeen (17) findings. Attachment 1 to this briefing item is a listing of all findings.

The audit identifies \$7.1 million in questioned costs. The total amount questioned could be reduced during the resolution process that is currently in progress. The total amount of disallowed costs, if any, are not determined until the State has gone through the entire audit resolution process explained in Attachment 2 to this briefing item.

Attachment A

List of findings Contained in the OIG Audit of the Alamo SDA

1. The SDA's Title II-A Contractors' Performance Raised Questions as to the Necessity for Some of the Training Provided and the Legitimacy of Some of the Placements Claimed.
2. The Quality of JTPA Training Programs Operated by the Bexar County Opportunities Industrialization Center Appeared Questionable.
3. The SDA's Title III Program Consisted Mainly of Basic Readjustment Services, Predominantly Unstructured Job Search.
4. The Bexar County Women's Center's Performance was Questionable.
5. The San Antonio Dress Company (SADCO) Dislocated Workers Received Basic Readjustment Services but Few Received Retraining.
6. The Alamo Consortium Used JTPA Funds for Economic Development Activities Which Did Not Show a Reasonable Benefit for JTPA Participants.
7. The SDA Funded 14 Research Projects That Resulted in Questionable JTPA Expenditures.
8. Labor Market Information Costs Charged to the JTPA Program Were Not Necessary and Reasonable for Efficient Administration of the Program.
9. The SDA Spent JTPA Title II-A Funds for Bexar County's Employment and Training Director which Were Not Necessary and Reasonable Costs to the JTPA program.
10. The SDA's Controls Over Contracting and Contract Payments Were Ineffective.
11. The SDA's Payroll System Lacks Fiscal Controls to Ensure the JTPA Program's Payroll Costs are Properly Incurred and Allocated to the Proper Program.
12. The City of San Antonio (COSA) Charged JTPA Directly for Overtime Charges for Building Maintenance and Service Payroll Costs While Its Indirect Costs Plan Provided for Recovery of Such Costs.
13. Journal Entry Adjustments Were Used to Transfer Expenditures Between Grants Activities, and Contractors Without Adequate Justification or Explanation for the Transfers.
14. The SDA's PY 1992 Title II-A Job Training Plan Was Inadequate as a Planning Document.
15. The Alamo SDA Failed to Implement and Maintain Written Procurement Policies and Procedures.
16. The SDA's PY 1992 Procurement of Service Providers and Subsequent Contract Administration was Defective.
17. The Control System Over Supportive Service Payments was Inadequate, Resulting in Unsupported and Unnecessary Payments.

Attachment B

Audit Resolution Process to be followed by the Texas Department of Commerce in Resolving the OIG Audit of the Alamo SDA

1. The process begins with the issuance of the audit to the Employment & Training Administration (ETA) Grant Officer who in turn transmits the audit to the State and SDA for resolution.
2. The State is allowed 180 days to resolve the audit with its SDA. Within the 180 day period, a State audit resolution report must be provided to the Grant Officer for review and acceptance.
3. The State audit resolution report must fully document the disposition of all questioned costs and corrective actions. The SDA will be required to provide all necessary supporting documentation to justify the basis for the allowance of any questioned costs. If the State disallows any questioned costs it must determine and include the method of repayment planned or required, and outline corrective actions, including debt collection efforts, taken or planned.
4. If the State intends to request a waiver of liability for misexpenditures by the Alamo SDA, such a waiver must accompany the State resolution report. A waiver must be fully justified and could include all or part of the questioned costs.
5. If the State proposes to use "stand-in" costs as substitutes for otherwise unallowable costs, such proposal must be included in the State resolution report.

Such "stand-in" costs must be for allowable JTPA related costs which were not previously charged to the program, must be auditable and must have been incurred during the audit period.

6. The ETA Grant Officer shall review the report, the State's disposition of any questioned costs, and any liability waiver request and/or "stand-in" costs proposal. If he agrees, he will so notify the State. If he disagrees with any points of conclusion by the State, he will pursue resolution through the initial and final determination process.
7. The Grant Officer's initial determination is issued shortly after the State audit resolution report is reviewed. It allows for an informal resolution process which must be completed within 60 days after the issuance of the initial determination.
8. If the matters are informally resolved, the Grant Officer issues a final determination within 60 days after the initial determination notifying the State and SDA of the resolution and close the file.
9. If the matters are not informally resolved, the Grant Officer issues a final determination within 60 days after the initial determination indicating that informal resolution has been unsuccessful, listing disagreement with State action, listing any modification to the initial determination, establishing a debt, requiring corrective action, determining liability, method of restitution of funds and sanctions. The final determination shall include an offer of an opportunity to request a hearing and appeal at the federal level.
10. Unless a hearing is requested, a final determination constitutes final DOL action and is not subject to further review.

INTERVENTION COMMITTEE

AGENDA

Intervention Committee
Thursday, May 26, 1994
Austin Convention Center, Room 5B
Austin, Texas

- 1:00 p.m. Joint Briefing with Evaluation and Performance Committee on JOBS Program (The Joint Meeting will be held in Room 6A)
(Note: JOBS Briefing can be found in the Evaluation and Performance Committee section.)
- 2:00 p.m. Break
- 2:15 p.m. Call to Order
Announcements
Public Comment
- 2:30 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council section.)
- 3:00 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council section.)
- 3:15 p.m. Action Item: JTPA Title IIA/IIC Local Plan Approvals
- 3:45 p.m. Action Item: Food Stamp Employment and Training State Plan
- 4:00 p.m. Briefing Item: PY94-95 Title IIA Older Individual Program
- 4:15 p.m. Briefing Item: JTPA Veterans Program
- 4:30 p.m. Briefing Item: JTPA Fiscal and Performance Report
(Note: JTPA Fiscal and Performance Reports can be found in the Evaluation and Performance Committee Section)
- 5:00 p.m. Adjourn

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	JTPA Title IIA/IIC Local Plan Approvals
Committee	Intervention Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Sarah Bailey, TDOC
Summary of Item	Action Item describing the JTPA Program Years 1994 and 1995 Adult and Youth Local Job Training Plan approval process and recommending approval of satisfactory plans and of SDA established hard-to-serve categories.
Attachments	Attachment A–Title IIA and IIC Plan Summary and Status Attachment B–SDA Esatblished Categories for Hard-to-serve Adults, In-school Youth and Out-of-school Youth Attachment C–Examples of SDAs' Planned Activities in Support of the Governor's Coordination Criteria

ACTION ITEM JTPA TITLE IIA/IIC LOCAL PLAN APPROVALS

PURPOSE

To submit for approval the local job training plans for disadvantaged adults and youth served under Titles IIA and IIC for each SDA pursuant to Section 105 of the Act.

BACKGROUND

Section 105 of the Act requires that the State Council review and make recommendations to the Governor for approval of Service Delivery Area (SDA) job training plans. Two-year Title IIA and IIC plans for Program Years 1994 and 1995 (PY94-95) were due to the State on April 8, 1994.

Title IIA is the program providing job training services to eligible disadvantaged adults. Allowable activities include basic education skills training, on-the-job training, classroom occupational skills training, and other training needs identified for an individual through the comprehensive objective assessment. Title IIC is the year-round youth program which provides job training services and academic skills training to eligible disadvantaged youth ages 14-21. Allowable activities under Title IIC include basic education skills training, on-the-job training, work experience, school-to-work transition services and other training needs identified for an individual through the comprehensive objective assessment.

In order to receive funding under Titles IIA and IIC, each SDA Administrative Entity submitted a job training plan prepared in accordance with the Planning Guidelines distributed by the Texas Department of Commerce earlier in the year.

DISCUSSION

SDA Job Training Plans were submitted to Commerce on April 8, 1994, for review and approval. All plans received have been reviewed for accuracy, consistency in program objectives and design, and compliance with the Act and State policy.

Plan status may be recommended as one of the following:

Satisfactory: the plan meets all minimum requirements and contains all required items;

Satisfactory Conditional: the plan meets the majority of the minimum requirements but some are missing items or incomplete;

Unsatisfactory: the plan meets few of the requirements, or the SDA declines to provide the required information.

SDAs have been given the opportunity to correct any deficiencies and resubmit their plans. The plans were given a final review by staff and a recommended status has been assigned for State Council action. (See Attachment A - updated report will be distributed to the committee as a handout).

The Council is also being asked to approve SDA developed categories of hard-to-serve individuals. The JTPA Reform Amendments specify several categories of hard-to-serve individuals and also allow an SDA to identify an additional category for adults, in-school youth and out-of-school youth. Sections 203(d) and 263(h) of the Act require the SDA to submit a request to the Governor for approval of the additional category(ies) that justifies its inclusion in the plan. The additional hard-to-serve categories are identified in Attachment B in two ways:

- 1) categories previously approved by the Governor as part of the PY93 Plan Modification approval process; and
- 2) new categories for approval consideration.

The SDAs were also asked to describe how local program efforts will coordinate with key agencies in the local area in accordance with coordination mandates in the Act and as specified in the Governor's Coordination Criteria. For informational purposes examples of SDAs' planned activities in support of the State Council's Goals and Objectives are provided in Attachment C.

RECOMMENDATIONS

Commerce staff recommends the following to the Council for the Governor's approval:

- 1) approval of all satisfactory Title IIA and IIC plans;
- 2) approval of all IIA and IIC plans which are currently satisfactory conditional, contingent on the attainment of satisfactory status prior to submission to the Governor for approval. It is understood that no authority to contract is granted until an SDA's IIA and IIC plans are given satisfactory status and are approved by the Governor.
- 3) approval of the SDA established categories of hard-to-serve adults, in-school youth, and out-of-school youth as listed in Attachment B.

**ATTACHMENT A
JTPA TITLE IIA AND IIC PLAN SUMMARY AND STATUS**

SDA		PLAN STATUS	ALLOCATION	PLANNED PARTICIPANTS	ADULT WELFARE PARTICIPANTS	FEER	FOLLOW-UP WEEKLY WAGE	14-15 YR OLD TERMINEES	YEER	YEEN
Alamo SDA	IIA	Sat Cond	4,408,236	735	184	64.8%	220.20	n/a	n/a	n/a
	IIC	Sat Cond	3,273,706	1,309	n/a	n/a	n/a	180	55.3%	39.4%
Austin/Travis County SDA	IIA	Sat Cond	1,032,797	376	162	59.4%	260.00	n/a	n/a	n/a
	IIC	Sat Cond	766,990	260	n/a	n/a	n/a	35	42.4%	57.1%
Brazos Valley SDA	IIA	Sat Cond	390,167	90	45	47.8%	163.18	n/a	n/a	n/a
	IIC	Sat Cond	289,751	200	n/a	n/a	n/a	21	62.5%	80.0%
Cameron County SDA	IIA	Satisfactory	1,610,332	764	108	61.6%	184.66	n/a	n/a	n/a
	IIC	Satisfactory	1,217,451	671	n/a	n/a	n/a	0	50.5%	33.1%
Central Texas SDA	IIA	Satisfactory	816,248	250	108	59.4%	218.76	n/a	n/a	n/a
	IIC	Sat Cond	606,174	310	n/a	n/a	n/a	58	41.3%	34.2%
City of Corpus Christi/ Nueces County SDA	IIA	Sat Cond	1,095,150	390	12	56.3%	194.70	n/a	n/a	n/a
	IIC	Sat Cond	836,506	455	n/a	n/a	n/a	0	38.0%	56.0%
City of Dallas SDA	IIA	Sat Cond	3,813,597	896	70	53.9%	241.69	n/a	n/a	n/a
	IIC	Sat Cond	2,859,538	761	n/a	n/a	n/a	30	25.0%	66.0%
City of Houston SDA	IIA	Sat Cond	6,591,505	2,021	384	56.6	232.66	n/a	n/a	n/a
	IIC	Sat Cond	4,948,538	3,130	n/a	n/a	n/a	587	45.0%	63.0%
Collin County SDA	IIA	Sat Cond	365,263	122	26	64.0%	282.20	n/a	n/a	n/a
	IIC	Sat Cond	284,166	114	n/a	n/a	n/a	14	26.8%	38.1%
Concho Valley SDA	IIA	Satisfactory	280,909	125	25	56.6%	193.41	n/a	n/a	n/a
	IIC	Satisfactory	208,913	120	n/a	n/a	n/a	15	27.3%	61.5%
Dallas County SDA	IIA	Sat Cond	1,367,479	321	93	57.9%	269.01	n/a	n/a	n/a
	IIC	Sat Cond	1,035,660	202	n/a	n/a	n/a	11	76.0%	25.0%

FEER—Follow-Up Entered Employment Rate; YEER—Youth Entered Employment Rate; YEEN—Youth Employability Enhancement Rate

JTPA TITLE IIA AND IIC PLAN SUMMARY AND STATUS

SDA		PLAN STATUS	ALLOCATION	PLANNED PARTICIPANTS	ADULT WELFARE PARTICIPANTS	FEER	FOLLOW-UP WEEKLY WAGE	14-15 YR OLD TERMININEES	YEER	YEEN
Deep East Texas SDA	IIA	Sat Cond	964,902	640	160	49.7%	175.80	n/a	n/a	n/a
	IIC	Sat Cond	679,482	429	n/a	n/a	n/a	69	35.7%	29.4%
East Texas SDA	IIA	Sat Cond	2,077,060	620	167	59.1%	179.55	n/a	n/a	n/a
	IIC	Sat Cond	1,490,919	450	n/a	n/a	n/a	101	32.5%	30.8%
Fort Worth Consortium SDA (IIA to IIC fund transfer of \$204,190.00)	IIA	Sat Cond	1,837,711	593	148	58.3%	253.65	n/a	n/a	n/a
	IIC	Sat Cond	1,736,238	829	n/a	n/a	n/a	99	31.0%	33.8%
Golden Crescent SDA	IIA	Sat Cond	370,596	185	28	63.0%	215.45	n/a	n/a	n/a
	IIC	Sat Cond	275,217	138	n/a	n/a	n/a	12	45.0%	48.0%
Gulf Coast SDA	IIA	Sat Cond	2,991,218	2,120	594	51.7%	216.00	n/a	n/a	n/a
	IIC	Sat Cond	2,128,834	1,440	n/a	n/a	n/a	39	36.2%	35.7%
Harris County SDA	IIA	Sat Cond	1,966,349	550	160	62.0%	280.00	n/a	n/a	n/a
	IIC	Sat Cond	1,491,400	550	n/a	n/a	n/a	40	47.8%	34.1%
Heart of Texas SDA	IIA	Sat Cond	693,950	210	40	55.3%	204.55	n/a	n/a	n/a
	IIC	Sat Cond	504,240	280	n/a	n/a	n/a	17	45.5%	75.0%
Hidalgo/Willacy SDA	IIA	Sat Cond	3,814,273	1,480	606	53.1%	179.77	n/a	n/a	n/a
	IIC	Sat Cond	2,832,609	1,793	n/a	n/a	n/a	556	31.8%	52.6%
Lubbock/Garza Counties SDA	IIA	Satisfactory	537,216	180	38	69.0%	246.00	n/a	n/a	n/a
	IIC	Satisfactory	403,057	202	n/a	n/a	n/a	7	45.0%	42.0%
Middle Rio Grande SDA	IIA	Sat Cond	1,113,069	410	82	61.1%	209.52	n/a	n/a	n/a
	IIC	Sat Cond	826,603	1,107	n/a	n/a	n/a	443	30.5%	42.1%
North Central Texas SDA	IIA	Sat Cond	1,648,086	588	70	49.0%	200.58	n/a	n/a	n/a
	IIC	Sat Cond	1,211,527	538	n/a	n/a	n/a	54	39.7%	54.6%

FEER—Follow-Up Entered Employment Rate; YEER—Youth Entered Employment Rate; YEEN—Youth Employability Enhancement Rate

**ATTACHMENT A
JTPA TITLE IIIA AND IIC PLAN SUMMARY AND STATUS**

SDA		PLAN STATUS	ALLOCATION	PLANNED PARTICIPANTS	ADULT WELFARE PARTICIPANTS	FEER	FOLLOW-UP WEEKLY WAGE	14-15 YR OLD TERMINEES	YEER	YEEN
North Texas SDA	IIA	Sat Cond	499,127	117	26	60.4%	218.79	n/a	n/a	n/a
	IIC	Sat Cond	365,538	206	n/a	n/a	n/a	9	33.0%	82.0%
Northeast Texas SDA	IIA	Sat Cond	858,053	489	126	58.5%	216.56	n/a	n/a	n/a
	IIC	Sat Cond	625,765	589	n/a	n/a	n/a	58	34.9%	38.7%
Panhandle SDA	IIA	Sat Cond	667,974	400	96	64.6%	229.90	n/a	n/a	n/a
	IIC	Sat Cond	499,166	240	n/a	n/a	n/a	0	67.5%	22.0%
Permian Basin SDA	IIA	Sat Cond	1,225,686	416	83	69.0%	245.00	n/a	n/a	n/a
	IIC	Sat Cond	917,118	400	n/a	n/a	n/a	11	55.4%	52.2%
Rural Capital Area SDA	IIA	Sat Cond	485,374	200	53	62.5%	223.63	n/a	n/a	n/a
	IIC	Sat Cond	360,456	170	n/a	n/a	n/a	7	52.8%	41.7%
Rural Coastal Bend SDA	IIA	Sat Cond	829,050	198	35	62.2%	198.60	n/a	n/a	n/a
	IIC	Sat Cond	618,123	190	n/a	n/a	n/a	0	55.0%	30.4%
South Plains SDA	IIA	Satisfactory	365,422	95	24	36.4%	164.26	n/a	n/a	n/a
	IIC	Satisfactory	285,500	90	n/a	n/a	n/a	2	72.7%	57.6%
South Texas SDA	IIA	Sat Cond	1,577,176	600	120	60	200.00	n/a	n/a	n/a
	IIC	Sat Cond	1,171,265	579	n/a	n/a	n/a	0	39.9%	69.8%
South East Texas SDA	IIA	Sat Cond	1,519,693	385	115	53.1%	207.98	n/a	n/a	n/a
	IIC	Sat Cond	1,102,225	415	n/a	n/a	n/a	72	40.0%	65.0%
Tarrant County SDA	IIA	Sat Cond	1,016,172	250	37	64.5%	245.56	n/a	n/a	n/a
	IIC	Sat Cond	779,519	225	n/a	n/a	n/a	84	48.0%	52.9%
Texoma SDA	IIA	Sat Cond	388,998	190	23	65.0%	235.35	n/a	n/a	n/a
	IIC	Sat Cond	278,584	105	n/a	n/a	n/a	23	39.1%	36.2%

FEER—Follow-Up Entered Employment Rate; YEER—Youth Entered Employment Rate; YEEN—Youth Employability Enhancement Rate

JTPA TITLE IIA AND IIC PLAN SUMMARY AND STATUS

SDA	PLAN STATUS	ALLOCATION	PLANNED PARTICIPANTS	ADULT WELFARE PARTICIPANTS	FEER	FOLLOW-UP WEEKLY WAGE	14-15 YR OLD TERMINEES	YEER	YEEN
Upper Rio Grande SDA	IIA	3,150,900	1,300	161	60.0%	185.00	n/a	n/a	n/a
	IIC	2,339,965	1,100	n/a	n/a	n/a	25	59.8%	38.9%
West Central Texas SDA	IIA	738,398	150	25	61.4%	201.56	n/a	n/a	n/a
	IIC	544,978	150	n/a	n/a	n/a	5	42.0%	83.3%

Attachment B - PY94 TITLE II CATEGORIES OF HARD TO SERVE INDIVIDUALS

SDA Name	IIA Adult	IIC In-School Youth	IIC Out-of-School Youth
Alamo	PENDING	Welfare Recipient Justification: Lacking basic education and is comprised of many single parents	Welfare Recipient Justification: Lacking basic education and is comprised of many single parents
ArkTex	Single Heads of Household with Dependent Children Justification: Lack marketable skills	At-Risk as defined by H.B. 1010 or by local ISD Justification: To reduce the drop out rates	Recipients of Public Assistance Justification: To reduce dependency on welfare
Austin/Travis	None	None	None
Brazos Valley	Non-Cash Welfare Recipients Who Also Lack Marketable Skills Justification: To reduce welfare dependency	Non-Cash Welfare who Also Lack Marketable Skills Justification: To reduce welfare dependency	Non-Cash Welfare Who Also Lack Marketable Skills Justification: To reduce welfare dependency
Cameron County	Individuals Deficient in Job Skills Justification: Individuals who lack competency credentials from an accredited institution relating to a specific job skill/occupation as per ISS	At Risk as defined by H.B. 1010 or local ISD Justification: Reduce drop-out rate	Individuals Deficient in Job Skills Justification: Individuals who lack competency credentials from an accredited institution relating to a specific job skill/occupation as per ISS
Central Texas	Food Stamp Recipient Justification: Reduce welfare dependency	Welfare/Food Stamp Recipient Justification: Expanding welfare/food stamp population	Welfare/Food Stamp Recipient Justification: Reduce welfare dependency.
Collin County	Single Head of Household Justification: High incidence within population are single head of household	Seeking Non-Traditional Employment Justification: PENDING	PENDING
Concho Corpus	None Food Stamp Recipients Justification: To decrease welfare dependency	None Youth Who Resides in a Household Which Does Not Consist of Two Parents Who are Related to the Youth by Blood, Marriage or Adoption Justification: Increasing incidence of youth who reside in a living situation other than two parent family	None Youth Who Resides in a Household Which Does Not Consist of Two Parents Who are Related to the Youth by Blood, Marriage or Adoption Justification: Increasing incidence of youth who reside in a living situation other than two parent family
Dallas County	Pending	Pending	Pending
Dallas City of Deep East	None Individuals Who are Food Stamp Recipients Justification: Participants face multiple barriers and are most difficult to serve	At Risk as defined by H.B. 1010 or local ISD Justification: To reduce drop-out rates	None Individuals Who are Food Stamp Recipient Justification: Participants face multiple barriers and are most difficult to serve
East Texas	Single Parents Justification: Single parents must contend with significant obstacles to employment.	Food Stamp Recipients Justification: Food stamp recipients must contend with significant obstacles to employment	Food Stamp Recipients Justification: Food stamp recipients must contend with significant obstacles to employment

SDA Name	IIA Adult	IIC In-School Youth	IIC Out-of-School Youth
Fort Worth	Individuals Who are Heads of Households Who are Non-Jobs Participants	Individuals Who are Heads of Households Who are Non-Jobs Participants	Individuals Who are Heads of Households Who are Non-Jobs Participants
Golden Crescent	Justification: To reduce welfare dependency Single head of Household with Dependent Children Justification: Lack of marketable skills and need assistance with child care	Justification: To reduce welfare dependency At-Risk as Defined By H.B. 1010 or local ISD Justification: Minimizing drop-out rate	Justification: To reduce welfare dependency Recipients on Public assistance Justification: Reduce welfare dependency
Gulf Coast	None	None	None
Harris County	Single Parent Family Justification: The demands of single parenthood make it difficult to acquire education and job skills	Single Parent Family Justification: High incidence of unemployment, low self esteem, high drop out rate, welfare recipients and possess little or no skills	Single Parent Family Justification: High incidence of unemployment, low self esteem, high drop out rate, welfare recipients and possess little or no skills
Heart of Texas	Food Stamp Recipient	Food Stamp Recipient	Food Stamp Recipient
Hidalgo/Willacy	Justification: Reduce welfare dependency Members of Families Receiving Non-Cash Welfare Assistance Justification: Reduce welfare dependency	Justification: Reduce welfare dependency Members of Families Receiving Non-Cash Welfare Assistance Justification: Reduce welfare dependency	Justification: Reduce welfare dependency Members of Families Receiving Non-Cash Welfare Assistance Justification: Reduce welfare dependency
Houston	None	None	None
Lubbock/Garza	Family Member Receiving Food Stamp Justification: High incidence of food stamp recipients	Family Member Receiving AFDC or Food Stamps Justification: High incidence of food stamp recipients	Family Member Receiving AFDC or Food Stamps Justification: High incidence of food stamp recipients
Middle Rio	Limited English Proficiency Justification: Represents recognition of the importance of the English language fluency in a complex technological employment environment	At Risk as Defined by H.B. 1010 or Local ISD Justification: Represents a primary barrier to lifetime success in finding and retaining employment	Limited English Proficiency Justification: Represents recognition of the importance of the English language fluency in a complex technological employment environment
North Central	Food Stamp Recipient Justification: Review of historical data base indicates high incidence of prior service levels	Food Stamp or AFDC Recipient Justification: Review of historical data base indicates high incidence of prior service levels	Food Stamp or AFDC Recipient Justification: Review of historical data base indicates high incidence of prior service levels
North Texas	None	None	None
Panhandle	Single Head of Household with Dependent Children Justification: Limit the risk of individuals going on public assistance	None	None

SDA Name	IIA Adult Single Head of Household	IIIC In-School Youth Not Passed TAAS*	IIIC Out-of-School Youth Individuals Who are Dependents Living in a Single Head of Household
<i>Permian Basin</i>	Justification: The relationship of education to employment and earnings	Justification: Decreases the risk of a youth dropping out of school	Justification: The high percentage of female householder families with children under 18 years of age
<i>Rural Capital</i>	Member of Household on Public Assistance Justification: Member equally affected by the conditions warranting eligibility of the recipient	At-Risk as Defined by H.B. 1010 or Local ISD Justification: High absenteeism, performing below grade level	Member of Household on Public Assistance Justification: Member equally affected by the conditions warranting eligibility of the recipient
<i>Rural Coastal</i>	Pregnant or Parent Individual Justification: High incidence of participants are pregnant or parenting	Not Passing TAAS* Justification: To assist youth in improving basic skills and employment opportunities	Member of Family who receives Welfare Payments
<i>South Plains</i>	Food Stamp Recipient or Member of Household Receiving Food Stamps Justification: Extremely high rate of poverty in the area	At-Risk as Defined By H.B. 1010 or Local ISD Justification: To reduce drop out rate	Justification: Reduce welfare dependency Food Stamp Recipient or Member of Household Receiving Food Stamps
<i>South Texas</i>	None	None	None
<i>Southeast Texas</i>	None	None	None
<i>Tarrant Co.</i>	Welfare and Food Stamp Recipient: Justification: To reduce welfare dependency and to target the Food Stamp recipient	Welfare and Food Stamp Recipient Justification: To reduce welfare dependency and to target the Food Stamp recipient	Welfare and Food Stamp Recipient Justification: To reduce welfare dependency and to target the Food Stamp recipient
<i>Texoma</i>	Individual or Family Member Who Receives Public Assistance Justification: To reduce welfare dependency	Individual or Family Member Who Receives Public Assistance Justification: To reduce welfare dependency	Individual or Family Member Who Receives Public Assistance Justification: To reduce welfare dependency
<i>Upper Rio</i>	Single Parents Justification: High incidence of unemployment, low self esteem, high drop-out rate, welfare recipients and possess little or no skills, reduction in welfare dependency	Child of Single Parent Justification: High incidence of unemployment, low self esteem, high drop-out rate, welfare recipients and possess little or no skills, reduction in welfare dependency	Child of Single Parent Justification: High incidence of unemployment, low self esteem, high drop-out rate, welfare recipients and possess little or no skills, reduction in welfare dependency
<i>West Central</i>	Receiving Non-Cash Welfare Assistance: Justification: Enhance educational and vocational training opportunities and decrease welfare dependency	Must Meet Definition of "At-Risk" Either by H.B. 1010 or as Defined by Local ISD Justification: Enhance their rate of educational completion	Receiving Non-Cash Welfare Assistance Justification: Enhance educational and vocational training opportunities and decrease welfare dependency

* The abbreviation "TAAS" refers to the Texas Assessment of Academic Skills test
MM:cms/Barriers

Attachment C

Examples of SDAs' Planned Activities in Support of the
Governor's Coordination Criteria

Goal One To develop a statewide system of local workforce development centers where all clients and employers can conveniently access a network of information and services responsive to their individual needs.

Objective One: To support and establish consolidated workforce development boards and "one-stop" centers at the local level.

"Hold meetings with CEOs and major stakeholders; forward consensual recommendation regarding designation of workforce development area to State Council; move forward with development of boards and "one-stop" centers upon positive action of the Council and the Governor." [*North Central Texas*].

"Attend meetings and conferences. Determine costs, funding sources, develop prototype organizational tables." [*Upper Rio Grande*]

"SDA Staff and PIC will continue to meet with local elected officials, other SDAs in the region, and agency representatives regarding a consolidated workforce development system in Tarrant County and North Central Texas. In conjunction with CEOs, will continue to communicate local customer needs to TCWEC. The SDA plans to designate one staff member to spearhead the coordination efforts for the development of one-stop centers". [*Tarrant County*]

"The RCAPIC board of directors, staff, and county judges have met and will continue to meet in regard to the establishment of local workforce development boards. The final designation of workforce areas will have a major influence on whether or not the chief elected officials decide to support the local workforce development system." [*Rural Capital Area*]

"The CTSDA provides a "one-stop" service center at its Temple field office and a similar service center is currently being developed in the Killeen office. Further, the CTSDA encourages and supports partnerships between the Workforce Development Board of Central Texas and the Central Texas Quality Workforce Planning Committee." [*Central Texas*]

"Attend meetings and conferences. Apply for early waiver and reply to RFP released by TCWEC for planning financial assistance. Determine costs and funding sources to establish centers." [*Middle Rio Grande*]

"Cameron County PIC implemented a Cameron County Workforce Center on July 1, 1993. PIC will be expanding services to the unemployed/underemployed in PY94. Funds will be available through an RFP to establish a center in the Harlingen/San Benito area. CEO will hold a series of meetings to discuss the benefits of the establishment of a workforce development board." [*Cameron County*]

Objective Three: To support and establish a state/local labor market and career information system that serves all stakeholders and is used as a tool for integrated assessment, case management, referral, and placement activities.

"H-GAC and Title II contractors will use information and data provided through TEC regional offices, the Texas SOICC, and TechForce 2000 (local labor market planning committee) in planning and operation of Title II programs and provision of assessment, career planning, labor market information, and job search assistance. [*Houston-Galveston Area SDA*]

"Establish partnerships with business, industry, the educational community and other stakeholders which generate and disperse labor market information. Establish curriculum standards for inclusion of career awareness information". [*City of Dallas*]

"WDC staff will continue to share information with Quality Workforce Planning (an agency under the umbrella of services offered by the WDC). Labor market data obtained from SOCRATES software model is combined with research from other labor market information sources, including TEC, to match on an individualized basis the need of the applicant/participant and area employers and is used by the caseworker to assist these individuals." [*Workforce Development Corporation, Corpus Christi SDA*]

"PIC is developing the Austin Job Skills Network that will provide local labor market and career information in a systematic fashion that would serve stakeholders and be used as a tool for integrated assessment, case management, referral, and placement activities." [*Austin/Travis County PIC*]

"Support of local and State interagency efforts to establish an integrated, uniform assessment process, continued utilization of a regional referral handbook, sharing of regional labor market information and participation on local interagency committees throughout the region." [*West Central Texas SDA*]

Objective Four: To establish, through the intake and assessment process, mechanisms to identify clients who do not need or who do not wish to pursue additional education or training, and provide them with basic labor market, job search, and placement services to enable them to promptly become employed or re-employed.

"The SDA has established a mechanism via the "SAGE" Assessment System that provides clients the information about industries and businesses that are hiring at client's current skill level should further education and or training not be appropriate for them. In addition, the Quality Workforce and TEC are utilized to provide labor market and placement services." [*South Plains SDA*]

"The jobforce intake system is set up to pre-screen applicants and get information to try and assist clients that are not in need of JTPA services. There will continue to be a Support Services Coordinator at each career center that will follow our system in referring, and following through on those client as well as the clients we enroll. Jobforce Career Center stall will also continue to utilize the ISS to establish the most appropriate activity for each individual. (JTPA or non-JTPA activity)." [*Southeast Texas SDA*]

"SDA develops orientations and initial assessment standards to identify applications not suitable for JTPA activities. Counselors use labor market information to advise such applicants." [*Concho Valley SDA*]

"The SDA will continue to review the ISS in use to improve its ability to identify job ready applicants. The SDA will seek to hold meetings within the region between the Texas Employment Commission and the appropriate JTPA and other human service providers in regard to TEC offered placement assistance and job search training." [*East Texas SDA*]

"Houston Works identifies early in the assessment process what clients need and responds accordingly, including checking up on response. Refer to TEC, employers, etc. Houston Works develops expeditious, positive training options." [*Houston Works, City of Houston SDA*]

Goal Two: To develop a state/local strategic planning, evaluation, and accountability system for the state's workforce development programs and activities.

Objective One: To develop strategies and action plans to exchange and connect information and programs which support a seamless delivery system of education and training.

"HC-PIC has explored and will continue to explore through meetings and cooperative agreements with various agencies ways to exchange and connect information and programs which support a seamless system." [*Harris County PIC*]

"Continue active participation in area interagency planning group which has representation from many local agencies." [*Lubbock/Garza SDA*]

"Ark-Tex Council of Governments, TDHS and other relevant agencies will continue to hold joint meetings throughout the program year to discuss and coordinate programs and activities." [*Northeast Texas SDA*]

"The SDA and PIC will develop coordination agreements with DHS, TEC, local colleges and universities, QWFP, and Tech-Prep programs. Agreements will focus on specific action to be taken by agency and organization personnel to ensure that information is exchanged and that services provided are connected to form a comprehensive service strategy for all participants." [*East Texas SDA*]

"SDA will establish a newsletter to inform educational communities and other human service agencies on legislative changes affecting our agency. The SDA will continue meetings with stakeholders and will meet with applicable groups (i.e. ISDs, CBOs, Human Service Agencies, TEC) on a regular basis to exchange ideas, etc. Will continue involvement in committee meetings with applicable agencies." [*Hidalgo/Willacy SDA*]

Goal Three: All Texans will have the literacy/basic education and basic work place skills necessary for educational and career advancement.

Objective One: To increase the proportion of participants who complete a secondary or post-secondary program and are awarded a GED, high school diploma, or post-secondary certificate or degree.

"The SDA has planned and is initiating procedures to ensure that the applicants and participants whom it serves will indeed have access to or be provided the opportunity to achieve these goals." [*Collin County SDA*]

"PIC will continue support of literacy, remedial education and school completion initiatives within the SDA through development of resources in and outside of JTPA to address the needs of the service population." [*City of Dallas PIC*]

"Continue partnerships with local literacy and GED preparation providers. Continue programs conducted in local independent school districts designed to help students remain in school." [*Golden Crescent*]

"Improve the quality of MRGSDA school wide academic enrichment projects. Through the use of objective assessment and ISS encourage participants to complete education. Participate with Southwest Texas Junior College in the joint submission of a Department of Education grant for the establishment of Education Opportunity Centers." [*Middle Rio Grande SDA*]

"PIC shall serve participants via the basic skills center for GED credentials, then refer to post-secondary institutions for occupational skills training and credentials." [*Cameron County PIC*]

Objective Two: To increase the proportion of participants who, after completing one program or activity, are not only employable but also who continue in a career pathway with education, training or employment activities that increase their employment options.

"The SDA will continue to provide training in identified demand occupations determined to meet certain wage standards, skill training requirements and exhibiting continued opportunities for advancement. The SDA will also coordinate Title IIB Summer Youth Employment and Training Programs with IIC year-round youth programs to ensure continuity in service leading to greater employability." [*West Central Texas SDA*]

"The SDA will provide longer term training and sequencing of services to address skills deficiencies at every level of service." [*Fort Worth SDA*]

"Provide during the ISS process, direction/awareness of career growth. Inform clients, participants of local area education career options, opportunities." [*Houston Works - City of Houston SDA*]

"Strengthen the identification of long-term goals for participants during assessment; emphasize training and placement in targeted occupations that offer longer-term opportunities for development of transferable skills applicable to high demand, high wage occupations." [*North Central Texas SDA*]

"Training related placement with benefits, follow up and provision of supportive services for six months following termination through selection of providers and contract process." [*Alamo Area SDA*]

Goal Four: All participants/workers will acquire the occupational skills to meet workplace requirements for long-term employment and work toward sustaining employment in high-skill, high-wage occupational areas.

Objective One: To increase the proportion of participants who are educated, trained and employed in occupational areas which have definable career paths within high-skill, high-wage occupational areas.

"PIC has planned to accomplish these criteria by taking an active role in selecting the types of occupations approved for training to ensure that participants are educated, trained and employed in occupational areas which have definable career paths within high-skill, high-wage occupational areas." [Austin/Travis County PIC]

"Use the latest available labor market information to develop and provide training in demand occupations which have high wages and career path potential. Encourage the incorporation of general basic occupational competencies such as those indicated in SCANS for all occupational training programs." [Harris County PIC]

"Increase awareness among participants about demand occupations that are within high-skill and high-wage areas. Evaluate available service providers to determine if training is provided in occupational areas that have definable career paths within high-skill, high wage occupational areas." [South Plains SDA]

"H-GAC and its contractors will work with local quality labor market planning committee, employers, unions, TEC, and others to identify high-skill, high-wage occupations for training, and with local schools, community colleges and proprietary schools to develop or use appropriate courses of training." [Gulf Coast SDA]

"Provide vocational counseling, objective assessment, individual service strategies, occupational skills training in accordance with the demand occupations and coordination with Tech-Prep programs" [North Texas SDA]

Goal Five: All youth will be prepared with the knowledge, skills and behaviors necessary to make the transition into meaningful, challenging, and productive career pathways in high-skill, high wage jobs for life-long learning.

Objective One: To increase the percentage of youth who will transition from one education program and continue to the next level of education.

"The Permian Basin will continue to focus on Alternative Learning Centers (ALCs) for at-risk youth. After completion of the ALC program students will be transitioned into JTPA training programs" [Permian Basin SDA]

"PIC will pursue establishing school to work transition programs as the state obtains funds for such programs. The PIC's ISS shall document the student's pathway from secondary school to post-secondary, and to work." [Cameron County PIC]

"WDC case management staff will use counseling, needs-based payments, support services, intensive case management, co-case management, and knowledge of individual program requirements to keep youth in school, to co-enroll in activities as needed, and to transfer to subsequent training as needed." [Workforce Development Corporation, Corpus Christi SDA]

"JTPA staff will work closely with ISD counselors and Education Plus Centers to identify needs and deliver appropriate services to youth participants." [Texoma SDA]

"Provision of academic skills training and dropout prevention programs for in-school youth as a part of an overall program designed to encourage completion of high school or GED and progress to post-secondary training in high-wage occupational skill training in areas with career potential. Provision of alternative schools and other drop-out recovery programs for out-of-school youth." [Harris County]

Objective Two: To increase the proportion of youth who obtain a high school diploma, a post-secondary degree or certificate, an industry-validated certificate, and are employed in occupations which have definable career paths within high skill, high wage occupational areas.

"Cooperate with other stakeholders to train youth in targeted occupations that offer long-term opportunities for incremental professional development and advancement; Deliver this training through programs using progressive, competency-based curricula." [North Central Texas SDA]

"The Panhandle SDA will limit Title IIC occupational skills training to postsecondary classroom training in target occupations to ensure that youth obtain skills that are in demand, and employment using those skills that provide high wages and opportunities for continued career growth." [Panhandle SDA]

"PIC will maintain training standards in program design which ensure participant program outcomes are at a living wage, support participant self-sufficiency and career choices are in high skill, upwardly mobile, demand occupations in growth industries." [City of Dallas SDA]

"Continue to provide occupational skill training in demand occupations meeting certain established standards, pursue the development of increased access to training opportunities in high skill, high wage occupational areas and assist in promoting school to work transition programs." [West Central Texas SDA]

"Development of school-to-work programs with more school and work-based learning emphasis." [Alamo SDA]

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Food Stamp Employment and Training Program State Plan
Committee	Intervention Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	DHS and TCWEC Representatives
Summary of Item	The Department of Human Services is required to submit a State Plan for the Food Stamp Employment and Training Program to the U.S. Department of Agriculture for federal Fiscal Year 1995, which begins October 1, 1994. The Plan is due August 15, 1994. This Plan is described in the following Action Item along with recommendations for Council action to ensure that TCWEC strategic goals and objectives and appropriate interagency coordination provisions are incorporated into the Plan.
Attachments	

ACTION ITEM
FOOD STAMP EMPLOYMENT AND TRAINING (E&T)
PROGRAM STATE PLAN

PURPOSE

To brief the Council on the requirements for obtaining federal approval for state administration of the Food Stamp E&T program as described in the state plan of operations.

BACKGROUND

The Food Stamp E&T program was implemented in April 1987 under the authority of the U.S. Department of Agriculture (USDA). Requirements for state agencies responsible for administration of the Food Stamp Program in administering the E&T program are described in 7 CFR 273.7 (c) and include the following:

- The state agency shall design an employment and training program which consists of one or more of authorized employment and training components.
- The state agency shall submit a state plan for the upcoming federal fiscal year no later than August 15 in the current fiscal year.

There are no federal statutory or regulatory requirements to coordinate approval of the E&T plan prior to submission for federal approval.

DISCUSSION

The federally prescribed format for the Food Stamp E&T state plan includes detailed descriptions of employment and training components to be provided, projected numbers of individuals to be served by each component, projected numbers of individuals to be exempted and the reason for exemption, cost data, and a description of inter- and intra-agency coordination. Cost data must be detailed throughout the plan and requires that the cost of services be estimated by component and category of expenses within each component as well as specific contractor costs.

Client eligibility is determined by DHS staff and arrangements for child care are done through the department's Child Care Management Services (CCMS) system; however, all employment-related services are provided under contract or through non-financial interagency agreements. Job readiness and job search services are provided through an interagency agreement with the Texas Employment Commission.

Actual statistical and cost data as compared to estimates contained in the state plan are monitored by USDA during the fiscal year. A state plan amendment is required if costs are expected to exceed federal funds approved in the plan or if actual client data varies significantly from previous estimates. As a result, the accuracy of data in the state plan are very critical. Although preliminary planning regarding services to be provided in the coming fiscal year can be initiated without knowing the amount of federal funding which will be available, actual development of the state plan cannot begin until this information and instructions regarding the state plan format are received from USDA. The state is usually notified in late May of each year.

The Food Stamp Employment and Training State Plan is due on August 15. Since instructions for preparation of the Plan had not yet been received by DHS, it was not possible to have a draft for Council review at the May meeting, and the September meeting will be too late for formal Council review. The TDHS has offered to prepare an addendum to the Plan to address TCWEC strategic goals and objectives since the format will not likely include an opportunity to include this information as part of the plan document. Since there is no federal requirement for Council review and the format for the Plan is very restrictive, the following process is recommended to ensure that TCWEC strategic goals and objectives are incorporated into the plan along with a description of coordination activities with TCWEC and other agencies.

RECOMMENDATION

It is recommended that:

- 1) the Council accept TDHS's suggestion to add an addendum to the Plan which will reflect the Council's strategic goals and objectives;
- 2) that TDHS describe in the appropriate section of the Plan its coordination plans and activities with TCWEC and other agencies operating workforce programs; and
- 3) that TCWEC staff review the Food Stamp Employment and Training State Plan in accordance with review criteria used for other state plans and work with TDHS staff to make any appropriate changes prior to submission to the U.S. Department of Agriculture on August 15, 1994.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26-27, 1994
Agenda Item Topic	PY94-95 Title IIA Older Individual Program
Committee	Intervention Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	David Dennis, TDOC
Summary of Item	The Texas Department of Commerce is evaluating twenty-three proposals from throughout the State to operate Older Individual Programs (OIP) for PY94-95. DOL will set performance standards for the Program beginning in PY94.
Attachments	

BRIEFING ITEM
PY94-95 TITLE IIA OLDER INDIVIDUAL PROGRAM

PURPOSE

To update the Council on status of the state-level proposal solicitation and selection process and the new performance standards for the Older Individual Program (OIP) for PY94-95

BACKGROUND

Under JTPA, as amended in 1992, five percent of Title IIA funds are to be used for services to economically disadvantaged older individuals aged 55 and over. Seventeen providers are under contract with the Texas Department of Commerce for PY93 to provide a full array of services to older individuals within the five older individual regions of the State.

Since the JTPA law requires that services be provided throughout the state on an equitable basis, each of the five regions has a separate funding level based on demographics and economic need.

Programs serving older workers were not previously subject to performance standards. Under Section 204(d) of JTPA, as recently amended, these programs are now subject to performance standards that are to be focused on increasing employment and earnings including hourly wages, similar to those programs serving other disadvantaged adults.

DISCUSSION

All eligible entities interested in operating an OIP for PY94-95 were required to submit a proposal by April 29, 1994, in response to a Request for Proposals packet released by Commerce. An OIP Review Committee of six Commerce staff persons scored each eligible proposal and ranked them by region.

The review process, which includes notification of bidders, contract negotiations, and a letter of intent to successful bidders, will be completed by June 15, 1994. Projects will begin July 1, 1994, for two program years at a total first-year funding level of \$3,461,839.

A state-level performance standard is being proposed by the Department of Labor for the OIP, as required by Section 204(d)(6)(A). In developing requirements for these performance standards, the special needs and circumstances of this population group were considered by the Department of Labor. In the absence of post-program data, measures surrounding job placements at termination were deemed appropriate at this time. Therefore, a state level Entered Employment Rate and Average Wage at Placement are the proposed measures for PY94 and PY95. Once the standards are set by DOL, an issuance will be released to the field to set appropriate programmatic outcome targets and to provide technical assistance to contractors.

The third quarter JTPA Performance Report contains figures on OIP outcomes to date.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	JTPA Veterans Program
Committee	Intervention Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Sarah Bailey, TDOC
Summary of Item	Briefing Item to provide information to the Council on the background and current status of the JTPA Veterans' Training Program made available under Title IV, Part C of the Act.
Attachments	

BRIEFING ITEM JTPA VETERANS PROGRAM

PURPOSE

To provide information to the Council on the JTPA Veterans' Training Program.

BACKGROUND

Funding for employment and training services specifically for veterans is made available under JTPA Title IV, Part C. Title IVC funds are to be used to "meet employment and training needs of service-connected disabled veterans, veterans of the Vietnam era and veterans who are recently separated from military service. Programs supported under this part may be conducted through public agencies and private nonprofit organizations."

The funds, which require a dollar for dollar match, are made available to the State from the Department of Labor through a grant application process. The Governor has used Wagner-Peyser 7(b) funds to fulfill the matching requirement. All Wagner-Peyser 7(b) funds are administered at the state level by the Texas Employment Commission.

For PY93, Commerce has three service providers who were the successful bidders in response to a Request for Proposals under contract: the Texas Association of Developing Colleges, the Workforce Development Corporation (Corpus Christi/Nueces County PIC) and the American G.I. Forum.

DISCUSSION

In the past, each state has been allocated Title IVC funds according to the number of veterans currently residing in the state. For PY93 Texas' allocation was \$490,000.00 (which has been matched with \$490,000.00 of Wagner Peyser funds). Pursuant to verbal notification of the availability of additional funds, Commerce has recently submitted a request for an additional \$80,000.00. This amount reflects the estimated amount for providing training services to additional veterans for the months of June, July, August and September. The request notes that no additional Wagner-Peyser 7(b) funds will made be available to match the \$80,000.00.

Regarding the PY94 program, DOL has proposed eliminating the current program regulations and replacing the formula based annual grants with direct multi-year competitive grants. Commerce is awaiting notification on the status of this proposed rule.

Title IVC performance information for the third quarter is presented in the JTPA Performance Report.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26-27, 1994
Agenda Item Topic	JTPA Fiscal and Performance Report
Committee	Intervention Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	TDOC and TEA Staff
Summary of Item	<p>The briefing found under the Evaluation and Performance Committee Section, provides a summary of JTPA program and fiscal performance for the third quarter of program year 1993. The Evaluation and Performance Committee will be receiving a verbal presentation which concentrates on overall JTPA program performance. Although the fiscal reports will not be discussed in the Evaluation and Performance Committee, committee members are encouraged to review the fiscal reports. The Intervention Committee will receive briefings on the program and fiscal reports for the Title IIA Adult Program and IIC Youth Program. The Worker Transition/Local Systems Committee will be briefed on the performance and fiscal reports for the Title III Dislocated Worker Program.</p>
Attachments	

WORKER TRANSITION/LOCAL SYSTEMS COMMITTEE

AGENDA

Worker Transition/Local Systems Committee
Thursday, May 26, 1994
Austin Convention Center, Room 4C
Austin, Texas

- 1:00 p.m. Call to Order
Announcements
Public Comment
- 1:15 p.m. Action Item: PY 1994 - 1995 Title III Dislocated Worker Local Plan Approval
- 1:45 p.m. Action Item: Part Two of the Workforce Development System Strategic Plan
(Note: System Strategic Plan Action Item can be found in the Full Council Section)
- 2:15 p.m. Action Item: TCWEC Agency Strategic Plan
(Note: Agency Strategic Plan Action Item can be found in the Full Council Section)
- 2:30 p.m. Break
- 3:00 p.m. Action Item: Title III State Plan Amendment: Procedures for Statewide, Regional,
and Industrywide Projects
- 3:30 p.m. Briefing Item: Status Report on Workforce Board Applications
- 3:45 p.m. Briefing Item: Planning Grants for Workforce Development Boards and One-Stops
- 4:00 p.m. Briefing Item: JTPA Fiscal and Performance Report: Title III Dislocated Worker
Programs
(Note: JTPA Fiscal and Performance Reports can be found in the Evaluation and
Performance Committee Section)
- 4:30 p.m. Briefing Item: TEC Kiosk System
- 5:00 p.m. Adjourn

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Alexa Ray, 512/305-7007 (or Relay Texas 800/735-2988), at least two days before this meeting so that appropriate arrangements can be made.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	PY 1994-1995 Title III Dislocated Worker Substate Plan Approval
Committee	Worker Transition/Local Systems Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	Jennifer Jacob, TDOC
Summary of Item	The Program Year 1994-1995 Title III Plans for Dislocated Workers will be presented to the Council for recommendation for approval by the Governor. Local Plans are prepared and submitted in accordance with Section 313 of the JTPA. Each plan summarizes the program design and activities to be made available to eligible dislocated workers. The Council was briefed on the plan review process at the February 3-4, 1994 meeting.
Attachments	Overview of Projected Local Performance Dislocated Worker Substate Plan Status Report

ACTION ITEM
PROGRAM YEAR 1994-1995 TITLE III DISLOCATED WORKER
SUBSTATE PLAN APPROVAL

PURPOSE

To approve the Program Year 1994-1995 (PY94-95) Title III plans for each Substate Area (SSA) pursuant to Section 313 of the Act and Section 631.50 of the Federal Regulations governing the Job Training Partnership Act (JTPA) program.

BACKGROUND

The purpose of the Dislocated Worker program, as implemented in the State of Texas, is to provide effective and productive quality job training and employment services to persons experiencing employment dislocation because of downturns in local labor market conditions and/or structural shifts in the general economy.

In order to receive funding under the Title III program each substate area must submit a plan, prepared in accordance with the Planning Guidelines distributed by the Texas Department of Commerce (Commerce) earlier in the year. In accordance with the Act, "the substate plan must contain a statement of:

- the means for delivering program services and activities;
- the means to be used to identify, select and verify the eligibility of the program participants;
- the means for implementing coordination with the unemployment compensation system;
- the means for involving labor organizations in the development and implementation of services; and
- the performance goals to be achieved as prescribed by the State.

DISCUSSION

Substate Plans were submitted to Commerce on April 8, 1994 for review and approval. All plans received have been reviewed for accuracy, consistency in program design and delivery, and compliance with the Act and State policy.

Plan status may be recommended as one of the following:

Satisfactory: meets all minimum requirements and contains all necessary items.

Satisfactory Conditional: does not meet all requirements but meets the majority; some items may be missing or incomplete.

Unsatisfactory: meets few of the requirements and/or does not contain required items or the SSA declines to provide the required information.

SSAs have been given the opportunity to correct any deficiencies and resubmit their plans. The plans have been given a final review by staff and the recommended final status is assigned. The State is now requesting that the TCWEC consider the status of the Title III Substate Plans as presented in the chart to be provided as a handout and recommend the same to the Governor.

Commerce staff will continue to work with the Substate Areas with plans that have received a satisfactory conditional status in order to correct all deficiencies prior to the start of the PY94 program activities. All plans with satisfactory status as approved by the Governor will proceed with the contracting process and begin implementation at the local level July 1, 1994.

RECOMMENDATIONS

The Commerce and TCWEC staffs recommend the following to the Council for the Governor's approval:

- 1) approval of all satisfactory Title III plans.
- 2) approval of Title III plans which are currently satisfactory conditional, contingent upon attainment of satisfactory status prior to submission to the Governor for approval. It is understood that no authority to contract is granted until an SSA's Title III Plan is given satisfactory status and approved by the Governor.

ATTACHMENTS

Attachment A - Overview of Projected Local Performance
Attachment B - Dislocated Worker Substate Plan Status Report
(a current report will be distributed to the committee as a handout)

Attachment A

PLANNED LOCAL PERFORMANCE

Substate Area	SSA Allocation	No. Participants Served	Entered Employment Rate
Alamo	2,561,346	1287	69%
Austin/Travis	714,907	315	80%
Brazos Valley	606,034	200	91%
Cameron County	506,021	300	65%
Central Texas	775,295	250	84%
Collin County	443,425	161	79%
Concho Valley	493,449	200	92%
CC/Nueces County	494,104	250	60%
City of Dallas	3,625,399	1511	75%
Dallas County	1,520,728	634	75%
Deep East	755,348	338	62%
East Texas	1,398,312	633	62%
Fort Worth	1,675,693	535	63%
Golden Crescent	593,332	139	68%
H-GAC	3,650,179	2600	77%
Heart of Texas	672,023	300	63%
Hidalgo/Willacy	913,609	601	67%
City of Houston	3,172,611	1133	50%
Lubbock/Garza	463,374	200	83%
Middle Rio	477,071	113	85%
North Central	1,542,775	922	74%
Northeast	840,605	804	71%
North Texas	609,136	200	85%
Panhandle	796,439	300	71%
Permian Basin	950,666	500	64%
Rural Capital	902,125	350	81%
Rural Coastal	568,620	125	62%
South East	802,341	250	74%
South Plains	486,884	86	66%
South Texas	503,391	161	75%
Tarrant County	1,667,343	1200	70%
Texoma	591,276	300	65%
Upper Rio	1,100,066	455	75%
West Central	929,38	250	75%

Attachment B

PY94-95 TITLE III PLANS RECOMMENDED STATUS
(status as of 5/9/94)

Substate Area	Recommended Status
Alamo	Satisfactory Conditional
Austin/Travis	Satisfactory Conditional
Brazos Valley	Satisfactory Conditional
Cameron County	Satisfactory Conditional
Central Texas	Satisfactory Conditional
Collin County	Satisfactory Conditional
Concho Valley	Satisfactory Conditional
CC/Nueces County	Satisfactory Conditional
City of Dallas	Satisfactory Conditional
Dallas County	Satisfactory Conditional
Deep East	Satisfactory Conditional
East Texas	Satisfactory Conditional
Fort Worth	Satisfactory Conditional
Golden Crescent	Satisfactory Conditional
H-GAC	Satisfactory Conditional
Heart of Texas	Satisfactory Conditional
Hidalgo/Willacy	Satisfactory Conditional
City of Houston	Satisfactory Conditional
Lubbock/Garza	Satisfactory Conditional
Middle Rio	Satisfactory Conditional
North Central	Satisfactory Conditional
Northeast	Satisfactory Conditional
North Texas	Satisfactory Conditional
Panhandle	Satisfactory Conditional
Permian Basin	Satisfactory Conditional
Rural Capital	Satisfactory Conditional
Rural Coastal	Satisfactory Conditional
South East	Satisfactory Conditional
South Plains	Satisfactory Conditional
South Texas	Satisfactory Conditional
Tarrant County	Satisfactory Conditional
Texoma	Satisfactory Conditional
Upper Rio	Satisfactory Conditional
West Central	Satisfactory Conditional

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Title III State Plan Amendment: Procedures for Statewide, Regional and Industrywide Projects
Committee	Worker Transition/Local Systems Committee
Type of Action	<input type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input checked="" type="checkbox"/> Action Item
Presenter(s)	TDOC Staff
Summary of Item	<p>At the April meeting of the TCWEC, the Title III State Plan for Dislocated Workers was approved. The Plan did not include section II.G. Procedures for Statewide, Regional and Industrywide Projects as this portion of the plan was still under development. The following action item presents Section II.G. for the Council's review and approval. When approved, this section will be submitted to the DOL as an amendment to the Title III State Plan for Dislocated Workers.</p>
Attachments	

ACTION ITEM
TITLE III STATE PLAN AMENDMENT: PROCEDURES FOR STATEWIDE, REGIONAL AND INDUSTRYWIDE PROJECTS

PURPOSE

To approve an amendment to the recently submitted Title III State Plan, Section II, G. Statewide, Regional, or Industry-wide Projects.

BACKGROUND

At the April meeting of the TCWEC, the Title III State Plan was recommended to the Governor with the agreement that Section G. would come before the Council at the next meeting. This section was incomplete while Commerce delineated procedures for distribution of funds and consulted with the Substate Areas for input and comment. In prior years, low funding levels necessitated the decision to maximize the funds provided to the local areas for direct services to dislocated workers. This decision also prohibited the utilization of the Statewide, Regional and/or Industrywide projects category of the Governor's Reserve Funds. With the increase in funds received for PY94, Commerce is proposing to undertake Statewide, Regional and/or Industry-wide projects.

DISCUSSION

Commerce will consider projects under each of the three (3) categories as follows:

- **Industry-wide Projects:** consists of projects which impact an identifiable industry.
- **Regional Projects:** consists of projects which impact a particular substate area or group of substate areas.
- **Statewide Projects:** consists of projects which will affect the entire State, may include research and development-type projects.

Funding provided from this category of the Governor's Reserve must be expended in accordance with the cost categories and cost limitations defined in EDWAA. In order to ensure the expenditure of sufficient retraining funds, industry-wide and regional projects will be the priority for funding over the more administration-intensive statewide projects. Commerce will negotiate each project on an individual basis. Any savings in administrative funds will be applied to the statewide projects category as appropriate.

The 80% minimum expenditure level requirement also applies to the Governor's Reserve funds, and thus the statewide, regional and industry-wide projects. To ensure adequate management and expenditure of these funds, Commerce will review total obligations at the end of the first quarter of the program year. If the review determines the funds are not being obligated and/or expended expeditiously, the Director of the Work Force Development Division may authorize the transfer of these funds to another category of the Governor's Reserve for immediate contracting and expenditure.

Examples of specific project areas which may be considered include but are not limited to those listed below:

INDUSTRY-WIDE PROJECTS

Funding Level: estimated \$1,500,000

- Defense-Related Impacts

Projects in this area will provide program services to workers dislocated due to defense cut-backs.

- Aerospace Industry

Projects in this area will provide program services to workers dislocated due to layoffs within the aerospace industry.

The above industries have been targeted due to the recent layoff activity as documented in the WARN data base and under Rapid Response activities of the Dislocated Worker Unit (DWU). Under this category, the State is inviting entities outside of the JTPA system to provide direct services to dislocated workers.

These projects are participant-serving and will be operated as modeled after the DOL National Reserve grant program in that entities eligible to apply for such funds may be either the local SSA, the Employment Service or a local union which represents at least 20% of the affected workforce. In all instances, the three parties mentioned above must be in agreement and submit a single application for funding. Regardless of the proposed administrative entity, the three eligible applicant groups mentioned must document evidence of support for the single application.

Title III participants will benefit from consolidated and comprehensive services as combined by the three eligible entities to further the services available to the workers.

REGIONAL PROJECTS

Funding Level: estimated \$1,500,000

- Operation of Career Centers

Career Centers are the Title III equivalent of a "one-stop" center. This is a participant-serving project to be undertaken after the planning for the career center has been completed. Operation of these centers will follow the DOL models as presented in the proposed Reemployment Act and can include aspects of SB 642 which are directly associated with the development of such centers. In keeping with the intent of the Reemployment Act, eligible applicants for such funds will be limited to DOL funded entities such as the SSA and/or the Employment Service, only.

Title III participants will benefit directly from the availability of coordinated and integrated services which may be co-located or automated for ease of access.

- Rural Services Demonstration Implementation

This project will adapt the "one-stop" concept for application in rural areas where a centralized center may not be the most beneficial approach to serving the client population. This project must be participant-serving. The demonstration will focus upon the "no wrong door" concept through which programmatic services and information for a number of human resource programs will be available at each individual program site.

Rural Title III participants will benefit from the ease of access of services as well as the expansion of the types of services they are able to access.

STATEWIDE PROJECTS

Funding Level: Funds not committed/obligated to the first two funding categories will be targeted to the following two areas.

- Career Guidance System

This project would supplement current funding for an automated system of career information based upon labor market data for the provision of services under Rapid Response. This project is currently co-funded by the Texas Education Agency (TEA) and the Higher Education Coordinating Board (HECB). This system would be linked to the current labor market information system to assist dislocated workers in making informed retraining and career choices.

Title III participants will benefit directly through this enhancement to the link between the assessment system, their career choice and completion of the appropriate training activities.

- Program Quality Designs Based Upon National Initiatives

This project category will be utilized to develop implementation strategies to incorporate aspects of the national initiatives into local program design.

Title III participants will benefit as the "new" initiatives are implemented system-wide following the development phase. The National Initiatives target quality of services available to participants and customer satisfaction with services received.

METHODOLOGY FOR DISTRIBUTION OF FUNDS

The methodology for the distribution of all funds under the Statewide, Regional, Industry-wide category will be dependent upon the project applied for as well as the entity of application. If a local SSA applies to provide services within their own particular SSA or under coordination agreements with neighboring SSAs, the procedures outlined under Official Notification No. 33, 1991, Change 3 will apply. Official Notification No. 33, 1991, Change 3 governs the initial distribution of all Governor's Reserve funds to the SSAs, excepting Rapid Response, and all subsequent distributions of State funds to the SSAs to include: reobligation, reallocation and carryover. SSAs are the only eligible applicants for funding under this process.

Projects which provide universal benefit to service providers and participants in the State or to all of the SSAs, will be contracted to eligible entities in accordance with the Work Force Development Division's Internal Procurement policies. Generally, contractors will be procured through competitive negotiation or the Request for Proposal (RFP) method. Eligible bidders may include public or private, profit or non-profit businesses (to include sole proprietors), including, but not limited to, Historically Underutilized Business (HUB). If determined to be for the benefit of the program and/or the State, Commerce may require eligible bidders to be "Texas-based", which means an entity whose principal place of business is within the State of Texas or who will manage

the contractual activities wholly from one of its offices within the State. SSAs interested in providing services appropriate to the focus area in other SSAs and/or regions of the State, are required to submit a proposal through the competitive process.

Some projects may be more appropriate to utilization of the noncompetitive negotiation method of procurement. For example, projects involving the existing career guidance system effort may be contracted directly to the State Occupational Information Coordinating Committee (SOICC) through a noncompetitive negotiation due to the fact that SOICC is currently developing this unique service. Generally, eligible entities for consideration for noncompetitive negotiation will be other State agencies.

RECOMMENDATION

The Commerce and TCWEC staffs recommend the adoption of Attachment A which provides the section of narrative regarding the procedures for distribution of the Statewide, Regional and Industrywide Projects for inclusion in the PY94-95 Title III State Plan.

Attachment A - Proposed Amendment Narrative

ATTACHMENT A

Amendment to PY94-95 EDWAA State Plan

G. Statewide, Regional, or Industrywide projects.

In PY94, \$3,000,000 has been earmarked for the implementation of statewide, regional and/or industrywide projects. Commerce intends to develop projects in the following three areas:

1. **Statewide Projects:** consists of projects which will affect the entire State, may include research and development-type projects
 - **Career Guidance System** - to enhance the link between the assessment system and career choices made by the participant, to include information and support to guide and assist participants in making career decisions.
 - **Program Quality Designs Based upon National Initiatives** - to develop implementation strategies to be utilized by the SSAs to incorporate national initiatives such as "customer satisfaction" into local program design.
2. **Regional Projects:** consists of projects which impact a particular substate area or group of substate areas
 - **Development of Career Centers (Title III One-stop centers)** -
 - **Rural Services Demonstration** - to develop implementation strategies to eliminate the barriers to providing a full-array of services to dislocated workers in rural areas.
3. **Industry-wide Projects:** consists of projects which impact an identifiable industry.
 - **Defense-Related Impacts** - to provide program services to workers dislocated due to defense cut-backs.
 - **Aerospace Industry** - to provide program services to workers dislocated due to layoffs within the aerospace industry.

APPLICATION PROCEDURES:

Commerce intends to utilize the following application procedures to distribute funds within each of the above categories. Dependent upon the focus area for which funds are requested, the procedures for distribution of funds will utilize two (2) existing methodologies. Requests submitted by the Substate Areas (SSA) for services to eligible dislocated workers will be accepted and considered in accordance with Official Notification No. 33, 1991, Change 3 which governs the initial distribution of all Governor's Reserve funds to the SSAs, excepting Rapid Response, and all subsequent distributions of State funds to the SSAs to include: reobligation, reallocation and carryover. SSAs are the only eligible applicants for funding under this process and may only provide services within their own particular SSA unless coordination agreements with other SSAs have been developed prior to submission of the request for funds.

Focus areas which provide universal benefit to service providers and participants in the State or to all of the SSAs, will be contracted to eligible entities in accordance with the Work Force Development Division's Internal Procurement policies. Generally, contractors will be procured through competitive negotiation or the Request for Proposal (RFP) method. Eligible bidders may include public or private, profit or non-profit businesses (to include sole proprietors), including, but not limited to, Historically Underutilized Business (HUB). If determined to be for the benefit of the program and/or the State, Commerce may require eligible bidders to be "Texas-based", which means an entity whose principal place of business is within the State of Texas or who will manage the contractual activities wholly from one of its offices within the State. SSAs interested in providing services appropriate to the focus area in other SSAs and/or regions of the State, are required to submit a proposal through the competitive process.

Some projects may be more appropriate to utilization of the noncompetitive negotiation method of procurement. For example, projects involving the existing career guidance system effort may be contracted directly to the State Occupational Information Coordinating Committee (SOICC) through a noncompetitive negotiation due to the fact that SOICC is currently developing this unique service. Generally, eligible entities for consideration for noncompetitive negotiation will be other State agencies.

Under the Industry-Wide category, the State is inviting entities outside of the JTPA system to provide direct services to dislocated workers. Although funds will be distributed through Commerce's current procurement system as mentioned above, the projects have been modeled after the DOL National Reserve grant program. Eligible applicants include the local SSA, the Employment Service or the local union which represents at least twenty percent (20%) of the affected workforce. To qualify for funding, the three applicant groups must document evidence of support for a single application.

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26-27, 1994
Agenda Item Topic	Status of Workforce Board Applications
Committee	Worker Transition/Local Systems Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	John Fuller, TCWEC
Summary of Item	<p>The Workforce and Economic Competitiveness Act required the Council to issue rules for the formation of local workforce development boards to plan, oversee, and evaluate the delivery of all workforce training and services programs in local workforce development areas. The rules developed by the Council provide procedures for early establishment of local workforce boards and application procedures which must be followed if local chief elected officials choose to form a board. A verbal presentation will provide information on the regions who have indicated an interest in establishing a board and the status of their application.</p>
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Planning Grants for Workforce Development Boards and One-Stops
Committee	Worker Transition/Local Systems Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Susan Hadley, TCWEC Staff
Summary of Item	<p>TCWEC has issued a request for proposals for planning grants. The grants are for the planning of local workforce development boards and workforce development centers. Approximate dates for contracts are from July 1994 through March 1995. Proposals will be accepted from chief elected officials or their designated applicant(s) in designated workforce development regions. The Council anticipates awarding between four and eight grants in the range of \$50,000 to \$100,000 each. The purpose of the grants is to provide chief elected officials who are committed to the process the resources to plan for the establishment and operation of a board and the establishment of a network of workforce development centers in the region.</p>
Attachments	Notice of RFP published in the <i>Texas Register</i> .

Filed: April 15, 1994

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**Texas Council on Workforce and
Economic Competitiveness**
Request for Proposals

Request for Proposals. The Texas Council on Workforce and Economic Competitiveness (Council) is requesting proposals from designated Workforce development regions for Planning Grants for Workforce Development Boards and Centers. The purpose of this grant is to provide chief elected officials the resources necessary to plan for the establishment of a workforce development board and a network of workforce development centers in the region.

The approximate dates for contracts are from July 1994-March 1995. The Council anticipates awarding between four and eight grants in the range of \$50,000 to \$100,000 each.

Eligible Proposers. Proposers will be accepted from chief elected officials (or CEO designated applicant(s) such as private industry councils, administrative entities, quality workforce planning committees, public institutions, or community colleges) in designated workforce development regions. Only one proposal per designated region will be accepted.

Pre-Application Procedure. The Planning Grants for Workforce Development Boards and Centers are subject to the process for the formation of local workforce development boards provided by 10 TAC §252.1. Proposers must begin the pre-application process as provided by subsection (f)(1) of the rule by including in the proposal a letter of intent by a majority of the chief elected officials to form a workforce development board, documenting solicitation of public input. This will necessitate conducting a process to consider the views of all affected local organizations, including private industry councils, quality workforce planning committees, and other affected organizations before making a decision to form a local workforce development board. The chief elected officials must hold a public meeting to discuss and gather information concerning the

establishment of a local workforce development board. This process must be completed prior to the submission of a proposal.

Selection Procedure. Once the pre-application criteria have been met, the proposals will be evaluated based on qualifications and diversity of the management team (depth and breadth of collaboration achieved) and qualifications of the staff; quality of planned tasks to accomplish the deliverables; and appropriateness of the use of the grants funds. The inclusion of historically businesses is a bonus criterion.

Review of proposals will begin as soon as practical after receipt. Proposals will be reviewed by a team consisting of the Council's Executive Director, the Workforce Development Areas Manager, and others as deemed appropriate. The Council reserves the right to accept or reject any or all proposals submitted. The Council is under no legal or other obligation to execute a contract on the basis of this notice of the distribution of a RFP. Neither this notice nor the RFP commits the Council to pay for any costs incurred prior to the execution of a contract.

Closing Date. The original and three copies of the proposal must be received in the Council office by the following deadlines to be considered. Proposals received after these dates and proposals received by FAX will not be considered.

19 Designated Workforce Development Regions-To be eligible to be considered for funding, proposals must be received in the Council offices on or before 5:00 p.m. on June 15, 1994.

5 Workforce Development Regions to be Designated in June, 1994-To be eligible to be considered for funding, proposals must be received in the Council offices on or before 5:00 p.m. on August 31, 1994.

Prospective proposers are requested to notify the Council in writing (faxes permissible) of their intent to submit a proposal. Currently designated workforce development regions that wish to delay submitting proposals until the August 31 deadline may do so, provided they inform the Council of their decision prior to June 15, 1994. The Council, based on the number of regions properly requesting a delay, will adjust the amount of the planning grant reserved.


Contract Period. Proposer meeting the June 15 deadline can plan on a starting date of no earlier than July 1, 1994, with an ending date of no later than December 30, 1994, if selected. Proposers meeting the August 31 deadline can plan on a starting date of no earlier than September 15, 1994, with an ending date of no later than March 15, 1995, if selected.

Contact Person. Parties interested in submitted a proposal should contact John Fuller, Workforce Development Area Manager, Texas Council on Workforce and Economic Competitiveness, 816 Congress Avenue, Suite 1293, Austin, Texas 78701, to obtain a complete copy of the RFP. The RFP will be available for pick-up at the above address at 9:00 a.m. on April 22, 1994, and during normal business hours thereafter until the closing date. The RFP may also be requested by calling the Council offices at (512) 305-7000.

Issued in Austin, Texas, on April 18, 1994.

TRD-8439318

Barbara Cigainero
Executive Director
Texas Council on Workforce and Economic
Competitiveness



**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	Fiscal and Performance Report: Title III Dislocated Worker Programs
Committee	Worker Transition/Local Systems Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	TDOC Staff
Summary of Item	<p>This briefing, provides a summary of JTPA program and fiscal performance for the third quarter of program year 1993. The Evaluation and Performance Committee will be receiving a verbal presentation which concentrates on overall JTPA program performance. Although the fiscal reports will not be discussed in the Evaluation and Performance Committee, committee members are encouraged to review the fiscal reports. The Intervention Committee will receive briefings on the program and fiscal reports for the Title IIA Adult Program and IIC Youth Program. The Worker Transition/Local Systems Committee will be briefed on the performance and fiscal reports for the Title III Dislocated Worker Program.</p>
Attachments	

**TEXAS COUNCIL ON WORKFORCE AND
ECONOMIC COMPETITIVENESS**

Agenda Item Information

Meeting Date	May 26, 1994
Agenda Item Topic	TEC Kiosk System
Committee	Worker Transition/Local Systems Committee
Type of Action	<input checked="" type="checkbox"/> Briefing/Information Only <input type="checkbox"/> Policy Briefing Item (Action at next meeting) <input type="checkbox"/> Action Item
Presenter(s)	Larry Silvey, TEC
Summary of Item	<p>Earlier this year, the Texas Employment Commission (TEC) and North Communications introduced Info/Texas, a network of 50 public access touch screen kiosks to provide information and services available through TEC. The kiosks, located in shopping malls and grocery stores throughout Texas, provide citizens with extended access to a current list of employment opportunities in various state agencies, in addition to information on unemployment benefits, worker retraining, and child labor laws. The interactive kiosks are seen as a way to revolutionize the way in which government delivers services and may eventually provide additional services for job seekers and employers.</p>
Attachments	A verbal presentation will be made at the meeting.

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