

# TEXAS WORKFORCE COMMISSION

## WORKFORCE FORUM AGENDA

### March 28 – 30, 2016

**Sheraton Austin Hotel at the Capitol**  
701 East 11th Street  
Austin, Texas 78701  
(512) 478-1111

**Monday, March 28, 2016**

#### Capitol Ballroom A–H

**1:30 – 2:00 p.m.**

##### Opening Remarks

*Andres Alcantar, Chairman, Commissioner Representing the Public, TWC*

*Julian Alvarez, Commissioner Representing Labor, TWC*

*Larry E. Temple, Executive Director, TWC*

**2:00 – 3:15 p.m.**

##### Keynote Address

##### Navigating Change: Staying Inspired through the Process

**Presenter:** *Anne Grady, Entrepreneur/Speaker/Author, Anne Grady Group*

The ability to successfully navigate change is critical in our constantly changing environment. You can either push people through change, or you can lead and inspire them through the process.

Overcoming barriers and resistance requires clear communication, buy-in, and personal leadership. This informative session offers an opportunity to gain practical tools and strategies to overcome barriers and resistance to change, leverage individual and team strengths, influence others to action, and create and maintain a motivational work environment so that you cannot only survive change but thrive in it.

Participants will learn to:

- identify common barriers and overcome resistance;
- influence others to action;
- inspire motivation and buy-in;
- modify behavior styles to maximize communication effectiveness;
- build resilience in the midst of change; and
- be a catalyst for change.

**Break: 3:15 – 3:30 p.m.**

**3:30 – 4:45 p.m.**

##### Super Session

##### An Overview of Vocational Rehabilitation

**Presenters:** *Carline Geiger, Director, Consumer Services Support, Division for Rehabilitation Services; and Tammy Martin, Director, Programs Management–South, Division for Blind Services, Texas Department of Assistive and Rehabilitative Services*

This presentation explains the goal of vocational rehabilitation, the vocational rehabilitation process, and services provided to include pre-employment transition services that provide opportunities for collaboration between various entities such as community colleges, independent school districts, and other partners.

**Tuesday, March 29, 2016**

**8:30 – 9:45 a.m.**

### **Capitol Ballroom D**

#### **Registered Apprenticeship in the State of Texas**

**Presenters:** *Maria Brady, Multi-State Navigator, Region 4; and Dudley Light, Texas State Director, Employment and Training Administration, Office of Apprenticeship – United States Department of Labor*

The opportunities to incorporate Registered Apprenticeship into service design and delivery have been expanded significantly under the Workforce Innovation and Opportunity Act (WIOA), including the status of Registered Apprenticeship sponsors as Eligible Training Providers, membership on state and Local Workforce Development Boards (Boards), and the use of WIOA funding to support Registered Apprenticeship in multiple, creative ways. Yet, despite the positive impact Registered Apprenticeship can clearly have on individuals, employers, Boards, and even the nation at large, national data indicates that Registered Apprenticeship is probably the most underutilized talent development strategy that exists in our suite of training and employment services today. Why is that? During this session, staff from the U.S. Department of Labor presents information and opportunities to Boards to increase the use of Registered Apprenticeship in Texas now, in addition to offering nuts-and-bolts technical assistance. Make no mistake, Registered Apprenticeship can enhance your performance and assist you in reaching your performance goals.

### **Capitol Ballroom E**

#### **College Credit for Heroes**

**Presenters:** *Melinda Jones, MSN, JD, RN, Associate Professor, Associate Dean/Department Chair for Non-Traditional Undergraduate Studies, Texas Tech University Health Sciences Center – School of Nursing; and Apurva Naik, Project Manager, College Credit for Heroes, TWC*

This informational breakout session covers how the College Credit for Heroes program helps maximize the number of college credits awarded to veterans and service members for their military experience through:

- official college credit evaluations that veterans can use at Texas colleges and universities;
- Memorandum of Understanding partnerships for Texas colleges and universities to support the credit award to veterans; and
- grant funding available for Texas colleges and universities to develop acceleration programs for veterans.

### **Capitol Ballroom F–H**

#### **Serving the Long-Term Unemployed**

**Presenters:** *Blasina Capo-Rodriguez, MALR, Workforce Development Specialist, Workforce Solutions Panhandle; Donna Weese, Site Manager (Polk County), Workforce Solutions Deep East Texas; Jo Juelg, Business Solutions Lead, Workforce Solutions for Tarrant County; Joel Mullins, Employment Service/WIOA Program Supervisor, and Brad Ehlers, Program Specialist, Workforce Program Policy, TWC*

This session focuses on the long-term unemployed and efforts to assist them in reconnecting with employment. Fourteen Boards are participating in the long-term unemployed initiative, and many other Boards have developed initiatives that focus on this hard-to-serve population. The session facilitates the sharing of best practices and strategies to assist long-term unemployed individuals.

### **Capitol View Terrace**

#### **Texas Rising Star: Review of Year One and a Look toward the Future**

**Presenters:** *Phil Warner, Manager; Regan Dobbs, Program Specialist; and Karen Killian, Program Specialist, Workforce Technical Assistance and Child Care, TWC*

This session gives a summary on the implementation of the changes to the Texas Rising Star (TRS) program and provides future implementation plans.

**Break: 9:45 – 10:00 a.m.**

**Tuesday, March 29, 2016**

**10:00 – 11:15 a.m.**

### **Capitol Ballroom D**

#### **Workforce Innovation and Opportunity Act Performance Accountability: Entering the Great Unknown**

**Presenters:** *Adam Leonard, Director, and David Johnson, Assistant Director, Operational Insights, TWC*

At the 2015 Workforce Forum, TWC presented information about “What We Know, What We Don’t Know, and What’s Keeping Us Up At Night.” It’s 2016, and we still do not have answers to many of the questions we had last year and have more questions than ever, but that does not mean that we do not have information to share. This year’s session provides an update about Workforce Innovation and Opportunity Act (WIOA) Performance Accountability and how that will affect Texas.

*Repeat session at 12:45 p.m., Capitol Ballroom D*

### **Capitol Ballroom E**

#### **Texas Workforce Commission Education Outreach: Bringing Together Workforce and Education Partners**

**Presenters:** *Lori Knight, Education Specialist, and Karla Jasen, Education Specialist, Labor Market and Career Information, TWC*

Let education specialists from Texas Workforce Commissions’ (TWC) Labor Market and Career Information (LMCI) department help build the bridge between workforce and education for your office, school, or program needs. Their combined experience and expertise, armed with LMCI-provided tools, can help students, job seekers, Adult Education and Literacy staff and learners, career fair organizers, and more. Come see what they have been doing, what the plans are for future projects, and how you can tap into this free resource.

### **Capitol Ballroom F–H**

#### **Texas’ Succession Planning Best Practices for Public-Sector Organizations**

**Presenter:** *Linda Angel, PhD, Director, Strategy and Innovation, Workforce Solutions of Central Texas*

Skilled senior professionals are leaving the workforce in growing numbers, and workforce leaders are seeking best-practice ideas to competitively hire and fill key positions in a timely manner. This workshop presents simple, day-to-day practices designed to capture organizational knowledge, sustain successes, and build a qualified applicant pool. It features a how-to guide, which is distributed at no cost to all attendees, and best-practice examples provided by Texas’ Board Executive Directors. This is a must-see for future-focused leaders and upwardly mobile workforce professionals interested in sustaining a quality workforce system.

### **Capitol View Terrace**

#### **Child Care Changes: Proposed Child Care and Development Fund Regulations and Potential Child Care Rule and Policy Revisions**

**Presenters:** *Phil Warner, Manager, Workforce Technical Assistance and Child Care; Gloria Murillo, Director of Field Operations, Regulatory Integrity Division, Subrecipient Monitoring; and Brad Ward, Director, Regulatory Integrity Division, Office of Investigations, TWC*

This session provides a brief overview of the proposed Child Care and Development Fund (CCDF) regulation changes, as well as a discussion on potential TWC policy changes resulting from the regulations. TWC Workforce Policy, Subrecipient Monitoring, and Office of Investigations staff discusses the impact of these changes on TWC rules and operations.

**Lunch Break: 11:15 a.m. – 12:45 p.m.**

**Tuesday, March 29, 2016**

**12:45 – 2:00 p.m.**

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*Repeat session*

### **Capitol Ballroom E**

#### **Adult Education and Literacy Program Enhancements and Career Pathways Implementation under Workforce Innovation and Opportunity Act**

**Presenters:** *Anson Green, Director, and Carrie Tupa, Strategic Planning and Accountability Coordinator, Adult Education and Literacy, TWC*

Major implementation of the Workforce Innovation and Opportunity Act (WIOA) is well underway, and with it comes impactful changes for Adult Education and Literacy. This session outlines significant programmatic changes under WIOA and how they align to career pathways and the workforce integration models Texas has been building for over two years. The session includes a review of the strategic investments TWC has made to support program innovation.

### **Capitol Ballroom F–H**

#### **Focus on the Economy: What Do the Numbers Mean?**

**Presenters:** *Vivian Cantu, Manager; Phil Arnold, Economist; Mariana Vega, Manager; and Fatima Pendleton, Economist, Labor Market and Career Information, TWC*

This is an interactive session. Come see how Labor Market and Career Information (LMCI) data can assist you in knowing more about the economic conditions for Texas and the United States. We take one local workforce development area, review the local economy, and present the different products and tools that LMCI has available to tell the story of what is happening with that economy. We paint the economic picture and explain how this can be done for other workforce areas.

### **Capitol View Terrace**

#### **Domestic Violence: Intersections with Workforce Policy and Customers**

**Presenters:** *Krista Del Gallo, Policy Manager, Texas Council on Family Violence; and Jan Langbein, CEO, Genesis Women’s Shelter and Support*

This session provides a high-level overview of domestic violence and how this crime impacts and intersects with employment and workforce programs. Presenters highlight the federal and state laws and policies pertaining to how Local Workforce Development Boards address domestic violence with customers and in programs they administer. Participants discuss strategies for Boards to assist survivors of domestic violence who are Workforce Solutions Office customers in learning how to connect with local domestic violence service providers.

**Break: 2:00 – 2:15 p.m.**

**Tuesday, March 29, 2016**

**2:15 – 3:30 p.m.**

## **Capitol Ballroom D**

### **Partnerships Lead to Employment**

**Presenters:** *Melinda Paninski, Program Specialist, Project SEARCH and Workforce Alliance, Division of Rehabilitation Services; Gabriela Martinez, Transition Vocational Rehabilitation Counselor; and Robert Mejia, Employment Assistance Program Specialist, Texas Department of Assistive and Rehabilitative Services; Geronimo Rodriguez, Vice President, Advocacy and External Affairs, Seton Healthcare Family; Rhonda McGrath, Deputy Director, Workforce Solutions East Texas; and Flor Leal, Workforce Solutions Community Engagement Specialist, Workforce Solutions Lower Rio Grande Valley*

In this session, staff from the Department of Assistive and Rehabilitative Services (DARS) shares how to partner with the business community to help meet employers' needs for a skilled workforce. Presenters also discuss how DARS collaborates with local Workforce Solutions Offices and Boards, businesses, and other stakeholders to create strong community partnerships that increase employment opportunities for Texans with disabilities.

## **Capitol Ballroom E**

### **Skills Development Marketing and Engagement: From Concept to Relationship to Action**

**Presenters:** *Patricia Chandler, Program Manager, Lone Star College; Scotty Hayes, Director, TexAmericas Training Center, Texarkana College; Brandi Harrison, Business Development Supervisor, North Central Texas Council of Governments; Reagan Hale, Director, Marketing and Communications, Amarillo Economic Development Corporation; and Oscar Licon, Jr., Business Services Director, Workforce Solutions Borderplex*

This is an opportunity for economic development corporations, chambers of commerce, colleges, and Boards to come together in roundtable format and discuss marketing, engagement strategies, and successful best practices associated with the Skills Development Fund and Skills for Small Business programs. While guiding the roundtable conversation, the facilitators share their own best practices and experiences and encourage their table to do the same, with the goal of creating a collaborative and productive conversation. At the end of the session, the facilitators summarize the highlights of their table's conversation for the audience.

## **Capitol Ballroom F–H**

### **Workforce Innovation and Opportunity Act Industry Recognized Skills Certification Partnership Development Strategies**

**Presenters:** *Ira McNeil, Business Consultant, Workforce Solutions Southeast Texas; Amy Villarreal, Director of Programs and System Alignment, Workforce Solutions of the Coastal Bend; and Mary Duran, Director of Program Operations, Workforce Solutions Alamo*

Serving as a resource to both job seekers and employers, Boards are well positioned to identify the types of certifications necessary for high-demand jobs in the local workforce development areas and to ensure that training and skills assessment centers are available to meet the demand for identified certifications. Similar initiatives are becoming best practices, as economic development activity focuses on developing workforce skills, including using programs like Accelerate Texas and career pathways approaches to develop the skills of adult learners and other job seekers. Several Boards share their successes and best practices to ensure that training and skills assessment centers are available to meet the demand for identified industry certifications that are in alignment with a job seeker's skills and an employer's needs, thus streamlining the hiring and orientation phases for new employment.

## **Capitol View Terrace**

### **Child Care Eligibility Rapid Process Improvement: Preparing for Eligibility Changes from the Child Care and Development Block Grant Reauthorization Act**

**Presenters:** *Crystal Sanders, Child Care Services Quality Assurance Specialist, Workforce Solutions Capital Area; Susan Ashmore, Director of Child Care Services, Workforce Solutions Alamo; Deborah Hendley, Workforce Systems Director, Service Provider Department, Workforce Solutions Texoma; David Johnson, Assistant Director, Operational Insights; and Phil Warner, Manager, Workforce Technical Assistance and Child Care, TWC*

Ten Boards participated in the Child Care Eligibility Rapid Process Improvement (RPI) project to develop, implement, and share Board practices for a more efficient and family-friendly child care application and eligibility process. The Boards developed recommendations for program efficiencies in preparation for the 12-month eligibility periods under the new Child Care and Development Block Grant Reauthorization Act.

## Wednesday, March 30, 2016 – Training Course

### Capitol View Terrace

8:30 a.m. – 12:30 p.m.

#### Vocational Rehabilitation 101: Preparing Texans with Disabilities for Successful Employment

*Sponsored by the DARS Center for Learning Management and the TWC Training and Development Department*

Vocational rehabilitation (VR) is a process for providing programs and services to help people with disabilities prepare for, find, and maintain employment. By the end of this half-day training, you will be able to:

- explain the purpose and principles of VR;
- discuss how federal legislation impacted the evolution of the national VR program;
- describe how DARS partners with job seekers, employers, and other stakeholders for successful employment outcomes;
- identify the entities involved with oversight and monitoring of the national VR program;
- describe the types of services that VR programs offer; and
- explain the four phases of the Texas VR process, including the role of the VR counselor.

For questions relating to these training opportunities, please contact Suzette Kump at (512) 463-2300 or [suzette.kump@twc.state.tx.us](mailto:suzette.kump@twc.state.tx.us).

For registration information, call Julia Mercado at (512) 463-6389.

*In accordance with Texas state laws, the Texas Workforce Commission does not purchase refreshments. The Sheraton Austin Hotel at the Capitol is providing complimentary refreshments for this event. If you have questions, please contact Julia Mercado at (512) 463-6389.*

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