

**Comment - Over the next five years, what major changes will affect the way you do business and the services we provide?**

Challenge in construction providing more accessibilities for people with disabilities, ramps at intersections - requirements of a building
Technology will affect industries - TLDR ability to handle electronic information from other sources to allow for more efficiency or somehow go paperless
Criminal background checks by TDLR can help overcome delays
Amend statute requirements for licensure for Ptech and apprentice/internship license in ACR or certified technician
HVAC duct cleaning/sheet metal (separate license requirement or not)
HVAC look to plumbing code for license requirements
Less resistance to new license type in HVAC to address new legislation.
TDLR needs to have a specialized employee with advanced forensic knowledge to find violations and enforce them.
Harder to get people to come into the trade (ACR)
License population will decrease
Provide training on technology into continuing education
Working better together with TDLR
Nest technology - thermostat installation by non-licensed individuals
New HS/trade schools (Ptech - commits to 6yrs of HS, free to student) - Legislature is possibly amending law to accommodate credentials. Legislature is funding thru avg. daily
Code requires you to remove cable you are not using, nobody is enforcing it
HVAC lemon law
Illegal cabling that has to be removed causing extra cost because they are not regulated
License requirement for electrical inspectors with CE requirements
Low voltage applications are expanding in building electrical construction (currently don't need a license to install)
Low voltage license is required in Georgia
More manufacturers may be moving out of the country
More TDLR enforcement personnel
More warranty labor protection from Manufacturers (equipment)
Need to share the registry of manufacture defects
No protection by the mean bad wolf (Manufacturers)
Wireless liquid dispensing system for HVAC related
Need to control the EPA - not everybody is going to be able to afford to change their equipment to comply with EPA requirements
Put in over 300 systems from 2012-2014 and to date have changed 63 coils and have 28 more to do - licensee covered all labor costs (manufacture defect of energy efficient
TDLR needs to go paperless - more electronic submission of information
2015 energy codes will impact various industries
3rd party inspectors of building need more education (missing basic)
FTC vs. North Carolina Board of Dental Examiners (teeth whiteners)
State budget will become tighter
COA passed a new ordinance - Ban the box. Will extend process for employers. Delays hiring decisions.
Cross-board cooperation
Cross-industry coordination
Different feedback from state leadership about licensing - Gov office wanting less licensure
Don't always look backward to predict what's going to happen in the future - need to forecast!
Hard to compete with non-licensed
HERO - possible licensing for insulation providers
In-state college accreditation programs will loose accreditation because they don't require bachelors degree for athletic trainers
More building in Texas - more staff for enforcement.
Internet is making it easier for people to participate in unlicensed activity in every industry.
We will need to cover the shortage of licensees in multiple industries, without impacting the quality of services.
Retirements and aging population - succession planning in the industries as well as the agency
Great advancements in technology
Transportation issues - involvement of stakeholders is going to require more robust distance meeting technology required - have to reach out beyond the same 4-5 people who
Meetings between the advisory boards to educate each other on what we do so that we can brainstorm common administrative and regulatory challenges
The agency needs to stay nimble and aware of what's going on
Stay on top of changes in technology for all programs
Accommodating technology focus and planning for how to use technology and how the industries will use/abuse it
Educating the Legislature
Getting the boards together will also help with sharing successes and how they did it
Decisions that TDLR makes will impact each industry
Be vigilant on legislative initiatives
Trend in Licensing justification to prevent deregulation
Unintended consequences of bills passed
No other agency knows how to license
We take ownership of our programs that we run - I introduce myself and am accessible to industry
2 more legislative sessions
Presidential election and consequences
Technology changes
Economic changes
Population growth
Distance meetings as open meetings have to be functional and available

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Needs to be more flexibility with open meetings act to foster more distance meetings
Telework will expand and will have to be made mandated
Younger employees will move away from state employment if telework is not offered
Technology allows us to track if people are actually working while they're at home
Management by output rather than by the clock
Maybe TDLR should start looking projections of number of new schools and growing need for more athletic trainers - ratios can be used across programs
Internet and mail sales of hearing aids without professional help
Tendency for more professions to require masters degrees now - push for workforce issues to push tasks down to lowest provider possible - look at entry/lower levels of
New speech rules that went into effect March 20 allow for a high school diploma instead of bachelors degree expected to create a lot of growth in industry
Training capacity of providers is limiting to the number of new licensees that can come in the state - need to look at ability to accept out of state licenses and training
Create apprentice license in O&P
Different type of patient due to internet and pricing, more consumer driven and transparent
President's Council is working on third alternative for hearing devices to be sold over the counter
Technology is breaking the law (outdated statutes)
Unbundling of costs/fees of hearing aid led by Hearing Loss Association of America
With population growth we're going to have a greater need for services, resulting in a growth in the number of assistants
Technology and 3-D printers will give the illusion of quality
Change Statute that consigner must be paid within 15 days - by having appropriate timeframe in the contract
Better knowledge of ever changing banking laws
Ever changing methods of receiving funds
Having knowledge of banking, creditors of sellers
Selling technology (internet)
More unlicensed shops, more health concerns, service issues. BAR & COS Better regulations on licensing will be needed.
Violations are going to get worse.
- getting license by online instruction instead of classroom instruction
- more schools will offer specialty license courses (eyelash extension, esthetician)
- possibility of lowering number of hours required for students because of politics (Texas is one of the most flexible states)
- possibility of renewing license without continuing education is looming because of cost to licensees and mindset of some politicians that don't think it is necessary to regulate
- possibility of schools testing students in lieu of PSI or having a proctor come to school
- there will be more mobile services for BAR/COS
(from School) Tracking gainful employment of ex-students
1500hrs is not enough for teaching advanced techniques or what industry offers. Hinders student getting into industry. Could have less sanitation requirements.
CE to include advanced techniques
Change state board practical exam
Fewer hours for cosmetology (less than 1500). Texas should be first. Look to other states for lower hours (i.e. NY)
National move to reduce cos/bar hours
Convergence of medi-spas is on the rise, implications for dual shops
Training for instructors should be more specific ex: pay more attention students with learning disabilities
Establishing employee vs. independent contractor issue of social safety-net such as FMLA, healthcare, OT compensation. Definitions of each should be in TDLR rule book.
Apprenticeship for cosmetology program, finding qualified people to lead the apprenticeship program
Creating hairdresser license only
Deregulation of cosmetology
Dual credit hours between high school and college, there will be an increase
Dual license of barber/cosmetology
Higher level of knowledge required, high school program hours need to have the same requirements or higher number of hours
Increase in state population, change in customer service expectations
More distance learning
Podiatrists will hire nail techs/cosmetologists to work in their office
TDLR smart phone app to include new rules, laws, updates, meeting notifications
Nail technicians - eyebrow waxing and eyelash extensions (other services) - should be done by Aestheticians/Cosmetologists
New appliances, such as mini-splits are more and more difficult to find parts for and becoming obsolete more quickly.
New technology to enhance eyebrow and eyelash for customers - will not be able to do this service due to Tattoo Parlor zoning from different cities.
New York and LA are already doing "Uber" Cosmo services - in home Cosmo/bar services. How will TDLR monitor this? And can licensees sign up with the state for this?
Permanent make-up is being performed by unlicensed people. Common sense regulation. Zoning issue with Dept. of Health. Should be under TDLR.
Advisory board meetings should be conducted via skype
Being able to purchase smart AC control devices, people are installing these themselves and may do so incorrectly. Will cause more damage than good. TDLR may be forced to
Change business models regularly
Cities are increasing control in construction, putting jobs on hold.
Have a phone app to report violations and to rate services of licensees
Health and Safety PSAs are needed for the public
Include email address in online licensee search
Increased control in permitting requirements by cities.
More competition and more unlicensed work due to growth.
More land is being developed, and municipalities are trying to secure their land.
More requirements and more training for licensing is going to be needed.

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More technical training is being provided by trade schools. Restrictions may need to be set to ensure proper training is received.
More training is going to be required because systems are more complicated, more highly technical.
Must require license to be carried for umber Cosmo services
New services and products, new requirements to increase energy efficiency will cause business to go up.
Phone app to provide current info on licensees (free apps)
Recovering Freon will affect the ozone more. People are just cutting lines and taking the copper. This is potentially going to cause prices to go up.
Require Finger printing and background checks for umber Cosmo services
Types of technology have changed in demand for more efficient energy.
We must monitor bar/cos licensees to ensure equipment is sanitized. How will we enforce this?
Self-employment license (not booth rental) - similar to PTP where licensed individually but must be tied to salon
Some kind of log/check in should be required for in-home services to prove services were rendered (for Uber Cosmo service)
Boiler/Elevator inspectors - aging population. Replenish workforce.
More staffing at TDLR to answer questions for program specialist/contractors. 2-3 are needed in the next 5 years. More events are being scheduled. More contract inspectors
Increase in boxing events/ decrease in MMA events
Commercial dog breeding as a whole is consumer driven and dependent on disposable income - the department needs to be ready for numbers to increase as the economy
Educating the public will help with preventing deregulation - public can help supporting TDLR with lawmakers if they're educated
More consolidation of licensed breeders that could shrink the number of licensed breeders
BAR/COS industry may be targeted for deregulation.
BAR/COS industry will need to get together at these meetings to protect the industry better. Braiding salons will become a bigger problem.
Distance learning will increase and cause school to change the way they teach the curriculum to keep up with the other industries.
Everything is going to have an app, to register, log hours, to do all of our business with TDLR.
Going to have to reevaluate how we teach/administer curriculum and evaluate the test as the student body becomes more diversified.
Mobile salon apps will increase.
More "on the road" mobile beauty care.
Online theory for Cosmo will increase and will cause schools to be more competitive.
Schools will administer the final licensing exams.
Strategic planning attendance will increase.
TDLR is going to need more help regulating the industries.
Keep water safety training in law due to boating endorsements on drivers licenses
Modify curriculum to include self-driving vehicles.
Increase in the amount of traffic on our Texas roadways, especially 18-Wheelers
More people are pushing back when they take driver education to a time when there will be less requirements making the roads more unsafe and increasing the road fatalities.
Deliveries by drones will increase.
Driver education will cost more for parent taught than the driver education school, because we have a lot of bad parents teaching bad driving habits.
Driverless car accidents could increase as a result of people not getting the proper training on those cars.
More people are pushing back when they take driver education to a time when there will be less requirements making the roads more unsafe and increasing the road fatalities.
Possible deregulation due to rules being cumbersome with too many requirements.
State of Texas will come to it's senses and reduce the speed eighteen wheelers are legally allowed to drive.
Technology advancement is happening everywhere and it is changing the industry. The needs and demand of the industry stakeholders is going to change and the industry
The American people will never give up their cars.
The industry is going to shrink, because the cost of regulation is going to drive businesses out. Too many alternative paths to getting the education other than attending the
The need for behind the wheel instructors will increase.
The rate of death per day is going up on Texas roads due to lack of driving experience.
The technology about the vehicles in this industry is changing and TDLR needs to accelerate changes that are taking place.
There are a lot more 18 wheelers on the road.
There will be an increased need to modify curriculum concerning increase traffic and 18 wheelers on the road.
There will still need to be education on the autonomous vehicles as well as traditional vehicles. The industry will need to come up to date with their curriculum.
Toyota is having 25 cars coming out with collision avoidance technology.
Cost of fuel will increase
Technology will change, driverless cars
Any Texas Legislature new or amended statutes concerning driver education and traffic
New Texas Traffic Laws
Revision of the National Standards for Driver Education
New Federal Laws
Texas Roadways (especially additional Toll Roads)
Additional Technology in Vehicles and the distractions caused by these technologies
Self-driving vehicles and vehicles with a number of safety features are likely to make the driver education and safety business a shadow of what it is now. This is an industry
The self driving cars are going to start being used regularly and the industry is going to have to try to train people in self-driving cars who know very little about the technology
Autonomous driving car, do not have an operator - would eliminate driver education for people who purchase that type of vehicle
CAD is going completely paperless
Crash avoidance systems that will limit the towing industry
Doctors on demand
Electronic property tax resolution
Intelligence tracking system
Legislative changes

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On Demand Apps
On demand for Auto salvage companies
Rule changes
Terrorism or local unrest can disrupt electronic communication
Texas going from property tax system to sales tax or income tax system
More collision avoidance vehicles - warning and mitigating
Looking at developing protocols to diagnose acute kidney injury. People from all over Texas come together to reduce kidney disease.
Looking at more patient engagement. Texas needs to endorse sites that have good information on the internet.
Protect data to prevent fraud.
Less commitment to maintaining a license and possibly advancing because the jobs are more task oriented
HB 5 - students will choose trade/technical schools. More student coming into Trade professions. (More reason for incremental apprentice levels.)
The demand for cooperation and communication between the municipality and state will increase.
Problems rewiring houses with spray foam insulation
License fees too low - if they were higher, we can provide for more enforcement
Manufacturing of global products - IoT - technician receives telephone call from building mechanical systems, etc. IoT is challenging code issue.
Have access to or have experts in Medicare and insurance - statute has to be flexible to allow for these changes
Need a wider variety of training and licensure to match the services needed - not have the highest paid person doing the lowest level tasks
Not all insurance companies will pay for midwifery care - blue cross blue shield - pay standard for insurance reimbursement is based on doctor agreements
Profession deregulation - which ones would you deregulate and how would you give the public tools to help people choose providers if they're not licensed?
Regulations on who can fit things are so restrictive when patients on need basic services - they can buy the equipment on Amazon for basic services - we are losing business
State's position on tele practice is going to change to allow more of it
Approved entry level /audio devices/personal sound amplification products
Speech - Medicaid funding has been cut - impact on the number of people willing to go into the field or willing to get a lower class
Telehealth - being able to provide on-line services in rural areas
Tele practice is growing and you have to be prepared for how to implement it and regulate it and be consistent
One stop shop for patients - one place to do all of their business - different model from insurance standpoint
Aging population
Midwives is an ancient practice in modern age - how to we maintain that old knowledge and practice in this modern world when all of the tests are required
3D Printing is taking off. Increased resolution of enforcement to capture DIY folks.
For masters programs, they are expected to grow and evolve with the evolving standards of education. this will impact how we interface with TDLR. There are only 2 of these in
Changes in Technology for OPS Industry which will require more training
More people trying to participate in the OPS industry without proper training and expertise
Manpower for blue collar trade is decreasing
Take property tax out of comptrollers office and make it it's own agency - state tax agency
PTC may move to TREC
Property tax is 3rd rail of politics in Texas - nobody has done a complete overhaul, but they keep talking about it
More velocity in property sales
3 designations in PTP - may only need 2
Technology in vehicles is changing, so the curriculum will need to change with technology.
Appraisal review boards need more training and education and may have to be licensed
Disclosures and methods of disclosure need to keep up with how the customers want to receive the information.
More cars and service contracts are going to purchased online
TDLR needs to be mindful that more cars and service contracts are going to purchased online in creating rules. Contracts are going to be delivered in different was aside from
We will have the RSC and SCP issue figured out
As technology advances, there will be an increase in communication through technology.
How do SLPAs document areas of specialization. There will be a need for closer oversight. How will the consumer know which specialized licensee is properly trained. Must
Impact of insurance companies over services provided versus professional knowledge. Child may not receive services required due to coverage limitations. Should be based on
Increase in use of telemedicine. There will be a greater need to protect the consumer, especially those from other states. TDLR needs to be prepared to address this issue.
Increase in use of unlicensed video conferencing. There will be a greater need to protect the consumer, especially those from other states. TDLR needs to be prepared to
There is a lot of contract and outsourcing for speech pathologist and it is increasing.
National board of certification will change their requirements to require a masters degree in athletic training in 2021 - will affect Texas licensure because they won't be able to
Need more speech language pathologists providing services in the new schools
The way insurances pay hospitals - bundling services 90 days out will expand industry wide - hospitals will become payers for those providers instead of insurance companies
Auto braking cars and self driving/parking car create less accidents
Automatic notification of accident by vehicle (OnStar effect)
Call for tow may include a call for special equipment (only companies with special equipment will be called)
Difference in equipment required for tows will increase cost to tow companies
Disconnect between statutory provisions of the industry and things coming in future
Driverless cars with person, without person in vehicle
Fee adjustments should be made for any tow for auto notification
Insurance industry calls for more flatbed tows due to new vehicle requirements
More decisions made for the towing industry will be dictated by insurance companies than the interests of the tow operator.
Population in Texas is exploding. More cars on road. Infrastructure is not able to support it.
Rate increases to compensate for new tow company equipment (trucks)
Securing vehicles in accidents when owner is in a crash and key fob gets removed from scene

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Still hungry for fee increase on towing
Uber type tow services
Youth today waiting longer to start driving. Will prefer using mobile device than paying for a car payment causing less cars on road and fewer accidents.
Basics of towing business will remain the same
Increase in taxes
New president, Congress...change in political scene
Possibility of credit card companies increasing their rates
Possible increase in minimum wage
"Uber towers" - an app to request tows. (ex. Honk, Max Tow, Urgently Roadside, Tow Bee)
3rd party administrators are taking all the business.
Automatic vehicles and increased safety features may reduce need for IM tows.
Costs to do business is going to go up (fuel, equip, insurance, Taxes, employee cost)
Employee cost in responsibility will rise.
Finding employees will be hard.
Technology will help the industry do a better job of serving the public.
The need for cities to address Congestion mgmt. will increase.
There is no shift differential for VSFs that have to release vehicles 24/7.
We will need to fix rates in the statute.
Newer vehicles require different methods of towing
Fees, costs increase, penalty increases will cause companies to shut-down
More electric vehicles on road - create new requirements for handling of vehicles
Background checks may be too strict - case by case basis
Car manufacturers to team up with tow industry - ex: Universal attachment
Braking technologies may reduce accidents but more breakdowns
DWI prohibitions needs to be loosened
Electric /hybrid tow trucks
Electric cars require different handling
Flatbed will become industry standard
Problem with recruiting young/new tow operators
Rotating flatbed trucks becoming more standard
Salt conditions in South Texas affect electronics
Shortage of tow operators
Parking garages - cannot get flatbed inside. Maybe new type of tow vehicle required.
Problem with non-compete agreements with tow company hiring practices (contracts are permanent). Hinders recruitment.
Wheel lift will go away - many vehicles are all wheel drive
Create checklist for DES to ensure laws and rules are being followed. DES wants to do a "self-audit". Are certificates filled out correctly, are licenses current...
Electronic submissions of documents will be expected more. TDLR currently requires original submissions of documents.
PTPs are working towards making it easier for customers to submit payments.
Have all municipalities use authority to establish storage fees
Demand for WWD services, and increased specialty for drillers and surface use.
- climate change, we are already seeing the impact with 2011 being the driest year in Texas. WMX is an innovative way to produce alternative sources of water.
- have been impacted by oil industry (increased water usage, additional groundwater pumping, increased population)
- we are pumping groundwater at a rate that is faster than any natural recharge rate making weather modification needed in the future
2.5M for predator drones - no future for cloud seeding
County pulled out of weather mod program so they could get insurance check
Needs to have human decisions in flight
Other states and countries are protected by Hail suppression programs/insurance is covered
FAA mandate coming in 3 years that will cost \$3-4 K per aircraft
Rebuilding infrastructure for grant program - R&D, training programs, airplanes (Compiling with new FAA mandates i.e. emergency locator transmitter, ADS-B auto
Aging planes that need to be replaced
Computer, radar, and electronic changes are coming to weather mod that we need to be ready to take care of
South Texas importance to the produce market and how important rain in to those areas
Weather mod infrastructure will be worn out and/or obsolete
Higher demand for water (all water) in next 5 years
Need to maintain pyrotechnic facility we built to maintain cutting edge in weather mod industry
People don't realize how far advanced Texas weather mod program is over the rest of the world and we need to maintain that and it takes money
Weather mod program wants to stay with TDLR and not go to county level
Don't want federal regulation either
What are we going to do when Bomar retires - do you have succession planning in place?
Increase in online training and hybrid courses
Changes in written and practical tests
Deregulation of BAR/COS, have to consider the possibility
Default rates will increase
90/10 rule (The 90-10 Rule is a federal law barring for-profit colleges from receiving more than 90% of their revenues from Department of Education Title IV federal student
Elimination of ATB (ability to benefit) designation

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Possible federal government limits on student financial aid through stricter outcome, financial responsibility ratio and gainful employment requirements
Negotiated rule making at federal level could impact student financial aid available to private schools
Discharge of student loans
Banning the use of arbitration agreements in enrollment can lead to class action lawsuits against private schools
Greater financial responsibility that will require letters of credit
Potential decrease in private schools
Information technology moving to paperless process
Smart cars, driverless vehicles
Hazards and dangers; customers are becoming more and more volatile
Software (Tow Books) that allows you to have paperless tow ticket
Aging equipment (infrastructure)
FAA requirement for specialized equipment for telemetry
Enrollments are down all over the country.
Drop-outs are frequent - poor work ethic
Advances in technology in coloring (not taught in schools, taught at hair shows)
People are using YouTube to learn cosmetology (bad instruction)
More technical expertise to deal with new kinds of cars
Change in types of training based on license type
Harder to find employees
New towing equipment innovations
Accessibility to new employees
Industry is a lifestyle - harder to recruit people committed to industry (hours are difficult)
Move to paperless society, how will we change services to meet aging population?
Drop in apprentices - newer generation
Legislature needs to look at getting VICA trade programs back into High Schools
Find a way to integrate programs such as Gary Job Corp for kids who are not troubled as an option
DES - autonomous vehicles need to go through driver education
New technology in cars
Improved data reporting will impact the way we move forward with the industry - DES
PTP - The economy, schools, cities all operate off property tax
Tele practice is increasing across the city and state lines. How do we regulate it. It can't be too restrictive. Rules are written about it, but they will have to change.
The ability to have reciprocity needs to be discussed across the whole country.
There will be an increase in SLP assistance, because graduate schools are becoming more and more competitive and "these girls can't get their Masters Degrees" There is also a
The need for SLPs is increasing, but there is a shortage. The industry is getting watered down, because of the lack of people with credentials.
TSHA - What level of communication will there be between TDLR and TSHA. Communication is desired? Is there a more efficient person to communicate with? These are
The industry may be deregulated.
Not enough gainful employment
More regulation for schools
Higher tuition fees due to government regulation causing a decline in students graduating and industry employment. Schools will also be in jeopardy.
More people are going to be working out of their homes.
More unlicensed activity, because of the knowledge availability out there
More unlicensed activity, because of the knowledge availability out there. Repeated. Due to online information.
There is going to be more online education.
All of the courses are going to be online and instructors will be out of a full time job.
MASSAGE - There will be more online distance learning.
Unlicensed activity is going to increase through reciprocity. More people are going to be buying hours.
Live streaming and online instruction is increasing
More retailers are starting to carry more professional products that used to be exclusive to stylist at a much cheaper price. So, this could drive the retail income for salons and
There should be price regulation setting a minimum and maximum price requirement on the sale of salon products.
Online courses are becoming more prevalent and taking away the ability to properly assess a student whether they can drive or not the supervision aspects on the online
No money coming in, because self-driving cars.
Not a lot of kids are going to want to learn how to drive.
Not a lot of kids are going to want to learn how to drive, because everything is virtual.
Technology with self driving cars is going to get better.
Get rid of traditional classes and go online.
Online training is increasing.
Their will be driving simulators fro driver training.
As long as I've been in drivers ed, this has been the best meeting...guidance".