

2023 TWC Supplemental Report Content

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II. Overview

This report is submitted in accordance with Texas Labor Code 301.065 requiring the Texas Workforce Commission to submit a Supplemental Annual Report to the Governor and Texas Legislature. TWC's 2023 Supplemental Annual Report contains data on the following TWC programs:

- College Credit for Heroes
- Skills Development Fund
- Trade Adjustment Assistance
- WorksWonders: Texas Purchasing from People with Disabilities

The information detailed in this report reflects the work of Texans across the state dedicated to providing superior workforce services. We are proud to present this report, which highlights the successes of specific TWC programs. With the support of the Governor and the Texas Legislature, TWC will continue to offer high-quality assistance and resources for the people and employers of Texas.

[Chairman Bryan Daniel Signature]

[Commissioner Alberto Treviño III Signature]

[Commissioner Joe Esparza Signature]

III. College Credit for Heroes

Introduction

The College Credit for Heroes (CCH) program was established to remove barriers faced by veterans and transitioning service members (TSMs) in their pursuit of licenses, certifications, degrees, or accreditation and to help them leverage their military experience for a smoother transition into the Texas workforce.

Texas educational institutions appreciate the value of student veterans and recognize that their military experiences, education, and training are equivalent to college-level credits. In November 2019, TWC collaborated with Texas CCH institutions to create a more cohesive and robust CCH network. In February 2020, TWC introduced a new grant program known as the CCH Capacity Building Program. This grant program was designed to assist Texas institutions in developing or enhancing integrated systems for evaluating military transcripts, marking a significant progression from the initial Acceleration Curricula grant program that was in effect from 2011 to 2018.

The Acceleration Curricula grants have yielded impressive results to date. CCH has awarded a total of 43 grants to 19 Texas colleges and universities. These grants have identified over 100 courses across various fields such as business, emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing, and logistics that align with Acceleration Curricula guidelines.

35 However, the foundation for the continued growth of the CCH program extends beyond grants and
36 technological resources. Texas Institutions of Higher Education (IHEs) play a pivotal role in ensuring
37 CCH's success. The program relies on veteran friendly colleges and universities who appreciate the
38 contributions of veteran and Transitioning Service Members, understanding the positive impact their
39 knowledge and skills bring to the civilian workforce. Stakeholders, including TWC staff and
40 representatives from Texas military bases, convene annually to exchange best practices, address
41 challenges, and outline future steps. These exchanges serve to enhance the innovation and creativity of
42 the CCH network, draw lessons from experiences, and advance the overarching goal of preparing
43 veterans and TSMs for successful entry or re-entry into the workforce.

44 As more Texas IHEs join the CCH program, the knowledge of best practices becomes essential for the
45 efficient adoption of processes that span multiple areas. To date, best practices have been identified in
46 the following focal areas: workforce development, accreditation and certification, outreach to the
47 military, and institutional procedures. Each of these areas is detailed further below.

48 Focus Areas - Best Practices

49 Workforce Development

- 50 1. Design programs that facilitate the swift transition of veterans and TSMs into the civilian
51 workforce, eliminating unnecessary redundancies in coursework.
- 52 2. Ensure that new curricula gain approval from national or state accrediting or licensing bodies or
53 undergo internal approval processes within the institution. Prioritize occupations with high
54 demand or rapid growth in the workforce.
- 55 3. Foster collaboration with industry contacts to connect veterans with potential employers.
56 Encourage industry representatives to visit military training facilities to gain a deeper
57 understanding of military curricula and training.

58 Accreditation and Certification

- 59 4. Evaluate military-based education to identify alignment between military learning objectives
60 and those of colleges and universities.
- 61 5. Develop alternative pathways to meet national or state certification and accreditation
62 standards, including competency-based learning, skill assessment for alignment with college
63 course requirements, and non-traditional testing procedures.
- 64 6. Understand internal and external processes and timelines for new program development,
65 anticipating approval processes both within and outside the institution.
- 66 7. Use established CCH models to replicate streamlined curricula across the state, creating
67 networks for collaboration among Texas colleges and universities.

68 Outreach to the Military

- 69 8. Support outreach efforts led by military education leaders and officers who possess knowledge
70 of military training and education, as well as strategies to engage veterans and TSMs.
- 71 9. Effectively target and engage specific populations of veterans and TSMs who are most likely to
72 benefit from the CCH program, offering tailored events and services.
- 73 10. Encourage faculty visits to military training installations and facilitate meetings between faculty
74 and military instructors to enhance understanding of military education and training.

75 11. Promote the sharing of curricula between military education staff and IHE faculty, conducting
76 training sessions for military personnel and arranging meetings for collaboration.

77 **Institutional Procedures**

78 12. Ensure institutional-level buy-in and support for recognizing military experience as valuable for
79 college credit. Garner broad support within the institution for CCH programs, emphasizing
80 expectations before program launch.

81 13. Implement Prior Learning Assessments (PLAs) to gauge the knowledge and skills of all student
82 veterans, even in cases where standardized exams do not exist, reducing program costs and
83 completion time.

84 14. Establish cross-sectional communication channels with external groups such as businesses and
85 veterans' support organizations to optimize program design.

86 15. Maintain regular meetings with industry contacts to promote CCH awareness and obtain
87 feedback for program improvement.

88 16. Inform IHE stakeholders about VA work-study programs that benefit veteran students by
89 offering various roles on campus.

90 17. Utilize external resources such as attending military or veterans' conferences, joining listservs,
91 and seeking guidance from local veterans' organizations to create effective programs.

92 18. Conduct fiscal impact assessments for policymakers and potential funders, highlighting CCH
93 success metrics and benefits to IHEs.

94 19. Keep records of all military training and occupations evaluated, even if no credit is
95 recommended, as these serve as a valuable foundation for future evaluations.

96 20. Require Green-Zone training for faculty and staff at CCH partner institutions to enhance their
97 understanding of military culture and better address the needs of veteran students.

98 21. Offer student veterans refresher training in addition to course credit awards to ensure they can
99 adequately refresh their knowledge and perform well on standardized assessments.

100 **Program Reports**

101 The activities within the CCH Network involve ongoing efforts by TWC and Texas Higher Education
102 Coordinating Board (THECB) staff to identify opportunities for program expansion and improved service
103 delivery to veterans and TSMs. These efforts include discussions between TWC staff and CCH
104 stakeholders, with a specific focus on the program's three core components:

- 105 • Component 1: Capacity Building
- 106 • Component 2: Credit Evaluation and Assessment – Evaluation of Credit
- 107 • Component 3: Expansion of Partner Schools Network – Network of Partner Schools

108 **Component 1: Capacity Building**

109 On Feb. 20, 2022, TWC initiated a request for applications (RFA) for the CCH Capacity Building Program,
110 inviting eligible applicants to participate. This program was established to empower IHEs in enhancing or
111 creating robust military evaluation processes. Its core objective has been to implement a system for
112 identifying and monitoring student veterans actively engaged in the CCH program. In the same year,
113 TWC granted a total of \$199,654.00 under the CCH Phase 8 Capacity Building Grant to one Texas-based
114 IHEs: Brazosport College (BC).

115 Funding for the CCH Capacity Building Program will span two years, encompassing two distinct phases:
116 planning and implementation, each lasting twelve months. The program's primary objectives for its
117 grantees are elaborated below and are detailed comprehensively in the Program Reports submitted by
118 each college recipient.

119 **Goals of the CCH Capacity Building Program Grant:**

- 120 22. Establish and document a pilot Military Transcript evaluation process designed to ensure the
121 consistent awarding of academic credits to all veterans and service members submitting Military
122 Transcripts for ten commonly recognized military courses or experiences.
- 123 23. Create a sustainable tracking methodology for students actively participating in the CCH
124 Program. This system aims to precisely assess the benefits received by students and verify that
125 processes and policies are consistently applied throughout the institution.
- 126 24. Recruit advocates and resources for the CCH Program from the ranks of current students,
127 alumni, and faculty who have experience with or are currently engaged in the program. These
128 individuals will serve as program champions.
- 129 25. Seamlessly integrate CCH Program information into existing resources designed for Veterans
130 and Active-Duty Service Members.

131 **Capacity Building, Phase 1 – “Planning Period”**

132 During this initial phase, TWC collaborated closely with BC to oversee the administration of the CCH –
133 Phase 8 Capacity Building grant. The outcome of this collaboration was the development of innovative
134 and cooperative programs. These initiatives are intended to enable this IHE to optimize the recognition
135 of college and workforce credits for military experiences, education, and training. As demonstrated in
136 the Program Report provided below, CCH partner IHE have undertaken revisions to their academic
137 curricula and criteria for awarding college credits to align with their program goals.

138 **Brazosport College**

139 **Develop and Document a Military Transcript Evaluation Process**

140 BC achieved notable progress in the development and implementation of a comprehensive PLA process
141 aimed at awarding Credit for Prior Learning (CPL) to veterans. This process assesses military education,
142 training, experience, and credentials, converting them into college credits to establish seamless
143 academic pathways for military-affiliated students. Highlights of this period include the documentation
144 of PLA, updating CPL regulations, engagement with significant stakeholders, and integration of program
145 information for outreach and collaboration.

146 BC has successfully identified ten distinct career fields that are pertinent to its mission of promoting
147 meaningful educational pathways for military-affiliated students. These pathways are condensed for
148 maximum award of CPL within Health Science, Information Technology and Cybersecurity, and
149 Leadership and Innovation pathways. This strategic initiative reflects BC's commitment to catering to the
150 diverse needs of military personnel transitioning into civilian life.

151 BC's proactive approach to degree program development remains a cornerstone of its efforts.
152 Recognizing the need for tailored educational offerings, BC has undertaken the task of creating new
153 Associate of Applied Science (AAS) and Bachelor of Applied Technology (BAT) degree programs. One BAT
154 degree is currently under final review, and an Associate of Applied Science (AAS) degree program is in

155 the development phase. These programs are meticulously designed to accommodate individuals from
156 various military career backgrounds.

157 **Develop a Sustainable Program Data Tracking System**

158 BC's efficient process for evaluating military transcripts continues to be a hallmark of its approach. The
159 Joint Services Transcript (JST) is seamlessly integrated into BC's student information system by the BC
160 Military Counselor, becoming an official part of the student's academic record. Subsequently, the PLA
161 Coordinator utilizes the DoD's MilGears platform to map the JST data to BC's degree plans using the
162 Integrated Postsecondary Education Data System (IPEDS) data. This process also extends to linking
163 student information to labor market data and industry credential opportunities.

164 **Recruit Program Champions**

165 All faculty champions attend a mandatory training and various informational events to support
166 continued learning about the CCH Program and the PLA process. Faculty champions are trained to assist
167 other faculty and staff in the military transcript evaluation process. Below, you will find the following
168 champions staff and faculty positions.

- 169 • Dean of Instruction for Health & Industrial Technology and Director of Workforce Development
- 170 • Faculty Health Services Management and Chair, Programs Development
- 171 • Dean for Student Services
- 172 • Faculty Industrial Management and Chair, Industrial Management Program
- 173 • Veterans Services Counselor

174 **Integrate CCH Program Information into Veteran or Active-Duty Service Member Evaluations**

175 BC's proactive outreach efforts have been noteworthy. The institution has actively participated in events
176 and collaborations with various organizations, including the Council of College & Military Educators
177 (CCME), annual VOW 22 Suicide Awareness March, and engagements with military recruiting stations
178 and civilian liaisons. Additionally, BC has made effective use of the DoD-approved MilGears materials for
179 presentations and demonstrations.

180 **Component 2: Evaluations of Credit**

181 As evident from the reports provided earlier, certain Texas IHEs have forged partnerships with the
182 American Council on Education (ACE) and have embraced the use of the ACE online guide as a tool for
183 assessing military courses and assigning them academic credit. This guide encompasses a
184 comprehensive listing of recommended credit units across various academic disciplines, as well as
185 delineates the requisite learning outcomes, instructional topics, and associated competencies.

186 Within the ACE guide, there are exhibits that substantiate credit recommendations for specific subject
187 areas. These exhibits offer precise guidance to registrars, deans, and other academic administrators who
188 are tasked with incorporating military courses into their respective institutions' degree requirements.

189 In parallel with their utilization of the ACE military guide, institutions participating in the CCH program
190 continue to adhere to their individualized local policies and evaluation processes when determining and
191 bestowing academic credit. It is during these evaluations that these IHEs employ innovative

192 methodologies to gauge the depth of knowledge and skills attained by veterans, and subsequently,
193 credit is awarded in accordance with the outcomes of these assessments.

194 Among the inventive approaches adopted by IHEs are methods such as PLAs, credit-by-examination
195 procedures, and structured interviews. Subsequent to these evaluations, an overview summarizing the
196 credits awarded as a result of these innovative methods will be presented.

197 **Average Credit Hours per Veteran: CCH Grantees**

198 The data from the 2022 study conducted under HB 493 reveals a notable rise in the average number of
199 credit hours awarded to veterans and transferred to CCH grantees and CCH partner schools compared to
200 the previous academic year. In 2022, veterans received an average of 43 credit hours, a substantial
201 increase from the 7 credit hours reported in 2021. To provide a broader context, the graph below
202 illustrates the average credit hours awarded in the CCH program over the past five years. This surge in
203 credit hours for 2022 not only suggests a heightened interest in the CCH program overall but also
204 suggests that IHEs may have enhanced and streamlined their reporting procedures.

205 *Note: As the sole CCH grantee for 2022, BC designed a Paramedic Emergency Medical Services which led*
206 *to awarding 43 academic credit hours for this program.*

207 **Component 3: Network of CCH Partner Schools**

208 Since the award of academic credit is contingent upon the endorsement of the respective Texan
209 educational institution, it is imperative for student veterans to possess an acute awareness of, and
210 active participation in, the CCH program. During the nascent stages of the program's inception,
211 educational institutions entered a formal Memoranda of Understanding (MOU) wherein they committed
212 to undertaking a comprehensive review of evaluations conducted through the CCH portal. In this
213 commitment, they pledged to grant an optimal and pertinent number of college credits to deserving
214 individuals.

215 However, as the CCH program has evolved and matured over time, a significant number of educational
216 institutions have elected to formulate their own distinct evaluation systems. These alternative systems
217 are designed to supplant the reliance on CCH portal evaluations and the previously established MOU
218 agreements. In favor of more localized criteria and, in certain instances, the discerning examination of
219 data furnished within a student's JST, this shift in approach has become more pronounced.

220 The JST, duly acknowledged as an "academically accepted document approved by ACE for the validation
221 of a service member's military occupational experience and training, together with the corresponding
222 ACE college credit recommendations," represents a pivotal instrument in this new paradigm. Additional
223 information regarding the JST can be accessed via the following hyperlink:
224 <https://jst.doded.mil/faq.html>.

225 In summary, the transformation in the CCH program's dynamics underscores the significance of
226 proactive engagement by student veterans, underscores the fluidity of evaluation processes at Texan
227 educational institutions, and emphasizes the pivotal role played by the JST as an authoritative document
228 validated by ACE.

229 A JST typically includes the following:

- 230 • Service member data
- 231 • Military course completions for courses that have been evaluated by ACE
- 232 • Military occupations
- 233 • College-level test scores
- 234 • Other learning experiences, including courses not evaluated by ACE
- 235 • Summary page
- 236 • An “Academic Institution Courses” page indicating degrees and certifications completed by the
- 237 service member and courses completed using military tuition assistance (This final page is not
- 238 included in the Army)

239 The CCH program has evolved into a well-established network of educational institutions, the majority
 240 of which have transitioned to localized evaluation and credit programs in 2022. Out of the institutions
 241 that contributed HB 493 survey data for this specific reporting period, all adhered to localized evaluation
 242 procedures. Notably, all the institutions taking part in the HB 493 survey recognize the significant value
 243 of military experience and maintain a steadfast commitment to supporting veterans as they embark on
 244 and complete their postsecondary education journeys. To access a comprehensive list of schools that
 245 have been or are currently involved in the CCH program, please refer to Appendix 1: CCH Partner
 246 Schools.

247 CCH Highlights

- 248 • The work accomplished by the partner schools throughout all components of the CCH
 249 program—acceleration curricula, evaluations of credit, and a network of schools resulted in the
 250 following findings and observations:
- 251 • CCH is cost-effective and expedites TSMs’ and veterans’ transitions into the civilian workforce.
 252 Fiscal impact studies provided by partner schools through each of the phases of CCH
 253 demonstrate that veterans and TSMs, colleges and universities, and state and federal
 254 governments benefit from a program that recognizes the value of experience, education, and
 255 training gained by service members and awards college credit accordingly.
- 256 • Many IHEs participating in the CCH program have developed local evaluation systems in which
 257 faculty and/or administrators’ complete evaluations and award credit according to local criteria.
 258 This localization is due to a requirement from the Southern Association of Colleges and Schools
 259 Commission on Colleges The organization requires colleges to establish local processes for
 260 transferring credits earned at other colleges or credits awarded for prior learning.
- 261 • The majority of faculty and/or administrators at participating CCH schools prefer to complete
 262 local evaluations of military experience, education, and training. According to CCH contacts,
 263 evaluations based on local criteria and JSTs are more closely aligned with programs of study
 264 within a specific college, better reflect a college’s unique programs and services offered to
 265 veterans and alleviate any unknowns when receiving evaluations and/or awards of credit from
 266 other IHEs.
- 267 • Each veteran student’s military experience is unique and should be addressed accordingly. In
 268 addition to localized evaluations and awards of credit for military experience, many Texas
 269 colleges and universities have established local support systems that include academic and
 270 personal support to ensure successful transitions from the military to postsecondary education
 271 and, ultimately, the workforce.

- 272 • Schools that award credit following competency-based interviews and/or assessments view this
273 approach as a promising practice that warrants additional exploration. Competency-based
274 education allows the veteran student to receive credit for successful demonstrations of
275 knowledge and skills and to progress through a program at his or her own pace.
- 276 • The CCH program creates awareness of the value of military experience and promotes sharing of
277 best practices in working with veterans transitioning from the military to the workforce. While a
278 significant number of Texas colleges and universities participate in the CCH program, there is an
279 equally significant number of IHEs that have developed local programs to support veterans. All
280 entities—military, education, government—benefit when support strategies and best practices
281 are shared. Going forward, CCH staff will encourage conversations among all entities, regardless
282 of program, to ensure support and success for student veterans.

283 Supplemental

284 TWC is required, in consultation with THECB, to report:

- 285 1. The number of academic credit hours awarded under the program and applied toward a degree
286 or certification program at an institution of higher education during the most recent academic
287 year.
- 288 2. Program-related results, best practices, and additional measures needed.

289 TWC is also required to report the measures needed to facilitate the award of academic or workforce
290 education credit by institutions of higher education for military experience, education, and training
291 obtained during military service and other related measures needed to facilitate the entry of trained,
292 qualified veterans and military servicemembers into the workforce.

293 The following recommendations originated from final project reports submitted by colleges and
294 universities participating in CCH:

- 295 1. Encourage Texas colleges and universities to adopt the 100 acceleration curricula developed by
296 CCH colleges, facilitating awards of associate degrees, workforce licenses, and certifications
297 upon approval by THECB.
- 298 2. View the CCH program as a network of Texas colleges and universities that recognize the value
299 of military experience, education, and training and offer successful education and support
300 programs designed specifically for veterans.
- 301 3. Increase awareness of a CCH network across multiple entities, including IHEs, military
302 installations, National Guard armories, and Reserve centers, and a variety of audiences,
303 including veterans, employers, and other stakeholders.
- 304 4. Support the further development and growth of a network of CCH schools, enabling schools to:
305 a. share best practices, acceleration curricula, evaluation strategies, and lessons learned; and b.
306 build partnerships with local industries and military installations.
- 307 5. Highlight successes of locally developed programs to:
308 a. Foster a post-military, college-going culture and
309 b. Enable veterans and service members to learn more about the services and programs
310 offered by IHEs of their choice.
- 311 6. Establish a long-term (three to five years) CCH presence at two-year colleges. This long-term
312 presence will help in the growth and sustainability of a CCH network by:

- 313 a. Developing programs beyond the creation of individual pathways.
314 b. Strengthening efforts to sustain and improve services to veterans.
315 c. Allowing for sharing of best practices (for example, evaluations and assessments) in
316 supporting student veterans.
317 d. Creating new pathways that exceed the parameters of previous CCH grants.
318 e. Increasing awareness of a CCH network.
319 f. Developing articulation agreements to increase transferability of credits among IHEs.
- 320 7. Create a CCH handbook to support local evaluation efforts and set forth guidelines,
321 expectations, and desired objectives. The handbook could include orientation materials for
322 administration, faculty, and staff, as well as a Green-Zone template.
- 323 8. Encourage greater use of PLAs and other competency-based models to maximize award of
324 credit for military experience, education, and training. PLAs and competency-based and
325 challenge exams award credit for demonstrated experience, saving student veterans valuable
326 time and GI Bill benefits.
- 327 9. Encourage the development of articulation agreements between community colleges and four-
328 year educational institutions to enhance the academic progression of veterans and service
329 members.
- 330 10. Encourage collaboration among TWC, THECB, military installations in Texas, and colleges and
331 universities (that is, members of a CCH network) to improve the award of college credit and the
332 transition to the civilian workforce.
- 333 11. Highlight the fiscal impact of admitting veterans and service members to accelerated programs
334 and awarding credit accordingly. Through acceleration, student veterans use fewer funds to
335 earn degrees and certifications, greatly enhancing their chances for post-military success. Their
336 success, in turn, ultimately benefits the growing Texas economy.

337

338 IV. Skills Development Fund

339 Introduction

340 The Skills Development Fund (SDF) grant program supports customized job skills training for incumbent
341 and new employees in collaboration with Texas public community and technical colleges, and local
342 employers. TWC draws on funding from SDF to support dual credit high school programs as well as
343 career and technical education. TWC works closely with employers and training providers to ensure that
344 training meets specific performance measures while benefitting both employers and trainees.

345 The SDF grant program has provided training opportunities in partnership with more than 4,800
346 employers to upgrade or support the creation of more than 428,900 jobs throughout Texas since the
347 program's inception in 1996. More than \$18.6 million was allocated to the Skills Development Fund for
348 grants in FY 2023.

349 This report highlights TWC's implementation of the SDF program in partnership with public community
350 and technical colleges, Texas A&M Engineering Extension Service (TEEX), local workforce development
351 boards, and school districts to meet the workforce training needs of Texas businesses.

352 Program Reports

353 Skills Development Fund

354 In FY 2023, TWC’s SDF programs received 93 proposal submissions totaling \$22,365,190. The proposals
355 included applications for Skills Development Fund, Skills for Small Business, and Dual Credit programs.

356 The requests resulted in the following:

- 357 • 43 SDF projects with an average award amount of \$372,929
 - 358 ○ Served 61 businesses;
 - 359 ○ Supported the creation of 2,779 new jobs; and
 - 360 ○ Assisted with the upskilling of 6,256 existing jobs.
- 361 • 5 Dual Credit grants with an average award of \$180,018
- 362 • 23 Skills for Small Business grants, with an average award of \$79,890

363

364 Statewide, the average wage paid to workers trained with Skills grants increased from \$10.33 per hour
365 in FY 1996 to \$33.84 per hour in FY 2023.

366

367 Employer Contribution

368 Business partners support Skills Development Fund projects by providing wages for the trainees during
369 their enrollment in courses, allowing use of existing training resources, covering necessary portions of
370 course costs, offering supplemental training not included in the Skills Development grant, and/or
371 helping to pay the salaries of staff members that assist with the grant. In FY 2023, the business partner
372 in-kind contributions totaled more than \$11.2 million.

373

374 Business, Workforce/Economic Development, and Education Partners

375 SDF has successfully provided training opportunities in partnership with businesses, public community
376 and technical colleges, economic development organizations, and TEEX for over 25 years.

377 Businesses of all sizes have worked with the program stakeholders to develop customized and
378 innovative training curriculums that are replicated and shared statewide. The 28 local Workforce
379 Development Boards continue to play a critical role in aligning stakeholders and partners. Their
380 knowledge of employer and employee needs and their ability to leverage resources are vital each
381 project’s success.

382 Special Initiatives under the Skills Development Fund Program

383 The **Skills for Small Business (SSB)** program provides small businesses in rural and urban communities
384 the opportunity to respond to their operational needs by increasing the skills of their employees. The
385 initiative provides training opportunities through existing courses offered by the participating local
386 public community or technical college or TEEX to businesses with fewer than 100 employees.

387 **Skills for Small Business Childcare** – introduced in FY 2023, a subset of the Skills for Small Business
388 program, the SSB Childcare initiative provides funding to childcare providers. During FY 2023, the
389 program awarded **\$26,626** in SSB funding for childcare projects.

390 In FY 2023, the SSB program provided **\$1,161,867** in training to support small businesses throughout
391 Texas.

392 **Dual Credit Program**

393 The TWC Dual Credit grant program addresses local industry demands through the expanded joint credit
394 courses in partnership with local independent school districts and public community, state, or technical
395 colleges.

396 The program allows grantees to enhance career and technical education (CTE) dual credit programs
397 through equipment purchases utilizing Skills Development Funds.

398 In FY 2023, TWC’s Dual Credit Program received 27 proposals totaling **\$4,461,097**; and awarded five
399 grants, with an average award of **\$180,017**.

400

401 **V. Trade Adjustment Assistance**

402 **Introduction**

403 Trade Adjustment Assistance (TAA) is a federal program that helps workers adversely affected by foreign
404 imports or the shifting of jobs from the United States to other countries. TAA seeks to provide impacted
405 Texans with opportunities to obtain the skills, credentials, resources, and support necessary to become
406 reemployed. The TAA program is administered by TWC in cooperation with Texas’ 28 Local Workforce
407 Development Boards (Boards).

408 The services and benefits available to participants vary based on the law in effect at the time of
409 certification. The TAA-certified workers addressed in this report were certified under and are subject to
410 the rules of:

- 411 • the Trade Act of 2002.
- 412 • the Trade and Globalization Adjustment Assistance Act of 2009.
- 413 • the Trade Adjustment Assistance Extension Act of 2011.
- 414 • the Trade Adjustment Assistance Reauthorization Act of 2015.
- 415 • the reversion provisions of the 2015 law, known as Reversion 2021.

416 The TAA program began a phased termination on July 1, 2022. The phased termination followed a one-
417 year reversion period, from July 1, 2021, to June 30, 2022, which allowed limited group eligibility,
418 reduced program funding, and restricted benefits available to workers. Although Boards continue to
419 administer the 2002, 2009, 2015, and Reversion 2021 TAA programs to outreach and serve previously
420 determined eligible participants, TAA enrollment and applications are dependent on the number of
421 petition certifications and the number of workers eligible per petition. Since July 1, 2022, the US
422 Department of Labor (DOL) has been unable to conduct new investigations or issue certifications of
423 eligibility for new groups of workers. As of Sept. 12, 2023, 31 petitions covering 2,625 Texas workers are
424 pending DOL review and approval.

425

426 This report describes the services and outcomes for TAA-certified workers who participated in or have
427 completed training in the TAA program during fiscal year 2023. During FY 2023, 55 new workers applied

428 for TAA services or benefits, an estimated 443 workers participated in TAA-supported training services,
429 and 72% of workers who completed TAA services found employment within six months of exit.

430 TAA Benefits and Services

431 If a worker is a member of a DOL TAA-certified group, the worker may be eligible for the following
432 benefits and services at their local Workforce Solutions Office:

- 433 • **Employment and Case Management Services**, including skill assessments, career counseling,
434 support services, and information on training.
- 435 • **Occupational Training** for up to 130 weeks.
- 436 • **Trade Readjustment Allowances** equaling up to 130 weeks of wage subsidies for workers enrolled in
437 training within 26 weeks of their trade-related layoff or the petition certification, whichever date is
438 later.
- 439 • **Alternative/Reemployment Trade Adjustment Assistance**, a wage subsidy available to workers
440 aged 50 or older who are reemployed at an annual wage of \$50,000 or less.
- 441 • **Job Search Allowances** that reimburse workers for the costs of job searches outside their local
442 commuting area.
- 443 • **Relocation Allowances** that reimburse workers for relocation costs for a job outside of their local
444 commuting area.

445 For additional information on TAA benefits and services, visit [TWC's TAA Program web page](#).

446

447 TAA Service Provision and Outcomes

448

449 During FY 2023, the Texas workforce system provided comprehensive TAA services that resulted in the
450 following outcomes:

- 451 • 98 workers were determined potentially eligible for TAA and were outreached for service provision.
- 452 • 55 workers applied for TAA services or benefits.
- 453 • 443 workers participated in TAA-supported training services. The most common training
454 occupations supported were:
 - 455 ➤ Truck drivers, heavy equipment drivers, and tractor-trailer drivers.
 - 456 ➤ Heating, air-conditioning, and refrigeration mechanics and installers.
 - 457 ➤ General and operations managers.
 - 458 ➤ Medical assistants.
 - 459 ➤ Hairdressers, hairstylists, and cosmetologists.
- 460 • 21 workers participated in vocational and remedial training programs.
- 461 • 10 workers participated in basic skills enhancement during TAA-supported training.

462

463 The following TAA performance results were attained in FY 2023:

- 464 • 268 workers (72.4%) entered employment.
- 465 • 93.4% of workers entering employment retained employment over the three subsequent quarters.
- 466 • Workers who secured employment regained 126% of their pre-program-participation wage levels,
467 based on a six-month follow-up.

468

469 *Note: The pre-program-participation wage level percentage is composed of workers who were*
470 *unemployed, underemployed prior to program participation, and gained suitable employment. Under the*
471 *TAA program, suitable employment is not less than 80 percent of a worker’s average weekly wage.*
472

473 The following were the most common sectors in which workers secured employment:

- 474 • Manufacturing
- 475 • Administrative and Support
- 476 • Health Care and Social Assistance
- 477 • Wholesale Trade
- 478 • Transportation and Warehousing

479

480 VI. WorksWonders: Texas Purchasing from People with 481 Disabilities

482 Introduction

483 The Texas Purchasing from People with Disabilities (PPD) program, commonly referred to as the State
484 Use program, helps individuals with disabilities during their transition toward independence and
485 provides them with direct benefits by offering stable, vocational rehabilitation in their own
486 communities. This training results in meaningful employment and fair wages while promoting self-
487 sufficiency for program participants. Administered by TWC, the program’s daily operations are managed
488 by WorkQuest, a central nonprofit agency, and it is marketed as the WorksWonders program.

489 Through partnerships with community rehabilitation programs (CRPs), 6,459 Texans with a wide range
490 of disabilities were employed in 116 local nonprofit CRPs in fiscal year 2023. These individuals, whose
491 disabilities include mental health conditions (1,406), physical impairments (1,057), intellectual
492 disabilities (887), chemical disorders (662), learning disabilities (410), visual impairments (326), deafness
493 or hard of hearing (98), brain injuries (27), and various other disabilities (1,586), earned a combined total
494 of more than \$74.1 million in wages and benefits from products or services purchased by cities,
495 counties, state agencies, schools, and political subdivisions through the WorksWonders program.

496 Chris Rios: Inspired to Motivate Others

497 Chris Rios’ outgoing personality, upbeat attitude and positive impact on his colleagues have become a
498 staple at the Travis Association for the Blind, also known as the Austin Lighthouse.

499 After finding out that he was losing his eyesight, Rios was introduced to Austin Lighthouse, a blind
500 training program and CRP providing employment opportunities through the WorksWonders Program.
501 After touring the Austin Lighthouse, Rios realized that the loss of his eyesight did not mean that he had
502 to stop working. Soon after that tour, Rios began working at the Austin Lighthouse in the receiving
503 department and moved his way up to his current position – supervisor for the GOJO and Purell skincare
504 line.

505 Rios is glad to have come across an organization that focuses on providing employment opportunities to
506 those who are blind or visually impaired. “I was inspired by the positivity of the employees who are

507 blind, and I hoped that one day maybe I could feel that way too,” said Rios. “I was looking for an
508 environment where I could fit in.”

509 After being employed at the Austin Lighthouse for over a decade, Rios continues not only to produce
510 great work but also motivate his peers every day. Martin West, Rios’ supervisor at the Austin
511 Lighthouse, admires Rios for his ability to help others. “Chris has so many qualities that are critical to his
512 position as a supervisor,” said West. “In his role, Chris is a coach. He will push, enable and encourage
513 you. And if he sees that you need help, he will always stop what he is doing to help you out.”

514 Of the 116 CRPs participating in the WorksWonders program, 86 offer vocational rehabilitation and
515 outplacement services to their employees to secure competitive employment that meets their strengths
516 and capabilities. These services include, but are not limited to, adaptive visual equipment training,
517 chemical/alcohol dependency counseling, educational training, financial planning, high school
518 equivalency prep courses, interview coaching, job coaching, job placement services, job skills training,
519 and supported employment services.

520 Through vocational rehabilitation and outplacement services, placing individuals with disabilities in jobs
521 that they want as a career and are ideally suited for has resulted in better employee retention, more
522 productivity, more consistency, and higher overall team satisfaction.

523 Due to the influence of outplacement services and the positive effect they have on the employees who
524 use them, 1,385 individuals with disabilities were placed in either competitive integrated employment
525 or non-direct labor positions within their CRP.

526 CRPs That Provide Career Counseling

| | |
|--|----|
| CRPs providing career counseling or other related services for employees with disabilities | 86 |
| CRPs not providing career counseling or other related services for employees with disabilities | 14 |

527 *Note: Data is not required from the 16 CRPs without individuals employed under State Use contracts.*

528 Allon Hill: Getting the Opportunity to Grow

529 Liberty Proclaimed Ministry (LPM) is known by many people throughout the Fort Worth Metroplex as an
530 organization that provides meaningful employment opportunities to those who have struggled to secure
531 consistent work.

532 Allon Hill’s brother was one of those people. He had heard that LPM, a nonprofit organization and CRP in
533 the WorksWonders program, could help individuals with disabilities find paths to careers. He persuaded
534 Allon to apply for a job with the organization. Shortly thereafter, Allon began working for LPM as a
535 member of the litter pickup crew and has since worked his way up to crew manager.

536 “This was my very first job at 18 years old, and I was very nervous coming into this place,” said Hill. “My
537 job has taught me so much, and it has allowed me to build great relationships and friendships.”

538 Derrick Hall, Hill’s supervisor at LPM, is proud to see how much Hill has grown within the organization
539 and feels honored that Hill sees him as his mentor. “I really see myself in Allon because we’ve both been
540 through a lot. I’m proud of how far he has come,” said Hall. “Allon sees the vision of the company and

541 he keeps everyone motivated at work. He's like a big brother to many in the organization. He is always
542 willing to listen, grow and be guided in the right direction."

543 Seeing Hall's growth within the organization inspired Hill to work hard to get to where he is today. Hill
544 hopes to one day inspire others to grow at LPM. "Derrick wants the best for me and seeing his growth
545 has been very motivating for me," said Hill. "I can't explain how much this job means to me, it's way
546 more than just a way to pay my bills. We are a family at LPM and I'm grateful that they gave me this job
547 and that they actually believe in me."

548 **Wages and Hours for Employees with Disabilities**

549 Senate Bill 753, passed by the 86th Texas Legislature, Regular Session (2019), became effective Sept. 1,
550 2019, and amended Chapter 122 of the Human Resources Code to require CRPs that are participating in
551 the State Use program to phase out the payment of wages less than the federal minimum wage on State
552 Use contracts by Sept. 1, 2022. The Program successfully implemented the requirements of SB 753, and
553 all employees working on State Use contracts were paid minimum wage or higher in FY 2023.

554 **David Caballero Jr.: Building Meaningful Relationships in the Workplace**

555 David Caballero Jr. is an employee at RGR Industries, an organization that truly feels like a second family
556 to him. RGR Industries serves communities in South Texas through landscaping, debris pickup, guardrail
557 and drainpipe and inlet cleaning contracts. They are proud to provide employment opportunities to
558 Texans with disabilities as a CRP in the WorksWonders Program.

559 Caballero began his career at RGR working on a guardrail contract where he assisted in installing and
560 repairing highway guardrails throughout the Rio Grande Valley. Today, Caballero works as the supervisor
561 of the guardrail contract in Laredo. Additionally, he works cleaning drainpipes and inlets for the Texas
562 Department of Transportation during the months leading up to hurricane season. "I found out about this
563 opportunity through a family member, and I decided to give it a shot," said Caballero.

564 Caballero says that his growth within the organization is a testament to how much he enjoys his job. "I
565 love everything about my job, and the people I work with are like family to me," said Caballero. "When
566 you're working a job you like and working with people you like, the day goes by faster.

567 Ricardo Guerra, Jr., field operations supervisor at RGR, has had the honor of seeing Caballero grow
568 within the organization. He attributes Caballero's success to his strong work ethic and easygoing
569 personality. "DJ [Caballero] is a very hard worker and his personality makes him stand out as an
570 employee," said Guerra.

571 Caballero is grateful for his job because it has given him the opportunity to grow and it has taught him
572 many new things. "RGR always takes care of their people. This job means so much to me because it puts
573 food on my table, and it has taught me many valuable lessons that I will pass on to my kids."

574 **Highlights**

575 In FY 2023, 6,459 Texans with disabilities were employed in 116 nonprofit CRPs across the state
576 participating in the WorksWonders program. These individuals, whose disabilities include mental health
577 conditions (1,406), physical impairments (1,057), intellectual disabilities (887), chemical disorders (662),
578 learning disabilities (410), visual impairments (326), deafness or hard of hearing (98), brain injuries (27),

579 and varying other disabilities (1,586), earned a combined total of more than \$74.1 million in wages and
580 benefits in FY 2023, an increase of more than 15% over the previous year.

| Fiscal Year | Texans with Disabilities Employed Through WorksWonders State Use Program |
|-------------|--|
| 1983 | 700 |
| 1988 | 2,896 |
| 1993 | 4,422 |
| 1998 | 5,016 |
| 2003 | 7,503 |
| 2008 | 7,098 |
| 2013 | 6,424 |
| 2018 | 6,013 |
| 2023 | 6,459 |

581

582 VII. Appendix A: College Credit for Heroes

583 Table A1: Number of Academic or Workforce Education Semester Credit Hours 584 Awarded for the 2022 Academic Year

585 Listed below are the number of academic or workforce education semester credit hours awarded under
586 the program and applied toward a degree or certification program at an institution of higher education
587 during the most recent academic year, disaggregated by the subject area for which the credit hours are
588 awarded. Per reporting from CCH partner schools, 43 semester credits were awarded for the 2022
589 academic year. The hours reported are the result of a variety of policies and procedures established by
590 the reporting institutions.

591 The CCH Capacity Building Program spans two years, comprising planning and implementation phases,
592 each lasting twelve months. The program has specific objectives for grantees, detailed in Program
593 Reports submitted by each college recipient. Currently, Brazosport College is in the Planning Phase and
594 is not required to report the number of credits awarded until the Implementation Phase (year two).
595 However, they did report that one veteran was awarded 43 credit hours in the Health Profession Subject
596 Area during this phase.

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| Subject Area | Semester Credits Awarded 2022 |
|---|-------------------------------|
| Health Professions and Related Programs | 43 |
| Total | 43 |

598 **Data Sources:** HB 493 Study 2022.

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600 **Table A2: Number of Academic or Workforce Education Semester Credit Hours**
 601 **Transferred for the 2022 Academic Year**

602 Listed below are “the number of transfer credit hours awarded under the program and applied toward a
 603 degree or certification program at an institution of higher education during the most recent academic
 604 year” in accordance with HB 493, 85th Texas Legislature, Regular Session (2017).

605 For this report, “transfer credit hours” was defined as “the number of credit hours a school receives
 606 from another IHE as the result of a student veteran transferring from one institution to another” (for
 607 example, transferring from a two-year institution to a four-year institution).

608 Per reporting from CCH partner schools, 0 semester credits were transferred for the 2022 academic
 609 year. The hours reported are the result of a variety of policies and procedures established by the
 610 reporting institutions.

611

| Subject Area | Semester Credits Transferred 2022 |
|--------------|-----------------------------------|
| n/a | - |

612 **Data Sources:** HB 493 Study 2022.

613

614 **VIII. Appendix B: Skills Development Fund**

615 **Table B1: Skills Development Fund Applications by Comptroller Region**

616 Shows the total number of applications submitted and approved for funding in FY 2023 for each region
 617 of the state. Data reflects Skills Development Fund applications for customized training, Skills for Small
 618 Business applications, and Dual Credit applications.

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| Region | Number of Applications Submitted | Number of Applications Approved | Number of Applications Rejected | Number of Applications Not Awarded | Percent of Total Applications |
|------------------|----------------------------------|---------------------------------|---------------------------------|------------------------------------|-------------------------------|
| Alamo | 2 | 1 | - | 1 | 2% |
| Capital | 4 | 4 | - | - | 4% |
| Central | 14 | 13 | 1 | - | 15% |
| Gulf Coast | 16 | 15 | 1 | - | 17% |
| High Plains | 2 | 2 | - | - | 2% |
| Metroplex | 11 | 7 | 1 | 3 | 12% |
| North West | 3 | 3 | - | - | 3% |
| South | 16 | 10 | - | 6 | 17% |
| Southeast | 8 | 3 | 1 | 4 | 9% |
| Upper East | 6 | 4 | - | 2 | 6% |
| Upper Rio Grande | 5 | 4 | 1 | - | 5% |
| West | 6 | 5 | - | 1 | 6% |
| Total | 93 | 71 | 5 | 17 | 100% |

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Note: Number of applications submitted includes proposals for Dual Credit that could not be funded in the competitive RFA due to lack of funding and five Dual Credit applications rejected due to disqualification.

628 **Table B2: Skills Development Fund Award Amount by Region**
 629 Shows the total amount of funding awarded in each region of the State, and the percentage those
 630 amounts represent of total dollars awarded on a statewide basis. The second and third columns show
 631 data for FY 2023 only, and the last two columns show cumulative data from FY 1996 (program inception)
 632 through FY 2023.

| Region | Amount Awarded by Region FY 2023 (Sum of Funds awarded below) | Percent of Statewide Funds Awarded FY 2023 | Total Amount of Funds Awarded by Region, Cumulative Since Inception FY 96-23 | Percent of Statewide Funds Awarded Since Inception |
|------------------|---|--|--|--|
| Alamo | \$68,250 | 0% | \$59,875,160 | 11% |
| Capital | \$4,343,247 | 23% | \$29,845,982 | 6% |
| Central | \$2,279,458 | 12% | \$42,724,602 | 8% |
| Gulf Coast | \$2,876,761 | 15% | \$82,567,280 | 16% |
| High Plains | \$186,485 | 1% | \$15,166,613 | 3% |
| Metroplex | \$3,071,453 | 16% | \$143,617,164 | 27% |
| Northwest | \$573,288 | 3% | \$18,202,878 | 3% |
| South | \$2,461,724 | 13% | \$58,831,546 | 11% |
| Southeast | \$602,473 | 3% | \$14,626,348 | 3% |
| Upper East | \$465,052 | 2% | \$33,947,782 | 6% |
| Upper Rio Grande | \$571,583 | 3% | \$13,915,257 | 3% |
| West | \$1,235,772 | 7% | \$15,712,758 | 3% |
| Statewide | \$0 | 0% | \$115,000 | 0% |
| Total | \$18,735,546 | 100% | \$529,148,370 | 100% |

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 634 *Note:* This table includes amounts awarded from all Skills Development Fund programs.
 635

636 **Table B3: Skills Development Fund Percentage of Funding by Region**

637 Shows the percentage of total funding awarded to each region of the State, as well as each region's
 638 percentage of the:

- 639 • State's population • Number of unemployed people
- 640 • Civilian labor force • Number of grant applications submitted

| Comptroller Region | Percent of Statewide Funds Awarded FY 2023 | Percent of State's Population | Percent of State's Civilian Labor Force | Percent of Statewide Unemployed | Percent of Grant Applications FY 2023 |
|--------------------|--|-------------------------------|---|---------------------------------|---------------------------------------|
| Alamo | 0% | 10% | 10% | 9% | 2% |
| Capital | 23% | 9% | 10% | 8% | 4% |
| Central | 12% | 4% | 4% | 4% | 15% |
| Gulf Coast | 15% | 25% | 24% | 26% | 17% |
| High Plains | 1% | 3% | 3% | 2% | 2% |
| Metroplex | 16% | 28% | 30% | 28% | 12% |
| Northwest | 3% | 2% | 2% | 2% | 3% |
| South | 13% | 8% | 7% | 10% | 18% |
| Southeast | 3% | 3% | 2% | 3% | 10% |
| Upper East | 2% | 4% | 4% | 4% | 8% |
| Upper Rio Grande | 3% | 3% | 3% | 3% | 2% |
| West | 7% | 2% | 2% | 2% | 6% |
| Statewide | 0% | | | | 0% |
| Total | 100% | 100% | 100% | 100% | 100% |

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Table B4: Skills Development Fund Average and Median Weekly Wage

Shows the statewide average and median weekly wage levels of individuals to be trained under new FY 2023 grants. The data include wages for current employees that will be retrained and those who will be hired into new positions.

| All Trainees | Statewide Average Weekly Wage | Statewide Median Weekly Wage |
|---------------|-------------------------------|------------------------------|
| New Jobs | \$1,206 | \$1,097 |
| Upgraded Jobs | \$1,419 | \$1,399 |

650 *Note:* Does not include Skills for Small Business or Dual Credit due to the nature of the programs.

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Table B5: Skills Development Fund Average and Median Weekly Wage by Comptroller Region

652 Shows the average and median weekly wage levels of all individuals to be trained under new FY 2023 grants These wage levels are presented for each region of the State awarded projects.

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| Comptroller Region | Average Weekly Wage | Median Weekly Wage |
|--------------------|---------------------|--------------------|
| Alamo | \$0 | \$0 |
| Capital | \$1,794 | \$1,831 |
| Central | \$1,040 | \$976 |
| Gulf Coast | \$952 | \$988 |
| High Plains | \$740 | \$690 |
| Metroplex | \$1,184 | \$1,061 |
| Northwest | \$761 | \$641 |
| South | \$1,299 | \$1,349 |
| Southeast | \$1,520 | \$1,416 |
| Upper East | \$1,610 | \$1,663 |
| Upper Rio Grande | \$1,149 | \$966 |

| | | |
|------|---------|---------|
| West | \$1,710 | \$1,459 |
|------|---------|---------|

656 *Note:* Includes Skills Development Fund Contingency Contracts for which Business Partners have been
657 added and information is available.

658

659 **Table B5(a): Skills Development Fund – Wage Levels**

660 Shows the number of new jobs and the number of incumbent jobs by wage level.

| Average Wage | Total # New Jobs | Total # Upgraded Jobs |
|--------------------|------------------|-----------------------|
| \$10.00 to \$15.00 | 32 | 232 |
| \$15.01 to \$20.00 | 305 | 579 |
| \$20.01 to \$25.00 | 454 | 574 |
| \$25.01 to \$30.00 | 949 | 1,092 |
| \$30.01 to \$35.00 | 326 | 550 |
| \$35.00 to \$40.00 | 418 | 1,445 |
| \$40.00 to \$45.00 | 84 | 0 |
| \$45.01 to \$50.00 | 211 | 849 |
| \$50.00+ | 0 | 935 |
| Total | 2,779 | 6,256 |

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664 **Table B6: Skills Development Funds Awarded by Employer Size**

665 Shows the total amount of funds awarded in FY 2023 to micro-employers, small employers, medium
 666 employers, and large employers, as defined by the number of employees working for each business. The
 667 data are presented for each region of the State.

| Region | Micro (<21 Employees) | Small (21-99 Employees) | Medium (100-499 Employees) | Large (500+ Employees) |
|------------------|-----------------------|-------------------------|----------------------------|------------------------|
| Alamo | \$28,565 | \$36,196 | \$0 | \$0 |
| Capital | \$6,756 | \$6,511 | \$0 | \$4,295,997 |
| Central | \$50,329 | \$37,085 | \$366,239 | \$1,705,475 |
| Gulf Coast | \$12,722 | \$436,357 | \$2,084,840 | \$267,685 |
| High Plains | \$0 | \$0 | \$154,985 | \$0 |
| Metroplex | \$80,484 | \$954,486 | \$0 | \$1,939,673 |
| Northwest | \$7,700 | \$110,175 | \$0 | \$179,538 |
| South | \$44,979 | \$244,771 | \$37,391 | \$1,576,643 |
| Southeast | \$0 | \$20,225 | \$0 | \$565,723 |
| Upper East | \$0 | \$0 | \$0 | \$193,372 |
| Upper Rio Grande | \$0 | \$0 | \$0 | \$571,583 |
| West | \$10,336 | \$5,700 | \$414,732 | \$752,790 |
| Total | \$241,871 | \$1,851,506 | \$3,058,187 | \$12,048,479 |

668 *Note:* This table now includes Skills for Small Business information, broken out by Small and Micro size.
 669 This table does not include Dual Credit information, due to the unique nature of the program.

670 **Table B7: Skills Development Fund Trainees by Region**

671 Shows the total number of individuals to be trained under new FY 2023 grants by regions of the State.
 672 The total for each region includes the number of trainees who will enter new jobs and the number of
 673 current workers to be retrained.

| Region | Total Number of Trainees |
|------------------|--------------------------|
| Alamo | 0 |
| Capital | 1,905 |
| Central | 1,423 |
| Gulf Coast | 1,386 |
| High Plains | 127 |
| Metroplex | 1,247 |
| Northwest | 100 |
| South | 349 |
| Southeast | 1,482 |
| Upper East | 315 |
| Upper Rio Grande | 89 |

| | |
|--------------|--------------|
| West | 612 |
| Total | 9,035 |

674 *Note:* Does not include Skills for Small Business or Dual Credit information.

675 **Table B8: Skills Development Fund Trainees by Industry**

676 Shows the total number of individuals to be trained under the FY 2023 program by industry
 677 classification. The total for each industry includes the number of trainees who will enter new jobs and
 678 the number of current workers to be retrained.

| Industry | Total Number of Trainees |
|--|--------------------------|
| Agriculture | 127 |
| Construction | 579 |
| Health Care and Social Assistance | 1,153 |
| Information | 626 |
| Manufacturing | 4,665 |
| Mining, Quarrying, Oil and Gas Extraction | 392 |
| Professional, Scientific, and Technical Services | 1,178 |
| Transportation and Warehousing | 208 |
| Wholesale Trade | 107 |
| Total | 9,035 |

679 *Note:* Does not include Skills for Small Business or Dual Credit information.

680 **Table B9: Skills Development Fund Trainees Receiving Medical Insurance Benefits**

| Medical Insurance Provided? | Trainees |
|-----------------------------|--------------|
| Yes | 9,035 |
| Statewide Total | 9,035 |

681 100% of trainees receive medical insurance.

682 **Table B10: Skills Development Fund Trainees Receiving Other Benefits**

| Other Benefits Provided? | Trainees |
|--------------------------|--------------|
| Yes | 9,035 |
| Statewide Total | 9,035 |

683 100% of trainees received other benefits.

684 IX. Appendix C: WorksWonders: Texas Purchasing from
 685 People with Disabilities

686 Table C1: FY 2023 Numbers

| | |
|--|-------|
| Individuals with disabilities that receive at least one type of non-mandatory benefit | 2,190 |
| Individuals without disabilities that receive at least one type of non-mandatory benefit | 657 |

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688 Table C2: Benefits Paid by CRPs to Individuals Employed under State Use Contracts
 689 in FY 2023

| Type of Benefit | CRPs Paying Benefits to Individuals with Disabilities | Individuals with Disabilities Receiving Benefits | CRPs Paying Benefits to Individuals without Disabilities | Individuals without Disabilities Receiving Benefits |
|-----------------|---|--|--|---|
| Medical | 28 | 648 | 26 | 265 |
| Dental | 20 | 356 | 19 | 164 |
| Vision | 16 | 224 | 14 | 132 |
| Retirement | 20 | 339 | 19 | 162 |
| Paid Vacation | 27 | 956 | 26 | 367 |
| Bonuses | 11 | 296 | 10 | 114 |
| Other | 14 | 541 | 8 | 71 |

690 Table C3: Texans Employed through the Program in FY 2023

| Type of Disability | Individuals Employed FY 2022 | Individuals Employed FY 2023 |
|-------------------------|------------------------------|------------------------------|
| Mental Health Condition | 1,469 | 1,406 |
| Physical Impairment | 963 | 1,057 |
| Intellectual Disability | 1,138 | 887 |
| Chemical Disorder | 541 | 662 |
| Learning Disability | 503 | 410 |
| Visual Impairment | 397 | 326 |
| Deaf or Hard of Hearing | 142 | 98 |
| Brain Injury | 41 | 27 |

| | | |
|--|--------------|--------------|
| Other | 1,202 | 1,586 |
| Individuals with Disabilities Employed through the Program | 6,396 | 6,459 |
| Individuals without Disabilities Employed through the Program | 1,848 | 1,783 |

691 *Note: The category Other includes disabilities such as being emotionally disturbed or emotionally*
692 *disturbed with criminal offenses coming from halfway houses, being dyslexic, having an accidental injury,*
693 *poisoning, attention deficit disorder, severe diabetes, and metabolism disorder. The number employed*
694 *reflects individuals who may work part- or full-time under State Use contracts. Employees who have*
695 *multiple disabilities are listed only once, under their primary disability.*

| Wages and Benefits Paid to Individuals Employed through the Program | FY 2022 | FY 2023 |
|--|---------------------|---------------------|
| Amount of annual wages and benefits paid to individuals with disabilities* | \$64,215,048 | \$74,108,182 |
| Amount of annual wages and benefits paid to non-disabled individuals** | \$17,935,184 | \$22,101,647 |
| Total Wages Paid through the Program *** | \$82,150,232 | \$96,209,829 |

696 *The average of weekly earnings (including benefits) paid to individuals with disabilities is \$18.37 per
697 hour. The range of weekly earnings (including benefits) is \$7.28-\$46.23 per hour.

698 **The average of weekly earnings (including benefits) paid to non-disabled individuals is \$20.55 per
699 hour. The range of weekly earnings (including benefits) is \$8.24-\$63.52 per hour.

700 ***The benefits paid in this time period totaled \$6,006,729 for individuals with disabilities and
701 \$1,713,547 for individuals without disabilities.

702 **Table C4: Individuals Outplaced/Supported Employment**

703

| | |
|---|-------|
| Individuals with Disabilities Outplaced from CRPs | 1,163 |
| Individuals with Disabilities Who Previously Worked on State Use Contracts Outplaced | 580 |
| Individuals with Disabilities Promoted within the CRPs | 222 |
| Individuals with Disabilities Promoted within the CRPs Who Previously Worked on State Use Contracts | 112 |

704 *Note: Individuals outplaced is the number of State Use-related individuals with disabilities who have*
705 *been placed in employment positions at entities outside of the CRP or within the CRP and who no longer*
706 *work on State Use contracts. This number includes outplacements for the total facility.*

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710 Table C4(a):

| Type of Disability | Individuals with Disabilities Outplaced from CRPs | Individuals with Disabilities Who Previously Worked on State Use Contracts Outplaced | Individuals with Disabilities Promoted within the CRPs | Individuals with Disabilities Promoted within the CRPs Who Previously Worked on State Use Contracts |
|-----------------------------|---|--|--|---|
| Mental Health Condition | 24% | 29% | 25% | 21% |
| Physical Impairment | 37% | 45% | 20% | 21% |
| Intellectual Disability | 4% | 3% | 11% | 12% |
| Chemical Disorder | 3% | 5% | 2% | 4% |
| Learning Disability | 7% | 8% | 17% | 26% |
| Visual Impairment | 3% | 2% | 12% | 10% |
| Deafness or Hard of Hearing | 3% | 2% | 2% | 1% |
| Brain Injury | 0% | 1% | 0% | 0% |
| Other* | 19% | 5% | 11% | 5% |

711 *The category Other includes disabilities such as being emotionally disturbed or emotionally disturbed
 712 with criminal offenses coming from halfway houses, being dyslexic, having an accidental injury,
 713 poisoning, attention deficit disorder, severe diabetes, and metabolism disorder.

714 Table C4(b):

| Hour Range | Individuals with Disabilities Outplaced from CRPs | Individuals with Disabilities Who Previously Worked on State Use Contracts Outplaced | Individuals with Disabilities Promoted within the CRPs | Individuals with Disabilities Promoted with the CRPs Who Previously Worked on State Use Contracts |
|------------|---|--|--|---|
| 0-9 | 1% | 1% | 1% | 0% |
| 10-9 | 2% | 1% | 4% | 5% |
| 20-29 | 8% | 2% | 4% | 4% |

| | | | | |
|-------|-----|-----|-----|-----|
| 30-39 | 5% | 5% | 27% | 16% |
| 40+ | 84% | 91% | 64% | 75% |

715 Table C4(c):

| Wage Range | Individuals with Disabilities Outplaced from CRPs | Individuals with Disabilities Who Previously Worked on State Use Contracts Outplaced | Individuals with Disabilities Promoted within the CRPs | Individuals with Disabilities Promoted within the CRPs Who Previously Worked on State Use Contracts |
|----------------------|---|--|--|---|
| \$7.25-7.99 per hour | 1% | 2% | 0% | 0% |
| \$8.00-8.99 per hour | 1% | 1% | 2% | 1% |
| \$9.00-9.99 per hour | 4% | 4% | 1% | 2% |
| \$10.00+ per hour | 94% | 93% | 97% | 97% |

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718 **Table C5: Number of Community Rehabilitation Programs in Cities across the**
 719 **State**

| City | Number of CRPs |
|----------------|----------------|
| Alice | 1 |
| Amarillo | 1 |
| Arlington | 1 |
| Austin | 9 |
| Beaumont | 3 |
| Big Springs | 1 |
| Brownwood | 1 |
| Bryan | 1 |
| Canton | 1 |
| Corpus Christi | 7 |
| Crawford | 1 |
| Crystal City | 1 |
| Dallas | 8 |
| Devine | 1 |
| Dilley | 1 |
| Eagle Pass | 1 |
| Early | 1 |
| El Paso | 5 |
| Floresville | 1 |
| Fort Worth | 8 |
| Glidden | 1 |
| Houston | 17 |
| Humble | 1 |
| Huntsville | 3 |
| Jacksonville | 1 |
| Lakeway | 1 |
| Lubbock | 2 |
| Lufkin | 4 |
| Magnolia | 1 |
| Mexia | 1 |
| Midland | 1 |
| Mount Pleasant | 1 |
| Pittsburg | 1 |
| Pollok | 1 |
| Poteet | 1 |
| San Angelo | 1 |
| San Antonio | 9 |
| Seguin | 1 |
| Sherman | 2 |
| Tyler | 4 |
| Waco | 3 |
| Weslaco | 2 |

| | |
|---------------|---|
| Wharton | 1 |
| Wichita Falls | 2 |

Table C6: Financial Statement for the PPD Program

The financial statement for the PPD program is provided to satisfy the reporting requirement in Texas Human Resource Code, Title 8, Section 122.022.

| Purchasing from People with Disabilities | | FY 2023 |
|---|-----------|-------------------|
| <i>Sept. 1, 2022 – Aug. 31, 2023</i> | | |
| ASSETS | | |
| Current Assets: | | |
| Cash in State Treasury | | 339,091.20 |
| Total Current Assets | \$ | 339,091.20 |
| Total Assets | \$ | 339,091.20 |
| LIABILITIES AND FUND BALANCES | | |
| Current Liabilities: | | |
| Deferred Revenues | | 339,091.20 |
| Total Current Liabilities | \$ | 339,091.20 |
| Total Liabilities | \$ | 339,091.20 |
| Fund Financial Statement-Fund Balances | | |
| Total Fund Balances | \$ | 0.00 |
| REVENUES: | | |
| Total Fund Balance at September 1st | | 0.00 |
| Revenues from TIBH | | 701,169.41 |
| Total Revenues | \$ | 701,169.41 |
| EXPENDITURES | | |
| Salaries and Wages | | 238,709.67 |
| Payroll Related Costs | | 90,157.01 |
| Professional Fees and Services | | 344,006.76 |
| Travel | | 19,508.88 |
| Materials and Supplies | | 4,642.38 |
| Communication and Utilities | | 827.86 |
| Repairs and Maintenance | | 239.02 |
| Other Operating Expenditures | | 3,077.83 |
| Total Expenditures | \$ | 701,169.41 |
| EXCESS (DEFICIT) OF REVENUES OVER EXPENDITURES | \$ | 0.00 |

The PPD program is included as part of TWC’s general fund activity. As a general fund, the accompanying financial statements are accounted for by using the modified accrual method basis of accounting. Under the modified accrual, revenues are recognized in the period in which they become both measurable and available to finance operations at end of the fiscal year.

Table C7: Community Rehabilitation Program (CRP) Contract Listing for FY 2023

Listed Alphabetically by CRP Name

| | Community Rehabilitation Program | Contract Services | \$ Total Contract Amount | Individuals With Disabilities | Individuals without Disabilities |
|----|--|--|---------------------------------|--------------------------------------|---|
| 1. | A Brothers Keeper 110 W Randol Mill Road, Suite 216 Arlington, Texas 76011 (817) 863-2282 | Grounds Maintenance, Janitorial Maintenance | 198,856 | 8 | 0 |
| 2. | A Lift for Life Outreach Center, Inc. 230 Turin Street Dallas, Texas 75217 (214) 367-0600 | Grounds Maintenance, Janitorial Maintenance, Litter Pickup | 2,341,534 | 36 | 14 |
| 3. | ABG Fulfillment MHMR of Tarrant County 2716 Cullen Street Fort Worth, Texas 76107 (817) 569-4819 | No sales in September 2022 - August 2023 | | | |
| 4. | Aldersgate Enrichment Center 5001 Highway 183/84 East Early, Texas 76802 (325) 646-5608 | Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance | 643,429 | 22 | 4 |
| 5. | Amplify Expanco, Inc. 3005 Wichita Court Fort Worth, Texas 76140 (817) 293-9486 | Booster Cables, File Storage, Document Destruction | 456,771 | 11 | 5 |
| 6. | Andrews Diversified Industries Andrews Center 1411 South Bennett Avenue Tyler, Texas 75701 (903) 595-0404 | Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance, Right of Way Mowing | 416,194 | 25 | 3 |

| | | | | | |
|-----|--|---|-----------|-----|----|
| 7. | Atascosa County IDD Work Center Camino Real Community Services 510 Avenue H Poteet, Texas 78065 (210) 276-8578 | Chairs, Stools | 254,370 | 30 | 0 |
| 8. | Austin Task, Inc. Reliable Facilities Service, Inc. 7305-B Burleson Road Austin, Texas 78744 (512) 389-3333 | Document Destruction, Janitorial Maintenance, Receptionist Services | 4,483,943 | 118 | 65 |
| 9. | Beacon Lighthouse, Inc. 300 Seventh Street Wichita Falls, Texas 76301 (940) 767-0888 | Auxiliary Lights, Bar Lights, Cleaners, Pads, Rakes, Shovels, Sign Material, Toner Cartridges | 2,082,688 | 14 | 2 |
| 10. | Beaumont Products & Services, Inc. 1305 Washington Boulevard Beaumont, Texas 77705 (409) 838-2029 | Grounds Maintenance, Litter Pickup | 716,318 | 21 | 6 |
| 11. | Bootstraps Occupation Services, Inc. 5785 Old McGregor Crawford Road Crawford, Texas 76638 (254) 366-6256 | Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance | 1,281,757 | 16 | 8 |
| 12. | Burke Center 2001 South Medford Drive Lufkin, Texas 75901 (936) 275-9645 | Janitorial Maintenance, Litter Pickup | 913,251 | 76 | 21 |
| 13. | Camp County Developmentally Disabled Association, Inc. 523 Elm Street Pittsburg, Texas 75686 (903) 956-6822 | Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance | 451,921 | 27 | 1 |
| 14. | Cen-Tex A.R.C. 104 East Main Street Mexia, Texas 76667 (254) 562-2891 | Janitorial/Grounds Maintenance, Litter Pickup, Picnic Area Maintenance | 200,365 | 20 | 0 |

| | | | | | |
|-----|---|---|-----------|---|-----|
| 15. | Center for Life Resources/ Janie Clements Industries Central Texas MHMR Center 408 Mulberry Street Brownwood, Texas 76804 (325) 643-3526 | Undergarments/ Sleepwear Women, Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Picnic Area Maintenance | 656,578 | 27 | 14 |
| 16. | Center for Recovery and Wellness Resources 170 Heights Boulevard Houston, Texas 77007 (713) 819-0699 | Janitorial Maintenance | 29,958 | Service was provided in FY 2022 and invoiced in FY 2023 | |
| 17. | Daniel Pest Control and Professional Services St. Dominic of Silos Rehabilitation Services, Inc. 425 Oak Springs Drive Seguin, Texas 78155 (512) 925-4541 | Pest Control | 668,143 | 8 | 1 |
| 18. | Dimmit/Zavala County IDD Work Center Camino Real Community Services 613 West Zavala Street Crystal City, Texas 78839 (830) 876-2421 | Chairs, Raisins, Stools, Tables, Wheelchairs | 818,945 | 11 | 0 |
| 19. | E.Q.U.I.P. Enterprises, Inc. 5726 West Hausman Road, Suite 115A San Antonio, Texas 78249 (210) 520-4840 | Janitorial Maintenance, Grounds Maintenance, Rest Area Maintenance | 8,144,699 | 147 | 106 |
| 20. | Easter Seals Central Texas, Inc. 8505 Cross Park Drive, Suite 120 Austin, Texas 78754 (512) 615-6801 | Grounds Maintenance, Janitorial Maintenance, Vegetation Control | 1,049,869 | 39 | 7 |
| 21. | Endeavors Unlimited, Inc. 535 Bandera Road San Antonio, Texas 78228 (210) 431-6466 | Carpet Cleaning, Janitorial/Grounds Maintenance, Landscaping, Moving | 993,058 | 28 | 18 |

| | | | | | |
|-----|--|--|-----------|----|----|
| 22. | Enterprise Professional Services, Inc. 3 Lakeway Centre Court, Suite 100 Lakeway, Texas 78734 (512) 433-9770 | Grounds Maintenance, Janitorial Maintenance, Tree Removal | 1,952,133 | 57 | 19 |
| 23. | Envision/ Dallas Lighthouse for the Blind 4306 Capitol Avenue Dallas, Texas 75204 (214) 420-9401 | Awards, Batteries, Fish, Folders, Frames, Lanyards, Mailers, Markers, Nut Butters, Pens, Safety Clothing, Signs, Slings, Toothpaste, Water | 6,351,219 | 44 | 14 |
| 24. | Fresh Start of Monroe, Inc. 6500 Canyon Drive, Suite 500 Amarillo, Texas 79109 (817) 243-9661 | Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance | 1,589,091 | 12 | 1 |
| 25. | Frio County IDD Work Center Camino Real Community Services 509 Martin Branch Road Dilley, Texas 78017 (830) 965-4004 | No sales in September 2022 - August 2023 | | | |
| 26. | G & H EQUITAS Foundation 7413 Elizondo Drive Corpus Christi, Texas 78414 (361) 549-3434 | Janitorial Maintenance, Janitorial/Grounds Maintenance | 83,835 | 9 | 1 |
| 27. | G & H Nutrition Centers of Texas, Inc. 14511 Falling Creek Drive, Suite 104 Houston, Texas 77014 (281) 580-8200 | No sales in September 2022 - August 2023 | | | |
| 28. | Gateway Community Partners, Inc. 417 Southeast Loop 456 Jacksonville, Texas 75766 (903) 568-0437 | Delineator Replacement, Grounds Maintenance, Litter Pickup, Picnic Area Maintenance, Right of Way Mowing | 351,620 | 19 | 6 |

| | | | | | |
|-----|---|---|-----------|---|----|
| 29. | Goodwill Contract Services, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337 | Grounds Maintenance, Litter Pickup, Picnic Area Maintenance | 44,240 | Service was provided in FY 2022 and invoiced in FY 2023 | |
| 30. | Goodwill Industries of Central East Texas, Inc. 301 Hill Street Lufkin, Texas 75904 (936) 632-8838 | Janitorial Maintenance | 4,998 | 1 | 0 |
| 31. | Goodwill Industries of Central East Texas, Inc. Goodwill Temporary Services 301 Hill Street Lufkin, Texas 75904 (936) 632-8838 | Temporary Employment Services | 321,827 | 9 | 12 |
| 32. | Goodwill Industries of Dallas, Inc. 3020 North Westmoreland Dallas, Texas 75212 (214) 638-2800 | Janitorial Maintenance | 19,012 | 9 | 1 |
| 33. | Goodwill Industries of East Texas, Inc. Goodwill Opportunities in Tyler 409 West Locust Street Tyler, Texas 75702 (903) 593-8438 | Delineators and Posts, Disposable Wipes, Mats, Mailboxes and Supports, Plaques, Pneumatic Tool, Reflective Sheeting, Traffic Devices, Document Destruction | 3,123,262 | 27 | 10 |
| 34. | Goodwill Industries of East Texas, Inc. Goodwill Opportunities in Tyler, Temporary Services 409 Locust Street Tyler, Texas 75702 (903) 593-8438 | Temporary Employment Services | 512,129 | 12 | 2 |
| 35. | Goodwill Industries of Houston Goodwill Temporary Services 1140 West Loop North | Temporary Employment Services | 2,986,744 | 73 | 14 |

| | | | | | |
|-----|--|--|--|----|---|
| | Houston, Texas 77055 (281) 480-3930 | | | | |
| 36. | Goodwill Industries of Lubbock Contract Services, Inc. 715 28th Street Lubbock, Texas 79404 (806) 744-8419 | Document Destruction | 95,124 | 21 | 4 |
| 37. | Goodwill Industries of Northeast Texas 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145 | Janitorial Maintenance | 85,055 | 16 | 2 |
| 38. | Goodwill Industries of Northeast Texas Temporary Services 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145 | Temporary Employment Services | 106,954 | 8 | 0 |
| 39. | Goodwill Industries of San Antonio Contract Services 406 West Commerce Street San Antonio, Texas 78207 (210) 599-4997 | Tree Pruning/Trimming | Service completed in FY 2023 and invoiced in FY 2024 | 2 | 1 |
| 40. | Goodwill Industries of South Texas, Inc. 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068 | Document Destruction, Janitorial Maintenance, Technical Assistance | 558,685 | 29 | 3 |
| 41. | Goodwill Industries of South Texas, Inc. Goodwill Temporary Services 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068 | Temporary Employment Services | 1,453,614 | 61 | 7 |

| | | | | | |
|-----|---|--|------------|-----|-----|
| 42. | Goodwill North Central Texas Goodwill Industries of Fort Worth Goodwill Temporary Services 4005 Campus Drive Fort Worth, Texas 76119 (817) 332-7866 | Temporary Employment Services | 4,608,404 | 102 | 44 |
| 43. | Goodwill Services, Inc. 11460 Pellicano Drive El Paso, Texas 79936 (915) 778-1858 | Bus Cleaning, Document Destruction, Grounds Maintenance, Janitorial Maintenance | 930,712 | 95 | 24 |
| 44. | Goodwill Services, Inc. Goodwill Temporary Services 11460 Pellicano Drive El Paso, Texas 79936 (915) 778-1858 | Temporary Employment Services | 160,615 | 2 | 6 |
| 45. | Goodwill Temporary Services, Inc. Goodwill - Service Contracts 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100 | Carpet Cleaning, Grounds Maintenance, Janitorial Maintenance, Mail Room Services | 5,761,608 | 149 | 55 |
| 46. | Goodwill Temporary Services, Inc. 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100 | Temporary Employment Services | 24,922,323 | 369 | 375 |
| 47. | Growing New Generations 4500 Mercantile Plaza Drive Fort Worth, Texas 76137 (817) 821-5586 | No sales in Sept. 2022 – Aug. 2023 | | | |
| 48. | Heart of Texas Goodwill Industries, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337 | Grounds Maintenance, Litter Pickup, Picnic Area Maintenance | 444,967 | 11 | 3 |

| | | | | | |
|-----|--|---|-----------|-----|----|
| 49. | Heart of Texas Goodwill Industries, Inc. Temporary Services 1700 South New Road Waco, Texas 76711 (254) 753-7337 | Temporary Employment Services | 312,480 | 13 | 7 |
| 50. | HIP Healthy Innovative Processes 8415 Data Point, Suite 400B San Antonio, Texas 78229 (210) 271-3630 | Janitorial Maintenance | 69,048 | 1 | 0 |
| 51. | Horizon Industries East Texas Lighthouse for the Blind 500 North Bois D'Arc Avenue Tyler, Texas 75702 (903) 595-3444 | Chair Mats, Coats, Jackets, Napkins, Paper Towels, Parkas, Safety Shoes and Boots, Wipes, Wiping Rags | 2,244,989 | 16 | 4 |
| 52. | Junction Five-O-Five 4410 College Main Street Bryan, Texas 77801 (979) 846-3670 | Janitorial Maintenance, Picnic Area Maintenance, Recycling Maintenance | 189,763 | 20 | 5 |
| 53. | L&V Enterprise Resources Inc. 13100 Wortham Center Drive, Suite 319 Houston, Texas 77065 (832) 336-0126 | No sales in Sept. 2022 – Aug. 2023 | | | |
| 54. | Launch Point CDC Inc. 5807 Little York Road Houston, Texas 77016 (281) 541-9776 | Janitorial Maintenance, Pest Control | 142,678 | 10 | 4 |
| 55. | Lending Helping Hands to Others 505 North Sam Houston Parkway, Suite 264A Houston, Texas 77060 (281) 405-5527 | Janitorial Maintenance | 232,403 | 13 | 0 |
| 56. | Liberty Proclaimed Ministry 5817 East Berry Street Fort Worth, Texas 76119 (817) 922-8238 | Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance | 3,186,283 | 135 | 18 |

| | | | | | |
|-----|--|--|-----------|-----|----|
| 57. | Lieutenant's House David & Ivory Ministries, Inc. 4728 Gunter Street Houston, Texas 77020 (713) 675-3823 | Janitorial Maintenance, Landscape Maintenance, Litter Pickup | 2,997,501 | 413 | 0 |
| 58. | Lighthouse for the Blind of Fort Worth Tarrant County Association for the Blind 912 West Broadway Avenue Fort Worth, Texas 76104 (817) 332-3341 | Alcohol Pads, Bond Paper, Cable Ties, Desk Accessories, Drug Screening Kits, Flashlights, Herbicide, Insecticide, Mailing Tubes, Restraints, Safety Glasses, Syringes, Targets | 5,189,246 | 17 | 6 |
| 59. | Lighthouse for the Blind of Houston 3602 West Dallas Street Houston, Texas 77019 (713) 527-9561 | Disinfectants, DVDs, Flash Drive, Hand Soap and Cleaner Wipes, Scrubbing Devices, Call Center Services | 1,365,423 | 19 | 0 |
| 60. | Link Labor and Construction 10101 Fondren Road #265 Houston, Texas 77096 (832) 202-4447 | Grounds Maintenance, Janitorial Maintenance, Pest Control, Tree Trimming, Water Meter Installation | 3,178,033 | 38 | 11 |
| 61. | Lufkin State Supported Living Center 6844 Highway 69 North Pollok, Texas 75969 (936) 853-8350 | No sales in Sept. 2022 – Aug. 2023 | | | |
| 62. | Marian Moss Enterprises, Inc. 4001 Martin Luther King Jr Boulevard Lubbock, Texas 79404 (806) 763-1856 | Litter Bags and Pickup Sticks, Wall Clocks, Grounds Maintenance, Litter Pickup, Picnic Area Maintenance, Roadside Maintenance | 1,772,569 | 70 | 20 |
| 63. | Maverick County IDD Work Center Camino Real Community Services 757 Rio Grande Street Eagle Pass, Texas 78852 (830) 752-1346 | Dips, Sauces, Condiments, Motivational Art, Photographs, Picture Frames | 144,862 | 10 | 0 |

| | | | | | |
|-----|--|---|------------|-----|-----|
| 64. | New Hope Academy of Fort Worth 6917 Battle Creek Road Fort Worth, Texas 76116 (817) 377-8094 | Envelopes, File Folders, Service Awards | 234,877 | 1 | 0 |
| 65. | Nueces Center for Mental Health and Intellectual Disabilities MHMR of Nueces County 1630 South Brownlee Boulevard Corpus Christi, Texas 78404 (361) 886-6900 | Grounds Maintenance, Litter Pickup | 224,950 | 9 | 2 |
| 66. | Oak Creek Day Habilitation/Vocational Center 1514 West Frank Street Lufkin, Texas 75904 (936) 633-7480 | Delineator Replacement, Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Mail Room Services, Picnic Area Maintenance | 255,592 | 27 | 11 |
| 67. | ODJ, Inc. 11 Jacobs Street Huntsville, Texas 77320 (936) 296-9508 | Grounds Maintenance, Janitorial Maintenance | 15,107 | 4 | 0 |
| 68. | On Our Own Services, Inc. 2310 McAllister Road Houston, Texas 77092 (713) 688-6892 | Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Rest Area Maintenance | 10,285,085 | 225 | 110 |
| 69. | Open Wings Independent Living Inc. 2800 Post Oak Boulevard, Suite 4100 Houston, Texas 77054 (832) 253-1155 | Janitorial Maintenance | 229,473 | 20 | 2 |
| 70. | Opportunities for Deserving Individuals, Inc. 5925 Phelan Boulevard Beaumont, Texas 77706 (409) 835-3547 | Janitorial Maintenance | 471,870 | 39 | 16 |
| 71. | Peak Performers St. Vincent DePaul Rehabilitation Service of Texas, Inc. | Temporary Employment Services | 34,842,793 | 734 | 119 |

| | | | | | |
|-----|--|---|-----------|---|-----|
| | 4616 Triangle Avenue, Suite 405 Austin, Texas 78751 (512) 453-8833 | | | | |
| 72. | PermiaCare Permian Basin Community Centers for MHMR 401 East Illinois Avenue, Suite 401 Midland, Texas 79701 (432) 570-3333 | Janitorial Maintenance, Grounds Maintenance, Litter Barrel Pickup | 185,918 | 28 | 0 |
| 73. | Precious Gems Services, Inc. 7702 Los Gatos Drive Dallas, Texas 75232 (972) 224-5638 | Litter Pickup | 18,587 | Service was provided in FY 2022 and invoiced in FY 2023 | |
| 74. | PRIDE Industries 11601 Pellicano Drive #B13 El Paso, Texas 79936 (916) 788-2134 | Janitorial Maintenance | 62,827 | 13 | 3 |
| 75. | Professional Contract Services, Inc. 718 FM 1626 West, Building 100 Austin, Texas 78748 (512) 358-8887 | Air Filter Service, Janitorial Maintenance | 1,307,103 | 41 | 5 |
| 76. | Readyone Industries 1414 Ability Drive El Paso, Texas 79936 (915) 858-7277 | No sales in Sept. 2022 – Aug. 2023 | | | |
| 77. | Redirection Opportunities 361 South Riverdale Drive Fort Worth, Texas 76104 (817) 335-1000 | Grounds Maintenance, Janitorial Maintenance, Mowing Maintenance | 143,798 | 23 | 0 |
| 78. | Relief Enterprise of Texas, Inc. 6448 Highway 290 East, Suite E-107 Austin, Texas 78723 (512) 467-0115 | Bat Guano Removal, Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Moving, Picnic Area Maintenance, Service Station Attendant | 4,996,561 | 192 | 202 |

| | | | | | |
|-----|---|---|-----------|----|----|
| 79. | RGG Construction Company 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773 | No sales in Sept. 2022 - Aug. 2023 | | | |
| 80. | RGR Industries, Inc. 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773 | Drain Inlet Cleaning, Grounds Maintenance, Guard Rail Repair, Litter Pickup, Right of Way Mowing, Tree Trimming | 5,122,160 | 19 | 5 |
| 81. | Rising Star Resource Development 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965 | Janitorial Maintenance | 1,320,268 | 29 | 21 |
| 82. | Rising Star Resource Development Temporary Services 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965 | Temporary Employment Services | 629,595 | 16 | 4 |
| 83. | RUCON, Inc. 7136 Highway 75 South Huntsville, Texas 77340 (936) 439-5271 | Grounds Maintenance, Litter Pickup, Picnic Area Maintenance, Right of Way Mowing, Tree Removal | 7,575,156 | 69 | 22 |
| 84. | San Antonio Lighthouse for the Blind 2305 Roosevelt Avenue San Antonio, Texas 78210 (210) 533-5195 | Absorbent, Clamp Clips, Highlighters, Markers, Pencils, Pens, Spill Kits | 64,293 | 50 | 0 |
| 85. | San Antonio State Supported Living Center 6711 South New Braunfels Avenue San Antonio, Texas 78223 (210) 531-5151 | Picnic Area Maintenance | 25,513 | 4 | 1 |
| 86. | Saumya, Inc. 1020 Martin Luther King Drive, Suite B Huntsville, Texas 77320 (832) 591-6771 | Grounds Maintenance, Janitorial Maintenance, Moving, Tree Removal | 55,183 | 4 | 3 |
| 87. | SDR & Associates, Inc. 22281 State Highway 64 Canton, Texas 75103 (214) 405-9097 | Grounds Maintenance, Litter Pickup, Tree and Brush Control | 864,240 | 5 | 1 |

| | | | | | |
|-----|---|---|------------|---|----|
| 88. | Second Chances - Starting Over Again 525 North Sam Houston Parkway East, Suite 172G Humble, Texas 77060 (713) 962-7167 | Concrete Repair, Graffiti Removal, Janitorial Maintenance, Landscape Maintenance, Roadside Maintenance, Tree Trimming | 3,365,576 | 21 | 5 |
| 89. | South Texas Housing and Community Development, Inc. 611 North Flores Street, Suite 200 San Antonio, Texas 78207 (210) 223-4088 | No sales in Sept. 2022 - Aug. 2023 | | | |
| 90. | South Texas Lighthouse for the Blind 4421 Agnes Street Corpus Christi, Texas 78405 (361) 883-6553 | Awards, Bags, Binders, Cleaners, Drug Screening Tests, Envelopes, Labels, Locks and Tools, Lunch Tray, Metered Dispenser, Mouse Pads, Tabs, Toilet Tissue, Trash Can Liners | 12,153,338 | 19 | 2 |
| 91. | Southeast Keller Corporation 12727 Featherwood Drive, Suite 130 Houston, Texas 77034 (713) 640-2730 | Janitorial Maintenance | 527,740 | 19 | 12 |
| 92. | Southeast Vocational Alliance, Inc. 12727 Featherwood Drive, Suite 130 Houston, Texas 77034 (713) 996-8171 | Shipping Logistics | 1,479,030 | 1 | 1 |
| 93. | Spindletop Center 655 South Eighth Street Beaumont, Texas 77701 (409) 784-5400 | Janitorial Maintenance | 828 | Service was provided in FY 2022 and invoiced in FY 2023 | |
| 94. | Squeaky Clean Solutions.org 28618 Hidden Cove Magnolia, Texas 77854 (281) 844-1687 | No sales in Sept.2022 - Aug. 2023 | | | |

| | | | | | |
|------|---|--|-----------|-----|----|
| 95. | Tex-SpicebMedina County Shelter Workshop 198 County Road 6702 Devine, Texas 78016 (830) 663-9248 | Headphones, Spices, Herbs, Seasonings | 1,163,724 | 18 | 0 |
| 96. | Texana Center 1017-1/2 Alabama Road Wharton, Texas 77488 (979) 532-5900 | Janitorial Maintenance | 70,886 | 12 | 0 |
| 97. | Texas House Texas Alcoholism Foundation, Inc. 2208 West 34th Street Houston, Texas 77018 (713) 956-6337 | Landscape Maintenance, Litter Pickup | 1,238,138 | 270 | 3 |
| 98. | The EB Foundation 4402 Crosstown Expressway Corpus Christi, Texas 78415 (361) 857-6633 | Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance, Service Station Attendant | 765,605 | 25 | 21 |
| 99. | The Homestead Community Development Corporation 10914 Bridlepark Circle Houston, Texas 77016 (713) 598-4803 | No sales in September 2022 - August 2023 | | | |
| 100. | The Phoenix Assembly 440 Louisiana Street, Suite 575 Houston, Texas 77002 (832) 659-4668 | No sales in September 2022 - August 2023 | | | |
| 101. | Training, Rehabilitation & Development Institute, Inc. 425 Soledad, Suite 800 San Antonio, Texas 78205 (210) 736-6675 | No sales in September 2022 - August 2023 | | | |
| 102. | Travis Association for the Blind 2307 Business Center Drive Austin, Texas 78744 (512) 442-2329 | Awards, Binders, Bottles, Cleaners, Clipboards, Hand Cleaner, Hand Sanitizer, Rice, Sunscreen, Towels, Washcloths | 1,829,242 | 21 | 2 |

| | | | | | |
|------|---|--|-----------|-------|---|
| 103. | U&I Citizens Development Center 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911 | Janitorial Maintenance, Grounds Maintenance, Vehicle Maintenance | 47,402 | 14 | 2 |
| 104. | U&I Citizens Development Center Temporary Services 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911 | Temporary Employment Services | 4,841,475 | 1,191 | 0 |
| 105. | United Resource Group US 7011 Harwin Drive, Suite 210-12 Houston, Texas 77036 (832) 677-0138 | Janitorial Maintenance | 45,550 | 2 | 0 |
| 106. | Upper Valley Helpsource, Inc. 1809 Walker Drive Alice, Texas 78332 (361) 668-6818 | Right of Way Mowing | 739,149 | 21 | 5 |
| 107. | Vocational Opportunity Center of Northeast Texas, Inc. 3501 County Road 1200 Mount Pleasant, Texas 75455 (903) 572-2929 | Delineator Replacement, Litter Pickup | 453,332 | 14 | 1 |
| 108. | VRC Industries Austin State Supported Living Center 2203 West 35th Street Austin, Texas 78703 (512) 374-6667 | Backup Horns, Binding, Compact Discs, Toothbrushes and Holders | 280,254 | 59 | 0 |
| 109. | West Texas Centers for MHMR 501 Birdwell Lane, Suite 28-F Big Spring, Texas 79720 (432) 264-2676 | Janitorial Maintenance, Picnic Area Maintenance | 42,885 | 5 | 5 |
| 110. | West Texas Lighthouse for the Blind 555 East Sixth Street San Angelo, Texas 76903 (325) 653-4231 | Badges, Bags, Calendars, Caps, Card Holders, Cleaners, Desk Accessories, Flags, Folders, Gloves, Lanyard, LED Bulbs, | 7,721,630 | 51 | 4 |

| | | | | | |
|--------------|--|--|--------------------|--------------|--------------|
| | | Protective Equipment, Soft Drink Mix, Writing Instruments | | | |
| 111. | Wilson County IDD Work Center Camino Real Community Services 1323 Third Street Floresville, Texas 78114 (830) 216-7402 | Dips, Sauces, Condiments | 415,639 | 24 | 0 |
| 112. | Woodcreek Outreach Rehabilitation Development 3575 FM 2434 Glidden, Texas 78943 (936) 661-0405 | Janitorial Maintenance, Picnic Area Maintenance | 200,684 | 5 | 1 |
| 113. | Woods Etc. Corpus Christi State Supported Living Center 902 Airport Road Corpus Christi, Texas 78405 (361) 883-1540 | Broom and Dustpan Set, File Folders, Folding Chairs, Tables, Shredder Oil, Janitorial Maintenance | 40,878 | 16 | 0 |
| 114. | Work Services Corporation 1343 Hatton Road Wichita Falls, Texas 76302 (817) 766-3207 | Flags, Paper Clips, Clamps, Stakes, Janitorial Maintenance, Grounds Maintenance, Linen Folding, Litter Pickup, Picnic Area Maintenance, Rest Area Maintenance | 9,767,167 | 116 | 94 |
| 115. | World Technical Services, Inc. 4903 Northwest Industrial Drive San Antonio, Texas 78238 (210) 333-1514 | Carpet Cleaning, Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Mowing, Pest Control, Picnic Area Maintenance, Tree Removal | 6,685,266 | 333 | 122 |
| 116. | Xceed Resources Border TM Industries, Inc. 201 North Clark, Suite B El Paso, Texas 79905 (915) 779-6431 | Grounds Maintenance, Landscape Maintenance, Litter Pickup | 1,871,408 | 54 | 22 |
| Total | | | 228,973,871 | 6,459 | 1,783 |