

TWC

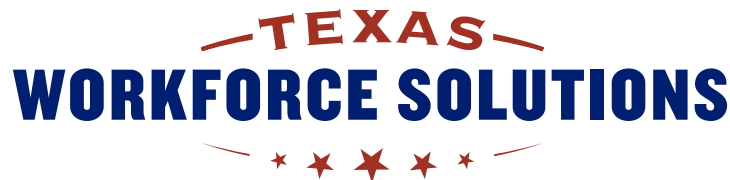
Texas Workforce Commission

Annual Report 2022



Texas Workforce Commission Mission:

To promote and support a workforce system that creates value and offers employers, families, individuals and communities the opportunity to achieve and sustain economic prosperity.



Texas Workforce Commission

101 E. 15th Street
Austin, Texas 78778-0001
(512) 463-2222

Equal Opportunity Employer/Program

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twc.texas.gov

Texas Workforce Commission 2022 Annual Report

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For additional information on
TWC's activities in 2022,
visit our Supplemental Report
<https://bit.ly/2022supplemental>

TWC Commissioners' Message



Chairman Bryan Daniel
Commissioner
Representing the Public



Aaron Demerson
Commissioner
Representing Employers

The Texas Workforce Commission (TWC) works to ensure the Texas Workforce System provides both the Texas workforce and Texas employers the opportunity to maximize their economic potential. In FY 2022, Texas saw 728,600 jobs added to the economy and a 2.3 percent increase in the state's workforce. With more than 620,000 employers and three million small businesses in our state, and almost 14.6 million Texans in our labor force, TWC works to provide the support and tools needed to sustain the state's growth.

The significant job creation we have seen in Texas creates opportunities for upskilling and reskilling for many different job sectors. TWC uses existing programs, such as the Skills Development Fund and Jobs and Education for Texans, to expand opportunities. Additionally, in FY 2022, the Commission adopted and funded new apprenticeship and internship initiatives to develop the growing workforce, specifically addressing the need created by in-demand occupations such as careers in nursing or middle-skill professions including logistics management. Work-based learning opportunities prepare individuals for careers and give employers the confidence they have the talent to meet their needs.

TWC's continued partnerships with the 28 Local Workforce Development Boards provide services tailored to each region of Texas to support boots-on-the-ground. In addition to those long-standing partnerships TWC also collaborates with other state agencies, including our Tri-Agency Workforce Initiative partners — the Texas Education Agency and Texas Higher Education Coordinating Board. Together, we are building the current and future workforce of Texas. Of course, our industry partnerships and relationships with other TWC stakeholders are all key to our success.

We also want to take the opportunity to acknowledge the service of Commissioner Julian Alvarez III, who served on the Commission from February 22, 2016 until December 15, 2022. Commissioner Alvarez championed programs and services designed to support a skilled workforce in Texas and help job seekers find a fulfilling career, not just a single job. Whether it was his continued support for apprenticeships or his commitment to expanding the workforce through programs like Texas HireAbility or reentry services, Texas certainly benefited from his contributions. We enjoyed serving with him on the Commission and sincerely appreciate his efforts.

As we look to 2023, TWC will continue to work toward meeting the needs of employers and the workforce. Our efforts will continue, along with our work with the Governor, Legislature, and our many partners, to ensure the Lone Star State continues to be the top state in the nation.

Sincerely,

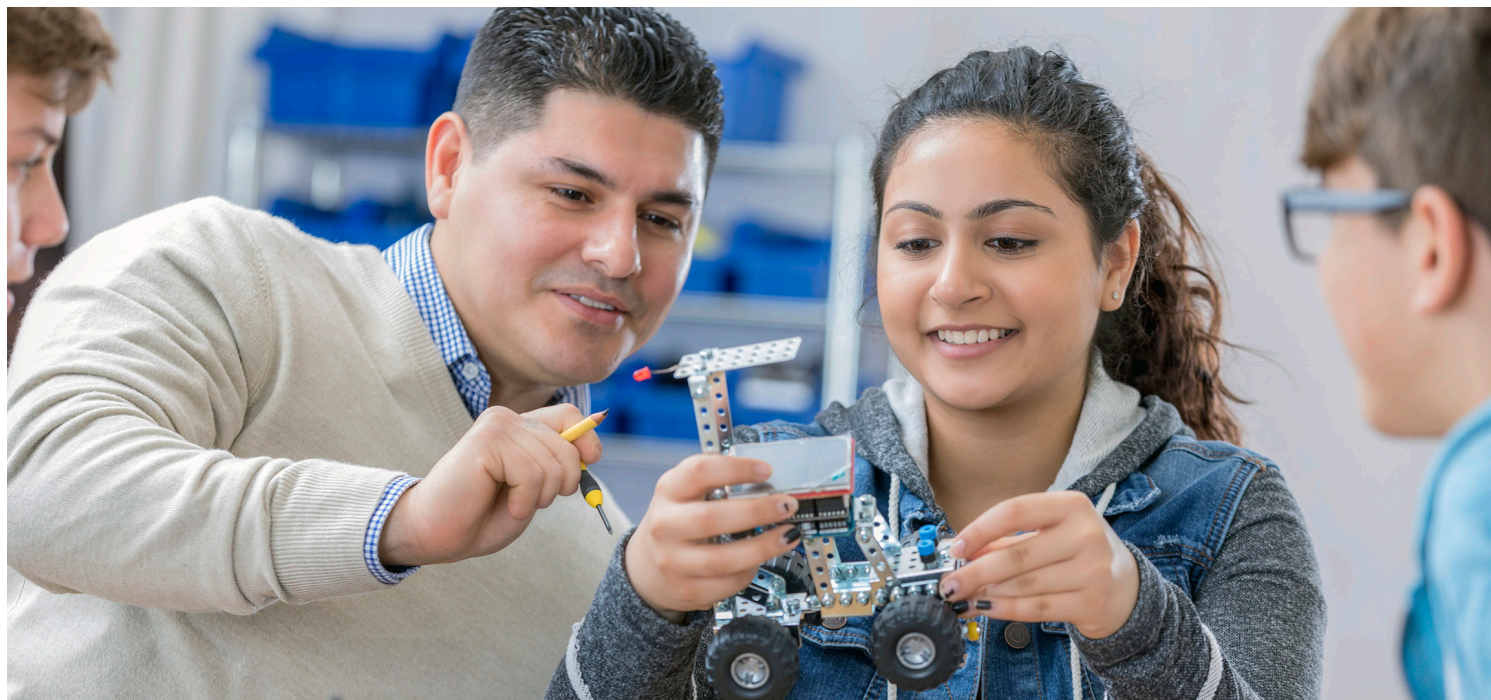
A handwritten signature in black ink that reads "Bryan Daniel".

Chairman Bryan Daniel

A handwritten signature in black ink that reads "Aaron Demerson".

Commissioner Aaron Demerson

The Texas Workforce System: Building a Stronger Texas Through Partnerships and Innovation



The Texas Workforce Commission (TWC) and its partners serve as key connectors around the state to support Texas' growing economy. TWC's role in the state's economic development strategies is critical — it works to ensure that every employer, individual, family, and community has a clear path towards sustained economic prosperity.

Fiscal Year 2022 was a significant year for the Texas workforce, leading to gains in the economy. In November 2021, the state exceeded pre-pandemic employment and continued to keep a brisk pace of gains through the remainder of the FY 2022.

\$15 million
dedicated to
healthcare apprenticeships

The civilian labor force was also growing, ending the year at 14.60 million. This represented a labor force participation rate of 63.8%, higher than the United States as a whole, which was 62.4% in August 2022.

\$4 million
allocated to
critical skills apprenticeships

More Texans are working than in any time in Texas history and TWC was there in FY 2022 to ensure employers and jobseekers were provided with the workforce tools and support they needed to achieve these new heights. The Commission allocated funds to expand apprenticeship in the state, with \$15 million dedicated to creating healthcare apprenticeships and \$4 million allocated to critical skills apprenticeships

focused on careers such as automotive service technicians and mechanics, production machinists, assemblers, fabricators, and logistics management and supply chain analysts. TWC also partnered with the Texas Education Agency to invest approximately \$55 million to implement or expand career and technical education programs through the Jobs and Education for Texans program, benefitting the future workforce and employers alike.

\$5.8 billion

stimulus funds available to families and child care industry

Among the other important work done to support the workforce, the Commission also took action to ensure parents had access to high quality child care resources so they could obtain or maintain employment. As of the end of FY 2022, TWC had approved more than \$5.8 billion in stimulus funds to support the needs of families and the child care industry.

The FY 2022 Annual Report provides data required by Texas Labor Code, Section 301.065. Additionally, the Annual Report includes data summaries provided by the TWC Civil Rights Division as required under Texas Labor Code Sections 301.156 and 301.157. Further detail regarding the agency's FY 2022 activities is included in the TWC Supplemental Report, <https://bit.ly/2022supplemental>, submitted concurrently with this report.

The Texas Workforce Commission remains committed to increasing, improving, and innovating the services we provide as we pursue the strategies to achieve our mission. With the continued support of our partners — the Governor and the Texas Legislature — we proudly serve all Texas employers, partners, and job seekers. The Texas Workforce System is here for all Texans.

\$55 million

for career and technical education



Unemployment Compensation Trust Fund

State of Texas Unemployment Compensation Fund

For Years Ending August 31, 2018 through August 31, 2022¹

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Net Position at September 1st	\$1,430.4	\$1,864.4	\$2,322.0	(\$3,729.1)	(\$5,548.8)
Restatement of Net Position					(\$165.3)
Total Net Position at September 1st	\$1,430.4	\$1,864.4	\$2,322.0	(\$3,729.1)	(\$5,714.1)
Revenues:					
Unemployment Taxes	\$2,410.2	\$2,293.0	\$1,989.5	\$2,034.7	\$2,506.2
Federal Revenues ²	\$83.5	\$56.6	\$19,754.9	\$21,211.6	\$207.2
SB 8 (appropriated ARPA funds) ⁴					\$6,979.2
Contributions from Directly Reimbursing Employers	\$78.8	\$55.9	\$128.1	\$436.6	\$49.9
Reimbursement for Out-of-State Claimants	\$76.1	\$80.4	\$124.0	\$207.5	\$55.8
Interest Income	\$28.7	\$44.3	\$34.0	\$0.2	\$14.3
Total Revenues	\$2,677.3	\$2,530.2	\$22,030.5	\$23,890.6	\$9,812.6
Expenditures:					
State Unemployment Benefits	(\$2,159.8)	(\$2,016.0)	(\$8,326.7)	(\$4,873.4)	(\$1,759.9)
Federal Unemployment Benefits ²			(\$19,691.4)	(\$21,147)	(\$181.5)
Benefits Paid to Former Federal Employees and Individuals Affected by Trade Agreements/Natural Disasters	(\$83.5)	(\$56.6)	(\$63.5)	(\$64.6)	(\$25.8)
Interest Expenses ³					(\$28.7)
Total Expenditures	(\$2,243.3)	(\$2,072.6)	(\$28,081.6)	(\$26,085.0)	(\$1,993.9)
Transfers (ETIA)					
Employment and Training Investment Assessment	-			\$374.7	\$104.6
Total Transfers				\$374.7	\$104.6
Total Net Position at August 31st	\$1,864.4	\$2,322.0	(\$3,729.1)	(\$5,548.8)	\$2,209.2
SB8 Receivable (Amount Received in FY2022) ⁴				\$6,979.2	
Total Net Position at August 31st (including SB8 Receivable)	\$1,864.4	\$2,322.0	(\$3,729.1)	\$1,430.4	\$2,209.2

1. The State of Texas Unemployment Compensation Fund includes the following funds and accounts: Corona Virus Relief Fund – Proprietary (Fund 1325); TWC Obligation Trust Fund (Fund 0844); Unemployment Compensation Clearance Account (Fund 0936); Unemployment Compensation Benefit Account (Fund 0937); Unemployment Trust Fund Account (Fund 0938).
2. The majority of federal benefits shown above were paid as a result of the passage of the CARES Act. The Act provided additional compensation from April through July of \$600 a week. Additionally, the CARES Act provided federally funded unemployment benefits for self-employed individuals. Extended benefits were also provided for individuals whose regular state benefits had expired.
3. Interest began accruing on September 4, 2021, on the Title XII federal advances the Commission had received from the U.S. Treasury to provide working capital for the unemployment trust fund after the fund became solvent. All Title XII advances were paid off on November 24, 2021, from funds provided by SB 8.
4. TWC received \$6.9 billion of ARPA funds appropriated from Senate Bill 8 (SB8) during the 87th Legislative Session, 3rd Special Session, to repay its Title XII federal advances under the Social Security Act and bring the trust fund balance to the statutory floor. Note, that although the legislation did not pass nor had the Governor signed the bill until November 2021, these funds were included as a “receivable” in FY 2021 for this report. The actual amount received occurred in FY 2022.

Civil Rights Division Data

CRD I. Statewide Agencies New Hires and Workforce Summary

The following tables illustrate statewide agency new hires, workforce data and discrimination complaint reports.

Statewide Agency Reporting Group New Hires for September 1, 2021 – August 31, 2022

Code	JOB CATEGORY	Total Number of New Hires	Total Number of African Americans	Total Number of Hispanic Americans	Total Number of Females	Total Number of Others
A	OFFICIALS/ ADMINISTRATORS	2,484	339	353	1,422	795
C	ADMINISTRATIVE SUPPORT	13,070	2,282	4,561	10,003	1,556
M	SERVICE/MAINTENANCE	3,009	723	1,042	1,474	699
P	PROFESSIONALS	34,168	4,136	6,641	20,502	9,858
Q	PARA-PROFESSIONAL	4,789	1,610	1,558	3,247	547
R	PROTECTIVE SERVICES	11,695	4,845	2,862	6,478	2,087
S	SKILLED/CRAFT	915	103	255	111	506
T	TECHNICIANS	13,384	2,512	3,851	8,109	3,231
TOTALS		83,514	16,550	21,123	51,346	19,279

Statewide Agency Reporting Group Workforce for September 1, 2021 – August 31, 2022

Code	JOB CATEGORY	Total Number of Employees	Total Number of African Americans	Total Number of Hispanic Americans	Total Number of Females	Total Number of Others
A	OFFICIALS/ ADMINISTRATORS	26,679	3,424	4,311	15,255	8,517
C	ADMINISTRATIVE SUPPORT	46,253	8,448	15,586	37,737	4,347
M	SERVICE/MAINTENANCE	13,371	3,032	4,972	5,992	3,456
P	PROFESSIONALS	196,408	22,503	34,893	114,958	61,465
Q	PARA-PROFESSIONAL	17,614	5,949	5,546	12,782	1,687
R	PROTECTIVE SERVICES	48,589	18,253	12,257	24,210	10,441
S	SKILLED/CRAFT	7,973	753	2,075	844	4,609
T	TECHNICIANS	49,067	8,632	13,829	28,597	12,803
TOTALS		405,954	70,994	93,469	240,375	107,325

CRD 2. Employment Discrimination Complaints

Table 1. CRD and Statewide Employment Complaints – Filed by Basis

The following table illustrates the basis of employment complaints received both statewide and by CRD in FY 2022. Statewide, retaliation was the most common basis for employment complaints in FY 2022.

Civil Rights Division			Statewide		
Basis	#	%	Basis	#	%
Retaliation	615	22%	Retaliation	1,007	23%
Sex	365	13%	Sex	587	14%
Race	367	13%	Race	615	14%
National origin	317	12%	National origin	471	11%
Disability	419	15%	Disability	673	15%
Age	265	10%	Age	445	10%
Color	303	11%	Color	427	10%
Religion	83	3%	Religion	121	3%
Genetic information	1	0%	Genetic information	1	0%
Total Filed*	2,375	--	Total Filed*	4,347	--

Table 2. CRD and Statewide Employment Complaints – Filed by Issue

Table 2 illustrates the issues received and types of closures by CRD and statewide in FY 2022, discharge and terms and conditions were the most common issues for employment discrimination complaints filed with CRD and Statewide.

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Discharge	785	27%	Discharge	1,240	27%
Harassment	462	16%	Harassment	672	15%
Terms and Conditions	514	18%	Terms and Conditions	903	20%
Discipline	135	5%	Discipline	271	6%
Other	0	0%	Other	8	0%
Wages	63	2%	Wages	100	2%
Reasonable Accommodation	337	12%	Reasonable Accommodation	510	11%
Sexual Harassment	141	5%	Sexual Harassment	217	5%
Suspension	71	2%	Suspension	110	2%
Demotion	71	2%	Demotion	104	2%
Constructive Discharge	93	3%	Constructive Discharge	166	4%
Promotion	59	2%	Promotion	100	2%
Hiring	59	2%	Hiring	90	2%
Training	55	2%	Training	73	2%
Layoff	17	1%	Layoff	25	1%
Total	2,862	--	Total	4,589	--

Table 3. Closed CRD and Statewide Employment Complaints by Type of Closure

Table 3 illustrates the most common type of closure for employment cases closed by CRD based on no reasonable cause for discrimination.

Civil Rights Division			Statewide		
Type	#	%	Type	#	%
Administrative Closures	312	34%	Administrative Closures	1,482	20%
No Cause Finding	339	37%	No Cause Finding	4,930	68%
Settlement	31	3%	Settlement	214	3%
Withdrawal w/ Benefits	239	26%	Withdrawal w/ Benefits	498	7%
Successful Conciliation	0	0%	Successful Conciliation	79	1%
Unsuccessful Conciliation	0	0%	Unsuccessful Conciliation	67	1%
Total	921	--	Total	7,270	--

CRD 3. Housing Discrimination Complaints

Table 4. CRD and Statewide Housing Complaints – Filed by Basis*

The following table demonstrates the basis of housing complaints received both by CRD and statewide. In FY 2022, as in the past three fiscal years, disability, followed by race, were the most common basis of housing complaints filed with CRD and statewide.

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Disability	285	67%	Disability	412	61%
Race	118	28%	Race	223	33%
Retaliation	32	8%	Sex	60	9%
Familial Status	27	6%	Familial Status	58	9%
National Origin	24	6%	National Origin	51	8%
Sex	14	3%	Retaliation	46	7%
Color	6	1%	Color	22	3%
Religion	3	1%	Religion	6	1%
Filed Cases	354	--	Filed Cases	558	--

Table 5. CRD and Statewide Housing Complaints – Filed by Issue*

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Discriminatory terms, conditions, privileges or services and facilities	347	82%	Discriminatory terms, conditions, privileges or services and facilities	566	84%
Discriminatory refusal to rent	149	35%	Discriminatory refusal to rent	264	52%
Failure to make reasonable accommodation	250	59%	Failure to make reasonable accommodation	350	52%
Discriminatory acts under Section 818 (coercion, Etc.)	59	14%	Discriminatory acts under Section 818 (coercion, Etc.)	108	16%
Discriminatory advertising, statements and notices	28	7%	Discriminatory advertising, statements and notices	37	6%
Otherwise deny or make housing unavailable	26	6%	Otherwise deny or make housing unavailable	62	9%
False denial or representation of availability	8	2%	False denial or representation of availability	12	2%
Failure to permit reasonable modification	12	3%	Failure to permit reasonable modification	15	2%
Discriminatory refusal to sell	10	2%	Discriminatory refusal to sell	11	2%
Other discriminatory acts	7	2%	Other discriminatory acts	18	3%
Discriminatory financing (includes real estate transactions)	13	3%	Discriminatory financing (includes real estate transactions)	14	2%
Non-compliance with design and construction requirements (handicap)	0	0%	Non-compliance with design and construction requirements (handicap)	1	0
Steering	0	0%	Steering	1	0%
Filed Cases	909	--	Filed Cases	1,459	--

Table 6. Closed CRD and Statewide Housing Complaints by Type of Closure**

The following table demonstrates the number and type of housing complaints closed by CRD and statewide. In FY 2022, the top two closure types for CRD and statewide were no cause determination and conciliation/settlement successful.

Civil Rights Division			Statewide		
Type	#	%	Type	#	%
No cause determination	196	55.4%	No cause determination	289	51.8%
Conciliation/settlement successful	107	30.2%	Conciliation/settlement successful	164	29.4%
Complaint withdrawn by complainant after resolution	9	2.5%	Complaint withdrawn by complainant after resolution	46	8.2%
Administrative Closures	40	11.3%	Administrative Closures	54	9.7%
Post Cause Settlement	2	0.6%	Post Cause Settlement	5	0.9%
Total	354	--	Total	558	--

*Note: CRD numbers are a subset of statewide numbers. Since some complaints filed involve multiple issues, the columns listing the number of complaints exceeds the Issue or Basis totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

**Note: The cause cases reflected above that were charged in FY 2022 may or may not have been closed during FY 2022. The fiscal year that a cause case is closed will be reflected as conciliation/settlement successful, litigation ended – discrimination found, litigation ended - no discrimination found or FHAP judicial consent order. Further, note that administrative closures also include lack of jurisdiction, failure to cooperate, complainant withdrawn without resolution and failure to locate. Also, unlike equal employment opportunity closures, housing closure types do not include a right to sue issued category.

CRD 4. State Agency Policy Reviews & Discrimination Complaints

In FY 2022, 73 recommendations addressing areas of non-compliance across all agency reviews were implemented. Agencies assessed as low risk rose by 14 (5 agencies after preliminary review, 19 post-implementation of recommendations), while eight of the nine agencies originally assessed as higher risk were reduced to either a moderate or low risk assessment. (See Table 7).

In accordance with Texas Government Code Section 2052.003 and state agencies' enabling statutes, CRD reviewed five submissions of equal employment opportunity personnel policy statements, including a) policies relating to recruitment, evaluation, selection, training and promotion of personnel, and b) workforce analyses and recruitment plans that set forth reasonable methods to achieve compliance with state and federal law. All five agencies complied or became in compliance after implementing CRD's recommendations.

Table 7. Instances of Non-Compliance by State Agencies with Most Common Personnel Policies and Procedures Review Categories

Category of Non-Compliance	FY20	%	FY21	%	FY22	%
Hiring and Recruitment Plan	18	46%	27	35%	28	28%
Performance Evaluations	6	15%	16	21%	10	10%
Reasonable Accommodations	6	15%	24	31%	19	19%
EEO Training	9	23%	11	14%	42	42%
Totals	39	--	78	--	99	--

Pursuant to Section 21.556 of the Texas Labor Code, a state agency that receives three or more employment discrimination complaints in a fiscal year, other than complaints determined to be without merit, shall provide a comprehensive EEO training program to appropriate supervisory and managerial employees. No state agencies met the complaint threshold in FY 2020, FY 2021, and FY 2022.

Table 8. State Agency Discrimination Complaints Other Than Without Merit – Filed by Basis

Basis	#	%
Retaliation	2	15%
Race	1	8%
Sex	3	23%
Age	3	23%
Disability	3	23%
National Origin	1	8%
Color	0	0%
Religion	0	0%
Genetic Information	0	0%
Other	0	0%

Table 9. State Agency Discrimination Complaints Other Than Without Merit – Filed by Issue

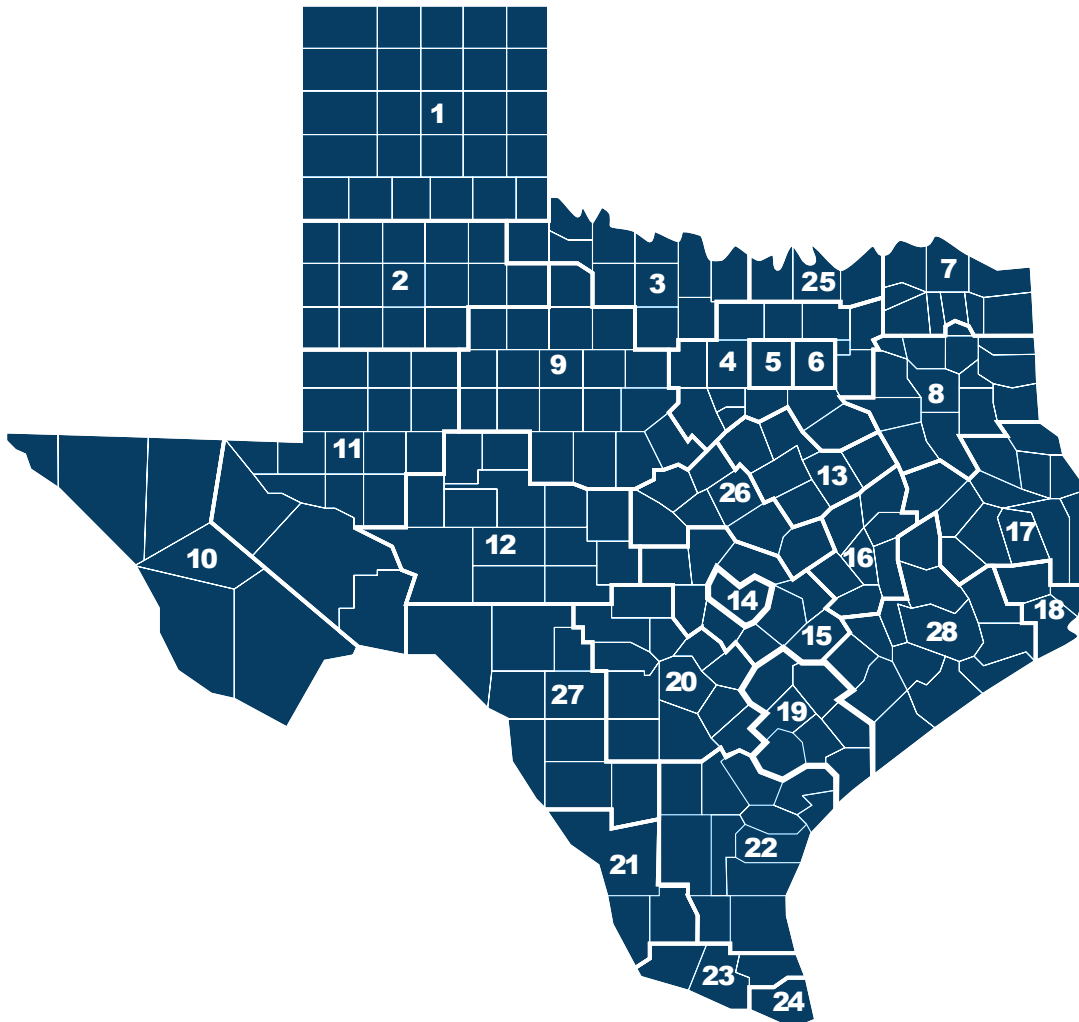
Issue	#	%
Harassment	1	8%
Discharge	4	33%
Terms/Conditions	2	17%
Promotion	0	0%
Hiring	0	0%
Discipline	2	17%
Wages	0	0%
Demotion	0	0%
Reasonable Accommodations	3	25%
Sexual Harassment	0	0%
Layoff	0	0%
Benefits	0	0%
Language/Accent Issue	0	0%
Other	0	0%

Table 10. State Agency Discrimination Complaints Other Than Without Merit – By Type of Closure

Type of Closure	#	%
Withdrawal with Benefits	5	100%
Settlement with Benefits	0	0%
Conciliation Failure	0	0%

Local Workforce Development Boards Map

- 1. Panhandle
- 2. South Plains
- 3. North Texas
- 4. North Central
- 5. Tarrant County
- 6. Dallas
- 7. Northeast
- 8. East Texas
- 9. West Central
- 10. Borderplex
- 11. Permian Basin
- 12. Concho Valley
- 13. Heart of Texas
- 14. Capital Area
- 15. Rural Capital
- 16. Brazos Valley
- 17. Deep East Texas
- 18. Southeast Texas
- 19. Golden Crescent
- 20. Alamo
- 21. South Texas
- 22. Coastal Bend
- 23. Lower Rio Grande Valley
- 24. Cameron County
- 25. Texoma
- 26. Central Texas
- 27. Middle Rio Grande
- 28. Gulf Coast



Local Workforce Development Boards

ALAMO

Number of Workforce Solutions Offices: 16
210-224-4357
www.workforcesolutionsalamo.org

BORDERPLEX

Number of Workforce Solutions Offices: 8
915-887-2600
www.borderplexjobs.com

BRAZOS VALLEY

Number of Workforce Solutions Offices: 7
979-595-2800
www.bvjobs.org

CAMERON

Number of Workforce Solutions Offices: 4
956-548-6700
www.wfscameron.org

CAPITAL AREA

Number of Workforce Solutions Offices: 3
512-597-7100
www.wfscapitalarea.com

CENTRAL TEXAS

Number of Workforce Solutions Offices: 4
254-200-2000
www.workforcesolutionsctx.com

COASTAL BEND

Number of Workforce Solutions Offices: 6
361-885-3016
www.workforcesolutionscb.org

CONCHO VALLEY

Number of Workforce Solutions Offices: 1
325-653-2321
www.cvworkforce.org

DEEP EAST TEXAS

Number of Workforce Solutions Offices: 6
936-639-1351
www.detwork.org

EAST TEXAS

Number of Workforce Solutions Offices: 5
903-561-8131
www.easttexasworkforce.org

GOLDEN CRESCENT

Number of Workforce Solutions Offices: 8
361-576-5872
www.gcworkforce.org

GREATER DALLAS

Number of Workforce Solutions Offices: 8
214-290-1000
www.wfsdallas.com

GULF COAST

Number of Workforce Solutions Offices: 28
713-627-3200; 888-469-5627
www.wrksolutions.com

HEART OF TEXAS

Number of Workforce Solutions Offices: 4
254-296-5300; 866-982-9226
www.hotworkforce.com

LOWER RIO GRANDE VALLEY

Number of Workforce Solutions Offices: 5
956-928-5000; 888-261-3286
www.wfsolutions.org

MIDDLE RIO GRANDE

Number of Workforce Solutions Offices: 6
830-591-4741
www.wfsmrg.org

NORTH CENTRAL TEXAS

Number of Workforce Solutions Offices: 11
817-695-9184
www.dfwjobs.com

NORTH TEXAS

Number of Workforce Solutions Offices: 4
940-872-2424
www.ntxworksolutions.org

NORTHEAST TEXAS

Number of Workforce Solutions Offices: 5
903-794-9490
www.netxworkforce.org

PANHANDLE

Number of Workforce Solutions Offices: 3
806-372-5521
www.wspanhandle.com

PERMIAN BASIN

Number of Workforce Solutions Offices: 5
432-367-3332
www.workforcepb.org

RURAL CAPITAL AREA

Number of Workforce Solutions Offices: 10
512-244-2207
www.workforcesolutionsrca.com

SOUTH PLAINS

Number of Workforce Solutions Offices: 6
806-744-1987
www.workforcesouthplains.org

SOUTH TEXAS

Number of Workforce Solutions Offices: 3
956-794-6500
www.southtexasworkforce.org

SOUTHEAST TEXAS

Number of Workforce Solutions Offices: 4
409-839-8045
www.setworks.org

TARRANT COUNTY

Number of Workforce Solutions Offices: 5
817-413-4400
www.workforcesolutions.net

TEXOMA

Number of Workforce Solutions Offices: 3
903-463-9997
www.workforcesolutionstexoma.com

WEST CENTRAL TEXAS

Number of Workforce Solutions Offices: 5
325-795-4200; 800-457-5633
www.wfswct.org

