



ANNUAL REPORT 2024





Our 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.*

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This report was compiled for submission in compliance with Texas Labor Code Section 301.065.

For additional information on
TWC's activities in 2024, visit our
Supplemental Report
<https://bit.ly/2024Supplemental>

TWC Commissioners' Message

The Texas Workforce Commission (TWC) works 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.

In 2024, the Texas workforce grew by 1.4 percent, totaling 15.6 million Texans by the end of December – a total of 284,200 more Texans, a new state record. With this growth comes many opportunities, and TWC has many programs designed to assist Texans with their success in the Texas workforce.

The jobs growth in Texas has also created a need for the workforce to learn new skills. TWC's upskilling and reskilling programs provide both employers and the workforce with opportunities to maintain an up-to-date skillset. In 2024, the Skills Development Fund and Upskill Texas initiative combined to provide \$15,903,250 to support training opportunities for 10,420 Texans, and we launched the Lone Star Workforce of the Future program with an additional \$5,000,000 in funding.

TWC also facilitates additional training opportunities with our Apprenticeship Texas and Texas Internship Challenge, with 890 apprentices completing their full apprenticeship program, receiving the credentials needed to perform the work they trained for; and 4,846 apprentices continuing in their program. Plus, the Jobs and Education for Texans (JET) program provided \$15,373,755 in supplemental funds for schools to update teaching equipment, particularly in Career and Technical Education programs.

TWC saw growth in Vocational Rehabilitation (VR) services with more than 69,000 Texans participating in the program. For basic skills, like high school equivalency and language literacy, TWC still maintains our Adult Education and Literacy programs. 71,638 Texans successfully completed those programs in 2024.

TWC's Child Care Programs assisted 117,600 families in 2024, providing child care subsidies for more than 149,000 children. This program helps to support working parents by ensuring their children have quality child care while the parents work or participate in approved training programs.

TWC also operates the state's Unemployment Insurance (UI) program, providing benefits to approximately 402,205 Texans in 2024.

TWC works with Workforce Solutions offices across Texas to meet the needs of both jobseekers and employers. In 2024, Texas Workforce Solutions offered career resources to nearly 690,000 job seekers and provided more than 240,000 staff-assisted services such as career fairs, job postings, and pre-employment screenings to Texas employers.

Sincerely,



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

Chairman Bryan Daniel
Commissioner
Representing the Public



A handwritten signature in black ink that reads "Alberto Treviño III".

Alberto Treviño III
Commissioner
Representing Labor



A handwritten signature in black ink that reads "Joe Esparza".

Joe Esparza
Commissioner
Representing Employers

Unemployment Compensation Trust Fund

For Years Ending August 31, 2020 through August 31, 2024*

In millions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Total Net Position at September 1st	\$2,322.0	(\$3,729.1)	(\$5,548.8)	\$2,209.1	\$2,082.1
Restatement of Net Position	-	-	(\$165.3)	-	\$2.0
Total Net Position at September 1st	\$2,322.0	(\$3,729.1)	(\$5,714.1)	\$2,209.1	\$2,084.1
Revenues:					
Unemployment Taxes	\$1,989.5	\$2,034.7	\$2,506.2	\$1,999.3	\$1,927.4
Federal Revenues [†]	\$19,754.9	\$21,211.6	\$207.2	\$120.1	\$61.9
SB 8 (appropriated ARPA funds) [‡]	-	-	\$6,979.2	-	-
Contributions from Directly Reimbursing Employers	\$128.1	\$436.6	\$49.9	\$48.7	\$69.0
Reimbursement for Out-of-State Claimants	\$124.0	\$207.5	\$55.8	\$68.1	\$95.2
Interest Income	\$34.0	\$0.2	\$14.3	\$20.6	\$57.9
Total Revenues	\$22,030.5	\$23,890.6	\$9,812.6	\$2,256.8	\$2,211.4
Expenditures:					
State Unemployment Benefits	(\$8,326.7)	(\$4,873.4)	(\$1,759.9)	(\$2,263.7)	(\$2,934.8)
Federal Unemployment Benefits [†]	(\$19,691.4)	(\$21,147.0)	(\$181.5)	-	-
Benefits Paid to Former Federal Employees and Individuals Affected by Trade Agreements/Natural Disasters	(\$63.5)	(\$64.6)	(\$25.8)	(\$93.8)	(\$61.9)
Interest Expenses [§]	-	-	(\$28.7)	(\$26.3)	-
Total Expenditures	(\$28,081.6)	(\$26,085.0)	(\$1,993.9)	(\$2,383.8)	(\$2,996.7)
Transfers (ETIA)					
Employment and Training Investment Assessment	-	\$374.7	\$104.6	-	\$19.0
Total Transfers	-	\$374.7	\$104.6	-	-
Total Net Position at August 31st:	(\$3,729.1)	(\$5,548.8)	\$2,209.2	\$2,082.1	\$1,317.8
SB8 Receivable (Amount Received in FY 2022) [§]	-	\$6,979.2	-	-	-
Total Net Position at August 31st (including SB8 Receivable)	(\$3,729.1)	\$1,430.4	\$2,209.2	\$2,082.1	\$1,317.8

*The State of Texas Unemployment Compensation Fund includes the following funds and accounts: Corona Virus Relief Fund – Proprietary (Fund 1325); Unemployment Compensation Clearance Account (Fund 0936); Unemployment Compensation Benefit Account (Fund 0937); Unemployment Trust Fund Account (Fund 0938).

[†] 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.

[‡] 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.

[§]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

TWC's Civil Rights Division (CRD) safeguards the civil rights of Texans by investigating discrimination in employment and the search for housing.

CRD I: Housing and Employment Complaints by Type of Closure

Table 1.1 Closed Housing Complaints

	Civil Rights Division		Statewide	
Closure Type	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
No cause determination	188	229	284	316
Conciliation/settlement successful	89	138	154	179
Complaint withdrawn by complainant after resolution	19	32	43	52
Administrative Closure *	29	64	41	77
Post Cause Settlement	1	2	4	4
Total Housing Complaints Closed	327 (Avg)	465	527 (Avg)	628
Average Processing Time (Days)	136	108		

Table 1.2 Closed Employment Complaints

	Civil Rights Division		Statewide	
Closure Type	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
No Cause Finding	350	608	3,337	5,841
Administrative Closure *	438	493	1,155	2,510
Withdrawal with benefits	175	336	414	682
Withdrawal without benefits	33	157	50	250
Negotiated Settlement	74	32	199	1,043
Unsuccessful Conciliation	-	-	42	64
Successful Conciliation	-	-	47	94
Total Employment Complaints Closed	1,070	1,626	5,245	10,484
Average Processing Time (Days)	347	395		

Table 1.3 Closed State Agency Employment Complaints (Other Than Without Merit)

	Civil Rights Division	
Closure Type	FY 2019-2023 (Avg)	FY 2024
Withdrawal with Benefits	6	3
Conciliation Failure	6	3
Settlement with Benefits	0	-
Administrative Closure*	1	3
No Cause Finding	1	2
Withdrawal without Benefits	0	3
Other	0	1
Total State Agency Employment Complaints Closed	16	12

* Administrative closures are due to lack of jurisdiction, failure to cooperate, failure to locate, or complainant withdrawn without resolution.

Note: There were no instances of a state agency receiving three or more complaints of employment discrimination during FY 2023. Therefore, compliance training pursuant to Texas Labor Code Section 21.556 was not required.

CRD 2: Housing and Employment Complaints Filed by Type of Basis

Table 2.1 Housing Complaints Filed by Basis

	Civil Rights Division		Statewide	
Basis	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
Disability	52%	55%	48%	53%
Race	23%	17%	25%	17%
Retaliation	6%	12%	7%	12%
National Origin	6%	5%	6%	6%
Sex	5%	3%	7%	6%
Familial Status	5%	4%	5%	3%
All Other Basis	2%	4%	3%	4%

Table 2.2 Employment Complaints Filed by Basis

	Civil Rights Division		Statewide	
Basis	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
Retaliation	22%	26%	28%	29%
Disability	14%	19%	18%	21%
Sex	14%	13%	14%	12%
Race	13%	11%	15%	13%
Age	11%	11%	11%	10%
National Origin	12%	10%	7%	5%
Color	11%	9%	5%	4%
All Other Basis	2%	0%	3%	4%

Table 2.3 State Agency Employment Complaints Filed by Basis (Other Than Without Merit)

	Civil Rights Division	
Basis	FY 2019-2023 (Avg)	FY 2024
Retaliation	23%	23%
Sex	15%	23%
Disability	13%	12%
Race	13%	19%
National Origin	11%	8%
Age	9%	12%
Color	8%	4%
All Other Basis	9%	0%

CRD 3: Housing and Employment Complaints Filed by Type of Issue**Table 3.1 Housing Complaints Filed by Issue**

	Civil Rights Division		Statewide	
Issue	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
Discriminatory terms, conditions, privileges or services and facilities	40%	41%	40%	41%
Failure to make reasonable accommodation	24%	29%	22%	29%
Discriminatory refusal to rent	15%	13%	16%	13%
Discriminatory acts under Section 818 (coercion, etc.)	9%	8%	10%	8%
All Other Issue	6%	4%	7%	4%
Discriminatory advertising, statements and notices	3%	4%	3%	4%
Failure to permit reasonable modification	2%	1%	2%	1%

Table 3.2 Employment Complaints Filed by Issue

Issue	Civil Rights Division		Statewide	
	FY 2019-2023 (Avg)	FY 2024	FY 2019-2023 (Avg)	FY 2024
Discharge or Constructive Discharge	30%	24%	34%	29%
Harassment	19%	17%	15%	14%
Terms/Conditions	16%	23%	14%	10%
Wages/Compensation, Promotion, Demotion, Hiring, Suspension	13%	10%	12%	10%
Reasonable Accommodation	8%	8%	8%	8%
Discipline	6%	6%	6%	6%
Sex	5%	6%	5%	4%
Retaliation	0%	0%	2%	7%
All Other Issue	4%	6%	4%	10%

Table 3.3 State Agency Employment Complaints Filed by Issue (Other Than Without Merit)

Issue	Civil Rights Division	
	FY 2019-2023 (Avg)	FY 2024
Terms/Conditions	24%	11%
Discharge or Constructive Discharge	21%	33%
Harassment	16%	19%
Wages/Compensation, Promotion, Demotion, Hiring, Suspension	14%	22%
Reasonable Accommodation	12%	7%
Discipline	8%	7%
Sex	3%	0%
All Other Issue	2%	0%

CRD 4: Key Findings or Trends Identified by CRD During Reviews of State Agency Personnel Policies and Procedures

Opportunities for state agencies to improve their personnel policies and procedures were noted in the categories listed below.

Category	Civil Rights Division	
	FY 2019-2023 (Avg)	FY 2024
EEO Training	30%	13%
Reasonable Accommodation	23%	63%
Hiring and Recruitment Plan	31%	21%
Performance Evaluations	16%	4%
Number of Opportunities for Improvement Identified	63	24
Agency Review	28	30





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