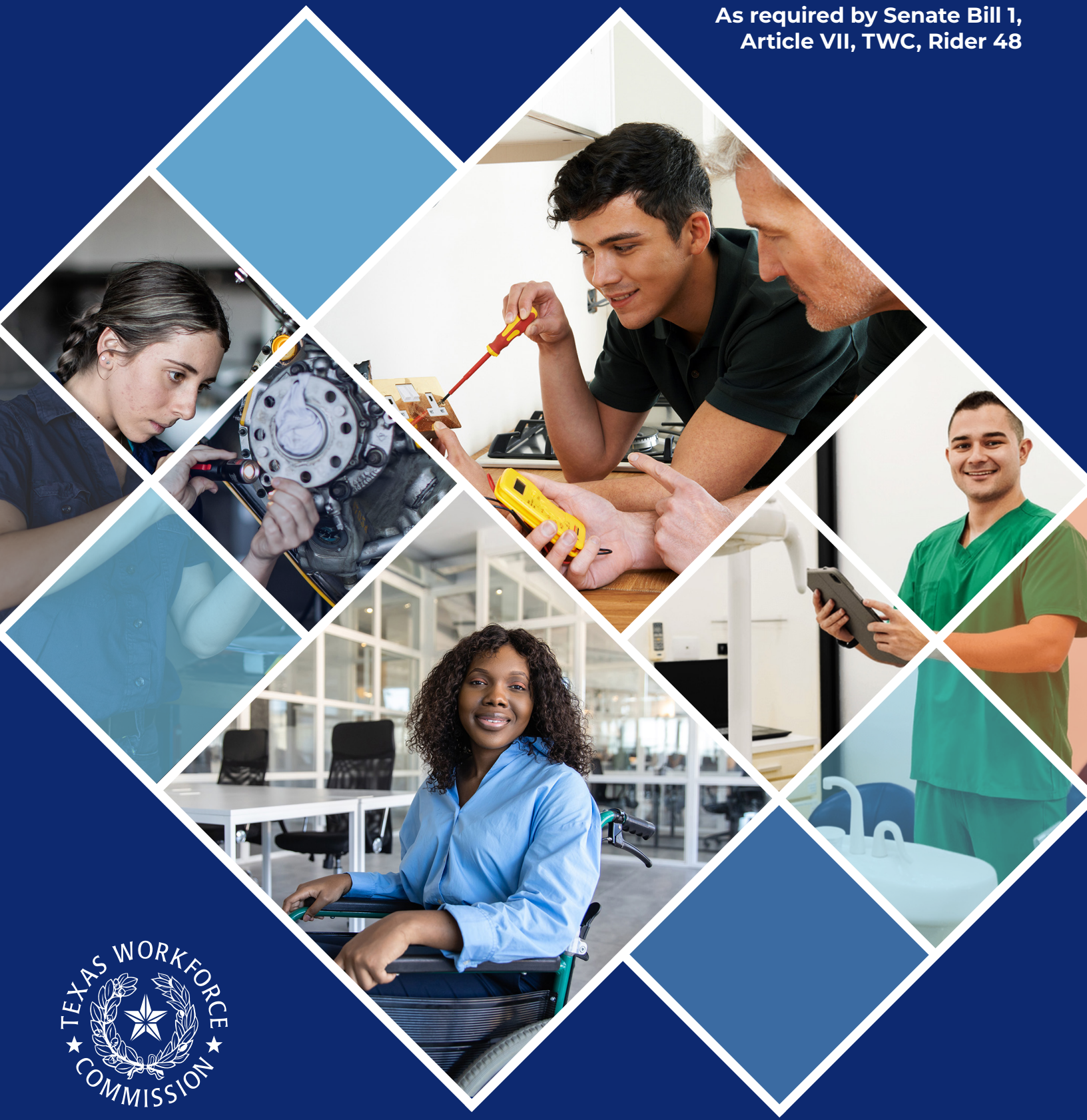
An Inventory of Apprenticeship and Internship Opportunities for Individuals with Disabilities

As required by Senate Bill 1,
Article VII, TWC, Rider 48



TEXAS WORKFORCE COMMISSION

Contents

Introduction 4

Overview 4

Abbreviations and Acronyms 5

SECTION ONE: APPRENTICESHIP OVERVIEW 7

- Registered Apprenticeship Programs 8
- Geographic Locations of Apprenticeship Programs 10
- Texas Industry Recognized Apprenticeships 10
- Apprenticeship Opportunities for Individuals with Disabilities 10
  - TWC-VR and Apprenticeships 11
  - Explore Apprenticeships 2.0 11
- Apprenticeship Funding 12
  - Apprenticeship Training Program (Chapter 133) 12
  - Texas Industry Recognized Apprenticeship (TIRA) Grant Program 12
  - Department Of Labor (DOL) Expansion Grants 13

SECTION TWO: INTERNSHIP OVERVIEW 15

- Internship Opportunities for Individuals with Disabilities 15
- Summer Earn and Learn, Project SEARCH, PWE and TPWD 17
- Skills Training to Employment Program 18
- Internship Funding 18
- Texas Talent Connection Internship Grants 19
- Geographic Locations of Internship Programs 19

SECTION THREE: PROMOTING APPRENTICESHIP AND INTERNSHIP OPPORTUNITIES 21

- ApprenticeshipTexas 21
- Texas Intern Network 22
- Summer Earn & Learn 24
- Jobs Y'all 25
- Conclusion 25

INTRODUCTION

The Texas Workforce Commission (TWC) prepared this report in response to Senate Bill 1 (SB 1), Article VII, Rider 48, Apprenticeships and Internship Opportunities for People with Disabilities, 89th Texas Legislature, Regular Session (2025). Rider 48 directs TWC to conduct an inventory of all current apprenticeship and internship opportunities for individuals with disabilities. The inventory shall be made available to the Rehabilitation Council of Texas and the legislature by October 1 of each even-numbered year.

As outlined in SB 1, the inventory must include the following:

- The number and type of apprenticeship opportunities currently available
- The number and type of internship opportunities currently available
- The length of the internship and apprenticeship programs
- The age ranges of program participants
- Whether participating employers are public or private entities
- The geographic distribution of the programs
- How the programs are funded
- How the opportunities are publicized
- The number of individuals with disabilities that obtained full-time employment as a result of internship or apprenticeship programs

OVERVIEW

This inventory provides information on apprenticeship and internship opportunities available to all job seekers, including those with disabilities, as well as opportunities that are specifically for individuals with disabilities and offered to Texas Workforce Commission Vocational Rehabilitation (TWC-VR) customers. It is organized into the following main sections:

- Apprenticeship Overview
- Internship Overview
- Promoting Apprenticeship and Internship Opportunities

The data reported in this inventory were obtained from multiple sources, including TWC and the US Department of Labor Office of Apprenticeship (DOL OA). It reflects the best available information to fulfill the Rider 48 requirement. The first two sections provide apprenticeship and internship program descriptions, as well as information on funding. The concluding section illustrates how TWC promotes apprenticeships and internships to expand awareness among Texas job seekers about available opportunities and how to access them. An appendix is included at the end of the report that provides a list of opportunities specifically for students and adults with disabilities. These opportunities are cohort based and are a subset of all opportunities available to individuals with disabilities.

Abbreviations and Acronyms

General	Meaning or Definition
CIE	Competitive Integrated Employment
DOL OA	Department of Labor Office of Apprenticeship
LEA	Local Education Agency
Pre-ETS	Pre-Employment Transition Services
RFA	Request for Application
TEC	Texas Education Code
ATAC	Apprenticeship and Training Advisory Committee

Apprenticeship	Meaning or Definition
DOL OA	Department of Labor Office of Apprenticeship
FY	Fiscal Year
LBB	Legislative Budget Board
OA	Office of Apprenticeship
RAP	Registered Apprenticeship Program
RAPIDS	Registered Apprenticeship Partners Information Management Data System
SAEEI	State Apprenticeship Expansion, Equity, and Innovation
TWC	Texas Workforce Commission
US DOL	The United States Department of Labor
USMAP	United Services Military Apprenticeship Program
LWDA	Local Workforce Development Area
TIRA	Texas Industry Recognized Apprenticeship
Board	Local Workforce Development Board

Internship	Meaning or Definition
FY	Fiscal Year
PACP	Pre Apprenticeship Careers Pathway Grant Program.
PWE	Wage Services for VR Participants in Paid Work Experience
SEAL	Summer Earn and Learn
SFY	State Fiscal Year
STEP	Skills Training to Employment Program
WBL	Work-Based Learning
TIC	Texas Internship Challenge
TWC	Texas Workforce Commission
TWC-VR	Texas Workforce Commission Vocational Rehabilitation
TTC	Texas Talent Connection
TEA	Texas Education Agency
THECB	Texas Higher Education Coordinating Board
TWIC	Texas Workforce Investment Council
WIOA	Workforce Innovation and Opportunity Act

Apprenticeship Overview

SECTION ONE: APPRENTICESHIP OVERVIEW

As defined by the Department of Labor (DOL), apprenticeship is an industry-driven, high-quality career pathway in which employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.[1]

Individuals seeking apprenticeship opportunities are typically looking for opportunities to fast-track their career goals, avoid debt, and earn competitive wages. An apprentice is a full-time, paid employee who is compensated while they learn. Currently, Texas apprentices range in age from 18 to 52. Registered Apprenticeship Programs(RAPs), usually last four years, depending on the employer or occupation, although they may last as little as 12 months or as many as five years. The length of apprenticeship programs varies depending on the employer or industry, the complexity of the occupation, and the type of program.

In alignment with DOL standards, TWC's Office of Apprenticeship (OA) supports apprenticeship programs that include the following core components:[2]

1. Paid Careers: Apprentices work the same as regular employees and get paid while they learn important skills that businesses need.
2. On-the-Job Learning: Apprentices learn by doing real work in a structured way. On-the-job learning develops skilled workers through structured learning in a work setting.
3. Related Instruction: Apprentices attend classes (in person or online) to improve their skills.
4. Mentorship: Skilled workers guide and support apprentices during their hands-on learning.
5. Credentials: When an apprentice successfully finishes the program, they earn a special certificate from DOL[3] that is recognized across the country.

Employers with high-demand occupations have integrated industry-driven apprenticeship programs into their workforce development strategies to raise skill levels, prepare workers, and meet hiring needs. DOL OA recognizes leading industries that are adopting and adapting apprenticeship programs, including the following:[4]

- Advanced Manufacturing
- Agricultural
- Construction
- Cybersecurity
- Education
- Energy
- Financial Services
- Healthcare
- Hospitality
- Technology
- Telecommunications
- Transportation

DOL OA collects deidentified individual data from 48 states and the United Services Military Apprenticeship Program (USMAP) in the Registered Apprenticeship Partners Information Management Data System (RAPIDS) and posts the collected data on its Data and Statistics web page. The RAPs and Apprenticeship Opportunities for Individuals with Disabilities sections of this inventory contain DOL OA data specific to Texas.[5]

1 Apprenticeship | DOL Office of Disability Employment Policy
2 ApprenticeshipTexas | Texas Workforce Commission
3 The certificate is referred to as a "Certificate of Completion of a Registered Apprenticeship."
4 Apprenticeship Industries | Apprenticeship.gov
5 Complete data extract through FY'22 Q1 may be downloaded at FY 2021 Data and Statistics | Department of Labor (dol.gov)

REGISTERED APPRENTICESHIP PROGRAMS

A RAP is a type of apprenticeship program that enhances apprenticeships with high-quality standards and additional benefits. It is a proven model of apprenticeship that has been validated by DOL OA. Employers who successfully complete the DOL OA registration process earn the RAP distinction designating that their programs meet the national standards for quality and rigor and include the five core components listed above. RAPs enable participating employers to create pipelines of skilled workers who have been trained for entry-level to management positions. RAPs also provide additional incentives for employers, including technical assistance, tax credits, access to federal funding and other resources, and recruiting incentives.[6]

From January 2020 to December 2025, 1,367 new RAPs were developed in Texas because of collaborations between TWC OA and employers, increasing the number of both RAP industries and high-demand occupational titles since the last report. Leading RAP industries in Texas align with DOL OA leading industries and are specific to the state's economic needs.

Leading RAP industries in Texas include the following[7]:

RAP Industries in Texas	Number of RAPs
Construction	419
Educational Services	340
Professional, Scientific, and Technical Services	111
Health Care and Social Assistance	88
Manufacturing	80
Public Administration (not covered in economic census)	75
Utilities	68
Other Services (except Public Administration)	65
Administrative and Support and Waste Management and Remediation Services	31
Transportation and Warehousing	25
Retail Trade	17
Wholesale Trade	10
Accommodation and Food Services	9
Information	9
Finance and Insurance	6
Mining, Quarrying, and Oil and Gas Extraction	4
Real Estate and Rental and Leasing	4
Agriculture, Forestry, Fishing and Hunting	3
Management of Companies and Enterprises	2
Arts, Entertainment, and Recreation	1
Total	**1,367**

A RAP sponsor is any employer, association, committee, or organization that operates a RAP. This entity assumes full responsibility for administrating and operating the apprenticeship program. Sponsors may be a single business or a consortium of businesses. Community colleges and community-based organizations may also serve as RAP sponsors. Alternatively, the sponsor may be a workforce intermediary, such as an industry association, labor-management organization, or a Local Workforce Development Board (Board).[8]

6 Registered Apprenticeship Program | Apprenticeship.gov
7 Office of Apprenticeship | Department of Labor
8 Office of Apprenticeship | Department of Labor

From January 2020 to December 2025, 27 of the 28 local workforce development areas (LWDAs) across Texas had one or more RAPs based within their boundaries. Additionally, a RAP based in one LWDA may work with individuals located in another LWDA. Below is the number of RAPs in Texas organized by LWDA.

LWDA	Number of RAPs
Alamo	82
Borderplex	22
Brazos Valley	20
Cameron County	3
Capital Area	94
Central Texas	5
Coastal Bend	21
Concho Valley	2
Deep East Texas	5
East Texas	14
Golden Crescent	1
Greater Dallas	101
Gulf Coast	645
Lower Rio Grande Valley	18
North Central Texas	113
North Texas	6
Northeast Texas	6
Panhandle	11
Permian Basin	10
Rural Capital Area	37
South Plains	7
South Texas	5
Southeast Texas	22
Statewide	2
Tarrant County	72
Texoma	2
The Heart Of Texas	10
West Central Texas	31
Grand Total	**1,367**

At registration, a RAP sponsor is not required to indicate whether it is a public or private entity. However, the sponsor is required to indicate its entity type. Below is the number of RAPs by the type of sponsors in Texas.[9]

Type of Sponsor	Number of RAPs
Business Association	42
Business Association, Community Based Organization	3
Business Association, Intermediary	3
Business Association, Intermediary, Community Based Organization	5
City/County Agency	23
Community Based Organization	128
Community College/University	81
Employer	793
Employer, Business Association	11
Employer, Community Based Organization	5
Employer, Community College/ University	1
Employer, Federal Agency	1
Employer, Intermediary	20
Employer, Intermediary, State Agency	3
Employer, Union/Labor	1
Employer, Workforce Investment Board, Other	1
Foundation	35
Intermediary	120
Intermediary, Community Based Organization	7
Intermediary, Community College/ University	2
Intermediary, Foundation	2
Other	69
State Agency	6
Union/Labor	1
Unreported	4
Grand Total	**1,367**

9 Office of Apprenticeship | Department of Labor

Geographic Locations of Apprenticeship Programs

As noted above, as of December 2025, 27 of the 28 local workforce development areas (LWDAs) across Texas had one or more RAPs based within their boundaries. In addition, the Commission recently published a Report on Available Apprenticeships in Texas. The report lists numbers of active RAPs and apprentices by Workforce Development Area and includes maps highlighting locations of programs.

While there are no requirements for a statewide distribution of apprenticeship programs, TWC promotes growth of programs and opportunities for individuals in all areas of the state.

Texas Industry Recognized Apprenticeships

The 88th Texas Legislature, Regular Session (2023) allocated $10 million for each year of the FY'24/25 biennium to support the launch of TWC's Texas Industry Recognized Apprenticeship (TIRA) program. Funding from TIRA supports apprenticeships that address immediate workforce needs resulting from the impact of hurricanes, other natural disasters, and overall workforce shortages. Unlike RAPs, which are federally funded and administered by DOL, the TIRA grant program draws on state funding for apprenticeships that meet the immediate needs of Texans. At the beginning of the 2024 calendar year, TWC began promoting and accepting applications from private-sector employers for the inaugural round of TIRA funding. Grants awarded will help create and expand apprenticeships in the state's top 25 targeted occupations.

Under the TIRA model, apprentices:

- complete training within the first 26 weeks of employment,
- transition from entry- to mid-level skills as a result of the training, and
- earn an industry-based certification or other credential.

APPRENTICESHIP OPPORTUNITIES FOR INDIVIDUALS WITH DISABILITIES

Qualified individuals, including those with disabilities, may seek apprenticeship opportunities by applying directly with the employer or RAP sponsor. Apprentices with disabilities must meet the same qualifications and performance expectations as apprentices without disabilities. Reasonable accommodations may be provided to help an apprentice or applicant meet the apprenticeship requirements, and RAP sponsors are prohibited from discriminating based on disability.

RAP sponsors with five or more apprentices are required to develop affirmative action programs and must invite applicants for apprenticeships, as well as current apprentices, to self-identify whether they have a disability.[10] If an apprentice has a visible physical disability (that is, someone is missing a limb) or if an apprentice requests a reasonable accommodation, a sponsor may include that person as an individual with a disability within its workforce analysis. Otherwise, a sponsor must rely on self-identification to record disability status within its apprenticeship workforce. Sponsors are required to invite apprentices to update their disability status annually, as their statuses may

10 Which Sponsors Are Required to Have an Affirmative Action Program? | Apprenticeship.gov

change over time. Apprentices and applicants may choose not to identify their disability, and sponsors must not require individuals to do so.

From April 1, 2025, through June 30, 2025, DOL OA reported 42,950 active apprentices in Texas. Of these active apprentices, 645 indicated the presence of a disability. Because disclosure of a disability is completely voluntary, data representing apprentices identified as having a disability is likely underrepresented.

TWC-VR and Apprenticeships

TWC-VR funding provides support for eligible VR customers participating in apprenticeship training programs as part of a broad array of training and other services available to help VR customers achieve their employment goals. VR services are guided by a customer's employment goal and are consistent with the customer's strengths, resources, interests, and capabilities. If an eligible VR customer is interested in an apprenticeship, the VR counselor will explore apprenticeship opportunities and requirements with the customer. The VR counselor will help the customer review those requirements to determine basic eligibility for the specific apprenticeship of interest.[11] The VR counselor and customer may also explore apprenticeship opportunities in partnership with LWDAs.

Explore Apprenticeships 2.0

In addition to supporting participation in apprenticeship training for adults with disabilities, TWC-VR offers Explore Apprenticeships 2.0 (EA 2.0), a semester-long pre-apprenticeship exploration program launched in 2022. EA 2.0 provides in-depth career exploration to students with disabilities, ages 14–22, in various high-demand industries accessed through RAPs. In some cases, customers are given the chance to earn professional certifications that will help them in their journey to employment. These certifications can range from Occupational and Health Safety Administration (OSHA) certifications to food handling, that will aid them in their journey to employment. EA 2.0 is currently available at Dallas College and San Jacinto College District, allowing up to 15 customers per cohort. VR customers in the program receive industry-specific instruction, participate in workshops and hands-on activities, experience live demonstrations, visit work sites, and interact with professionals in the field. At the end of the semester, customers have an opportunity to participate in a work-based learning (WBL) experience in an industry they learned about.

In FY'24, contracts were being renegotiated and/or renewed for EA 2.0, so services were not available during this time. Thirteen (13) customers participated in the program in FY'25. TWC-VR expended $60,713.38 in VR funding in FY'25 for this service. Additional VR services were also provided to participants as needed to facilitate their participation in the EA 2.0 program. The program focused on Information Technology, Health Care, Construction and Trades, Transportation, Aerospace, Petrochemical Engineering, and Maritime. A new cohort of 14 participants began on March 28, 2026.

11 Vocational Rehabilitation Services | Texas Workforce Commission

APPRENTICESHIP FUNDING

Apprenticeship programs in Texas are supported by a comprehensive network of state and federal funding. The following section outlines the primary funding streams used to develop, maintain, and expand apprenticeship opportunities across the state.

Apprenticeship Training Program (Chapter 133)

The Texas Workforce Commission (TWC) supports the registered apprenticeship training model through a combination of state and federal funding. Texas Education Code, Chapter 133 funding requires TWC to develop an annual planning budget that leverages both State and Federal funding sources to support the local public educational institutions and apprenticeship committees providing apprenticeship instruction. State

funding primarily comes from the Texas Legislature's General Revenue appropriations, while federal funding originates from U.S. Department of Labor (DOL) expansion grants, Temporary Assistance for Needy Families (TANF), and the Workforce Innovation and Opportunity Act (WIOA) grants. Through the joint efforts of General Revenue appropriations and TWC-allocated funding, the total budgeted funding for the state's Chapter 133 program has seen substantial growth, increasing from $5,147,784 in 2020, to an estimated $8,500,748 in 2025.

Texas Industry Recognized Apprenticeship (TIRA) Grant Program

The TIRA program allows TWC's three-member Commission to direct funding to industries and areas in which there is an immediate need. The Texas Legislature appropriates $20 million in General Revenue for this purpose—$10 million per year of the biennium. Funding through this program allows employers to receive up to $10,000 per apprentice who completes a training program of 26 weeks or less and maintains suitable employment for at least one-year post-completion.[12]

Pre-Apprenticeship Career Pathways (PAP) Grant Program

TWC PAP grants provide funds to local programs that prepare individuals—youth and adults—for entry into registered apprenticeship programs by offering work based learning, skills training, and exposure to trade requirements. Eligible recipients include Local Education Agencies (LEAs)—public school districts or state postsecondary institutions—as well as apprenticeship committees. The Texas Legislature appropriates approximately $5.4 million in General Revenue for the biennium to administer this program.

12 TAC Chapter 838.2(4)(B)

Department Of Labor (DOL) Expansion Grants

In addition to state funds, TWC pursues federal DOL Expansion funds to expand existing RAPs, create new programs, and serve underrepresented populations. TWC administers these funds by issuing Requests for Applications (RFAs) to subgrant the capital to local applicants, including the local councils/Boards and public community and technical colleges. This ensures federal funds are managed effectively at the local level. Recent and current TWC-managed expansion grants include:

- **Apprenticeship State Expansion (2019–2023) – $5.4 Million:** Increases apprenticeship numbers; ensure RAPs are viable career paths for youth, adults, and career seekers; serve as a workforce development strategy for businesses; and encourage program diversification.
- **State Apprenticeship Expansion (2020–2024) – $9.45 Million:** Improves the state's capacity to serve and expand the RAP model by strengthening system alignment, local partnerships, data sharing, and data integrity.
- **State Apprenticeship Expansion, Equity, and Innovation (SAEEI) (2021–2025) – $10 Million:** Directed largely toward statewide healthcare and critical skills initiatives. These funds bolster inclusive recruitment to attract a diverse workforce, forge partnerships with non-traditional industries (especially those hit hardest by the pandemic), and align RAPs with broader state education and workforce systems.[13]
- **Apprenticeship Building America (ABA) (2022-2026) - $3.66 Million:** Building on TWC's previous and ongoing efforts to expand and modernize RAPs through expanding the number of programs and apprentices, diversifying the industries that utilize Registered Apprenticeship, and increasing access to and completion of RAPs for Underrepresented Populations and Underserved Communities.
- **State Apprenticeship Expansion Formula Competitive (SAEF2) (2024-2027) - $6 Million:** Efforts focused on upskilling the state's workforce by providing new opportunities to displaced workers and underrepresented populations and expanding the availability of good jobs for Texas workers through innovative Registered Apprenticeship expansion strategies.

13 Apprenticeship Initiatives - Texas Workforce Commission

Internship Overview

SECTION TWO: INTERNSHIP OVERVIEW

According to WIOA guidelines,[14] internships and work experience opportunities are planned, structured learning experiences that take place in a workplace for a limited period. Internships or work experience may be arranged within the private for-profit, nonprofit, or public sector. Internships and work experience may be paid or unpaid and are offered to students or youth and adult workers. Interns may range from high school and postsecondary students and recent graduates to veterans and adult learners who are transitioning into the workforce.

In FY'25, the ages of WIOA intern participants who participated in internships and work experience ranged from younger than 19 to 65 and older; however, some opportunities may require a minimum age that is older than 16. Internships and work experience are typically seasonal and often aligned with postsecondary education semesters—spring, summer, and fall—and may range from several weeks to several months.

Internship and work experience opportunities include the following:

- Internships or employment opportunities not limited to summer months
- Summer employment or summer internship
- Pre-apprenticeship
- Other work experience opportunities

Internships can be mutually beneficial to employers and interns in several ways. Internships offer employers a workforce development strategy to recruit staff members who possess relevant interest and experience, explore talent, teach target occupation skill sets, and train candidates for full-time employment. Internships provide interns the opportunity to explore career pathways, gain professional work experience, develop target occupation skill sets, and become more competitive in the labor market to increase employability.

Internship Opportunities for Individuals with Disabilities

Qualified individuals, including those with disabilities, may seek internship opportunities by applying directly with employers. Interns with disabilities must meet the same qualifications and performance expectations as interns without disabilities. Reasonable accommodations may be provided to help an intern or applicant meet internship requirements. Employers are prohibited from discriminating based on disability. Like

14 Workforce Innovation & Opportunity Act (WIOA) Program | Texas Workforce Commission

RAP sponsors, employers who offer internships rely on self-identification as the method for documenting disability status within their internship workforce. Although interns are not required to disclose their disability status, they may choose to disclose their status at any point in the employment process.

Individuals with disabilities may participate in internship opportunities available through all WIOA programs as well as those specifically available to individuals with disabilities through TWC-VR, which is funded under WIOA Title IV. Boards and their contractors provide employment and training programs for adults, dislocated workers, and youth, as funded under WIOA Title I. In FY'24-'25, TWC funded services for 2,098 WIOA participants with internships and work experience opportunities. Of these, 690 indicated the presence of a disability.[15]

VR customers have a wide array of paid or unpaid internship and work experience opportunities. Work experience services are available for students or youth with disabilities and adult customers who would benefit from work experience to gain employment skills and develop their work history. Work experiences are intended to be short-term (12 weeks or fewer) and part-time activities. Work experience services place customers at a business or agency within the community to learn skills for long-term competitive integrated employment (CIE). CIE is defined as employment that ensures both competitive hiring practices and a fully integrated work environment. This means that employers hire and give advancement opportunities to individuals with disabilities in the same manner as employees without disabilities, and all employees work together in a nonsegregated setting.[16]

15 Texas Internship Network | txinternnetwork.com
16 Competitive Integrated Employment (CIE) | Department of Labor

A VR customer may participate in several work experience placements if multiple placements are necessary to help the customer gain the experience and skills to achieve their employment goal. In FY'24–'25, TWC-VR internship and work experience placements were facilitated by 588 for-profit and 115 nonprofit employers or employment service providers, with an additional 107 entities who did not identify their status. Additionally, in FY'24 and FY'25, a total of 8,492 VR customers participated in work experiences, and 7,539 of those participants were transition students.[17] Of the total number of students and adult participants, 567 obtained employment in FY'24–'25, after completing their work experiences.

TWC-VR internship and work experience placements are ongoing and occur in coordination with other VR services needed by the participant to explore careers while they are in school or, for those not in school, to achieve their employment goal. Additionally, some internship opportunities are provided in the form of WBL. WBL experiences may include in-school or after-school opportunities or experiences outside the traditional school setting (including internships) that are provided in an integrated environment to the maximum extent possible. Examples of WBL include Summer Earn and Learn (SEAL), Project SEARCH, Wage Services for VR Participants in Paid Work Experience (PWE), our partnership with Texas Parks & Wildlife Department (TPWD) and group skills training programs for students and Skills Training to Employment Programs(STEP) for adults.

17 Totals are aggregated by adding annual SFY counts. The same customer can be counted twice in the aggregated total if they participated in work experiences in both SFY 2024 and SFY 2025.

Summer Earn and Learn, Project SEARCH, PWE and TPWD

SEAL and Project SEARCH are examples of TWC-VR-funded programs that provide internship and WBL opportunities to students with disabilities. Known as Pre-Employment Transition Services (Pre-ETS), these programs are designed to support students with disabilities, ages 14–22, with career exploration counseling, work readiness training, counseling on postsecondary (college) opportunities, WBL experiences, and self-advocacy instruction. Students who participate in SEAL exit high school and/or college with a foundation of knowledge related to career pathways and occupations aligned with their strengths, resources, interests, and capabilities.

The SEAL program provides work-readiness training and paid work experience to students with disabilities during the summer months. The program is a partnership between TWC-VR and TWC's 28 LWDAs. In 2025, 1,165 students participated in SEAL. More specifically, 844 students completed work readiness training, and 1,059 students completed the five-week site work experience. TWC-VR expended over $4.36M in VR funding for this service in 2025. Additional VR services were also provided to participants as needed to facilitate their participation in SEAL.

Project SEARCH is a well-established and nationally recognized internship model that consistently achieves successful outcomes for VR customers who are fifth-year high school students or students enrolled in the independent school districts (ISDs) 18+ Special Education Program, ages 18–22. Project SEARCH is an innovative, business-led, one-year school-to-work international model that features partnerships among employers, local ISDs, employment service providers, and other entities that serve individuals with disabilities. Project SEARCH promotes the successful long-term employment of students with disabilities in jobs that are stable, meaningful, integrated, and competitively compensated. TWC-VR and its ISD and employer partners currently have 32 active Project SEARCH sites across Texas.

Project SEARCH programs take place in a business setting where total immersion in the workplace facilitates teaching and learning and enables enrolled students with disabilities to develop competitive, marketable, and transferable skills that increase their employability. Each VR customer may participate in three internships during the academic year to explore a variety of career pathways. Employment planning meetings are held twice per internship for each VR customer to discuss employment goals and progress on skill development. The customer's team, which includes family and partnering agencies, helps the customer create an employment goal and supports the customer's transition from school to work. For the 2024-25 school year, 228 TWC-VR customers completed the Project SEARCH program statewide, and 152 (61.94%) of those obtained employment after completing the program. TWC-VR expended over $1.6M in VR funding for this service in during the 2024-25 school year. Additional VR services were also provided to participants as needed to facilitate their participation in Project SEARCH.

Wage Services for VR Participants in Paid Work Experience (PWE) was introduced as a work-based learning initiative in partnership with Local Workforce Development Boards (Boards) to purchase and deliver services to pay wages and associated taxes and fees for Vocational Rehabilitation (VR) participants in a paid work experience. Currently, 19 of the Boards maintain a contract to provide this service in Texas. PWE provides students with disabilities an experience to help them gain familiarity with the workplace

environment and develop transferable job skills while being paid compensation for time worked on the job. The scope of the experience is up to 12 weeks per participant per worksite, up to 20 hours per week per participant. In FY'24, $3.13M was expended in VR funding for student wages, with over 1,700 students participating. In FY'25, $1.76M was expended in VR funding for wages, with over 1,100 students participating.

In 2022, TWC-VR began a partnership with Texas Parks & Wildlife Department (TPWD) to offer internship opportunities to VR participants at Texas State Parks. This program is in conjunction with our PWE program via WorkQuest and students participate up to 12 weeks while earning wages for hours worked. Students are exposed to state employment and placed at diverse worksites in expanded areas of interest, which includes customer service, fleet maintenance (automotive), conservation, and law enforcement (warden). Additionally, this partnership has expanded to offer job shadowing opportunities, individually and in groups, to provide information about career opportunities at State Parks. This partnership specifically serves students in rural areas where opportunities may be limited. To date, roughly 20 students participate each year, and the partnership continues to expand.

Skills Training to Employment Program

The Skills Training to Employment Program (STEP) is a TWC-VR-funded program that creates a pipeline of talent for employers actively hiring, particularly for entry-level openings. This initiative develops partnerships to provide WBL opportunities that may lead to employment for adults with disabilities. Launched in FY'22, TWC-VR collaborates with businesses and VR-contracted employment service providers to offer work skills training and employment opportunities to cohorts of three to six adult VR customers interested in positions available with a host employer. STEP participants receive vocational adjustment training and paid work experience for up to 12 weeks, helping them obtain essential skills on the job. If performance goals are met, they may be hired by the host employer.

Current STEP sites include Catapillar, Courtyard by Marriott, Dollar Tree Distribution Center, Enterprise Holdings, Hospital Environmental Services - Healthcare, McLane Company, Inc., M&D Supply, Texas Olive Ranch, Toyotetsu Texas, University of Texas Rio Grande Valley, and Walgreens Distribution Center. Additional STEP worksites continue to be developed statewide. To date, 162 VR customers have completed a STEP initiative, and 87 of those have obtained employment with the assigned worksite or with another employer.

Internship Funding

Providing valuable work experience, internships are one example of the numerous services available through WIOA-funded programs. Funding for programs authorized under WIOA Titles I–III is provided in part through grants received from the US Department of Labor Employment and Training Administration (DOLETA). These funds are designed to help job seekers access employment, education, training, and support services to succeed in the labor market and help match employers with the skilled workers who they need to compete in the global economy. TWC administers WIOA funding in Texas and provides services through its 28 Boards, their contractors, and community partners. The funding for various WIOA services provided by Boards comes from a combination of state and federal funding distributed through various TWC programs.[18]

18 Workforce Innovation & Opportunity Act (WIOA) Program | Texas Workforce Commission

TWC's VR program, authorized under WIOA Title IV, is funded through a grant from the US Department of Education Rehabilitation Services Administration. TWC-VR funding helps eligible individuals with disabilities prepare for, obtain, retain, and advance in CIE. TWC-VR services include physical and mental restoration services, postsecondary education and training, rehabilitation and assistive technology, employment, and self-employment services and Pre-ETS for students with disabilities. In FY'23, TWC-VR expended over $10.4M in VR funding to support internships through SEAL and Project SEARCH.

Texas Talent Connection Internship Grants

Texas Talent Connection (TTC) Grants program, funded by Wagner-Peyser 7(b) federal funds, empowers Texas students to thrive in STEM careers. Every July 1, the governor's office receives funds to support workforce training and job placement. In partnership with the Texas Workforce Investment Council (TWIC), TWC awards these grants, creating opportunities for high school and community/technical college students. For FY'25, twenty grants totaling $6,367,447 were awarded.

TTC grants fund work-based internships in high-demand STEM fields, allowing students to earn class credit, industry certifications, and invaluable on-the-job experience. This fosters an environment of innovation and growth for both individuals and businesses. Applicants can include various combinations of Boards, employers or employer organizations, institutions of higher education, faith-based organizations, local ISDs, and nonprofit community-based organizations.

TTC prioritizes grant applications that incorporate the following:

- Lead to tangible results: Projects should result in job placements, wage increases, and improved job retention.
- Embrace innovation: Projects should seek creative and efficient approaches to workforce development.
- Support diverse needs: Services should cater to workforce populations facing unique challenges.

In FY'25 alone, TTC enrolled 8,362 participants with valuable training and education programs, demonstrating its significant impact on the Texas workforce. Of the total participants, 3,105 students earned industry-based certifications, and 854 gained employment through the certifications.

Geographic Locations of Internship Programs

As with apprenticeship programs, there are no requirements for a statewide distribution of internship programs. TWC promotes growth of programs and opportunities for individuals in all areas of the state. The FY'25 TTC Grants referenced above were awarded in the following twelve Workforce Solutions board areas: South Plains; North Central Texas; Tarrant County; Greater Dallas; Borderplex; Capital Area; Southeast Texas; Alamo; Lower Rio Grande Valley; Cameron; Texoma; and Gulf Coast.

In addition, internship opportunities can be searched by location at TWC's website designed to list and promote internship opportunities—Texas Internship Challenge.

TWC-VR must make work-based learning activities available statewide to students with disabilities. Internship is one type of work-based learning activity. TWC-VR work-based learning opportunities are available to students with disabilities in all 28 WDAs.

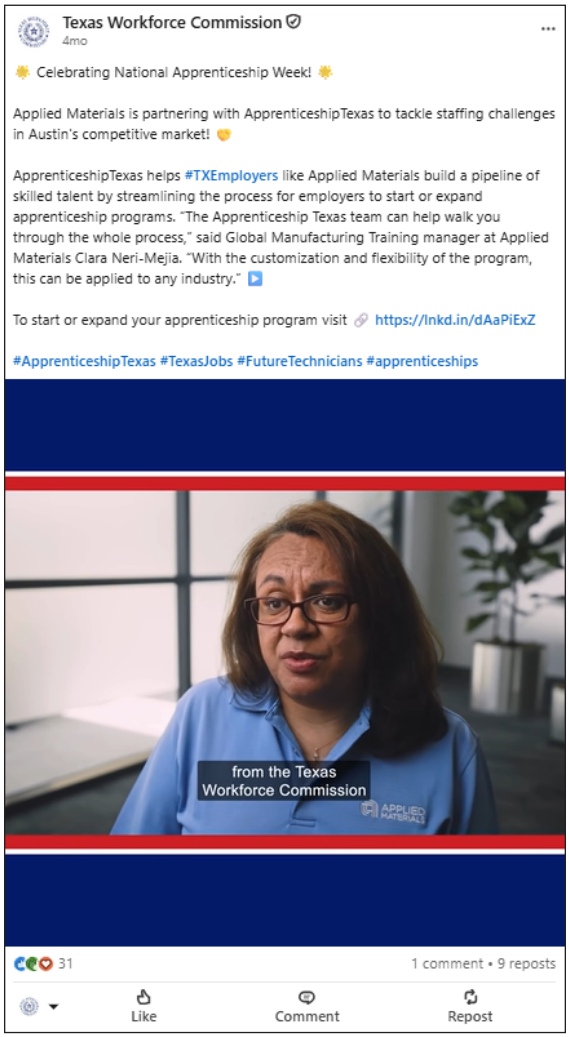
Promoting Apprenticeship and Internship Opportunities

SECTION THREE: PROMOTING APPRENTICESHIP AND INTERNSHIP OPPORTUNITIES

Apprenticeship and internship programs offer work-based learning opportunities. They help employers recruit, train, and retain skilled workers. TWC and our partners promote these programs across the state through web, social media, press releases, events, and support services. Workforce system staff provide direct support and education.

TWC encourages and promotes the value of these work-based learning opportunities to employers and encourages them to create more paid internships and apprenticeships across Texas. TWC Student HireAbility Navigators coordinate with local school districts and colleges to host events where students can explore careers and access promotional resources.

The Texas Workforce Investment Council has an Apprenticeship and Training Advisory Committee (ATAC) which produces promotional collateral to raise awareness about opportunities for students, schools, and employers. TWC's VR division serves on the ATAC and helps connect people with disabilities to apprenticeship opportunities.



ApprenticeshipTexas

TWC has produced a suite of ApprenticeshipTexas employer testimonial videos. These videos share success stories on how apprenticeship programs are transforming businesses across Texas. Employers hear from their peers how they are using registered apprenticeship to:

1) solve specific business challenges, 2) that the registered apprenticeship model can be applied to any industry, 3) and receive a call to action to contact TWC to "start or expand" a program.

TWC maintains and promotes the ApprenticeshipTexas landing page. It features program details, events, the employer testimonials, and support resources.

TWC conducted our 10th annual ApprenticeshipTexas Conference in the fall of 2026. This event helps employers and schools discover how apprenticeships can strengthen their businesses. Attendees learn how to start or grow Registered Apprenticeship Programs. TWC promotes this event with a "Save the Date" and "Register Now" collateral supported by an event recap video including past attendee testimonials. TWC distributes these promotions on our website home page, landing page, social media, a press release, and email.

The ApprenticeshipTexas team has developed a flexible suite of exhibit components for use at events, large or small, around the state. The multi-component exhibit includes branded table runners, table throws, tabletop banners, retractable banners, stage banners, photo backdrops, and a stakeholder kit. Each component features program branding a suite of stock images that reinforce how this training model is expanding to many industries.

TWC promotes this program on web and social, specifically LinkedIn, leveraging video shorts from the previously mentioned employer and event testimonials. Timing is aligned with industry happenings like National Apprenticeship Week to leverage existing public attention on the topic. Throughout the Summer and early Fall, social messages shift to focus on promoting the ApprenticeshipTexas Conference. Additionally, the program is featured on the TWC home page as a web promo tile regularly throughout the year.

Texas Intern Network

The Texas Intern Network website encourages businesses to offer more internships. It was created based on guidance from TWC, the Texas Education Agency (TEA), and the Texas Higher Education Coordinating Board (THECB). The website was recently renamed and redesigned with expanded functionality. Students can use the site to find internships and learn how to apply for them. Employers can use the site to post jobs and find the next generation of workers.

TEXAS INTERN NETWORK
Connecting Employers + Tomorrow's Talent

The website is accessible for all and supports veterans hiring. It also lists both technical and non-technical jobs. A new feature of the site is Big Interview. This is a free tool that uses AI to helps users practice for interviews. It also helps users write resumes and cover letters. The agency has also updated its printed flyers and guides. Additionally, several demonstrations and promotional videos were made to support the updated website.

TWC promotes this website most often during the spring, summer, and fall school terms to align with internship seasons. TWC promoted a social media campaign in April 2026 for National Internship

Awareness Month. The campaign continues year-round, using messaging to engage students and employers.

Similarly, the new website has been regularly featured on the TWC home page. Messaging focuses on the benefits of the site, and internships in general, for both interns and employers.

TWC also hosts a Texas Intern Network event series. It was created with the help of the THECB TXWORKS - Texas Working Off-Campus: Reinforcing Knowledge and Skills – program. The events connect employers with interns across the state through online and in-person gatherings. In 2025, there were four events and in 2026, three. They were conducted at college and community college campuses in multiple cities around the state. These events give interns a chance to meet people and find resources to grow their careers. TWC offers a free head shot booth where all attendees can update their head shot for their LinkedIn profile to support networking.

The Texas Intern Network Event Series has a LinkedIn page for networking and news. TWC's social media strategy for the event series focuses on showing success stories and photos of people at the events. TWC ran a social media campaign for an event held on National Intern Day in 2025 to encourage more engagement.

Summer Earn & Learn

Summer Earn & Learn creates pathways to employment for students with disabilities. For students with disabilities, SEAL offers paid work experience with local employers. These employers partner with TWC Vocational Rehabilitation to provide support and accommodations needed to succeed.

Summer Earn and Learn is featured on the Vocational Rehabilitation – Youth & Students landing page. It features helpful information for both students and employers. This program is currently being promoted through informational flyers refreshed in early 2026.

Jobs Y'all

TWC offers a career exploration site for young adults at Jobsyall.com. It offers information about top industries and jobs in Texas. The site connects users to tools like Texas Reality Check, Texas Career Check, and Texas Intern Network.

To optimize the site in line with the evolving needs of Texas' career explorers, TWC conducted research to get new insight into how this site can best meet the needs of young adults and their teachers and career counselors. The site is being refreshed with plans to re-launch in Fall 2026. This new site will offer expanded information and resources about apprenticeships and internships. It will also have expanded resources for young adults who happen to have a disability.

Conclusion

Apprenticeships and internships are important links between top industries and talented workers in Texas. TWC is dedicated to promoting these pathways to all Texans. Some programs are made just for individuals with disabilities. However, all job seekers are encouraged to find careers that match their skills and interests. TWC uses broad and targeted outreach and support services to help employers and workers find success.

APPENDIX: LIST OF APPRENTICESHIP AND INTERNSHIP PROGRAMS FOR INDIVIDUALS WITH DISABILITIES

The table beginning on the following page provides a list of opportunities specifically for students and adults with disabilities. These opportunities are cohort based and are a subset of all opportunities available to individuals with disabilities, as described in the narrative section of the report.

Program Name[19]	Program Type	Population Served	Employers/ Host Sites	Local Workforce Development Area (LWDA)	Age Range	Funding Source	Program Length	Entity Type	Completed Program
Explore Apprenticeship 2.0	Pre-Apprenticeship Exploration	Students	Dallas College	Greater Dallas	14–22	TWC-VR	Semester	Public	0
Explore Apprenticeship 2.0	Pre-Apprenticeship Exploration	Students	San Jacinto College District	Gulf Coast	14–22	TWC-VR	Semester	Public	13
Extended Pre-Transition Camp at Texas School for the Deaf	Internship	Students	37 Employer Sites	Capital Area	18–22	TWC-VR	4 weeks	Both	66
Job Opportunities for Blind Students (JOBS)	Internship	Students	9 Employer Sites	Capital Area	14–22	TWC-VR	3 weeks	Private	26
Project SEARCH	Internship	Students	Ascension Seton Hays	Rural Capital Area	18–22	TWC-VR	9 months	Private	5
Project SEARCH	Internship	Students	Ascension Seton Northwest	Capital Area	18–22	TWC-VR	9 months	Private	7
Project SEARCH	Internship	Students	Ascension Seton Williamson	Rural Capital Area	18–22	TWC-VR	9 months	Private	4
Project SEARCH	Internship	Students	Baptist Medical Center	Alamo	18-22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	Baylor Scott & White Healthcare–Brenham	Brazos Valley	18–22	TWC-VR	9 months	Private	1
Project SEARCH	Internship	Students	Baylor Scott & White Healthcare–College Station	Brazos Valley	18–22	TWC-VR	9 months	Private	6
Project SEARCH	Internship	Students	Baylor Scott and White South Austin	Capital Area South	18-22	TWC-VR	9 months	Private	2
Project SEARCH	Internship	Students	Baylor University Medical Center	Greater Dallas	18-22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	CHRISTUS Children's Hospital of San Antonio	Alamo	18–22	TWC-VR	9 months	Private	11

19 Workforce Innovation & Opportunity Act (WIOA) Program | Texas Workforce Commission

Program Name[19]	Program Type	Population Served	Employers/ Host Sites	Local Workforce Development Area (LWDA)	Age Range	Funding Source	Program Length	Entity Type	Completed Program
Project SEARCH	Internship	Students	CHRISTUS Santa Rosa Alamo Heights	Alamo	18-22	TWC-VR	9 months	Private	5
Project SEARCH	Internship	Students	CHRISTUS Trinity Mother Frances Health System	Deep East Texas	18–22	TWC-VR	9 months	Private	12
Project SEARCH	Internship	Students	Dell Seton Medical Center at the UT of Austin	Capital Area	18–22	TWC-VR	9 months	Private	7
Project SEARCH	Internship	Students	Dow Chemical Freeport	Gulf Coast	18–22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	Embassy Suites Dallas–Frisco Hotel	North Central Texas	18–22	TWC-VR	9 months	Private	12
Project SEARCH	Internship	Students	Epiroc	Greater Dallas	18–22	TWC-VR	9 months	Private	5
Project SEARCH	Internship	Students	Gaylord Texas Resort and Convention Center	Tarrant County	18–22	TWC-VR	9 months	Private	11
Project SEARCH	Internship	Students	Houston Dow Center	Gulf Coast	18–22	TWC-VR	9 months	Private	6
Project SEARCH	Internship	Students	Kalahari Resorts	Rural Capital Area	18–22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	Midland Medical Center	Permian Basin	18-22	TWC-VR	9 months	Private	5
Project SEARCH	Internship	Students	Northwest Texas Hospital	Panhandle	18–22	TWC-VR	9 months	Private	8
Project SEARCH	Internship	Students	SanMar Corporation	Greater Dallas	18–22	TWC-VR	9 months	Private	4
Project SEARCH	Internship	Students	Texas Children's Health Plan	Gulf Coast	18–22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	Texas Health Arlington	Tarrant County	18-22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	Texas Health Dallas	Greater Dallas	18–22	TWC-VR	9 months	Private	10
Project SEARCH	Internship	Students	Texas Health Ft Worth	Tarrant County	18-22	TWC-VR	9 months	Private	7
Project SEARCH	Internship	Students	Texas Health Plano	North Central Texas	18–22	TWC-VR	9 months	Private	6

Program Name[19]	Program Type	Population Served	Employers/ Host Sites	Local Workforce Development Area (LWDA)	Age Range	Funding Source	Program Length	Entity Type	Completed Program
Project SEARCH	Internship	Students	The City of Lewisville	North Central Texas	18–22	TWC-VR	9 months	Public	8
Project SEARCH	Internship	Students	The Hospitals of Providence East	Borderplex	18-22	TWC-VR	9 months	Private	6
Project SEARCH	Internship	Students	The Hospitals of Providence Memorial	Borderplex	18–22	TWC-VR	9 months	Private	9
Project SEARCH	Internship	Students	The Hospitals of Providence Sierra	Borderplex	18-22	TWC-VR	9 months	Private	6
Project SEARCH	Internship	Students	The Hospitals of Providence Transmountain	Borderplex	18-22	TWC-VR	9 months	Private	14
SEAL	Internship	Students	33 Employer Sites	Panhandle	14–22	TWC-VR	5 weeks	Both	15
SEAL	Internship	Students	58 Employer Sites	South Plains	14–22	TWC-VR	5 weeks	Both	21
SEAL	Internship	Students	22 Employer Sites	North Texas	14–22	TWC-VR	5 weeks	Both	11
SEAL	Internship	Students	117 Employer Sites	North Central Texas	14–22	TWC-VR	5 weeks	Both	96
SEAL	Internship	Students	43 Employer Sites	Tarrant County	14–22	TWC-VR	5 weeks	Both	67
SEAL	Internship	Students	18 Employer Sites	Greater Dallas	14–22	TWC-VR	5 weeks	Both	66
SEAL	Internship	Students	29 Employer Sites	Northeast Texas	14–22	TWC-VR	5 weeks	Both	16
SEAL	Internship	Students	48 Employer Sites	East Texas	14–22	TWC-VR	5 weeks	Both	38
SEAL	Internship	Students	25 Employer Sites	West Central Texas	14–22	TWC-VR	5 weeks	Both	5
SEAL	Internship	Students	22 Employer Sites	Borderplex	14–22	TWC-VR	5 weeks	Both	39
SEAL	Internship	Students	28 Employer Sites	Permian Basin	14–22	TWC-VR	5 weeks	Both	21
SEAL	Internship	Students	15 Employer Sites	Concho Valley	14–22	TWC-VR	5 weeks	Both	10
SEAL	Internship	Students	19 Employer Sites	Heart of Texas	14–22	TWC-VR	5 weeks	Both	16
SEAL	Internship	Students	36 Employer Sites	Capital Area	14–22	TWC-VR	5 weeks	Both	32
SEAL	Internship	Students	57 Employer Sites	Rural Capital	14–22	TWC-VR	5 weeks	Both	44
SEAL	Internship	Students	17 Employer Sites	Brazos Valley	14–22	TWC-VR	5 weeks	Both	7
SEAL	Internship	Students	33 Employer Sites	Deep East Texas	14–22	TWC-VR	5 weeks	Both	19
SEAL	Internship	Students	34 Employer Sites	Southeast Texas	14–22	TWC-VR	5 weeks	Both	24

Program Name[19]	Program Type	Population Served	Employers/ Host Sites	Local Workforce Development Area (LWDA)	Age Range	Funding Source	Program Length	Entity Type	Completed Program
SEAL	Internship	Students	26 Employer Sites	Golden Crescent	14–22	TWC-VR	5 weeks	Both	13
SEAL	Internship	Students	53 Employer Sites	Alamo	14–22	TWC-VR	5 weeks	Both	100
SEAL	Internship	Students	29 Employer Sites	South Texas	14–22	TWC-VR	5 weeks	Both	25
SEAL	Internship	Students	65 Employer Sites	Coastal Bend	14–22	TWC-VR	5 weeks	Both	33
SEAL	Internship	Students	72 Employer Sites	Lower Rio Grande Valley	14–22	TWC-VR	5 weeks	Both	64
SEAL	Internship	Students	30 Employer Sites	Cameron County	14–22	TWC-VR	5 weeks	Both	17
SEAL	Internship	Students	33 Employer Sites	Texoma	14-22	TWC-VR	5 weeks	Both	11
SEAL	Internship	Students	38 Employer Sites	Central Texas	14–22	TWC-VR	5 weeks	Both	25
SEAL	Internship	Students	39 Employer Sites	Middle Rio Grande	14–22	TWC-VR	5 weeks	Both	9
SEAL	Internship	Students	268 Employer Sites	Gulf Coast	14–22	TWC-VR	5 weeks	Both	205
STEP	Internship	Adults	Caterpillar	Heart of Texas	18 and up	TWC-VR	12 weeks	Public	3
STEP	Internship	Adults	Courtyard by Marriott	West Central	18 and up	TWC-VR	12 weeks	Private	6
STEP	Internship	Adults	Dollar Tree Distribution Center	Gulf Coast	18 and up	TWC-VR	9 weeks	Private	18
STEP	Internship	Adults	Enterprise Holdings, Inc. IAH	Gulf Coast	18 and up	TWC-VR	12 weeks	Private	13
STEP	Internship	Adults	Hospital Environmental Services – Healthcare	East Texas & Northeast Texas	18 and up	TWC-VR	12	Private	--
STEP	Internship	Adults	McLane Company, Inc.	Tarrant	18 and up	TWC-VR	12 weeks	Private	6
STEP	Internship	Adults	M&D Supply	Southeast Texas	18 and up	TWC-VR	12 weeks	Public	--
STEP	Internship	Adults	Texas Olive Ranch	Dallas	18 and up	TWC-VR	12 weeks	Private	--
STEP	Internship	Adults	Toyotetsu Texas	Alamo	18 and up	TWC-VR	12 weeks	Private	14
STEP	Internship	Adults	University of Texas Rio Grande Valley	Lower Rio Grande Valley	18 and up	TWC-VR	12 weeks	Public	29
STEP	Internship	Adults	Walgreens Distribution Center	North Central	18 and up	TWC-VR	12 weeks	Public	7

Program Name[19]	Program Type	Population Served	Employers/ Host Sites	Local Workforce Development Area (LWDA)	Age Range	Funding Source	Program Length	Entity Type	Completed Program
Summer Work Experience in Austin, TX (SWEAT)	Internship	Students with VI	Texas School for the Blind and Visually Impaired (TSBVI)	Capital Area	16–22	TWC-VR	4 weeks	Public	17
Work-Based Learning Initiative (Texas A&M)	Internship	Students	60 School Sites	Multiple LWDAs	14–22	TWC-VR	School year	Public	--
Work and College Opportunities (WACO) Program at Texas A&M	Internship	Students	10 Employer Sites	Brazos Valley[20]	18–22	TWC-VR	5 weeks	Private	52
Work and Living in the Community (WALIC)	Internship	Students with VI	Texas School for the Blind and Visually Impaired (TSBVI)	Capital Area	16–22	TWC-VR	4 weeks	Public	20

20 Referrals are submitted from across the state.

101 East 15th Street
Austin, Texas 78778-0001
(512) 463-2222
twc.texas.gov

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice).