

1 **Certification and Recertification of Community Rehabilitation Programs to**
2 **Participate in the Purchasing from People with Disabilities Program**
3 **Discussion Paper**
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5 **Background**

6 The Texas Workforce Commission (TWC) administers the Purchasing from People with
7 Disabilities (PPD) program. TWC responsibilities include determining the eligibility
8 requirements for participation in the program and ensuring subsequent compliance with those
9 requirements when a community rehabilitation program (CRP) is certified or recertified. CRPs
10 must reapply every three years prior to the expiration date on the certificate. TWC staff reviews
11 each submitted application and all required documentation prior to forwarding recommendations
12 for certification or recertification to TWC’s three-member Commission for approval.

13 **Issue**

14 Staff has completed reviews of five applications for certification and ten applications for
15 recertification. All five CRPs meet all requirements for certification contained in TWC’s
16 Purchases of Products and Services from People with Disabilities rule §806.41, Certification and
17 Recertification of Community Rehabilitation programs.

18 *Five Certifications*

19 **1. G & H Nutrition Centers of Texas**

- 20 • Provides: ground maintenance, vehicle washing, janitorial services
- 21 • Currently no PPD program contracts
- 22 • Types of disabilities: hearing, vision, alcoholism, depression, physical impairment

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24 **2. The Phoenix Assembly**

- 25 • Provides: janitorial services, landscaping, painting
- 26 • Currently no PPD Program service contracts
- 27 • Types of disabilities: Hearing, PTSD, alcoholism, depression

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29 **3. Homestead Community Development Cooperation**

- 30 • Provides: Logistic services
- 31 • Currently no PPD Program service contracts
- 32 • Types of disabilities: IDD and Physical Disabilities

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35 **4. A Brother’s Keeper**

- 36 • Provides: Janitorial
- 37 • Currently no PPD Program service contracts
- 38 • Types of disabilities: Physical & Mental Intellectual Impairment Hearing, Speech,
39 Hearing

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41 **5. Healthy Innovative Processes**

- 42 • Provides: Psychiatric Evaluation, Supervised Evaluation
- 43 • Currently no PPPD program service contracts

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Ten Recertifications

1. MHMR of Tarrant County dba ABG Fulfillment

- Provides: products, including sheet protectors and Oreo cookies
- Currently no PPD service contracts
- Integrated employment placement: 54

2. Oak Creek Day Habilitation/Vocational Center

- Provides: ground maintenance, landscaping, litter removal, janitorial services
- Currently no PPD program service contracts
- Integrated employment placement: 54

3. Precious Gems Services, Inc.

- Provides: litter removal, mowing
- Integrated employment placement: 3

4. G & H Equitas Foundation

- Provides: lawn care, janitorial services
- Integrated employment placement: 30

5. Ready One, Inc.

- Provides: Litter Removal and Mowing
- Integrated employment placement: 0

6. Vocational Opportunity of NE Texas

- Provides: Assemble trail part kits, Roadside litter
- Integrated employment placement: 30

7. Bootstrap Occupation Services

- Provides: Lawn care, Rest area maintenance
- Integrated employment placement: 30

8. Heart of Texas Goodwill

- Provides: Temporary employment services
- Integrated employment placement: 4
- Employ individuals with barriers to employment

9. Texas Alcoholism Foundation

- Provides: Lawn care, Litter Pickup
- Integrated employment placement: 34

10. Work Service Corporation

- Provides: Litter removal, janitorial services, Paper Clips, Wood stakes

- 1 • Integrated employment placement: 53
- 2 • Pays subminimum wages to three employees on Linen Folding Contracts.

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4 **Decision Point**

5 Staff seeks direction on approving the certifying and recertifying of CRPs to participate in the
6 PPD program.

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9 **Approval of Community Rehabilitation Programs to Participate in**
10 **the Purchasing from People with Disabilities Program**

11 **Supplemental Information**

12 This supplemental information addresses the certification and recertification of
13 Community Rehabilitation Programs (CRPs) that seek to participate in the Purchasing from
14 People with Disabilities (PPD) program.

15 **Certification of Five New Community Rehabilitation Programs**

16 **G & H Nutrition Center of Texas (Houston)**

- 17 ➤ Services: ground maintenance, vehicle washing, custodial services
- 18 ➤ Business Goals: To partner with rehabilitation programs to employ individuals with
19 disabilities
- 20 ➤ Currently employs seven individuals with disabilities
- 21 ➤ Hourly wages that are paid to individuals with disabilities will be above minimum
22 wage on PPD contracts
- 23 ➤ In operation since 2015
- 24 ➤ Mission Statement: To serve the community by developing and implementing
25 business and marketing initiatives that provide employment opportunities for
26 individuals with disabilities.

27 **The Phoenix Assembly (Houston)**

- 28 ➤ Services: custodial, landscaping, painting
- 29 ➤ Business Goals: To employ as many individuals with disabilities as possible so they
30 know that their disabilities do not define them
- 31 ➤ Currently employs one individual with a disability
- 32 ➤ Hourly wages that are paid to individuals with disabilities will be above minimum
33 wage on PPD contracts
- 34 ➤ In operation since 2019
- 35 ➤ Mission Statement: To provide employment opportunities and outreach for
36 individuals with disabilities throughout the greater Houston and surrounding areas

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38 **Homestead Community Development Cooperation**

- 39 ➤ Services: Logistics Services, currently provide LS to North Houston Carriers
- 40 ➤ Business Goals: To provide individuals with job training and placement

- 1 ➤ Currently employs one individual with a disability
- 2 ➤ Hourly wages that are paid to individuals with disabilities will be above minimum
- 3 wage on PPD contracts
- 4 ➤ In operation since 2017
- 5 ➤ Associated with: Parker Place Property Owners Association.
- 6 ➤ Mission Statement: The Homestead CDC is organized to provide individuals with
- 7 educational services, social services, training seminars, job training services and
- 8 placement for Senior, persons with Disabilities and IDD

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10 **A Brother's Keeper**

- 11 ➤ Services: Janitorial
- 12 ➤ Business Goals: Empowering people to strengthen their lives
- 13 ➤ Currently no employees
- 14 ➤ Hourly wages that are paid to individuals with disabilities will be above minimum
- 15 wage on PPD contracts
- 16 ➤ In operation since 2019
- 17 ➤ Mission Statement: A Brothers Keeper's goal is to inspire and empower people to
- 18 strengthen their lives by contributing to the workforce of by offering job placement
- 19 to person with varies disabilities veterans and ex-offenders.

20 **Healthy Innovative Process, (San Antonio, Texas)**

- 21 ➤ Services: Psychiatric Evaluation, Supervised Evaluations
- 22 ➤ Currently 3 Employees with Disabilities
- 23 ➤ Hourly wages paid to individuals with disabilities will be above minimum wage on
- 24 PPD Contracts
- 25 ➤ In business since 2011
- 26 ➤ Mission Statement: To create opportunities for people with barriers disabilities to
- 27 economic wellbeing.

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29 **Recertification of Ten Community Rehabilitation Programs**

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31 **MHMR of Tarrant County dba ABG Fulfillment (Fort Worth)**

- 32 ➤ Services: N/A
- 33 ➤ Products: sheet protectors, Oreo™ cookies
- 34 ➤ Current number of employees: 135
- 35 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 36 on PPD contracts
- 37 ➤ Sales July 2018–June 2019: \$74,454
- 38 ➤ Wages and benefits paid July 2018–June 2019: \$3,369 (53 employees with
- 39 disabilities – Avg. \$7.26/hr)
- 40 ➤ Certification date: June 2014
- 41 ➤ Integrated employment: 54 employees

42 **Oak Creek Day Habilitation/Vocational Center (Lufkin)**

- 43 ➤ Services: ground maintenance, landscaping, custodial services
- 44 ➤ Products: Fall prevention

- 1 ➤ Current number of employees: 125
- 2 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 3 on PPD contracts
- 4 ➤ Sales July 2018–June 2019: \$212,305
- 5 ➤ Wages and benefits paid July 2018–June 2019: \$81,162 (39 employees with
- 6 disabilities – Avg. \$7.78/hr)
- 7 ➤ Certification date: September 2003
- 8 ➤ Integrated employment: 5 employees

9 **Precious Gems Services, Inc. (Dallas)**

- 10 ➤ Services: litter removal, mowing
- 11 ➤ Products: N/A
- 12 ➤ Current number of employees: 9
- 13 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 14 on State Use Contracts
- 15 ➤ Sales: July 2018–June 2019: \$360,362
- 16 ➤ Wages and benefits paid July 2018–June 2019: \$90,306 (17 employees with
- 17 disabilities – Avg. \$7.39/hr)
- 18 ➤ Certification date: February 2005
- 19 ➤ Integrated employment: 3 employees

20 **G & H Equitas Foundation, Inc. (Corpus Christi)**

- 21 ➤ Services: litter removal, mowing
- 22 ➤ Products: N/A
- 23 ➤ Current number of employees: 7
- 24 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 25 on State Use Contracts
- 26 ➤ Sales July 2018–June 2019: \$37,095
- 27 ➤ Wages and benefits paid July 2018–June 2019: \$12,582 (17 employees with
- 28 disabilities – Avg. \$8.68/hr.)
- 29 ➤ Certification date: April 2011
- 30 ➤ Integrated employment: 30 employees

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32 **Ready One, Inc. (El Paso)**

- 33 ➤ Services: litter removal, mowing
- 34 ➤ Products: N/A
- 35 ➤ Current number of employees: 407
- 36 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 37 on State Use Contracts
- 38 ➤ Sales July 2018–June 2019: \$85,291
- 39 ➤ Wages and benefits paid July 2018–June 2019: \$17,793 (3 employees with
- 40 disabilities -Avg. \$8.78/hr.)
- 41 ➤ Certification date: April 2011
- 42 ➤ Integrated employment: 0 employees

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44 **Vocational Opportunity of NE Texas (Mt. Pleasant, Tx)**

- 1 ➤ Services: Assemble Trail part kits, Roadside litter
- 2 ➤ Products: N/A
- 3 ➤ Current number of employees: 30
- 4 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 5 on State Use Contracts. (Hold a 14(c) Certificate)
- 6 ➤ Sales July 2018–June 2019: \$398,729
- 7 ➤ Wages and benefits paid July 2018–June 2019: \$108,526 (16 employees with
- 8 disabilities – Avg. \$10.19/hr.)
- 9 ➤ Certification date: April 2011
- 10 ➤ Integrated employment: 30 employees

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12 **Bootstrap Occupation Services (Crawford)**

- 13 ➤ Services: litter removal, Landscape Maintenance, Rest Area Maintenance
- 14 ➤ Products: N/A
- 15 ➤ Current number of employees: 12
- 16 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 17 on State Use Contracts
- 18 ➤ Sales July 2018–June 2019: \$1,478,187
- 19 ➤ Wages and benefits paid July 2018–June 2019: \$335,724 (25 employees with
- 20 disabilities – Avg. \$12.26/hr.)
- 21 ➤ Certification date: April 2011
- 22 ➤ Integrated employment: 4 employees

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24 **Heart of Texas Goodwill (Waco)**

- 25 ➤ Services: Temporary Employment Services
- 26 ➤ Products: N/A
- 27 ➤ Currently employs 210 individuals with disabilities
- 28 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 29 on State Use Contracts
- 30 ➤ Sales July 2018–June 2019: \$388,433
- 31 ➤ Wages and benefits paid July 2018–June 2019: \$241,184 (20 employees with
- 32 disabilities – Avg. 18.50/hr.)
- 33 ➤ Certification date: April 2011
- 34 ➤ Integrated employment: 4 employees

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36 **Texas Alcoholism Foundation (Houston)**

- 37 ➤ Services: Mowing and Litter pickup
- 38 ➤ Products: N/A
- 39 ➤ Current number of employees: 40
- 40 ➤ Hourly wages that are paid to individuals with disabilities are above minimum wage
- 41 on State Use Contracts
- 42 ➤ Sales July 2018–June 2019: \$999,270
- 43 ➤ Wages and benefits paid July 2018–June 2019: \$442,424 (407 employees with
- 44 disabilities - Avg. \$9.38/hr.)
- 45 ➤ Certification date: April 2011
- 46 ➤ Integrated employment: 34 employees

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Work Services Corporation (Wichita Falls)

- Services: litter removal, mowing, Janitorial
- Products: Paper Clips, Tent Pins, Wood Stakes
- Current number of employees: 522
- Hourly wages paid to individuals with disabilities are above minimum wage on State Use Contracts except for three employees being paid subminimum wages working on Linen Folding Contracts.
- Sales July 2018–June 2019: \$2,310,589
- Wages and benefits paid July 2018–June 2019: \$689,088 (86 employees with disabilities – Avg. Wage \$9.57/hr.)
- Certification date: 9/2003
- Integrated employment: 53 employees