

# Texas Workforce Commission Supplemental Report 2024

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

## Overview

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

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

TWC’s mission is 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. We are proud to present this report, which highlights the successes of our efforts.

## College Credit for Heroes

### Introduction

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

CCH awarded 43 grants to 19 Texas colleges and universities in fiscal year (FY) 2024. These grants have identified more than 100 courses across fields that align with the program’s guidelines, including: business, emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing, and logistics.

However, the foundation for the continued growth of the CCH program extends beyond grants. Texas Institutions of Higher Education (IHEs) play a pivotal role in ensuring CCH’s success. The

37 program relies on veteran-friendly colleges and universities that appreciate the contributions of  
38 veterans and TSMs, understanding the positive impact their knowledge and skills bring to the  
39 civilian workforce. Stakeholders, including TWC staff and representatives from Texas military  
40 bases, convene annually to exchange best practices, address challenges, and outline future  
41 steps. These exchanges enhance the innovation and creativity of the CCH network, share  
42 lessons learned, and advance the overarching goal of preparing veterans and TSMs for  
43 successful entry or reentry into the workforce.

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

## 48 **Focus Areas - Best Practices**

### 49 **Workforce Development**

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

### 58 **Accreditation and Certification**

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

### 68 **Outreach to the Military**

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

74 10. Encourage faculty visits to military training installations and facilitate meetings between  
75 faculty and military instructors to enhance understanding of military education and  
76 training.

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

## 80 **Institutional Procedures**

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

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

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

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

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

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

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

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

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

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

## 106 **Goals of the CCH Capacity Building Program Grant:**

107 22. Establish and document a pilot Military Transcript evaluation process designed to  
108 ensure the consistent awarding of academic credits to all veterans and service members  
109 submitting Military Transcripts for ten commonly recognized military courses or  
110 experiences.

111 23. Create a sustainable tracking methodology for students actively participating in the CCH  
112 Program. This methodology could precisely assess the benefits received by students and  
113 verify that processes and policies are consistently applied throughout the institution.

- 114 24. Recruit advocates and resources for the CCH Program from the ranks of current  
115 students, alumni, and faculty who have experience with or are currently engaged in the  
116 program. These individuals will serve as program champions.  
117 25. Seamlessly integrate CCH Program information into existing resources designed for  
118 Veterans and Active-Duty Service Members.

### 119 **Average Credit Hours per Veteran: CCH Grantees**

120 In FY 2024, veterans may receive an average of 13.7 credit hours awarded and 7.7 credit hours  
121 transferred for the military training and education based upon their degree plan. These  
122 projections are the highest average for credits transferred per veteran and the second-highest  
123 average for credits awarded per veteran in the last five years of the program.

### 124 **Measures Recommended**

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

- 127 1. Encourage Texas colleges and universities to adopt the 100 acceleration curricula  
128 developed by CCH colleges, facilitating awards of associate degrees, workforce licenses,  
129 certifications, and other credentials upon approval by the Texas Higher Education  
130 Coordinating Board (THECB).
- 131 2. View the CCH program as a network of Texas colleges and universities that recognize the  
132 value of military experience, education, and training and offer successful education and  
133 support programs designed specifically for veterans.
- 134 3. Increase awareness of a CCH network across multiple entities, including IHEs, military  
135 installations, National Guard armories, and Reserve centers, and a variety of audiences,  
136 including veterans, employers, and other stakeholders.
- 137 4. Support the further development and growth of a network of CCH schools, enabling  
138 schools to:
  - 139 a. Share best practices, acceleration curricula, evaluation strategies, and lessons  
140 learned; and
  - 141 b. Build partnerships with local industries and military installations.
- 142 5. Highlight successes of locally developed programs to:
  - 143 a. Foster a post-military, college-going culture and
  - 144 b. Enable veterans and service members to learn more about the services and  
145 programs offered by IHEs of their choice.
- 146 6. Establish a long-term (three to five years) CCH presence at two-year colleges. This long-  
147 term presence will help in the growth and sustainability of a CCH network by:
  - 148 a. Developing programs beyond the creation of individual pathways.
  - 149

- 150 b. Strengthening efforts to sustain and improve services to veterans.
- 151 c. Allowing for sharing of best practices (for example, evaluations and  
152 assessments) in supporting student veterans.
- 153 d. Creating new pathways that exceed the parameters of previous CCH grants.
- 154 e. Increasing awareness of a CCH network.
- 155 f. Developing articulation agreements to increase transferability of credits  
156 among IHEs.

157  
158 *[Graphic call out with Brazosport College logo] Brazosport College developed a*  
159 *program called Academic Success and Certification Attainment. All 94 graduates*  
160 *of the Department of Defense (DoD) SkillBridge Apprenticeship Program who*  
161 *attended the program at Brazosport College successfully earned certifications.*  
162 *This achievement highlights how alignment between military training and*  
163 *academic coursework can empower veterans to earn credentials that are*  
164 *essential for career advancement.*

- 165 7. Create a CCH handbook to support local evaluation efforts and set forth guidelines,  
166 expectations, and desired objectives. The handbook could include orientation materials  
167 for administration, faculty, and staff, as well as a Green-Zone template.
- 168 8. Encourage greater use of PLAs and other competency-based models to maximize award  
169 of credit for military experience, education, and training. PLAs and competency-based  
170 challenge exams award credit for demonstrated experience, saving student veterans  
171 valuable time and GI Bill benefits.
- 172 9. Encourage the development of articulation agreements between community colleges  
173 and four-year educational institutions to enhance the academic progression of veterans  
174 and service members.
- 175 10. Encourage collaboration among TWC, THECB, military installations in Texas, and colleges  
176 and universities (that is, members of a CCH network) to improve the award of college  
177 credit and the transition to the civilian workforce.
- 178 **II.** Highlight the fiscal impact of admitting veterans and service members to accelerated  
179 programs and awarding credit accordingly. Through acceleration, student veterans use  
180 fewer funds to earn degrees and certifications, greatly enhancing their chances for post-  
181 military success. Their success, in turn, ultimately benefits the growing Texas economy.

## 182 Skills Development Fund

183

### 184 Introduction

185

186 The Skills Development Fund (SDF) grant program supports customized job skills training for  
187 incumbent and new employees in collaboration with Texas public community and technical  
188 colleges and local employers. TWC draws on funding from SDF to support dual credit high  
189 school programs as well as career and technical education. Staff work closely with employers  
190 and training providers to ensure training meets specific performance measures while  
191 benefitting both employers and trainees.

192

193 The SDF grant program has provided training opportunities in partnership with more than 4,900  
194 employers to upgrade or support the creation of more than 435,400 jobs throughout Texas  
195 since the program's inception in 1996. In FY 2024, more than \$13.7 million was awarded in SDF  
196 grants to train 6,580 Texans and support 152 businesses.

197

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

202

### 203 Program Reports

204

#### 205 Skills Development Fund

206 In FY 2024, TWC's SDF programs received 101 proposal submissions totaling \$20,862,275. The  
207 proposals included applications for Skills Development Fund, Skills for Small Business, Dual  
208 Credit, and Foundational Skills Rider programs.

209

210 The requests resulted in the following:

- 211 • **SDF:** 26 projects with an average award amount of \$423,833 serving 42 businesses and  
212 supporting the creation of 2,286 new jobs while assisting with the upskilling of 4,294  
213 existing jobs.
- 214 • **Dual Credit:** 7 Dual Credit grants with an average award of \$192,902.
- 215 • **Skills for Small Business:** 18 grants with an average award of \$61,026 , .
- 216 • **Foundational Skills:** One (1) award with an award amount of \$250,000.

217

218 Statewide, the average wage paid to workers trained with Skills grants increased from \$10.33  
219 per hour in FY 1996 to \$33.93 per hour in FY 2024.

220

#### 221 Employer Contribution

222 Business partners support SDF projects by providing wages for the trainees during their  
223 enrollment in courses, allowing use of existing training resources, covering necessary portions  
224 of course costs, offering supplemental training not included in the Skills Development grant,  
225 and/or helping pay the salaries of staff members who assist with the grant. In FY 2024, the  
226 business partner in-kind contributions totaled more than \$7.1 million.

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**Business, Workforce/Economic Development, and Education Partners**

SDF has successfully provided training opportunities in partnership with businesses, public community and technical colleges, economic development organizations, and TEEEX for more than 25 years.

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

**Special Initiatives under the Skills Development Fund Program**

The Skills for Small Business (SSB) program provides small businesses in rural and urban communities the opportunity to respond to their operational needs by increasing the skills of their employees. The initiative provides training opportunities through existing courses offered by the participating local public community or technical college or TEEEX to businesses with fewer than 100 employees. In FY 2024, the SSB program provided \$623,733 in training to support 110 small businesses throughout Texas.

Skills for Small Business Child Care, introduced in FY 2022 as a subset of the Skills for Small Business program, provides funding for registered child care providers. During FY 2024, the program supported \$126,795 in SSB training for child care projects.

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

The program allows grantees to enhance career and technical education dual credit programs through equipment purchases using the Skills Development Fund. In FY 2024, TWC’s Dual Credit Program received 53 proposals requesting \$8,300,540. TWC awarded \$1,350,314 across seven grants, for an average award of \$192,902.

## 259 Trade Adjustment Assistance

### 260 Introduction

261

262 Trade Adjustment Assistance (TAA) is a federal program that helps workers adversely affected  
263 by foreign imports or the shifting of jobs from the United States to other countries. TAA seeks  
264 to provide impacted Texans with opportunities to obtain the skills, credentials, resources, and  
265 support necessary to become reemployed. The TAA program is administered by the TWC in  
266 cooperation with Texas' 28 local workforce development boards (Boards).

267 The services and benefits available to participants vary based on the law in effect at the time of  
268 certification. The TAA-certified workers addressed in this report were certified under and are  
269 subject to the rules of: the Trade Act of 2002, the Trade and Globalization Adjustment  
270 Assistance Act of 2009, the Trade Adjustment Assistance Extension Act of 2011, the Trade  
271 Adjustment Assistance Reauthorization Act of 2015; or the reversion provisions of the 2015 law,  
272 known as Reversion 2021.

273 The TAA program began a phased termination on July 1, 2022. The phased termination  
274 followed a one-year reversion period, from July 1, 2021, to June 30, 2022, which limited group  
275 eligibility, reduced program funding, and restricted benefits available to workers. Although  
276 Boards continue to administer the 2002, 2009, 2015, and Reversion 2021 TAA programs to  
277 outreach and serve previously determined eligible participants, TAA enrollment and  
278 applications are dependent on the number of petition certifications and the number of workers  
279 eligible per petition. Since July 1, 2022, the U.S. Department of Labor (DOL) has been unable to  
280 conduct new investigations or issue certifications of eligibility for new groups of workers. As of  
281 September 11, 2024, 46 petitions covering 4,949 Texas workers are pending DOL review and  
282 approval.

283

284 This report describes the services and outcomes for TAA-certified workers who participated in  
285 or have completed training in the TAA program during FY 2024.

### 286 *TAA Benefits and Services*

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

- 289 • **Employment and Case Management Services**, including skill assessments, career  
290 counseling, support services, and information on training.
- 291 • **Occupational Training** for up to 130 weeks.
- 292 • **Trade Readjustment Allowances** equaling up to 130 weeks of wage subsidies for workers  
293 enrolled in training within 26 weeks of their trade-related layoff or the petition certification,  
294 whichever date is later.
- 295 • **Alternative/Reemployment Trade Adjustment Assistance**, a wage subsidy available to  
296 workers aged 50 or older who are reemployed at an annual wage of \$50,000 or less.
- 297 • **Job Search Allowances** that reimburse workers for the costs of job searches outside their  
298 local commuting area.



299 • **Relocation Allowances** that reimburse workers for relocation costs for a job outside of their  
300 local commuting area.

301 For additional information on TAA benefits and services, visit [TWC's TAA Program web page](https://twc.texas.gov/taa) at  
302 twc.texas.gov/taa.

### 303 **TAA Service Provision and Outcomes**

304 During FY 2024, the Texas workforce system provided comprehensive TAA services that  
305 resulted in the following outcomes:

- 306 • 396 workers applied for TAA services or benefits.
- 307 • 77 workers participated in TAA-supported training services. The most common training  
308 occupations supported were: Truck Drivers, Heavy Equipment Drivers, and Tractor-Trailer  
309 Drivers; Registered Nurses; General and Operations Managers; Medical Assistants; and  
310 Electro-Mechanical Technicians.
- 311 • Three (3) workers participated in vocational and remedial training programs.
- 312 • 16 workers participated in basic skills enhancement during TAA-supported training.

313

314 The following TAA performance results were attained in FY 2024:

- 315 • 130 workers (76.02 percent) entered employment.
- 316 • 93.21 percent of workers entering employment retained employment over the three  
317 subsequent quarters.
- 318 • Workers who secured employment regained 138 percent of their pre-program-participation  
319 wage levels, based on a six-month follow-up.

320

321 Note: The pre-program-participation wage level percentage is composed of workers who  
322 were unemployed or underemployed prior to program participation and gained suitable  
323 employment. Under the TAA program, suitable employment is not less than 80 percent of a  
324 worker's average weekly wage.

325

326 The following were the most common sectors in which workers secured employment:  
327 Manufacturing; Administrative and Support; Health Care and Social Assistance; and Wholesale  
328 Trade; and Professional, Scientific, and Technical Services.

329

## 330 [WorksWonders: Texas Purchasing from People with Disabilities](#)

331

### 332 **Introduction**

333

334 The Texas Purchasing from People with Disabilities (PPD) program, commonly referred to as the  
335 State Use program, helps individuals with disabilities during their transition toward  
336 independence and provides them with direct benefits by offering stable, vocational  
337 rehabilitation in their own communities. This training results in meaningful employment and  
338 fair wages, which promotes self-sufficiency for program participants. Administered by TWC, its

339 daily operations are managed by WorkQuest, a central nonprofit agency, and the program is  
340 marketed as the WorksWonders program.

341 Through partnerships with community rehabilitation programs (CRPs), 6,478 Texans with a  
342 wide range of disabilities were employed in 114 local nonprofit CRPs in fiscal year 2024 (FY  
343 2024).

344 Among the 114 CRPs participating in the WorksWonders program, 82 offer vocational  
345 rehabilitation and outplacement services to help participants secure competitive employment  
346 that meets their strengths and capabilities. These services include, but are not limited to,  
347 adaptive visual equipment training, chemical/alcohol dependency counseling, educational  
348 training, financial planning, high school equivalency prep courses, interview coaching, job  
349 coaching, job placement services, job skills training, and supported employment services.

350 Through vocational rehabilitation and outplacement services, the program has helped place  
351 individuals with disabilities on career paths for which they are ideally suited. This has resulted in  
352 better employee retention, increased productivity and consistency, and higher overall team  
353 satisfaction.

354 Due to the influence of outplacement services and the positive effect they have on the  
355 employees who use them, 1,542 individuals with disabilities were placed in competitive or  
356 supported employment positions in the community or non-direct labor positions within their  
357 CRP.

358

### 359 **Community Rehabilitation Programs That Provide Career Counseling**

360

361 There were 82 CRPs providing career counseling or other related services for employees with  
362 disabilities compared with 17 CRPS that did not provide those services.

363 *Note: Data is not required from the 15 CRPs without individuals employed under State Use*  
364 *contracts.*

### 365 **Highlights**

366 In FY 2024, 6,478 Texans with disabilities were employed at 114 nonprofit CRPs participating in  
367 the statewide WorksWonders program. These individuals' disabilities include: mental health  
368 conditions (1,346), intellectual disabilities (892), physical impairments (887), chemical disorders  
369 (605), learning disabilities (489), visual impairments (357), deafness or hard of hearing (103),  
370 brain injuries (35), and other disabilities (1,764).

371 These WorksWonders employees with disabilities earned a weekly average of \$20.17 per hour  
372 including benefits, with weekly earnings ranging from \$7.26 to \$47.74 per hour. In total, they  
373 earned nearly \$81.2 million in wages including \$7.8 million in benefits during the year. This was  
374 a 10 percent increase in total earnings compared to the previous year.

375 Individuals without disabilities earned a weekly average of \$23.39 per hour including benefits,  
 376 with weekly earnings ranging from \$9.23 to \$66.37 per hour. In total, they earned \$25.6 million  
 377 in wages including \$2.2 million in benefits.

378 At least one type of non-mandatory benefit was received by 1,692 individuals with disabilities  
 379 and 399 individuals without disabilities through the WorksWonders program.

Fiscal Year	Texans with Disabilities Employed Through WorksWonders State Use Program:
2019	5,084
2020	5,475
2021	6,517
2022	6,396
2023	6,459
2024	6,478

380

381 Appendices

382

383 **APPENDIX A: COLLEGE CREDIT FOR HEROES**

384

385 **Table A1: Number of Academic or Workforce Education Semester Credit Hours Awarded for**  
 386 **the 2024 Academic Year**

387

388 Listed below are the number of academic or workforce education semester credit hours that  
 389 may be awarded under the program and applied toward a degree or certification program at an  
 390 institution of higher education during the most recent academic year, disaggregated by the  
 391 subject area for which the credit hours are awarded. Per reporting from CCH partner schools,  
 392 8,466 semester credits may be awarded for the 2024 academic year. The hours reported are  
 393 the result of a variety of policies and procedures established by the reporting institutions.

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395

Subject Area	Awardable Semester Credits 2024
Agricultural/Animal/Plant/Veterinary Science and Related Fields	22
Business, Management, Marketing, and Related Support Services	3,358
Communication, Journalism, and Related Programs	93
Computer and Information Sciences and Support Services	731

Construction Trades	14
Culinary, Entertainment, and Personal Services	96
Education	39
Engineering/Engineering-Related Technologies/Technicians	595
English Language and Literature/Letters	54
Family and Consumer Sciences/Human Sciences	12
Health Professions and Related Programs	272
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	253
Legal Professions and Studies	21
Leisure and Recreational Activities	243
Liberal Arts and Sciences, General Studies, and Humanities	167
Mechanic and Repair Technologies/Technicians	416
Parks, Recreation, Leisure, Fitness, and Kinesiology	295
Philosophy and Religious Studies	6
Physical Sciences	34
Public Administration and Social Service Professions	27
Science Technologies/Technicians	6
Social Sciences	16
Unspecified Credit-Electives	1,062
Basic Skills and Developmental/Remedial Education	629
Visual and Performing Arts	5
<b>Total</b>	<b>8,466</b>

396

397 Data Source: HB 493 Study 2023.

398

399 **Table A2: Number of Academic or Workforce Education Semester Credit Hours Transferred**  
400 **for the 2024 Academic Year**

401

402 Listed below are the number of transfer credit hours that have the potential to be awarded  
403 based upon the academic degree plan the veteran chooses.

404 Per reporting from CCH partner schools, 4,754 semester credits can be transferred and  
 405 awarded for the 2024 academic year based upon the degree plan. The hours reported are the  
 406 result of a variety of policies and procedures established by the reporting institutions.  
 407

Subject Area	Transferrable Semester Credits 2024
Business, Management, Marketing, and Related Support Services	2,034
Communication, Journalism, and Related Programs	47
Computer and Information Sciences and Support Services	492
Construction Trades	14
Culinary, Entertainment, and Personal Services	6
Education	30
Engineering/Engineering-Related Technologies/Technicians	560
English Language and Literature/Letters	54
Family and Consumer Sciences/Human Sciences	12
Health Professions and Related Programs	254
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	225
Legal Professions and Studies	21
Leisure and Recreational Activities	243
Mechanic and Repair Technologies/Technicians	375
Parks, Recreation, Leisure, Fitness, and Kinesiology	295
Philosophy and Religious Studies	6
Physical Sciences	34
Public Administration and Social Service Professions	27
Science Technologies/Technicians	6
Social Sciences	16
Visual and Performing Arts	3
<b>Total</b>	<b>4,754</b>

408  
 409 Data Source: HB 493 Study 2023. Totals may not sum with previous reporting due to exclusion  
 410 of outlier data. The number of credits transferred is a potential number of credits that may be  
 411 awarded depending upon the degree plan the veteran chooses.

412

413 **APPENDIX B: SKILLS DEVELOPMENT FUND**

414

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

416 Shows the total number of applications submitted and approved for funding in FY 2024 for each  
417 region of the state. Data reflects Skills Development Fund applications for customized training,  
418 Skills for Small Business applications, and Dual Credit applications.

Region	Number of Applications Submitted	Number of Applications Approved	Number of Applications Rejected	Number of Applications Not Awarded	Percent of Total Applications
Alamo	8	4	1	3	7.92%
Capital	4	3	-	1	3.96%
Central	8	4	-	4	7.92%
Gulf Coast	7	6	-	1	6.93%
High Plains	4	1	1	2	3.96%
Metroplex	12	10	-	2	11.9%
Northwest	10	3	4	3	9.9%
South	16	8	-	8	15.84%
Southeast	16	8	2	6	15.84%
Upper East	11	3	2	6	10.89%
Upper Rio Grande	1	0	-	1	0.99%
West	4	2	-	2	3.96%
<b>Total</b>	<b>101</b>	<b>52</b>	<b>10</b>	<b>39</b>	<b>100%</b>

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420

421 **Table B2: Skills Development Fund Award Amount by Region**

422 Shows the total amount of funding awarded in each region of the state, and the percentage  
423 those amounts represent of total dollars awarded on a statewide basis. The second and third  
424 columns show data for FY 2024 only, and the last two columns show cumulative data from FY  
425 1996 (program inception) through FY 2024.

Region	Amount Awarded by Region FY 2024 (Sum of Funds Awarded Below)	Percent of Statewide Funds Awarded FY 2024	Total Amount of Funds Awarded by Region, Cumulative Since Inception FY 96-24	Percent of Statewide Funds Awarded Since Inception
Alamo	\$479,508	3%	\$60,354,668	11%
Capital	\$1,955,845	14%	\$31,801,827	6%
Central	\$1,452,562	11%	\$44,177,164	8%
Gulf Coast	\$1,826,087	13%	\$84,393,367	16%
High Plains	\$31,500	0.229%	\$15,198,113	3%
Metroplex	\$4,624,344	33.61%	\$148,241,508	27%
Northwest	\$251,452	2%	\$18,454,330	3%
South	\$1,209,806	9 %	\$60,041,352	11%
Southeast	\$636,044	4.75%	\$15,262,392	3%
Upper East	\$1,188,285	9%	\$35,136,067	6%
Upper Rio Grande	\$0	0%	\$14,486,840	3%
West	\$63,000	0.458%	\$15,775,758	3%
Statewide	\$0	0%	\$115,000	0%
<b>Total</b>	<b>\$13,718,433</b>	<b>100%</b>	<b>\$543,438,386</b>	<b>100%</b>

426

427 Note: This table includes amounts awarded from all Skills Development Fund programs.

428

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

430 Shows the percentage of total funding awarded to each region of the State, as well as each  
431 region’s percentage of the:

- 432 • State’s population • Number of unemployed people
- 433 • Civilian labor force • Number of grant applications submitted

Comptroller Region	Percent of Statewide Funds Awarded FY 2024	Percent of State's Population	Percent of State's Civilian Labor Force	Percent of Statewide Unemployed	Percent of Grant Applications FY 2024
Alamo	3%	9.88%	9.50%	8.74%	7.92%
Capital	14%	8.55%	10.10%	8.55%	3.96%
Central	11%	4.30%	3.81%	3.67%	7.92%
Gulf Coast	13%	25.12%	24.60%	26.37%	6.93%
High Plains	0.229%	2.86%	2.83%	2.36%	3.96%
Metroplex	33.61%	27.98%	30.12%	28.58%	11.9%
Northwest	2%	1.83%	1.61%	1.50%	9.9%
South	9%	8.01%	6.99%	9.28%	15.84%
Southeast	4.75%	2.54%	2.10%	2.80%	15.84%
Upper East	9%	3.95%	3.51%	3.60%	10.89%
Upper Rio Grande	0%	2.93%	2.59%	2.83%	0.99%
West	0.458%	2.05%	2.24%	1.73%	3.96%
Statewide	0%	-	-	-	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

434

435

436 **Table B4: Skills Development Fund Average and Median Weekly Wage**

437 Shows the statewide average and median weekly wage levels of individuals to be trained under  
 438 new FY 2024 grants. The data include wages for current employees that will be retrained and  
 439 those who will be hired into new positions.

All Trainees	Statewide Average Weekly Wage	Statewide Median Weekly Wage
New Jobs	\$1,329	\$1,301
Upgraded Jobs	\$1,372	\$1,338



440  
 441 Note: Does not include Skills for Small Business or Dual Credit due to the nature of the  
 442 programs.

443  
 444 **Table B5: Skills Development Fund Average and Median Weekly Wage by Comptroller Region**  
 445 Shows the average and median weekly wage levels of all individuals to be trained under new FY  
 446 2024 grants. These wage levels are presented for each region of the State awarded projects.

Comptroller Region	Average Weekly Wage	Median Weekly Wage
Alamo	\$1,550	\$1,448
Capital	\$1,443	\$1,408
Central	\$975	\$976
Gulf Coast	\$1,545	\$1,377
High Plains	-	-
Metroplex	\$1,207	\$1,270
Northwest	-	-
South	\$848	\$1,083
Southeast	\$1,645	\$1,477
Upper East	\$1,743	\$1,633
Upper Rio Grande	-	-
West	-	-

447  
 448 Note: Includes Skills Development Fund Contingency Contracts for which Business Partners  
 449 have been added and information is available. It does not include Skills for Small Business and  
 450 Dual Credit based on the unique characteristics of those programs.

451  
 452 **Table B5(a): Skills Development Fund – Wage Levels**

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

Average Wage	Total # New Jobs	Total # Upgraded Jobs
\$10.00 to \$15.00	25	25

\$15.01 to \$20.00	236	153
\$20.01 to \$25.00	259	810
\$25.01 to \$30.00	265	579
\$30.01 to \$35.00	111	748
\$35.01 to \$40.00	1,051	751
\$40.01 to \$45.00	-	-
\$45.01 to \$50.00	259	1,078
\$50.00+	80	150
<b>Total</b>	<b>2,286</b>	<b>4,294</b>

454

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

456 Shows the total amount of funds awarded in FY 2024 to micro-employers, small employers,  
457 medium employers, and large employers, as defined by the number of employees working for  
458 each business. The data are presented for each region of the State.

Region	Micro (<21 Employees)	Small (21 99 Employees)	Medium (100 499 Employees)	Large (500+ Employees)
Alamo	\$40,157	\$40,108	-	\$138,758
Capital	\$7,072	\$80,310	-	\$162,1845
Central	\$11,935	-	\$436,511	\$1,016,051
Gulf Coast	\$1,442	\$1,184	-	\$1,763,087
High Plains	-	\$2,380	-	-
Metroplex	\$128,399	\$542,512	-	\$3,896,306
Northwest	\$19,650	\$69,800	-	-
South	\$5,815	\$1,160	\$220,193	-
Southeast	\$26,748	\$56,530	-	\$276,784
Upper East	\$13,500	\$72,608	\$211,279	\$915,498
Upper Rio Grande	\$6,172	\$3,725	-	-
West	\$5,923	\$15,630	-	-

<b>Total</b>	<b>\$266,813</b>	<b>\$885,947</b>	<b>\$867,983</b>	<b>\$9,628,329</b>
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459

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

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

464 Shows the total number of individuals to be trained under new FY 2024 grants by regions of the  
 465 State. The total for each region includes the number of trainees who will enter new jobs and  
 466 the number of current workers to be retrained.

<b>Region</b>	<b>Total Number of Trainees</b>
Alamo	102
Capital	901
Central	979
Gulf Coast	1,039
High Plains	-
Metroplex	2,179
Northwest	-
South	106
Southeast	297
Upper East	977
Upper Rio Grande	-
West	-
<b>Total</b>	<b>6,580</b>

467

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

469

470

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

472 Shows the total number of individuals to be trained under the FY 2024 program by industry  
 473 classification. The total for each industry includes the number of trainees who will enter new  
 474 jobs and the number of current workers to be retrained.

Industry	Total Number of Trainees
Administrative and Support and Waste Services	234
Construction	749
Education Services	339
Finance and Insurance	169
Health Care and Social Assistance	50
Manufacturing	3,321
Mining, Quarrying, Oil and Gas Extraction	30
Other Services (except Public Administration)	106
Transportation and Warehousing	565
Utilities	175
Wholesale Trade	842
<b>Total</b>	<b>6,580</b>

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

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

Medical Insurance Provided?	Trainees
Yes	6,580
<b>Statewide Total</b>	<b>6,580</b>

477 Note: 100 percent of trainees receive medical insurance.

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

Other Benefits Provided?	Trainees
Yes	6,580
<b>Statewide Total</b>	<b>6,580</b>

479 Note: 100 percent of trainees receive medical insurance.

480

481 **APPENDIX C: WORKSWONDERS: TEXAS PURCHASING FROM PEOPLE WITH DISABILITIES**  
 482

483 **Table C1: Benefits Paid by CRPs to Individuals Employed under State Use Contracts in FY 2024**

<b>Type of Benefit</b>	<b>CRPs Paying Benefits to Individuals with Disabilities</b>	<b>Individuals with Disabilities Receiving Benefits</b>	<b>CRPs Paying Benefits to Individuals without Disabilities</b>	<b>Individuals without Disabilities Receiving Benefits</b>
Medical	23	603	21	204
Dental	17	337	16	138
Vision	19	269	15	118
Retirement	16	300	11	68
Paid Vacation	24	469	20	146
Bonuses	13	512	9	100
Other	16	401	10	99

484

485 **Table C2: Texans Employed through the Program in FY 2024**

<b>Type of Disability</b>	<b>Individuals Employed FY 2023</b>	<b>Individuals Employed FY 2024</b>
Mental Health Condition	1,406	1,346
Intellectual Disability	1,057	892
Physical Impairment	887	887
Chemical Disorder	662	605
Learning Disability	410	489
Visual Impairment	326	357
Deaf or Hard of Hearing	98	103
Brain Injury	27	35
Other	1,586	1,764
<b>Individuals with Disabilities Employed through the Program</b>	<b>6,459</b>	<b>6,478</b>
<b>Individuals without Disabilities Employed through the Program</b>	<b>1,783</b>	<b>1,534</b>

486  
 487 Note: The category of “Other” is comprised of disabilities such as emotionally disturbed,  
 488 emotionally disturbed with criminal offenses coming from half-way houses, dyslexic, accidental  
 489 injury, poisoning, attention deficit disorder, severe diabetes, metabolism disorder and  
 490 individuals with a qualifying disability verified by TWC Vocational Rehabilitation where the  
 491 disability type has not been released to the CRP. The number employed reflects those  
 492 individuals who may work part- or full-time on State Use contracts. Employees who have  
 493 multiple disabilities are listed only once under their primary disability.

494 **Table C3: Individuals Outplaced/Supported Employment**

Individuals with Disabilities Outplaced from CRPs	1,344
Individuals with Disabilities Who Previously Worked on State Use Contracts Outplaced	523
Individuals with Disabilities Promoted within the CRPs	198
Individuals with Disabilities Promoted within the CRPs Who Previously Worked on State Use Contracts	110

495 Note: I  
 496 have been placed in employment positions at entities outside of the CRP or within the CRP and  
 497 who no longer work on State Use contracts. This number includes outplacements for the total  
 498 facility.

499 **Table C4: Financial Statement for the Purchasing from People with Disabilities Program**

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

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

<b>Purchasing from People with Disabilities</b>	
<i>September 1, 2023 - August 31, 2024</i>	
	<b>FY 2024</b>
<b>ASSETS</b>	
Current Assets:	
Cash in State Treasury	122,255.47
Total Current Assets	\$ 122,255.47
<b>Total Assets</b>	<b>\$ 122,255.47</b>
<b>LIABILITIES AND FUND BALANCES</b>	
Current Liabilities:	
Deferred Revenues	122,255.47

Total Current Liabilities	\$	122,255.47
<b>Total Liabilities</b>	\$	122,255.47
<b>Fund Financial Statement-Fund Balances</b>		
<b>Total Fund Balances</b>	\$	0.00
<b>REVENUES:</b>		
Total Fund Balance at September 1st		0.00
Revenues from TIBH		580,355.82
<b>Total Revenues</b>	\$	580,355.82
<b>EXPENDITURES</b>		
Salaries and Wages		249,552.23
		92,283.57
Professional Fees and Services		206,389.11
Travel		27,098.84
Materials and Supplies		170.17
Communication and Utilities		791.51
Repairs and Maintenance		24.79
Other Operating Expenditures		4,045.60
<b>Total Expenditures</b>	\$	580,355.82
<b>EXCESS (DEFICIT) OF REVENUES OVER EXPENDITURES</b>	\$	0.00

506

507 **Table C5 —Community Rehabilitation Program (CRP) Listings for FY 2024**

508

509 CRPs (and associated services, products, etc.) listed alphabetically by city to satisfy reporting  
510 requirements in Texas Human Resource Code, Title 8, Section 122.022:

511 Alice

1.	<b>Upper Valley Helpsource, Inc.</b> 1809 Walker Drive Alice, Texas 78332 (361) 668-6818	No sales in September 2023 - August 2024
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512

513 Amarillo

2.	<b>Fresh Start Of Monroe, Inc.</b> 6500 Canyon Drive, Suite 500 Amarillo, Texas 79109 (817) 243-9661	Debris Pickup, Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance
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514

515 Arlington

3.	<b>A Brothers Keeper</b> 110 W Randol Mill Road, Suite 216 Arlington, Texas 76011 (817) 863-2282	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Litter Pickup, Mowing Maintenance, Picnic Area Maintenance, Tree and Brush Control
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516

517 Austin

4.	<b>Austin Task, Inc.</b> Reliable Facilities Service, Inc. 7305-B Burluson Road Austin, Texas 78744 (512) 389-3333	Document Destruction, Janitorial Maintenance, Receptionist Services
5.	<b>Easter Seals Central Texas, Inc.</b> 8505 Cross Park Drive, Suite 120 Austin, Texas 78754 (512) 615-6801	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Tree Pruning/Trimming, Vegetation Control
6.	<b>Goodwill Temporary Services, Inc.</b> <i>Goodwill - Service Contracts</i> 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Mail Room Services
7.	<b>Goodwill Temporary Services, Inc.</b> 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	Temporary Employment Services
8.	<b>Peak Performers St. Vincent DePaul Rehabilitation Service of Texas, Inc.</b> 4616 Triangle Avenue, Suite 405 Austin, Texas 78751 (512) 453-8833	Temporary Employment Services
9.	<b>Professional Contract Services, Inc.</b> 718 FM 1626 West, Building 100 Austin, Texas 78748 (512) 358-8887	Air Filter Service, Janitorial Maintenance
10.	<b>Relief Enterprise of Texas, Inc.</b> 6448 Highway 290 East, Suite E-107	Bat Guano Removal, Debris Pickup, Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Litter Pickup, Moving Maintenance, Picnic Area Maintenance, Service Station Attendant



	Austin, Texas 78723 (512) 467-0115	
11.	<b>Travis Association for the Blind</b> 2307 Business Center Drive Austin, Texas 78744 (512) 442-2329	Air Freshener, Binders, Plastic Bottles, Cleaners, Laundry Detergent, Dishwashing Compounds, Disinfectants, Lotion and Soap Dispensers, Hand Cleaner, Hand Sanitizer, Hand Soap, Rice, Sanitizing and Disinfecting Supplies, Service Awards, Plastic Spray Bottles, Sunscreen, Towels, Washcloths, Urinal Screen Kits
12.	<b>VRC Industries Austin State Supported Living Center</b> 2203 West 35th Street Austin, Texas 78703 (512) 374-6667	Backup Horns, Wide Back Plastic Binding, Compact Discs, Toothbrushes and Holders

518

519 Beaumont

13.	<b>Beaumont Products &amp; Services, Inc.</b> 1305 Washington Boulevard Beaumont, Texas 77705 (409) 838-2029	Grounds Maintenance, Litter Pickup
14.	<b>Opportunities for Deserving Individuals, Inc.</b> 5925 Phelan Boulevard Beaumont, Texas 77706 (409) 835-3547	Janitorial Maintenance
15.	<b>Spindletop Center</b> 655 South Eighth Street Beaumont, Texas 77701 (409) 784-5400	No sales in September 2023 - August 2024

520

521 Belton

16.	<b>Spanglish Foundation</b> 511 Lake Road, Suite 111 Belton, Texas 76513 (281) 943-4151	Grounds Maintenance, Picnic Area Maintenance
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522

523 Big Spring

17.	<b>West Texas Centers for MHMR</b> 501 Birdwell Lane, Suite 28-F Big Spring, Texas 79720 (432) 264-2676	Janitorial Maintenance, Picnic Area Maintenance
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524

525 Brownwood

18.	<b>Center for Life Resources/ Janie Clements Industries</b> Central Texas MHMR Center 408 Mulberry Street Brownwood, Texas 76804 (325) 643-3526	Undergarments/Sleepwear, Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Picnic Area Maintenance
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526

527 Bryan

19.	<b>Junction Five-O-Five</b> 4410 College Main Street Bryan, Texas 77801 (979) 846-3670	Janitorial Maintenance, Mowing Maintenance, Picnic Area Maintenance, Recycling Maintenance
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528

529 Canton

20.	<b>SDR &amp; Associates, Inc.</b> 22281 State Highway 64 Canton, Texas 75103 (214) 405-9097	Grounds Maintenance, Litter Pickup, Vegetation Control
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530

531 Corpus Christi

21..	<b>G &amp; H EQUITAS Foundation</b> 7413 Elizondo Drive Corpus Christi, Texas 78414 (361) 549-3434	Janitorial/Grounds Maintenance
22.	<b>Goodwill Industries of South Texas, Inc.</b> 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068	Document Destruction, Janitorial Maintenance, Technical Assistance
23.	<b>Goodwill Industries of South Texas, Inc.</b> <i>Goodwill Temporary Services</i> 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068	Temporary Employment Services
24.	<b>Nueces Center for Mental Health and Intellectual Disabilities MHMR of Nueces County</b> 1630 South Brownlee Boulevard Corpus Christi, Texas 78404 (361) 886-6900	Grounds Maintenance, Litter Pickup

25.	<b>South Texas Lighthouse for the Blind</b> 4421 Agnes Street Corpus Christi, Texas 78405 (361) 883-6553	Air Freshener, Planners, Paper Bags, Binder Sheets, Binders, Calendars, Cleaners, Compact Disc and DVD Sleeves, Drug Screening Test Kits, Envelopes, Fabric Softeners, Floor Polishes, Medical Gloves, Graffiti Remover, Hand Cleaner, Hand Sanitizer, Hand Soap, Safety Glasses, Index Tabs, Label Sheets, Locks, Lunch Trays, Metered Dispensers, Mouse Pads, Scissors, Service Awards, Tape, Toilet Tissue, Trash Can Liners
26.	<b>The EB Foundation</b> 4402 Crosstown Expressway Corpus Christi, Texas 78415 (361) 857-6633	Janitorial/Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance, Service Station Attendant
27.	<b>Woods Etc.</b> <b>Corpus Christi State Supported Living Center</b> 902 Airport Road Corpus Christi, Texas 78405 (361) 883-1540	Broom and Dustpan Set, File Folders, Folding Chairs, Tables, Lunch Trays, Shredder Oil, Janitorial Maintenance

532

533 Crawford

28.	<b>Bootstraps Occupation Services, Inc.</b> 5785 Old McGregor Crawford Road Crawford, Texas 76638 (254) 366-6256	Janitorial/Grounds Maintenance, Litter Pickup, Picnic Area Maintenance
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534

535 Crystal City

29.	<b>Dimmit/Zavala County IDD Work Center</b> Camino Real Community Services 613 West Zavala Street Crystal City, Texas 78839 (830) 876-2421	Chairs, Raisins, Wheelchairs
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538 Dallas

30.	<b>A Lift for Life Outreach Center, Inc.</b> 3727 Dilido Road, Suite 154 Dallas, Texas 75228 (214) 367-0600	Document Destruction, Grounds Maintenance, Janitorial Maintenance, Litter Pickup
31.	<b>Goodwill Industries of Dallas, Inc.</b> 3020 North Westmoreland	No sales in September 2023 - August 2024

	Dallas, Texas 75212 (214) 638-2800	
32.	<b>Rising Star Resource Development</b> 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	Janitorial/Grounds Maintenance
33.	<b>Rising Star Resource Development</b> <i>Temporary Services</i> 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	Temporary Employment Services
34.	<b>U&amp;I Citizens Development Center</b> 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911	Janitorial Maintenance, Janitorial/Grounds Maintenance
35.	<b>U&amp;I Citizens Development Center</b> <i>Temporary Services</i> 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911	Temporary Employment Services

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Devine

36.	<b>Tex-Spice</b> Medina County Shelter Workshop 198 County Road 6702 Devine, Texas 78016 (830) 663-9248	Headphones, Spices, Herbs, Seasonings
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Dilley

37.	<b>Frio County IDD Work Center</b> Camino Real Community Services 509 Martin Branch Road Dilley, Texas 78017 (830) 965-4004	No sales in September 2023 - August 2024
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547

Eagle Pass

38.	<b>Maverick County IDD Work Center</b> Camino Real Community Services 757 Rio Grande Street Eagle Pass, Texas 78852 (830) 752-1346	Dips, Sauces, Condiments, Photographs, Picture Frames, Framing Supplies
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548

549 Early

39.	<b>Aldersgate Enrichment Center</b> 5001 Highway 183/84 East Early, Texas 76802 (325) 646-5608	Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance
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550

551 El Paso

40.	<b>Goodwill Services, Inc.</b> 11460 Pellicano Drive El Paso, Texas 79936 (915) 778-1858	Bus Cleaning
41.	<b>Goodwill Services, Inc.</b> <i>Goodwill Temporary Services</i> 11460 Pellicano Drive El Paso, Texas 79936 (915) 778-1858	Temporary Employment Services
42.	<b>PRIDE Industries</b> 11601 Pellicano Drive #B13 El Paso, Texas 79936 (916) 788-2134	No sales in September 2023 - August 2024
43.	<b>Readyone Industries</b> 1414 Ability Drive El Paso, Texas 79936 (915) 858-7277	No sales in September 2023 - August 2024
44.	<b>Xceed Resources</b> Border TM Industries, Inc. 201 North Clark, Suite B El Paso, Texas 79905 (915) 779-6431	Grounds Maintenance, Landscape Maintenance, Litter Pickup

552

553 Farmers Branch

45.	<b>Envision Dallas</b> <b>Dallas Lighthouse for the Blind</b> 1801 Valley View Lane Farmers Branch, Texas 75234 (214) 420-9401	Batteries, Award Binders, Bottled Water, Brackets and Holders, Dry Erase Markers, Erasers, Cleaners for Blackboard and Dry Erase, File Folders, Fish, Safety and Warning Flags, Hanging Wall Pocket, Hats and Helmets, Traffic Markers, Nut Butters, Pens, Safety Shirts, Safety Signs, Safety Trousers, Service Awards,
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		Toothpaste, Traffic Control Devices, Safety Vests, Call Center Services
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554

555 Floresville

46.	<b>Wilson County IDD Work Center</b> Camino Real Community Services 1323 Third Street Floresville, Texas 78114 (830) 216-7402	Dips, Sauces, Condiments
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556

557 Fort Worth

47.	<b>Amplify</b> Expanco, Inc. 3005 Wichita Court Fort Worth, Texas 76140 (817) 293-9486	Booster Cables, File Storage, Document Destruction
48.	<b>Goodwill North Central Texas</b> Goodwill Industries of Fort Worth Goodwill Temporary Services 4005 Campus Drive Fort Worth, Texas 76119 (817) 332-7866	Temporary Employment Services
49.	<b>Growing New Generations</b> 4500 Mercantile Plaza Fort Worth, Texas 76137 (817) 821-5586	No sales in September 2023 - August 2024
50.	<b>Liberty Proclaimed Ministry</b> 5817 East Berry Street Fort Worth, Texas 76119 (817) 922-8238	Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance
51.	<b>Lighthouse for the Blind of Fort Worth</b> Tarrant County Association for the Blind 912 West Broadway Avenue Fort Worth, Texas 76104 (817) 332-3341	Alcohol Prep Pads, Bond Paper, Cable Ties, Drug Screening Test Kits, Reading Glasses, Safety Glasses, Insecticide, Herbicide, Privacy Shield, Restraints, Syringes & Hypodermic Needles, Shooting Targets
52.	<b>New Hope Academy of Fort Worth</b> 6917 Battle Creek Road Fort Worth, Texas 76116 (817) 377-8094	Envelopes, File Folders, Service Awards

53.	<b>Redirection Opportunities</b> 361 South Riverdale Drive Fort Worth, Texas 76104 (817) 335-1000	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Mowing Maintenance
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559 Glidden

54.	<b>Woodcreek Outreach Rehabilitation Development</b> 3575 FM 2434 Glidden, Texas 78943 (936) 661-0405	Janitorial Maintenance, Picnic Area Maintenance
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560

561 Houston

55.	<b>Center for Recovery and Wellness Resources</b> 170 Heights Boulevard Houston, Texas 77007 (713) 819-0699	Janitorial Maintenance
56.	<b>Goodwill Industries of Houston</b> <i>Goodwill Temporary Services</i> 1140 West Loop North Houston, Texas 77055 (281) 480-3930	Temporary Employment Services
57.	<b>L&amp;V Enterprise Resources Inc.</b> 13100 Wortham Center Drive, Suite 319 Houston, Texas 77065 (832) 336-0126	No sales in September 2023 - August 2024
58.	<b>Launch Point CDC Inc.</b> 5807 Little York Road Houston, Texas 77016 (281) 541-9776	Janitorial Maintenance, Pest Control
59.	<b>Lending Helping Hands to Others</b> 505 North Sam Houston Parkway, Suite 264A Houston, Texas 77060 (281) 405-5527	Carpet Cleaning, Janitorial Maintenance
60.	<b>Lieutenant's House</b> David & Ivory Ministries, Inc. 4728 Gunter Street Houston, Texas 77020 (713) 675-3823	Janitorial Maintenance, Landscape Maintenance, Litter Pickup
61.	<b>Lighthouse for the Blind of Houston</b> 3602 West Dallas Street	Disinfectants, DVDs, Flash Drive, Hand Soap, Scrubbing Devices, Pre-Moistened Hand Wipes, Call Center Services

	Houston, Texas 77019 (713) 527-9561	
62.	<b>Link Labor and Construction</b> 10101 Fondren Road #265 Houston, Texas 77096 (832) 202-4447	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Mowing Maintenance, Tree Removal, Water Meter Installation
63.	<b>On Our Own Services, Inc.</b> 2310 McAllister Road Houston, Texas 77092 (713) 688-6892	Janitorial/Grounds Maintenance, Litter Pickup, Picnic Area Maintenance, Rest Area Maintenance
64.	<b>Open Wings Independent Living Inc.</b> 2800 Post Oak Boulevard, Suite 4100 Houston, Texas 77054 (832) 253-1155	Janitorial Maintenance
65.	<b>Second Chances - Starting Over Again</b> 525 North Sam Houston Parkway East, Suite 172G Houston, Texas 77060 (713) 962-7167	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Moving Maintenance, Mowing Maintenance, Tree Removal
66.	<b>Southeast Keller Corporation</b> 12727 Featherwood Drive, Suite 130 Houston, Texas 77034 (713) 640-2730	Janitorial Maintenance
67.	<b>Southeast Vocational Alliance, Inc.</b> 12727 Featherwood Drive, Suite 130 Houston, Texas 77034 (713) 996-8171	Shipping Logistics
68.	<b>Texas House</b> Texas Alcoholism Foundation, Inc. 2208 West 34th Street Houston, Texas 77018 (713) 956-6337	Landscape Maintenance, Litter Pickup
69.	<b>The Homestead Community Development Corporation</b> 10914 Bridlepark Circle Houston, Texas 77016 (713) 598-4803	No sales in September 2023 - August 2024



70.	<b>United Resource Group US</b> 7011 Harwin Drive, Suite 210-12 Houston, Texas 77036 (832) 677-0138	Carpet Cleaning, Grounds Maintenance, Janitorial Maintenance, Mowing Maintenance
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562

563 Huntsville

71.	<b>ODJ, Inc.</b> 11 Jacobs Street Huntsville, Texas 77320 (936) 296-9508	Janitorial Maintenance, Mowing Maintenance
72.	<b>RUCON, Inc.</b> 7136 Highway 75 South Huntsville, Texas 77340 (936) 439-5271	Debris Pickup, Grounds Maintenance, Landscape Maintenance, Litter Pickup, Mowing Maintenance, Picnic Area Maintenance, Right of Way Mowing
73.	<b>Saumya, Inc.</b> 1020 Martin Luther King Drive, Suite B Huntsville, Texas 77320 (832) 591-6771	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Litter Pickup
74.	<b>Tejas Roadrunners Non-Profit Corporation</b> 145 Pine Valley Street Huntsville, Texas 77320 (936) 755-0641	Delineator Replacement, Janitorial Maintenance, Litter Pickup

564

565 Jacksonville

75.	<b>Gateway Community Partners, Inc.</b> 417 Southeast Loop 456 Jacksonville, Texas 75766 (903) 568-0437	Grounds Maintenance, Picnic Area Maintenance, Right of Way Mowing
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566

567 Lakeway

76.	<b>Enterprise Professional Services, Inc.</b> 3 Lakeway Centre Court, Suite 100 Lakeway, Texas 78734 (512) 433-9770	Carpet Cleaning, Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Tree Pruning/Trimming, Tree Removal
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568

569 Lubbock

77.	<b>Goodwill Industries of Lubbock Contract Services, Inc.</b> 715 28th Street Lubbock, Texas 79404 (806) 744-8419	Document Destruction
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78.	<b>Marian Moss Enterprises, Inc.</b> 4001 Martin Luther King Jr Boulevard Lubbock, Texas 79404 (806) 763-1856	Litter Bags and Pickup Sticks, Wall Clocks, Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area
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570

571 Lufkin

79.	<b>Burke Center</b> 2001 South Medford Drive Lufkin, Texas 75901 (936) 275-9645	Janitorial Maintenance, Litter Pickup
80.	<b>Goodwill Industries of Central East Texas, Inc.</b> 301 Hill Street Lufkin, Texas 75904 (936) 632-8838	Janitorial Maintenance
81.	<b>Goodwill Industries of Central East Texas, Inc.</b> <i>Goodwill Temporary Services</i> 301 Hill Street Lufkin, Texas 75904 (936) 632-8838	Temporary Employment Services
82.	<b>Oak Creek Day Habilitation/Vocational Center</b> 1514 West Frank Street Lufkin, Texas 75904 (936) 633-7480	Delineator Replacement, Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Mail Room Services, Picnic Area Maintenance

572

573 Magnolia

83.	<b>Squeaky Clean Solutions.org</b> 28618 Hidden Cove Magnolia, Texas 77854 (281) 844-1687	No sales in September 2023 - August 2024
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574

575 Mexia

84.	<b>Cen-Tex A.R.C.</b> 104 East Main Street Mexia, Texas 76667 (254) 562-2891	Grounds Maintenance, Janitorial Maintenance, Litter Pickup, Picnic Area Maintenance
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576

577 Midland

85.	<b>PermiaCare</b> Permian Basin Community Centers for MHMR 401 East Illinois Avenue, Suite 401	Janitorial/Grounds Maintenance, Landscape Maintenance, Litter Barrel Pickup
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	Midland, Texas 79701 (432) 570-3333	
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578

579 Mount Pleasant

86.	<b>Vocational Opportunity Center of Northeast Texas, Inc.</b> 3501 County Road 1200 Mount Pleasant, Texas 75455 (903) 572-2929	Litter Pickup
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580

581 Pittsburg

87.	<b>Camp County Developmentally Disabled Association, Inc.</b> 523 Elm Street Pittsburg, Texas 75686 (903) 956-6822	Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance
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582

583 Pollok

88.	<b>Lufkin State Supported Living Center</b> 6844 Highway 69 North Pollok, Texas 75969 (936) 853-8350	No sales in September 2023 - August 2024
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584

585 Poteet

89.	<b>Atascosa County IDD Work Center</b> Camino Real Community Services 510 Avenue H Poteet, Texas 78065 (210) 276-8578	Chairs, Stools
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586

587 San Angelo

90.	<b>West Texas Lighthouse for the Blind</b> 555 East Sixth Street San Angelo, Texas 76903 (325) 653-4231	Planners, Automotive Emergency Kits, Convention Badges, Rock Sample Bags, Calculators, Calendars, Award Baseball Caps, Card Holders, Cleaners and Wipes, Correction Tape, Desk Accessories, Envelopes, File Folders, Filebox Clipboard and Padfolios, Safety and Warning Flags, Gloves, Safety Glasses, Ear Protection, Snow Removal Chemicals, Identification Items, LED Light Bulbs, Dust and Gas Masks, Measuring Tape, Neck Lanyard, Note Pads, Notebooks, Paper Clips, Pencils, Pens, Markers, Personal Protective Equipment, Scissors, Self Stick
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		Flags, Soft Drink Mix, Sport Drink Mix, Staplers, Staples, Tape and Dispensers, Safety Barrier Tape, Urinal Screen Kit, Water Coolers
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588

589 San Antonio

91.	<b>Beacon Group</b> Beacon Group SW, Inc. 4222 Gage Crossing San Antonio, Texas 78253 (520) 622-4874	Grounds Maintenance, Janitorial Maintenance
92.	<b>E.Q.U.I.P. Enterprises, Inc.</b> 5726 West Hausman Road, Suite 115A San Antonio, Texas 78249 (210) 520-4840	Janitorial/Grounds Maintenance, Rest Area Maintenance
93.	<b>Endeavors Unlimited, Inc.</b> 535 Bandera Road San Antonio, Texas 78228 (210) 431-6466	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Moving Maintenance
94.	<b>Goodwill Industries of San Antonio Contract Services</b> 406 West Commerce Street San Antonio, Texas 78207 (210) 599-4997	Tree Removal
95.	<b>HIP Healthy Innovative Processes</b> 8415 Data Point, Suite 400B San Antonio, Texas 78229 (210) 271-3630	No sales in September 2023 - August 2024
96.	<b>San Antonio State Supported Living Center</b> 6711 South New Braunfels Avenue San Antonio, Texas 78223 (210) 531-5151	Picnic Area Maintenance
97.	<b>South Texas Housing and Community Development, Inc.</b> 611 North Flores Street, Suite 200 San Antonio, Texas 78207 (210) 223-4088	No sales in September 2023 - August 2024
98.	<b>Training, Rehabilitation &amp; Development Institute, Inc.</b> 425 Soledad, Suite 800 San Antonio, Texas 78205 (210) 736-6675	No sales in September 2023 - August 2024

99.	<b>Vibrant Works</b> San Antonio Lighthouse for the Blind 2305 Roosevelt Avenue San Antonio, Texas 78210 (210) 533-5195	Clamp Clips, Pencils, Pens, Spill Kits
100.	<b>World Technical Services, Inc.</b> 4903 Northwest Industrial Drive San Antonio, Texas 78238 (210) 333-1514	Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Litter Pickup, Mowing Maintenance, Pest Control, Picnic Area Maintenance

590

591 Seguin

101.	<b>Daniel Pest Control and Professional Services</b> St. Dominic of Silos Rehabilitation Services, Inc. 425 Oak Springs Drive Seguin, Texas 78155 (512) 925-4541	Pest Control
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592

593 Sherman

102.	<b>Goodwill Industries of Northeast Texas</b> 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	Janitorial Maintenance
103.	<b>Goodwill Industries of Northeast Texas</b> <i>Temporary Services</i> 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	Temporary Employment Services

594

595 Tyler

104.	<b>Andrews Diversified Industries</b> Andrews Center 1411 South Bennett Avenue Tyler, Texas 75701 (903) 595-0404	Grounds Maintenance, Landscape Maintenance, Litter Pickup, Picnic Area Maintenance, Right of Way Mowing
105.	<b>Goodwill Industries of East Texas, Inc.</b> Goodwill Opportunities in Tyler 409 West Locust Street Tyler, Texas 75702 (903) 593-8438	Delineators, Mailboxes and Supports, Traffic Markers, Anti Fatigue Mats, Paper Towels, Disposable Wipes, Posts for Delineator Markers, Reflective Sheeting, Traffic Devices, Document Destruction

106.	<b>Goodwill Industries of East Texas, Inc.</b> <i>Goodwill Opportunities in Tyler, Temporary Services</i> 409 Locust Street Tyler, Texas 75702 (903) 593-8438	Temporary Employment Services
107.	Horizon Industries East Texas Lighthouse for the Blind 500 North Bois D'Arc Avenue Tyler, Texas 75702 (903) 595-3444	Chair Mats, Carpet Protectors, Award Jackets, Napkins, Paper Towels, Disposable Wipes, Safety Shoes and Boots, Scrub Wipes, Tech Wipes, Towels, Washcloths, Wiping Rags

596

597 Waco

108.	<b>Heart of Texas Goodwill Industries, Inc.</b> 1700 South New Road Waco, Texas 76711 (254) 753-7337	Grounds Maintenance, Litter Pickup, Picnic Area Maintenance
109.	<b>Heart of Texas Goodwill Industries, Inc.</b> <i>Temporary Services</i> 1700 South New Road Waco, Texas 76711 (254) 753-7337	Temporary Employment Services

598

599 Weslaco

110.	<b>RGG Construction Company</b> 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773	No sales in September 2023 - August 2024
111.	<b>RGR Industries, Inc.</b> 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773	Debris Pickup, Drain Inlet Cleaning, Grounds Maintenance, Guard Rail Repair, Landscape Maintenance, Litter Pickup, Right of Way Mowing

600

601 Wharton

112.	<b>Texana Center</b> 1017-1/2 Alabama Road Wharton, Texas 77488 (979) 532-5900	Janitorial Maintenance
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602

603

604 Wichita Falls

113.	<b>Beacon Lighthouse, Inc.</b> 300 Seventh Street Wichita Falls, Texas 76301 (940) 767-0888	Auxiliary Light, Brooms, Brushes and Handles, Cleaners, Floor Maintenance Brushes and Pads, Floor Stripper, Griddle Cleaning Pads, LED Beacon, Light Bars, Rakes, Scrubbing Devices, Shovels, Reflective Sign Material, Toner Cartridges, Traffic Arrow Sticks, Urinal Screen Kits
114.	<b>Work Services Corporation</b> 1343 Hatton Road Wichita Falls, Texas 76302 (817) 766-3207	Safety and Warning Flags, Paper Clips, Stakes, Grounds Maintenance, Janitorial Maintenance, Landscape Maintenance, Linen Folding, Litter Pickup, Picnic Area Maintenance, Rest Area Maintenance

605