

1 Texas Workforce Consolidated
2 Report to the 86th Legislature
3 (Under Senate Bill 1413)
4

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1 December 22, 2019

2 Report to the 86th Legislature Under Senate Bill 1413, Texas Workforce Commission Consolidated Report

3 Brief Overview

4 This report is submitted in accordance with SB 1413 by Sen. Zaffirini enacted by the 86th Texas
5 Legislature. SB 1413 requires the Texas Workforce Commission (TWC) to submit a Supplemental Annual
6 Report by January 1 to the Governor and Texas Legislature. The Supplemental Annual Report includes
7 certain reports that were previously required to be submitted to the Governor and Texas Legislature
8 separately.

9 TWC's 2019 Supplemental Annual Report to the Governor and Texas Legislature contains annual
10 reporting for the following TWC programs:

- 11 • College Credit for Heroes
- 12 • Skills Development Fund
- 13 • WorksWonders: Texas Purchasing from People with Disabilities
- 14 • Trade Adjustment Assistance

15 We are proud of the achievements and information detailed in this consolidated report. They represent
16 the hard work of not just the specific programs, but of the men and women who work tirelessly to
17 provide superior workforce services.

18 With the support of the Governor and the Legislature, TWC will continue to offer high-quality assistance
19 and resources for the people and employers of Texas.

20 Sincerely,

College Credit for Heroes

History

Senate Bill (SB) 1736, passed by the 82nd Texas Legislature, Regular Session (2011), approved the establishment of the College Credits for Heroes (CCH) program to identify, develop, and support methods to maximize college credit awarded to veterans and military service members for their military experience, education, and training.

In 2015, further legislation changed the program's status from a demonstration program to a permanent one. SB 806, passed by the 84th Texas Legislature, Regular Session (2015), also requires the Texas Workforce Commission (TWC), in consultation with the Texas Higher Education Coordinating Board (THECB), to report annually to the legislature and the governor on program-related results, best practices, and additional measures needed.

House Bill (HB) 493, passed by the 85th Texas Legislature, Regular Session (2017), requires TWC, in consultation with THECB, to report the number of academic credit hours awarded under the program and applied toward a degree or certification program at an institution of higher education during the most recent academic year. The reporting elements listed in HB 493, which went into effect January 1, 2018, are included in this report in [Appendix B](#).

Program Design

The CCH program seeks to maximize college credit awarded to veterans and service members for their military experience to expedite their transition into the Texas workforce. The program's goal is to eliminate obstacles to attaining licensing, certification and accreditation, and degree awards at state and national levels so that veterans transition more quickly from college classrooms to the workforce.

Since 2011, the CCH program has focused on three components: acceleration curricula, evaluations of credit, and a network of partner schools.

Acceleration Curricula

The CCH Acceleration Curricula program calls for proposals from eligible Texas colleges and universities to develop, modify, or replicate streamlined programs that translate military experience, education, and training into civilian credentials to accelerate completion of degree, certification, and licensing programs.

This acceleration allows veterans and service members to more easily and quickly enter the workforce.

Programs developed under the grant must:

- result in academic credit that leads to an associate degree or higher, which may include continuing education units or other similar workforce training certifications or credentials; and
- provide a pathway toward one or more high-demand occupations, other than occupations predominately found in the public sector, as confirmed by the Local Workforce Development Board in the region in which the program will be implemented.

1 As of this report, 18 Texas colleges and universities have been awarded 39 grants, resulting in the
2 creation of 91 acceleration curricula courses in fields such as emergency medical services, surgical
3 technology, respiratory therapy, health information technology, nursing, cybersecurity, information
4 technology, firefighting, advanced manufacturing, logistics, wind engineering, and oil field technology.
5 Additional fields will be added as four schools (CCH Phase VII grantees) complete development of 15
6 accelerated pathways and two acceleration curricula projects.

7 *Examples of Acceleration Curricula, Phases I-IV*

8 Acceleration Curricula grantees and programs resulting from the CCH Acceleration Curricula grant
9 program include the following:

- 10 • **Temple College** (Phase I grantee) developed and implemented an accelerated program in
11 emergency medical services for veterans and service members with military medical experience.
12 Well-qualified veterans who received high scores on a prior learning assessment (PLA)
13 competency exam could be awarded nearly half the credit toward their level II paramedic
14 certification.
- 15 • **Lee College** (Phases I and II grantee) developed and implemented accelerated curricula for an
16 associate of applied science (AAS) degree in Logistics Management, a one-semester certificate of
17 completion in Logistics and Supply Chain Management, and a Manufacturing Skills Standards
18 Council Certified Logistics Technician (MSSC CLT) certification. Lee College also awarded 15
19 scholarships for veterans in the MSSC Clinical Lab Assistants (CLA) and CLT certification programs.
20 Additionally, the school created internship partnerships with Walmart and United Parcel Service
21 for logistics students and signed articulation agreements with American Intercontinental
22 University and Lamar University.
- 23 • **Lone Star College** (Phases I, II, and III grantee) developed and implemented a fast-track technician
24 certification program that included job placement services. The college used strong oil and gas
25 industry connections to leverage well-paying jobs for veteran students. Well-qualified veterans
26 and service members who acquired skills and military occupational specialty training received
27 college credits for their experience, which expedited their completion of the program.
- 28 • **Texas A&M University–San Antonio** (Phase IV grantee) created two online competency-based
29 Bachelor of Applied Arts and Sciences (BAAS) degree programs in Health Care Services
30 Administration and Health Care Services Informatics. Well-qualified veterans, with their core
31 curricula already completed, could earn a BAAS in as few as 36 credit hours, as opposed to 120.

32 *Examples of Acceleration Curricula, Phases V and VI*

33 **Texas State University – Department of Organization, Workforce, and Leadership Studies (OWLS),** 34 **Accelerated Online Prior Learning Assessment**

35 Texas State University created the Accelerate Texas State project, which uses PLAs to measure knowledge
36 and skills gained during military service and then uses those results to first award academic credit and
37 then to place the veteran in the appropriate online curricula program. Veterans and service members

1 have access to accelerated learning for employment areas that include business, business with computer
2 information systems, criminal justice, engineering technology, health care administration, human
3 resource development, occupational therapy, and social services. PLAs accelerate a veteran’s ability to
4 earn up to 30 hours of college credit for noncollegiate training and/or 24 hours of work-life learning,
5 which can be applied toward a BAAS.

6 Project Outcomes

- 7 • Developed, refined, and planned pathways to accelerated BAAS degree programs in more than
8 10 different occupations
- 9 • Created a PLA course, allowing a student veteran to receive up to 30 credit hours for military
10 experience
- 11 • Graduated 22 student veterans

12 Project Summary

13 This project funded the development of the online PLA curriculum. The curriculum is available to other
14 CCH institutions and offers insights into the creation of the job task analysis, competency statements,
15 verification letters, and application needed to receive PLA credits.

16 The grant program sought to onboard a minimum of 20 veterans by providing academic and financial
17 support for courses offered by OWLS: OCED 4111, Independent Study in Occupational Assessment, and
18 OCED 4360/4361, BAAS Capstone. The courses provided pathways for students to develop professional
19 careers in Information Technology or Logistics. Financial support consisted of the following:

- 20 • For OCED 4111, a \$650 scholarship was applied to the veteran student’s financial aid.
- 21 • For OCED 4360/4361, an \$1,800 stipend was provided to each student for completion of
22 internship hours.

23 By the end of the spring 2019 semester, 25 student veterans had participated in the CCH program and
24 received financial assistance through the scholarships and stipends described above. Twenty-two of the
25 students graduated and are pursuing further education or have entered the workforce. The three
26 remaining students continued in the program and anticipate graduating soon.

27 **Tarrant County College – Northwest Campus, Accelerated Logistics and Supply Chain Management**
28 **Certificate Program**

29 Tarrant County College (TCC) Northwest Campus developed and implemented an accelerated Logistics
30 and Supply Chain Management program for service members and veterans to earn two certificates of
31 completion in Transportation Management and Warehouse Management. The certificates are stackable
32 and will position participants to further their education or enter the workforce immediately upon
33 completion of the training programs. Student veterans’ and service members’ progress will be
34 accelerated by granting participants credit for their prior military experience and training by streamlining
35 the course schedule and eliminating courses in which the student veteran has prior experience and
36 knowledge.

1 Project Outcomes

- 2 • Created a replicable model of instruction that streamlines the acquisition of credits and stackable
3 certificates for military veterans and service members to be shared with other educational
4 institutions in the high-demand occupation for General and Operational Managers for the
5 Logistics and Supply Chain Management industry
- 6 • Developed articulation agreements with other postsecondary institutions to create more
7 opportunities for participants to continue their educations (for example, an articulation
8 agreement with the University of North Texas for its BAAS in Logistical Operations)
- 9 • Developed a transfer guide for Tarleton State University’s BAAS degree in Business

10 Project Summary

11 The project funded the development of an accelerated Logistics and Supply Chain Management program
12 in which student veterans could earn two certificates of completion—Transportation Management and
13 Warehouse Management—in two 16-week semesters. Students’ military records were evaluated per
14 TCC’s PLA guidelines to identify applicable college credit, while evaluations of military records (for
15 example, Joint Service Transcript, DD214) provided the basis for approval.

16 The veterans learning community model used by TCC eased the barriers to completing an education by
17 allowing veterans to attend classes with each other and providing direct support from various campus
18 resources. Each military veteran met with the department chair and career and technical education
19 advisor and visited the campus Vet Success center. The direct counseling and advising approach led to
20 greater retention and completion rates for these participants.

21 As of the January 2019 semester, nine veterans had earned certificates of completion in Transportation
22 Management and Warehouse Management. An additional nine participants were actively enrolled in
23 courses to complete the certificates, and five students were expected to complete both certificates by
24 the end of the spring 2019 semester. Veterans completing the program have indicated that they will
25 continue their education by completing an Associate of Applied Science (AAS) degree in Logistics and
26 Supply Chain Management. They attribute their success to the project manager, faculty members, and
27 the credits awarded as a result of their military experience.

28 **Evaluations of Credit**

29 With funding provided by TWC, Central Texas College launched www.CollegeCreditforHeroes.org in April
30 2012. The online portal allowed veterans and service members to request evaluations of credit to be used
31 at colleges and universities throughout the state. From its launch in 2012 through its closure in 2019, the
32 portal received more than 250,000 visits from more than 115,000 veteran and active-duty account
33 holders requesting approximately 43,000 evaluations. On August 31, 2019, the portal was closed in

1 recognition that a majority of colleges and universities have developed local evaluation and credit-award
2 programs.¹

3 In 2018, TWC began collecting data on awards of credit through the CCH program. This data collection
4 was the result of the passage of House Bill (HB) 493, 85th Texas Legislature, Regular Session (2017), which
5 directs TWC to include the following in its annual CCH report:

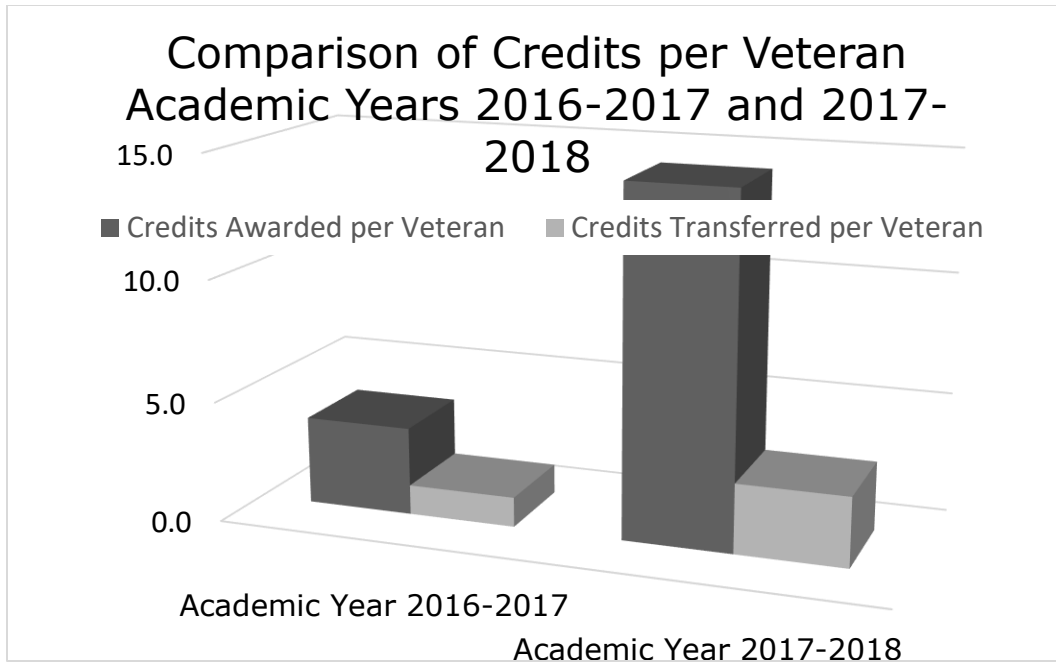
- 6 • “the number of academic or workforce education semester credit hours awarded under the
7 program and applied toward a degree or certification program at an institution of higher
8 education during the most recent academic year, disaggregated by the subject area for which the
9 credit hours are awarded; and
- 10 • the number of transfer credit hours awarded under the program and applied toward a degree or
11 certification program at an institution of higher education during the most recent academic
12 year.”

13 Data gathered for the 2019 report indicate that—for the 2017–2018 academic year—a veteran was
14 awarded an average of 14.3 credit hours by the institution of his or her choice. This average represents a
15 significant increase over the 2016–2017 academic year in which the average was 3.6 credit hours
16 awarded per veteran. Data also indicate that the number of credits transferred per veteran increased
17 from 1.2 to 2.9. Further detail regarding awards of credit is provided in Appendix B.

18 Institutions of Higher Education (IHEs) indicate that these increases are the result of the following factors:

- 19 1. Improvements in local evaluation processes through:
 - 20 a. enhanced coordination and communication among various departments within the IHE;
21 and
 - 22 b. work with the American Council of Education (ACE) and greater reliance on ACE’s Military
23 Guide.
- 24 2. Improvements in identification, tracking, and reporting of veterans who enter an IHE through the
25 CCH program.

¹ With the portal’s closure, TWC now maintains a web-based list of participating CCH institutions and assists in connecting veterans and transitioning service members to the school(s) of their choice.



1
2 *Data Sources: Veterans Affairs, 2018 HB 493 Study, and 2019 HB 493 Study*

3 **Network of CCH Partner Schools**

4 Since the award of academic credit is contingent upon approval of the receiving Texas college or
5 university, awareness of and participation in the CCH program is imperative. In the early years of the
6 program, schools signed a memorandum of understanding (MOU) to review evaluations completed via
7 the CCH portal and made a commitment to award as many college credits as possible and as applicable.²

8 As the program matured, many schools transitioned away from CCH portal evaluations and the
9 agreements made through early MOUs and developed their own evaluation systems based on local
10 criteria, information listed in the Joint Services Transcript (JST), or a combination of the two. The JST
11 (provided to active service members and veterans at no cost) is an “academically accepted document
12 approved by ACE to validate a service member’s military occupational experience and training along with
13 the corresponding ACE college credit recommendations.”³ The JST typically includes the following:

- 14 • Service member data
15 • Military course completions for courses that have been evaluated by ACE

² Beginning in September 2019, IHEs were asked to opt into the program rather than required to complete an MOU. It is hoped that the option to opt in will give IHEs greater flexibility in how each administers the CCH program and tailors the program to meet the needs of its veteran students.

³ A Joint Services Transcript FAQ can be viewed at <https://jst.doded.mil/faq.html>.

- 1 • Military occupations
- 2 • College-level test scores
- 3 • Other learning experiences, including courses not evaluated by ACE
- 4 • Summary page
- 5 • An “Academic Institution Courses” page that includes degrees and certifications completed by
- 6 the service member and courses completed using military tuition assistance (This final page is not
- 7 included in the Army JST.)

8 As of 2019, the CCH program is comprised of a robust network of schools that continue to build upon
9 services and supports provided to veterans and transitioning service members. Of the 20 institutions
10 providing HB 493 survey data, all recognize the value of military experience and remain committed to
11 supporting veterans as they enter and complete postsecondary education. For a list of schools
12 participating in the CCH program (past and present), see [Appendix A](#), CCH Partner Schools.

13 **Lessons Learned—Phases I–VII**

14 The work accomplished by the partner schools throughout all components of the CCH program—
15 acceleration curricula, evaluations of credit, and a network of schools—resulted in the following findings
16 and observations:

- 17 1. **CCH is cost-effective and expedites veterans’ transitions into the civilian workforce.** Fiscal impact
18 studies provided by partner schools through all of the phases of CCH demonstrate that veterans
19 and service members, colleges and universities, and state and federal governments benefit from
20 a program that recognizes the value of experience, education, and training gained by service
21 members and awards college credit accordingly.
- 22 2. **Many institutions of higher education (IHEs) participating in the CCH program have developed local**
23 **evaluation systems in which faculty and/or administrator’s complete evaluations and award credit**
24 **according to local criteria.** This localization is due in part to a desire to exert local control and to a
25 requirement from the Southern Association of Colleges and Schools Commission on Colleges. The
26 organization requires colleges to establish local processes for transferring credits earned at other
27 colleges or credits awarded for prior learning.
- 28 3. **The majority of faculty and/or administrators at participating CCH schools prefer to complete local**
29 **evaluations of military experience, education, and training.** According to CCH contacts, evaluations
30 based on local criteria and JSTs better align to programs of study within a specific college, better
31 reflect a college’s unique programs and services offered to veterans, and alleviate any unknowns
32 when receiving evaluations and/or awards of credit from other IHEs.
- 33 4. **Each veteran student’s military experience is unique and should be addressed accordingly.** In
34 addition to localized evaluations and awards of credit for military experience, many Texas
35 colleges and universities have established local support systems that include academic and

1 personal support to ensure successful transitions from the military to postsecondary education
2 and, ultimately, the workforce.

3 5. **Schools that award credit following competency-based interviews and/or assessments view this
4 approach as a promising practice that warrants additional exploration.** Competency-based

5 education allows the veteran student to receive credit for successful demonstrations of
6 knowledge and skills and to progress through a program at his or her own pace.

7 6. **The CCH program creates awareness of the value of military experience and promotes sharing of
8 best practices in working with veterans transitioning from the military to the workforce.** While a

9 significant number of Texas colleges and universities participate in the CCH program, there is an
10 equally significant number of IHEs that have developed local programs to support veterans. All
11 entities—military, education, government—benefit when support strategies and best practices
12 are shared. Going forward, CCH staff will encourage conversations among all entities, regardless
13 of program, to ensure support and success for student veterans.

14 **Best Practices**

15 The CCH program identifies, develops, and supports methods to maximize college credit awarded to
16 veterans and service members for their military experience, education, and training. The program’s
17 primary goal is the recognition of the knowledge and skills gained through military service and how they
18 equate to college credit leading to degrees, certifications, and licenses.

19 Each of the best practices listed below stems from innovations, lessons learned, and the creativity of the
20 institutions working with TWC in the CCH program. These practices exemplify how IHEs can best prepare
21 veterans and transitioning service members to find jobs in the civilian workforce. Other Texas colleges
22 and universities can and do replicate these practices, which fall into the areas of workforce, accreditation
23 and certification, military-related, and education.

24 ***Workforce Best Practices***

25 1. **Design and support programs that expedite a veteran’s or transitioning service member’s transition
26 into the workforce.** Eliminate repetitive coursework that delays entry into the civilian workforce.

27 2. **Ensure new curricula are approved by national or state accrediting or licensing bodies and/or by
28 internal approval at the institution developing the curricula.** Prioritize occupations with high or
29 rapidly growing workforce demand. Maximize early outreach. Participate in the Concurrent
30 Admission Program.

31 3. **Collaborate with industry contacts.** Collaboration with industry contacts helps connect veterans
32 with potential employers. Visits to military training facilities allow industry contacts to better
33 understand military curricula and training methods.

34 ***Accreditation and Certification Best Practices***

35 1. **Assess military-based education.** Military education has many of the same learning objectives and
36 outcomes as education in colleges and universities.

- 1 2. **Develop alternative pathways to meet national or state certification and accreditation standards.**
2 Competency-based learning and testing, review of military training and skills, award of academic
3 credit, and modular testing are examples of alternative pathways colleges use to award credit to
4 veterans and service members. It is critical to document and reference standard practices (for
5 example, standard operating procedures) when developing alternate pathways.
- 6 3. **Understand internal and external processes and timelines at the beginning of the project.**
7 Developing a new degree program or pathway may require multiple approval processes within an
8 institution. Likewise, there may be multiple approval processes to navigate outside the institution
9 (for example, licensing and accreditation entities).
- 10 4. **Use previously developed CCH models to replicate streamlined curricula throughout the state.**
11 Texas colleges and universities interested in replicating existing CCH curricula are encouraged to
12 work with other CCH schools to ensure that lessons learned and best practices are shared.

13 ***Military-Related Best Practices***

- 14 1. **Ask the military.** Military education leaders and officers who work daily with veterans and service
15 members know the content of military training and education and understand how to outreach
16 to veterans and service members.
- 17 2. **Communicate early and effectively with the military.** IHEs benefit when they know their potential
18 population of veterans and transitioning service members. With that knowledge, colleges and
19 universities are better able to host veteran-specific events and provide veteran-specific services.
- 20 3. **Encourage faculty to visit military training installations.** Faculty members who have questions
21 about military education and training are encouraged to visit military installations and training
22 centers and meet with military instructors. The CCH program staff at TWC can assist in
23 coordinating meetings.
- 24 4. **Encourage the sharing of college curricula with the military and vice versa.** Conducting training
25 sessions with the military helps determine the content to be shared. College faculty can meet
26 with military faculty to compare curricula and identify areas for collaboration.

27 ***Education Best Practices***

- 28 1. **Administrative and faculty buy-in and support for recognition of military experience must occur at
29 the institutional level.** The development of degree and certification programs that allow veterans
30 to receive college credit for military experience, education, and training requires broad support
31 within the institution. Providing orientation to and expectations for a CCH program before
32 participation is essential.
- 33 2. **Prior Learning Assessments (PLAs) are an effective way to assess all veterans, regardless of
34 occupation or background.** PLAs enable veterans to demonstrate learning for which there is no
35 standardized exam, complete degrees within shorter amounts of time, and reduce education
36 expenses.

- 1 3. **Involve community and external groups.** Community employers, businesses, and veterans’ support
2 groups can leverage limited resources and provide valuable information on program design.
- 3 4. **Collaborate with industry contacts.** Meet regularly with industry contacts to promote awareness
4 of the CCH program and facilitate feedback for ongoing program improvement.
- 5 5. **Make full use of Veterans Affairs (VA) work-study students.** The VA will pay for student veterans to
6 work as faculty assistants, student advisors, peer advisors, and the like. Often, veterans are the
7 best choice for working with other veterans.
- 8 6. **Use external resources to their full extent.** Attend military or veterans’ conferences, join listservs,
9 and seek guidance and feedback from local veterans’ organizations. Use these resources to
10 create an effective program for veterans.
- 11 7. **Assess the fiscal impact of the program and make the information available to stakeholders.** Fiscal
12 impact assessments inform policymakers and potential funders of the program’s success and give
13 the college a deeper understanding of the benefits of the program.
- 14 8. **Retain records of all military training or occupations that are evaluated, even if no credit is**
15 **recommended.** This documentation will become an invaluable resource for future evaluations.
- 16 9. **Require faculty and staff members to attend Green Zone training—that is, training on how best to**
17 **teach veterans who are students.** Green Zone training creates an understanding of the military
18 culture and improves faculty’s ability to understand and address the unique needs of veteran
19 students. (“Green Zone” is the military term for a safe place. Green Zone training helps
20 participants understand how to serve veteran and military students.)
- 21 10. **Offer student veterans refresher training in addition to awarding course credit.** Student veterans
22 need an opportunity to refresh the knowledge they gained in the service to perform satisfactorily
23 on the standardized assessments used to measure competency-based learning.

24 Recommendations

25 SB 806 ([Appendix D](#)) requires TWC to report to the Texas legislature and the governor:

- 26 • “measures needed to facilitate the award of academic or workforce education credit by
27 institutions of higher education for military experience, education, and training obtained during
28 military service; and
- 29 • other related measures needed to facilitate the entry of trained, qualified veterans and military
30 servicemembers into the workforce.”

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

- 33 1. Encourage Texas colleges and universities to adopt the streamlined curricula developed by CCH
34 colleges, facilitating awards of associate degrees, workforce licenses, and certifications upon
35 approval by THECB.

- 1 2. Establish a long-term (three to five years) CCH presence at two-year colleges. This long-term
2 presence will help in the growth and sustainability of a CCH network by:
 - 3 a. developing programs beyond the creation of individual pathways;
4 b. strengthening efforts to sustain and improve services to veterans;
5 c. allowing for sharing of best practices (for example, evaluations and assessments) in
6 supporting student veterans;7 d. creating new pathways that exceed the parameters of previous CCH grants;8 e. increasing awareness of a CCH network; and9 f. developing articulation agreements to increase transferability of credits among IHEs.
- 10 3. Encourage greater use of PLAs and other competency-based models to maximize award of credit
11 for military experience, education, and training. PLAs and competency-based and challenge
12 exams award credit for demonstrated experience, saving student veterans valuable time and GI
13 Bill benefits.
- 14 4. Encourage the development of articulation agreements between community colleges and four-
15 year educational institutions to enhance the academic progression of veterans and service
16 members.
- 17 5. Highlight the fiscal impact of admitting veterans and service members to accelerated programs
18 and awarding credit accordingly. Through acceleration, student veterans use fewer funds to earn
19 degrees and certifications, greatly enhancing their chances for post-military success. Their
20 success, in turn, ultimately benefits the growing Texas economy.

1 Appendix A: CCH Partner Schools

- 2 1. Alamo Community College District (San Antonio College)
- 3
- 4 2. Angelo State University
- 5 3. Austin Community College District (Eastview College)
- 6
- 7 4. Brookhaven College
- 8 5. Cedar Valley College
- 9 6. Central Texas College
- 10 7. Clarendon College
- 11 8. College of the Mainland
- 12 9. Dallas County Community College District
- 13 10. Del Mar College
- 14 11. Eastfield College
- 15 12. El Centro College
- 16 13. Galveston College
- 17 14. Grayson College
- 18 15. Houston Community College
- 19 16. Lee College
- 20 17. Lone Star College System
- 21 18. McLennan Community College
- 22 19. MediSend College of Biomedical Engineering
- 23 20. Mountain View College
- 24 21. National University, Texas locations
- 25 22. Northwood University
- 26 23. Our Lady of the Lake University
- 27 24. Parker University
- 28 25. Prairie View A&M University
- 29 26. Richland College
- 30 27. Tarleton State University
- 31 28. Tarrant County College District
- 32 29. Temple College
- 33 30. Texas A&M International University
- 34 31. Texas A&M University
- 35 32. Texas A&M University at Galveston
- 36 33. Texas A&M University Health Science Center
- 37 34. Texas A&M University–Central Texas
- 38 35. Texas A&M University–Commerce
- 39 36. Texas A&M University–Corpus Christi
- 40 37. Texas A&M University–Kingsville
- 41 38. Texas A&M University–San Antonio
- 42 39. Texas A&M University–Texarkana
- 43 40. Texas State Technical College System
- 44 41. Texas State Technical College–Harlingen
- 45 42. Texas State University
- 46 43. Texas Tech University
- 47 44. Texas Women’s University
- 48 45. Vernon College
- 49 46. West Texas A&M University
- 50 47. Western Governor’s University–Texas

51 CCH Acceleration Curricula Partner Schools

- 52 1. Alamo Community College District (San Antonio College)
- 53
- 54 2. Angelo State University
- 55 3. Austin Community College District (Eastview College)
- 56
- 57 4. College of the Mainland

- 1 5. Dallas County Community College District
- 2 6. Grayson College
- 3 7. Houston Community College
- 4 8. Lee College
- 5 9. Lone Star College System
- 6 10. San Jacinto College
- 7 11. Tarrant County College district (Northeast
- 8 Campus)
- 9 12. Tarrant County College District (Northwest
- 10 Campus)
- 11 13. Temple College
- 12 14. Texas A&M University–San Antonio
- 13 15. Texas State Technical College–Harlingen
- 14 16. Texas State University
- 15 17. Texas Tech University Health and Science
- 16 Center

17 **Appendix B: House Bill 493 Report, 2017–2018 Academic Year**

18 ***Number of Academic or Workforce Education Semester Credit Hours Awarded***

19 Listed below are “the number of academic or workforce education semester credit hours awarded under
 20 the program and applied toward a degree or certification program at an institution of higher education
 21 during the most recent academic year, disaggregated by the subject area for which the credit hours are
 22 awarded” (HB 493, 85th Texas Legislature, Regular Session (2017)).

23 Per reporting from CCH partner schools, over 25,000 semester credits were awarded for the 2017–2018
 24 academic year. The hours reported are the result of a variety of policies and procedures established by
 25 the reporting institutions.

Subject Area	Number of semester credits awarded, disaggregated by subject area	
	2017–2018 Academic Year	2016–2017 Academic Year
Accounting and Related Services	277	3
Agriculture, General	38	12
Air Transportation	58	12
Allied Health and Medical Assisting Services	37	16
Allied Health Diagnostic, Intervention, and Treatment Professions	965	22
Applied Arts & Sciences	174	0
Applied Mathematics	0	3
Audiovisual Communications Technologies/Technicians	0	3
Biology Technician/Biotechnology Laboratory Technician	51	0

Biology/Biological Sciences	56	21
Biomedical/Medical Engineering	95	0
Business Administration, Management and Operations	2,689	894
Business Operations Support and Assistant Services	67	126
Business/Commerce, General	9	9
Business/Corporate Communications	27	33
Carpentry	4	4
Cell/Cellular Biology and Anatomical Sciences	0	6
Chemical Engineering	89	0
Clinical/Medical Laboratory Science/Research and Allied Professions	14	85
Cognitive Psychology and Psycholinguistics	0	3
Communication and Media Studies	21	6
Computer and Information Sciences	132	459
Computer and Information Systems Security	280	67
Computer Engineering Technologies/Technicians	164	303
Computer Engineering, General	111	0
Computer Programming	104	243
Computer Science	348	18
Computer Software and Media Applications	18	21
Computer Systems Networking and Telecommunications	0	30
Construction Engineering Technologies	7	17
Criminal Justice and Corrections	1,502	210
Culinary Arts and Related Services	15	24
Data Processing	9	6
Dental Support Services and Allied Professions	19	49
Design and Visual Communications	78	51
Drafting/Design Engineering Technologies/Technicians	26	14

Drama/Theatre Arts and Stagecraft	48	0
Education, General	12	11
Electives	6,046	18,557
Electrical and Power Transmission Installers	24	10
Electrical Engineering Technologies/Technicians	347	33
Electrical, Electronics and Communications Engineering	6	6
Electrical/Electronics Maintenance and Repair Technology	40	69
Electromechanical Instrumentation and Maintenance Technologies	97	104
Engineering-Related Technologies	3	2
English Language and Literature	9	0
Entrepreneurial and Small Business Operations	3	6
Environmental Control Technologies/Technicians	33	122
Exercise Science and Kinesiology	742	203
Film/Video and Photographic Arts	0	12
Finance	101	90
Fire Protection	123	123
Foods, Nutrition, and Related Services	56	51
General Sales, Merchandising and Related Marketing Operations	3	18
Geography and Cartography	15	15
Geological and Earth Sciences/Geosciences	3	4
Health and Medical Administrative Services	0	21
Health and Wellness	43	44
Health Professions and Related Clinical Sciences, Other	18	0
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician (HAC, HACR, HVAC, HVACR)	1	0
Heavy/Industrial Equipment Maintenance Technologies	0	3
History	50	21
Hospitality Administration/Management	90	93

Human Resources Management and Services	120	117
Industrial Engineering	28	29
Industrial Production Technologies/Technicians	123	0
Information Science/Studies	7	0
International Business	6	0
Journalism	56	18
Law (LL.B, J.D.)	3	0
Legal Support Services	61	61
Leisure and Recreational Activities	180	174
Liberal Arts and Sciences, General Studies and Humanities	7,161	215
Management Information Systems	67	0
Marine Transportation	0	38
Marketing	18	18
Mathematics	8	0
Mechanical Engineering Related Technologies/Technicians	332	0
Mental and Social Health Services and Allied Professions	99	83
Military Science and Operational Studies	18	40
Military Systems and Maintenance Technology	0	20
Natural Science	9	0
Peace Studies and Conflict Resolution	26	0
Pharmacology	7	0
Philosophy and Religious Studies, General	3	3
Physical Science Technologies/Technicians	10	3
Physical Sciences	0	3
Physics	0	4
Physiology, Pathology and Related Sciences	7	0
Physiology, Pathology, and Related Sciences	0	1
Practical Nursing, Vocational Nursing and Nursing Assistants	8	0

Precision Metal Working	151	167
Pre-Nursing Studies	92	0
Psychology	64	0
Public Administration	9	24
Public Health	54	0
Radio, Television, and Digital Communication	8	3
Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing	864	353
Religion/Religious Studies	0	3
Rhetoric and Composition	66	137
Rhetoric and Composition/Writing Studies	21	0
Romance Languages, Literatures, and Linguistics	0	6
Security Policy and Strategy	0	6
Social Work	136	29
Special Education and Teaching	189	0
Speech and Rhetorical Studies	3	0
Sustainability Studies	0	52
Teacher Education and Professional Development, Specific Levels and Methods	36	0
Teacher Education and Professional Development, Specific Subject Areas.	4	0
Vehicle Maintenance and Repair Technologies	628	343

1 *Data Sources: HB 493 Study, 2018 and 2019*

2 **Totals may not sum with previous reporting due to exclusion of outlier data.*

1 **Number of Transfer Credit Hours**

2 Listed below are “the number of transfer credit hours awarded under the program and applied toward a
 3 degree or certification program at an institution of higher education during the most recent academic
 4 year” (HB 493, 85th Texas Legislature, Regular Session (2017)).

5 For this report, “Transfer Credit Hours” was defined as “the number of credit hours a school receives
 6 from another IHE as the result of a student veteran transferring from one institution to another” (for
 7 example, transferring from a 2-year institution to a 4-year institution).

8 Per reporting from CCH partner schools, over 5,000 semester credits were transferred for the 2017–2018
 9 academic year. The hours reported are the result of a variety of policies and procedures established by
 10 the reporting institutions.

Subject Area	Number of semester credits transferred, disaggregated by subject area	
	2017–2018 Academic Year	2016–2017 Academic Year
Accounting and Related Services	75	36
Agriculture, General	8	18
Air Transportation	6	0
Allied Health and Medical Assisting Services	33	0
Allied Health Diagnostic, Intervention, and Treatment Professions	30	0
American Sign Language (ASL)	4	4
Applied Mathematics	0	6
Army ROTC, Military Science and Operations	0	2
Art/Art Studies	6	18
Astronomy and Astrophysics	0	6
Biology Technician/Biotechnology Laboratory Technician	19	0
Biology/Biological Sciences	29	42
Business Administration, Management and Operations	233	235
Business/Corporate Communications	0	56
Cell/Cellular Biology and Anatomical Sciences	4	4
Chemical Engineering	22	0

Chemistry	12	24
Communication and Media Studies	0	51
Computer and Information Sciences	21	60
Computer and Information Systems Security	11	0
Computer Engineering, General	3	0
Computer Science	34	91
Computer Software and Media Applications	0	4
Cosmetology and Related Personal Grooming Services	25	25
Criminal Justice and Corrections	93	53
Dance, General	0	3
Data Entry/Microcomputer Applications	0	5
Design and Visual Communications	14	14
Drafting/Design Engineering Technologies/Technicians	3	1
Economics	3	12
Education, General	0	2
Electives	1610	63
Electrical and Power Transmission Installers	3	0
Electrical Engineering Technologies/Technicians	5	0
Electromechanical Instrumentation and Maintenance Technologies	22	0
Engineering, General	0	2
English Language and Literature	30	24
Environmental Control Technologies/Technicians	39	27
Environmental Science	6	6
Exercise Science and Kinesiology	47	205
Film/Video and Photographic Arts	0	6
Finance	34	0
Foods, Nutrition, and Related Services	9	9
Foreign Languages and Literatures	3	3

Geological and Earth Sciences/Geosciences	3	10
Health and Wellness	9	71
History	24	101
Human Resources Management and Services	3	0
Industrial Engineering	0	28
Industrial Production Technologies/Technicians	20	0
Journalism	2	3
Leisure and Recreational Activities	3	3
Liberal Arts and Sciences, General Studies and Humanities	2429	51
Literature	6	15
Management Information Systems	11	0
Marketing	3	27
Mathematics	13	40
Mental and Social Health Services and Allied Professions	3	0
Microbiology	4	8
Music	9	6
Pharmacology	0	3
Philosophy and Religious Studies, General	9	27
Physical Science Technologies/Technicians	3	0
Physical Sciences	0	7
Physics	0	3
Physiology, Pathology and Related Sciences	4	0
Physiology, Pathology, and Related Sciences	0	8
Political Science and Government	30	69
Precision Metal Working	6	19
Psychology	12	30
Public Relations, Advertising, and Applied Communication	0	3
Radio, Television, and Digital Communication	12	48

Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing	0	2
Rhetoric and Composition	21	114
Romance Languages, Literatures, and Linguistics	8	26
Security Policy and Strategy	21	21
Social Work	21	0
Sociology	3	12
Sustainability Studies	0	80
Vehicle Maintenance and Repair Technologies	26	0

1 *Data Source: HB 493 Study, 2018 and 2019*

2 **Totals may not sum with previous reporting due to exclusion of outlier data.*

3 **Appendix C: Senate Bill 1736, 82nd Texas Legislature, Regular Session (2011)**

4 AN ACT

5 relating to the establishment of the CCH program.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

7 SECTION 1. Subchapter A, Chapter 302, Labor Code, is amended by adding Section 302.0031 to
8 read as follows:

9 Sec. 302.0031. CCH PROGRAM. (a) In this section, "institution of higher education" has the
10 meaning assigned by Section 61.003, Education Code.

11 (b) The commission shall establish and administer the CCH demonstration program to identify,
12 develop, and support methods to maximize academic or workforce education credit awarded by
13 institutions of higher education to veterans and military servicemembers for military experience,
14 education, and training obtained during military service in order to expedite the entry of veterans and
15 military servicemembers into the workforce.

16 (c) The commission shall work cooperatively with other state agencies, including the Texas
17 Higher Education Coordinating Board, public junior colleges, and other institutions of higher education, to
18 accomplish the purposes of this section.

19 (d) The commission may award grants to state, local, or private entities that perform activities
20 related to the purposes of this section.

21 (e) The commission shall administer the program using money previously appropriated to the
22 commission or received from federal or other sources.

23 (f) The commission may adopt rules as necessary for the administration of this section.

1 (g) Not later than November 1, 2012, the commission, after consultation with the Texas Higher
2 Education Coordinating Board, shall report to the legislature and the governor on:

3 (1) the results of any grants awarded under this section;

4 (2) the best practices for veterans and military servicemembers to achieve maximum
5 academic or workforce education credit at institutions of higher education for military experience,
6 education, and training obtained during military service;

7 (3) measures needed to facilitate the award of academic or workforce education credit
8 by institutions of higher education for military experience, education, and training obtained during
9 military service; and

10 (4) other related measures needed to facilitate the entry of trained, qualified veterans
11 and military servicemembers into the workforce.

12 (h) This subsection and Subsection (g) expire January 1, 2013.

13 SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the members
14 elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not
15 receive the vote necessary for immediate effect, this Act takes effect September 1, 2011.

16 **Appendix D: Senate Bill 806, 84th Texas Legislature, Regular Session (2015)**

17 AN ACT

18 relating to the CCH program.

19 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

20 SECTION 1. Section 302.0031, Labor Code, is amended by amending Subsection (b) and adding
21 Subsection (g) to read as follows:

22 (b) The commission shall establish and administer the CCH [~~demonstration~~] program to identify,
23 develop, and support methods to maximize academic or workforce education credit awarded by
24 institutions of higher education to veterans and military servicemembers for military experience,
25 education, and training obtained during military service in order to expedite the entry of veterans and
26 military servicemembers into the workforce.

27 (g) Not later than November 1 of each year, the commission, after consultation with the Texas
28 Higher Education Coordinating Board, shall report to the legislature and the governor on:

29 (1) the results of any grants awarded under this section;

30 (2) the best practices for veterans and military servicemembers to achieve maximum
31 academic or workforce education credit at institutions of higher education for military experience,
32 education, and training obtained during military service;

1 (3) measures needed to facilitate the award of academic or workforce education credit
2 by institutions of higher education for military experience, education, and training obtained during
3 military service; and

4 (4) other related measures needed to facilitate the entry of trained, qualified veterans
5 and military servicemembers into the workforce.

6 SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the members
7 elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not
8 receive the vote necessary for immediate effect, this Act takes effect September 1, 2015.

9 **Appendix E: House Bill 493, 85th Texas Legislature, Regular Session (2017)**

10 AN ACT

11 relating to reporting requirements for the CCH program.

12 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

13 SECTION 1. Section 302.0031(g), Labor Code, is amended to read as follows:

14 (g) Not later than November 1 of each year, the commission, after consultation with the Texas
15 Higher Education Coordinating Board, shall report to the legislature and the governor on:

16 (1) the results of any grants awarded under this section;

17 (2) the best practices for veterans and military servicemembers to achieve maximum
18 academic or workforce education credit at institutions of higher education for military experience,
19 education, and training obtained during military service;

20 (3) measures needed to facilitate the award of academic or workforce education credit
21 by institutions of higher education for military experience, education, and training obtained during
22 military service; ~~and~~

23 (4) other related measures needed to facilitate the entry of trained, qualified veterans
24 and military servicemembers into the workforce;

25 (5) the number of academic or workforce education semester credit hours awarded
26 under the program and applied toward a degree or certification program at an institution of higher
27 education during the most recent academic year, disaggregated by the subject area for which the credit
28 hours are awarded; and

29 (6) the number of transfer credit hours awarded under the program and applied toward
30 a degree or certification program at an institution of higher education during the most recent academic
31 year.

32 SECTION 2. The change in law made by this Act to Section 302.0031(g), Labor Code, applies
33 beginning with the report due under that subsection not later than November 1, 2018.

34 SECTION 3. This Act takes effect January 1, 2018.

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Skills Development Fund

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Scope

The Skills Development Fund Annual Report provides an overview of Fiscal Year 2019 activities related to training projects across Texas.

The report highlights Texas Workforce Commission's (TWC) implementation of the Skills Development Fund in partnership with public community and technical colleges, Texas A&M Engineering Extension Service (TEEX), and Independent School Districts to meet workforce training needs for Texas businesses. The report meets the requirements set forth by the 76th Texas Legislature, Regular Session (1999).

Skills Development Fund Historical Data

In Fiscal Year (FY) 2019, TWC's skills program:

- Received 76 proposal submissions totaling \$25,313,114;
- Funded 38 regular skills grant with an average award of \$434,688;
- Served 72 businesses;
- supported the creation of 3,568 jobs; and
- assisted with the retraining of 9,115 current workers in existing jobs.

Employer Contribution

Business partners contribute to the success of Skills Development Fund (Skills) grants through in-kind supports which included, providing trainees' wages during training, the use of training space and equipment, funding a portion of course costs as necessary, the provision of complementary courses that are not part of the Skills Development grant, and salaries for staff who are assisting with the grant. These in-kind business partner contributions totaled over \$11,861,188 in FY 2019.

TWC aims to ensure the equitable distribution of SDF funds statewide to expand the state's capacity to respond to rural and urban workforce needs.

Since its inception in 1996, the skills program has helped 4,522 employers create 119,633 jobs and upgrade the skills of 266,000 incumbent workers, for a total of 385,633 workers trained. Participating workers have received career and/or advancement opportunities at the completion of training, which includes wages equal to or greater than the prevailing wage in the local area. Statewide, the average wage paid to workers trained with skills grants has increased from \$10.33 an hour in FY 1996 to \$25.44 an hour in FY 2019.

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

2 The Skills Development Fund program has successfully provided training opportunities in partnership with
3 businesses, public community and technical colleges, economic development organizations and TEEEX for
4 over 20 years.

5 Businesses of all sizes have worked with these stakeholders to develop customized and innovative
6 training curriculums that are replicated and shared statewide.

7 The 28 local workforce boards continue to play a critical role in the alignment of stakeholders and
8 partners. Their knowledge of employer and employee needs and their ability to leverage resources serves
9 as a key driver for successful projects.

10 **Special Initiatives under the Skills Development Fund Program Skills for Small**
11 **Business**

12 By providing training for Texas small businesses and their employees, the Skills for Small Business (SSB)
13 program provides more than 511,990 small businesses, in both rural and urban communities, the
14 opportunity to respond to their operational needs by increasing the skills of their employees.

15 This initiative provides training opportunities through existing courses offered by the participating local
16 public community or technical college or TEEEX to businesses with fewer than 100 employees.

17 In FY 2019, \$1,057,350 in training was approved to support small businesses throughout Texas.

18 **Recruit Texas**

19 Recruit Texas provides leadership and direction to, and linkage among, employers, economic developers,
20 economic development organizations, local workforce development boards, public junior colleges, and
21 public technical institutes to address the employers' needs for recruitment and hiring for complex or
22 high-skilled employment positions to facilitate employers' relocation to or expansion of operations in
23 Texas. The program provides the opportunity for Fast-Track curriculum development including
24 customized training necessary to facilitate complex and high-skilled business operations.

25 **Skills for Transition**

26 The Skills for Transition program assist military service members who are preparing to separate from
27 service within 365 days or have been discharged within 365 days with plans to remain in Texas. The
28 program prepares military service members by translating their military skills into civilian terms, locating
29 employment, completing short-term certification programs or obtaining the appropriate licensure or
30 certifications to compete in the job market.

31 Since the program's inception, over \$1,675,000 in grants to assist transitioning military personnel have
32 been awarded.

33 Over 424 military personnel have received training to assist with immediate entry into the local
34 workforce. Areas of training include:

- 1 • Occupations in Aviation, such as Aircraft Structure, Aircraft Rigging and Assembly and Assembly
- 2 • Occupations in Automotive: Automotive Body and Related Repairers, Automotive Service
- 3 Technicians/Mechanics and Automotive Technology Certificate
- 4 • Occupations in the Information Technology industry, such as Network and Computer Systems
- 5 Administration, Computer User Support Specialist, CompTIA- CompTIA Network+ Certificate, and
- 6 Computer Support Specialist
- 7 • Occupations in Healthcare, such as Registered Nurse, Certified Nursing Assistant, Clinical Medical
- 8 Assistant, Emergency Medical Technician, Pharmacy Technician, and Medical Office Medical
- 9 Office Technology Specialist, Medical Laboratory Technician
- 10 • Occupations in Law Enforcement
- 11 • Occupations in Transportation: CDL-Truck Driver
- 12 • Occupations in Manufacturing, such as Electrician, Automotive Service Technician, Industry
- 13 Machine Mechanic, Team Assemblers, Heavy Equipment Operator, HVAC technician, and Welder
- 14 • Occupations in Administrative and Service, such as Human Resource Specialist, Bookkeeper,
- 15 Executive Secretary, Project Management Professional, and Management Analyst

16 Training has been provided in such areas as the Alamo and Capital regions, Borderplex, Central Texas,
17 Gulf Coast, Tarrant County, and West Texas.

18 **Dual Credit Program**

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

22 The program gives grantees the opportunity to enhance career and technical education (CTE) dual credit
23 programs through equipment purchases utilizing Skills Development Funds.

24 In FY 2019, TWC's Dual Credit Program:

- 25 • received 29 proposals totaling \$4,986,579; and
- 26 • awarded 5 grants, with an average award of \$187,246.

1 **Skills Highlights for FY2019**

2 ***Texas State Technical College – Harlingen***

3 SpawGlass Contractor’s, Inc. in Harlingen was awarded a SDF grant in the amount of \$143,332 to train 75
4 employees which included 19 new and 54 incumbents to address construction skills gaps. Participating
5 trainees will come from operations: including Building Services Technicians, Carpenters, Concrete
6 Finishers, Heavy Equipment Operator, and Laborer personnel. Employees participating in the training will
7 receive National Center for Construction Education and Research (NCCER) and additional industry-related
8 instruction.

9 SpawGlass Contractor’s, Inc. will benefit from the well-qualified workforce to ensure they provide the
10 community with the absolute best construction experience. Upon completion of training, the business
11 partner anticipates improved safety, increased construction, welding and masonry skills.

12 *“Skills Development Fund grants help build partnerships between great educational institutions such as*
13 *TSTC-Harlingen and innovative employers like SpawGlass Contractors, Inc. These grants offer funding to*
14 *train and elevate our workforce for high-skilled, high demand careers in construction -providing a*
15 *multiplied economic return.”*

16 ***--State Senator Eddie Lucio, Jr.***

17 *“When companies relocate to Texas, they do so because they know we have the best workforce in the*
18 *world. The Skills Development Fund is a vital tool in Texas’ workforce toolkit and sends a great message to*
19 *industry: Texas will make sure there’s a workforce ready to meet your business needs.”*

20 ***— State Representative Eddie Lucio, III***

21 ***North Central Texas College***

22 Thirty-One Gifts, LLC in Flower Mound and Samsung HVAC America LLC in Roanoke are part of a
23 consortium SDF grant in the amount of \$553,405 to train a combined 222 employees which include 185
24 new and 37 incumbents in manufacturing goods and services. Both companies require specific
25 operational instruction for startup and ongoing operations, respectively. New Thirty-One Gifts, LLC has
26 relocated manufacturing operations from Ohio to Texas. The new facility will produce personalized items,
27 including scarves, pouches, pet leashes, baskets, stationery, insulated drinkware and more.

28 Samsung Electronics subsidiary Samsung HVAC America designs, stocks, sells and trains on Samsung HVAC
29 systems. The team members will receive formal HVAC technical training, and support sales and technical
30 support team training, thus impacting customer satisfaction. Upon completion of training the business
31 partner anticipates graduated increases in production, consistent and efficient manufacturing quality;
32 safety and positive retention standards that help attract new workers.

33 *“There is a reason the Lone Star State is number one in capital investments, and we want to continue to*
34 *drive that economic growth pattern. This Skills Development Fund grant brings together local businesses*
35 *to establish important manufacturing and technical training to increase essential workforce skills needed*
36 *in Texas.”*

1 **-State Senator Jane Nelson**

2 *“When great employers collaborate with local higher education institutions like North Central Texas*
3 *College, we not only build a stronger workforce but a better Texas. This Skills Development Fund grant*
4 *provides a tremendous opportunity for area workers to further develop their skills that will lead to better*
5 *jobs and a brighter, more secure future. “*

6 **-State Representative Tan Parker**

7 ***Del Mar College***

8 Bay Area Healthcare Group, LTD in Corpus Christi was awarded a SDF grant in the amount of \$464,747 to
9 train 278 employees which included 47 new and 231 incumbents for Nursing and other healthcare
10 professionals. The grant will support medical services in the hospital, clinic and emergency care; women’s
11 services; cancer care; and pediatric services throughout the Coastal Bend region. Training will provide the
12 opportunity to certify entry-level nurse assistants and registered nurses.

13 Upon completion of training, the business partner anticipates team member will work at their level of
14 licensure to provide patient care; the creation of career ladders; increased ability for entry-level clinical
15 staff to assist registered nurses with direct patient care.

16 *“The training partnership between the Bay Area Healthcare Group, LTD and Del Mar College provides*
17 *incredible pathways for the Coastal Bend workforce region. The enhanced healthcare-related skills will*
18 *undoubtedly provide a pipeline to higher-quality jobs as well as economic growth across a vital area of our*
19 *state.”*

20 **-State Representative Todd Hunter**

21 *“I am pleased the Texas Workforce Commission has granted this Skills Development Fund grant to Del Mar*
22 *College and the Bay Area Healthcare Group, LTD. These funds will train new healthcare professionals and*
23 *provide training for individuals to increase skills levels and have access to higher wages. This partnership*
24 *and grant, will improve access to health and greatly benefit our hard-working Coastal Bend Texans.”*

25 **-State Senator Juan “Chuy” Hinojosa**

26 ***Texas State Technical College – Waco***

27 Cargill, Inc. and Eagle Systems, Inc. in Waco are part of a consortium SDF grant in the amount of \$115,132
28 to train 58 employees which include 3 new and 55 incumbents in manufacturing and services industries.
29 Cargill, Inc. processes nearly 27,000 turkeys daily. Electrical and industrial maintenance courses will boost
30 Cargill team members’ skills and enhance productivity for Maintenance and Refrigeration Technicians and
31 Maintenance Workers.

32 Eagle Systems, Inc. provides contract security. Leadership courses will allow Eagle Systems, Inc. staff to
33 improve personal leadership skills and respond to customer requests. Upon completion of training the
34 business partners anticipate improved safety, quality, production and improved leadership. The training
35 will enhance the skills of Corporate Trainers, Security Supervisors and Security Officers.

1 *"I am very pleased with the successful results of this partnership between the Texas Workforce*
2 *Commission, TSTC-Waco, Cargill Inc., and Eagle Systems Inc., and for the opportunities it affords the*
3 *people of Senate District 22."*

4 **-State Senator Brian Birdwell**

5 **New Opportunities**

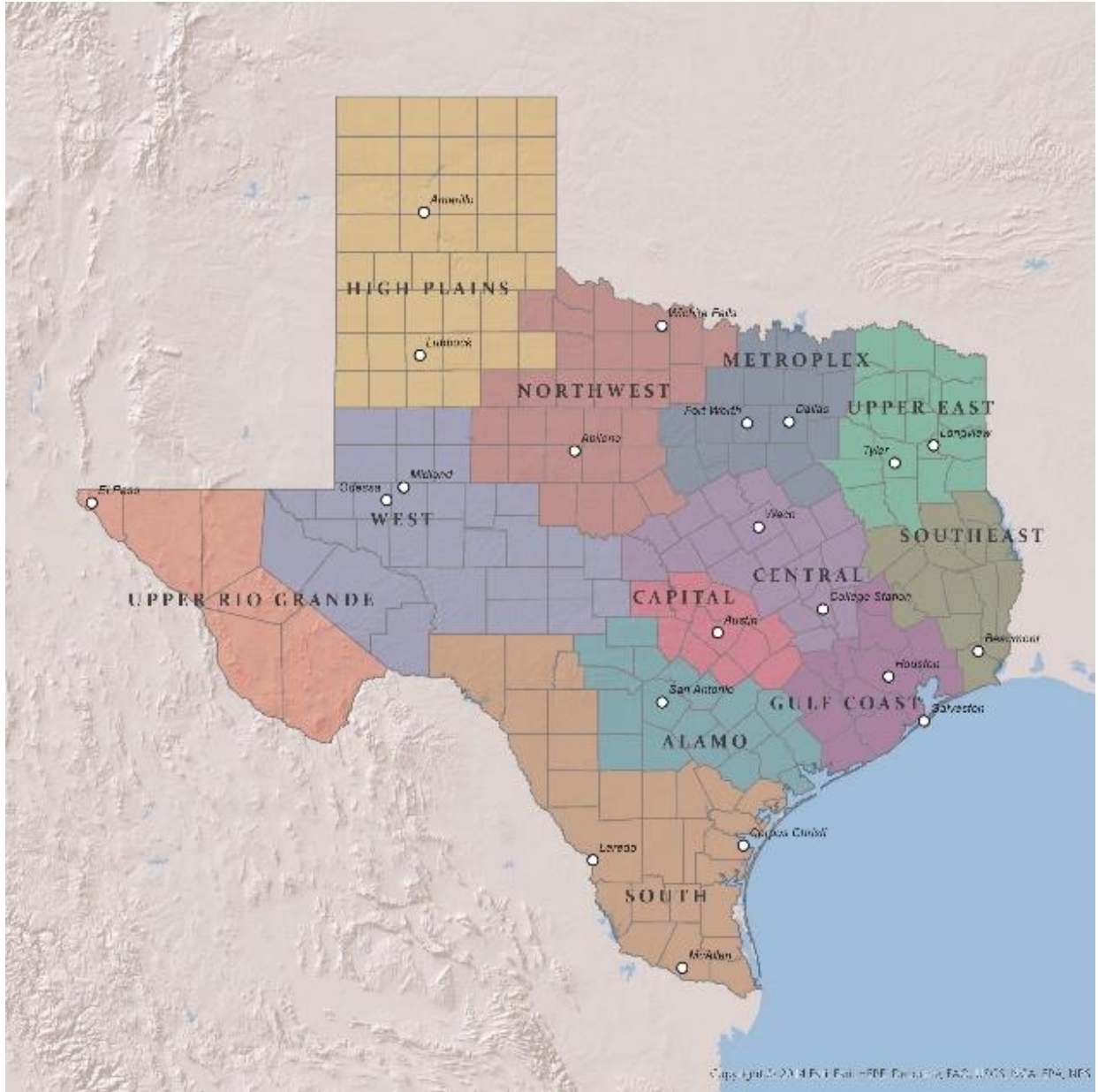
6 The Skills Development Fund continues to play an important role in supporting the growth of businesses
7 across Texas. Businesses that utilize the funding to support training on advanced processes and
8 technologies for their employees give themselves a competitive advantage. This edge allows businesses
9 to expand capacity and pursue new opportunities.

10 Business expansion also presents opportunities for communities to come together and formulate
11 strategies to address the increased demand for workforce talent. With that in mind, independent school
12 districts, community and technical colleges along with workforce development boards and economic
13 development entities, increasingly are utilizing various initiatives funded by the Skills Development Fund
14 to support local capacity building.

15 The increased collaboration locally and statewide strengthens Texas as the place where business find the
16 most opportunities to be successful.

1 **Comptroller's 12 Regions of Texas**

2 The following data satisfies the requirements set forth by the 76th Texas Legislature, Regular Session
3 (1999), for an annual report of Skills Development Fund program statistics. The data in all tables align
4 with the Texas Comptroller of Public Accounts (Comptroller's) 12 regions of the state.



5

1 Texas Workforce Commission
 2 Skills Development Fund Fiscal Year 2019 Annual Report
 3 (Texas Labor Code Section 303.006)

4 **TABLE 1:** Shows the total number of applications submitted and approved for funding in FY 2019 for each
 5 region of the State

Region	Total Number of Applications Submitted	Number of Applications Approved
Alamo	5	5
Capital	0	0
Central	10	7
Gulf Coast	11	9
High Plains	7	5
Metroplex	44	38
Northwest	3	2
South	27	18
Southeast	4	2
Upper East	4	3
Upper Rio Grande	6	5
West	3	2
Statewide Total	124	96

6 **Three applications were withdrawn by the applicants. The applications were for projects in the*
 7 *Central, Gulf Coast and Metroplex regions.*

8 **Note: No applications shown as disapproved.*

9 **Important Notes:**

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- Some applications were submitted by colleges that had partnered with businesses in different Comptroller regions. In these cases, the application is counted in each region, sometimes, multiple times.
 - Number of applications submitted includes some applications that were not awarded during FY 2019, as well as 24 proposals submitted for dual credit funding that were not funded via a competitive RFA process.
 - Skills for Small Business applications received and awarded are noted in the next table, Table 1a.

1 **TABLE 1a:** Shows the number of Skills for Small Business applications received and awarded per college
 2 by region.

Skills for Small Business

Region	Number of Applications Submitted	Number of Applications Approved.
Alamo	1	1
Capital	1	1
Central	4	4
Gulf Coast	4	4
High Plains	0	0
Metroplex	5	5
Northwest	2	2
South	4	4
Southeast	2	2
Upper East	2	2
Upper Rio Grande	0	0
West	0	0
Statewide Total	25	25

3 **Important Notes:**

- 4 • Skills for Small Business projects are awarded to community colleges. The above number of
 5 applications reflects grant awards to colleges and not individual applications received from small
 6 businesses.

1 **Table 2:** Shows the total amount of funding awarded in each region of the State, and the percentage
 2 those amounts represent of total dollars awarded on a statewide basis. The second and third columns
 3 show data for FY 2019 only, and the last two columns show cumulative data from FY96 (program
 4 inception) through FY 2019.

Region	Amount Awarded by Region FY 2019	Percent of Statewide Funds Awarded FY 2019	Total Amount of Funds Awarded by Region, Cumulative Since Inception FY96-FY 2019	Percent of Total Statewide Funds Awarded, Cumulative FY96-FY 2019
Alamo	\$357,041	2%	\$57,622,393	13%
Capital	\$21,000	0%	\$19,915,963	4%
Central	\$1,429,073	7%	\$36,279,094	8%
Gulf Coast	\$2,536,409	13%	\$69,845,730	15%
High Plains	\$589,864	3%	\$10,651,271	2%
Metroplex	\$7,073,854	37%	\$127,246,987	28%
Northwest	\$471,798	2%	\$15,740,514	3%
South	\$4,454,948	23%	\$46,366,913	10%
Southeast	\$735,401	4%	\$12,839,486	3%
Upper East	\$822,738	4%	\$29,897,919	7%
Upper Rio Grande	\$353,858	2%	\$12,053,197	3%
West	\$393,868	2%	\$13,580,740	3%
STATEWIDE TOTAL	\$19,239,852	100%	\$452,040,206	100%

5 **Important Notes:**

- 6
- The above table includes all grant awards made from the Skills Development Fund to Dual Credit projects, awards for the Skills for Transition program and all Skills for Small Business dollars awarded since inception of the program, in 2010.
- 7
- 8

1 **Table 3:** Shows the percentage of total funding awarded to each region of the State, as well as each
 2 region's percentage of the:

- 3 • State's population;
- 4 • Civilian labor force;
- 5 • Number of unemployed people; and
- 6 • Number of grant applications submitted to TWC by public community and technical colleges.

Region	*Percent of Statewide Funds Awarded FY 2019	Percent of State's Population	Percent of State's Civilian Labor Force	Percent of Statewide Unemployed	Percent of Grant Applications FY 2019	Percent of Statewide Funds Awarded FY'96-19
Alamo	2%	10%	10%	8%	4%	13%
Capital	0%	8%	9%	7%	0%	4%
Central	7%	4%	4%	4%	8%	8%
Gulf Coast	13%	25%	25%	28%	9%	15%
High Plains	3%	3%	3%	2%	6%	2%
Metroplex	37%	27%	29%	27%	35%	28%
Northwest	2%	2%	2%	2%	2%	3%
South	23%	9%	7%	11%	22%	10%
Southeast	4%	3%	2%	3%	3%	3%
Upper East	4%	4%	4%	4%	3%	7%
Upper Rio Grande	2%	3%	3%	3%	5%	3%
West	2%	2%	2%	2%	2%	3%
STATEWIDE TOTAL	100%	100%	100%	100%	100%	100%

7 **The second column shows data for FY 2019 only, and the last column shows cumulative data from FY*
 8 *201996 (program inception trough FY 2019).*

9 **Sources:**

10 Population Data from the U.S. Census Bureau. Civilian Labor Force and Unemployment data from TWC's
 11 Labor Market and Career Information Department, Local Area Unemployment Statistics (LAUS) Program

1 **Table 4:** Shows the statewide average and median weekly wage levels of individuals to be trained
2 under new FY 2019 grants. The data include wages for current employees that will be retrained and
3 those who will be hired into new positions.

All Trainees	Statewide Average Weekly Wage	Statewide Median Weekly Wage
New Jobs	\$925	\$825
Upgraded Jobs	\$1,054	\$951

4 **Important Notes:**

- 5
- Does not include Dual Credit or Skills for Transition projects – these are equipment only grants, no trainees attached.
- 6
- Does not include Skills for Small Business due to the unique nature of these programs.
- 7

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1 **Table 5:** Shows the average and median weekly wage levels of all individuals to be trained under new
 2 FY 2019 grants. These wage levels are presented for each region of the State awarded projects.

Comptroller Region	Average Weekly Wage	Median Weekly Wage
Alamo	\$888	\$959
Capital	\$0	\$0
Central	\$1,293	\$1,136
Gulf Coast	\$1,567	\$1,424
High Plains	\$823	\$786
Metroplex	\$987	\$923
Northwest	\$566	\$545
South	\$899	\$798
Southeast	\$1,774	\$1,488
Upper East	\$1,051	\$957
Upper Rio Grande	\$676	\$602
West	\$1,187	\$1,125

3 **Important Notes:**

- 4
- Does not include Dual Credit projects – these are equipment only grants, no trainees attached.
 - Does not include Skills for Small Business or Skills for Transition projects due to the unique nature of these programs.
- 5
- 6

1 **Table 5a:** Shows the number of new jobs and the number of incumbent jobs by wage level. Wage
2 levels are listed in five-dollar increments.

Average Wage	Total # New Jobs	Total # Retrained Jobs
\$10.00 to \$15.00	174	218
\$15.01 to \$20.00	942	1223
\$20.01 to \$25.00	1355	3950
\$25.01 to \$30.00	826	1460
\$30.01 to \$40.00	150	1132
\$40.00+	121	1132
Total	3568	9115

3 **Important Notes:**

- 4
- 5
- 6
- Does not include Dual Credit or Skills for Transition projects due to the unique nature of these programs.
 - Does not include Skills for Small Business projects due to the unique nature of the program

1 **Table 6:** Shows the total amount of funds awarded in FY 2019 to micro-employers, small
 2 employers, medium employers, and large employers, as defined by the number of employees
 3 working for 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	\$0	\$17,015	\$0	\$279,041.00
Capital	\$12,496	\$14,386	\$0	\$0.00
Central	\$36,795	\$314,029	\$166,235	\$515,008.00
Gulf Coast	\$15,698	\$215,606	\$0	\$2,163,283.00
High Plains	\$0	\$116,184	\$128,544	\$345,136.00
Metroplex	\$31,294	\$392,935	\$771,902	\$5,797,521.00
Northwest	\$3,300	\$99,054	\$331,644	\$0.00
South	\$119,560	\$332,726	\$481,041	\$2,811,950.00
Southeast	\$0	\$39,840	\$0	\$483,380.00
Upper East	\$0	\$43,171	\$0	\$752,388.00
Upper Rio Grande	\$0	\$122,025	\$63,453	\$93,380.00
West	\$0	\$0	\$0	\$393,868.00
Statewide Totals	\$219,142	\$1,706,971	\$1,942,819	\$13,634,955

4 **Important Notes:**

- 5
- 6 • The above table now includes Skills for Small Business awards, reflected in the Micro and Small Business Size columns.
 - 7 • Dual Credit projects and Skills for Transition projects are not included in the data due to the
 - 8 unique nature of these projects.

1 **Table 7:** Shows the total number of individuals to be trained under new FY 2019 grants by regions of
 2 the State. The total for each region includes the number of trainees who will enter new jobs and the
 3 number of current workers to be retrained.

Region	Total Number of Trainees
Alamo	162
Capital	0
Central	686
Gulf Coast	967
High Plains	237
Metroplex	4046
Northwest	231
South	5328
Southeast	308
Upper East	381
Upper Rio Grande	184
West	153
Statewide Total:	12683

4 **Important Notes:**

- 5 • Does not include Dual Credit projects; these are equipment only with no trainees attached.
- 6 • Does not include Skills for Transition projects due to the unique nature of these projects.
- 7 • Skills for Small Business trainees are listed in the table below.

- 1 **Table 7a:** Shows the total number of individuals requesting training through the Skills for Small
- 2 Business program.

Region	Total Number of Trainees
Alamo	14
Capital	24
Central	100
Gulf Coast	12
High Plains	0
Metroplex	4
Northwest	0
South	928
Southeast	0
Upper East	0
Upper Rio Grande	0
West	0
Statewide Totals:	1082

1 **Table 8:** Shows the total number of individuals to be trained under the FY 2019 program by industry
 2 classification. The total for each industry includes the number of trainees who will enter new jobs and
 3 the number of current workers to be retrained.

Industry	Total Number of Trainees
Aerospace & Defense	87
Construction	114
Healthcare & Social Assistance	5602
Information Technology	266
Manufacturing	5073
Mining	388
Retail Trade	181
Services	339
Transportation & Warehousing	88
Utilities	533
Wholesale Trade	12
Statewide Total	12683

4 **Important Notes:**

- 5 • Does not include Dual Credit projects, Skills for Transition projects or Skills for Small Business
 6 projects due to the unique nature of these programs.

WorksWonders: Texas Purchasing from People with Disabilities program

Overview

The Texas Purchasing from People with Disabilities program, commonly referred to as State Use Program, assists individuals with disabilities transition toward independence. Administered by TWC, its daily operations are managed by WorkQuest (formerly TIBH Industries), a central nonprofit agency. WorkQuest markets the program as WorksWonders, which provides direct benefits to these individuals by offering stable, vocational rehabilitation in their own communities. This training results in meaningful employment and fair wages which promotes self-sufficiency for employees of the program.

In 2019, nearly 6,000 Texans with disabilities were employed in 106 local nonprofit community rehabilitation programs (CRPs) that participate in the WorksWonders Program. These individuals, whose disabilities include mental health condition (1,461), intellectual disability (1,286), physical impairment (805), chemical disorder (576), learning disability (547), visual impairment (511), deaf or hard of hearing (137), brain injury (44) and varying other disabilities (437), earned a combined total of more than \$48 million in wages in 2019.

Year	Texas Employed Through WorksWonders State Use Program:
1979	22
1984	1,072
1989	3,150
1994	5,135
1999	5,767
2004	7,102
2009	6,918
2014	6,231
2019	5,804

City	Number of CRPs
Abilene	1
Alice	1
Amarillo	1
Austin	10
Beaumont	3
Big Springs	1
Brownwood	1
Bryan	1
Canton	1
Corpus Christi	7
Crawford	1
Crystal City	1
Dallas	7
Devine	1
Dilley	1
Eagle Pass	1
Early	1
El Paso	4
Floresville	1
Fort Worth	6
Glidden	1
Houston	12
Humble	1

City	Number of CRPs
Huntsville	2
Jacksonville	1
Katy	1
Lubbock	3
Lufkin	4
Mexia	1
Midland	1
Mount Pleasant	1
Pantego	1
Pflugerville	1
Pittsburg	1
Poteet	1
Round Rock	1
San Angelo	2
San Antonio	6
Seguin	1
Sherman	2
Tyler	4
Universal City	1
Waco	2
Weslaco	1
Wharton	1
Wichita Falls	2

1 **Made in Texas Products**

2 Like the Lone Star State in which they live, workers in the WorksWonders program take pride in their
3 home-based products. Many items offered for sale in the State Use program are the product of materials
4 grown, created or assembled by WorksWonders workers.

5 Floor pads for sweeping, eyewear for safety and binders for keeping paper in place - they're Made in
6 Texas.

7 *Here are a few examples:*

8 Product: Floor Maintenance Pads, 3M High Productivity Stripping Pads

- 9 ○ CRP: Beacon Lighthouse for the Blind, Wichita Falls
- 10 ○ Primary Purchaser: Texas Health and Human Services Commission

11 Product: Prescription Safety Eyewear, Single Vision Deluxe Lens

- 12 ○ CRP: Fort Worth Lighthouse for the Blind
- 13 ○ Primary Purchaser: Texas Commission on Environmental Quality

14 Product: 3-Ring Full Clear Overlay Vinyl Binders with inside front and back pockets

- 15 ○ CRP: Travis Association for the Blind, Austin
- 16 ○ Primary Purchaser: Texas Department of Criminal Justice

17 **State Use Program Exceptions Reporting**

18 There are 106 Community Rehabilitation Programs (CRPs) employing disabled workers who make
19 products or provide services for the State Use program. State agencies are mandated to purchase
20 products and services provided by CRPs participating in the program.

21 Agencies are not required to purchase State Use products or services that do not meet agency
22 specifications for Quality, Quantity, Delivery Time or Life Cycle Cost. If a State Use product or service is
23 purchased from another source, the agency must document which of the four exceptions to the State
24 Use program is the reason.

25 **Exception for Quantity.** Quantity exceptions can be made when WorkQuest has a minimum order
26 requirement that is more than is needed by the agency, or when an agency has a need for a quantity
27 greater than WorkQuest is able to fill.

28 **Exception for Quality.** Quality exceptions can be made when a WorkQuest good or service does not meet
29 specific performance standards.

30 **Exception for Delivery Time.** Exceptions based on delivery time may only be made after WorkQuest has
31 been contacted and WorkQuest has confirmed its inability to meet an essential schedule or delivery date
32 requirement.

1 **Exception for Life Cycle Costs.** Life cycle cost exceptions can be made when the purchaser determines the
 2 WorkQuest product or service is not the most cost-effective option to meet the business requirements of
 3 the agency.

4 The Texas Comptroller of Public Accounts provides a monthly purchasing summary, and a record of
 5 agencies reporting exceptions, not reporting, or those having no exceptions. For more information, go to
 6 the Texas Comptroller of Public Accounts: Texas Purchasing from People with Disabilities (State Use
 7 Exceptions Report). Link: <http://www.txsmartbuy.com/tppd/exceptions>

8 **WorksWonders: Program Impact**

9 **Finding Meaningful Employment** opportunities for individuals with disabilities and providing those
 10 individuals with the skills necessary to ensure that they can perform effectively in competitive and
 11 integrated work environments is a goal of the WorksWonders Program.

12 Of the 106 community rehabilitation programs (CRPs) participating in the WorksWonders Program, 95
 13 offer vocational rehabilitation and outplacement services to their employees in an attempt to secure
 14 competitive employment that meets their strengths and capabilities. These services include but are not
 15 limited to: adaptive visual equipment training, chemical/alcohol dependency counseling, educational
 16 training, financial planning, high school equivalency prep courses, interview coaching, job coaching, job
 17 placement services, job skills training, and supported employment services.

18 Placing individuals with disabilities in jobs they want as a career and are ideally suited for, through
 19 vocational rehabilitation and outplacement services, has resulted in better retention, higher productivity,
 20 more consistency, and higher overall team satisfaction. These individuals are great hires, because they
 21 thrive on routine and standardization.

22 Due to the influence of these services and the positive effect they have on the employees who use them,
 23 2,945 individuals with disabilities were placed in either competitive integrated employment or non-direct
 24 labor positions within their CRP.

CRPs providing career counseling or other related services for employees with disabilities	95
CRPs not providing career counseling or other related services for employees with disabilities	11

25

Benefits Paid by CRPs to Individuals Employed on Sate Use Contracts				
Type of Benefit	CRPs paying Benefits to Individuals with Disabilities	# of Individuals with Disabilities Receiving Benefits*	CRPs paying Benefits to Individuals without Disabilities	# of Individuals without Disabilities

				Receiving Benefits*
Medical	37	593	42	210
Dental	20	299	21	127
Vision	17	250	13	75
Retirement	21	536	28	172
Paid Vacation	33	1224	40	392
Bonuses	25	963	24	290
Other	33	1429	31	285

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Texans with Disabilities Employed Through the Program

July 1, 2018 – June 30, 2019

Type of Disability	Persons Employed 2018	Persons Employed 2019
Mental Health Condition	1,365	1,461
Intellectual Disability	1,192	1,286
Physical Impairment	748	805
Chemical Disorder	643	576
Learning Disability	512	547
Visual Impairment	618	511
Deaf or Hard of Hearing	169	137
Brain Injury	63	44
Other	703	437
Total Number of Texans with Disabilities Employed Through the Program	6,013	5,804
Total Number of Non-disabled Texans Employed Through the Program	1,589	1,516

3 **Note:** The category of “Other” comprises disabilities such as emotionally disturbed, emotionally disturbed
4 with criminal offenses coming from half-way houses, dyslexic, accidental injury, poisoning, attention
5 deficit disorder, severe diabetes, and metabolism disorder. The number employed reflects those
6 individuals who may work part- or full-time on State Use contracts. Employees who have multiple
7 disabilities are listed only once under their primary disability.

Wages and Benefits Paid to Texans Employed Through the Program	2018	2019
Amount of annual wages and benefits paid to Texans with disabilities*	\$44,317,418	\$48,994,181
Amount of annual wages and benefits paid to non-disabled Texans*	\$15,101,670	\$14,510,119
Total Wages Paid Through the Program	\$59,419,088	\$63,504,300

2 Total wages paid through the program increased by \$4 million in 2019 over 2018. As the program grows
3 in sales, so do wages and benefits paid to individuals with disabilities. The average hourly wage rate has
4 increased year-over-year with CRPs paying higher wage rates to their employees. A large contracting
5 opportunity through the General Land Office significantly increased wages for temporary employment
6 services. Benefits data was collected separately from October 1, 2018 – June 30, 2019. The benefits paid
7 in this time period were \$3,164,191 for Texans with disabilities and \$873,699 for Texans without
8 disabilities.

9 The average of weekly earnings (including benefits) paid to Texans with disabilities is \$13.29 per hour.

10 *The range of weekly earnings (including benefits) is \$7.25 - \$24.22 per hour. Piece rates are calculated
11 and considered on the federal commensurate labor rate standards, which are calculated using a base rate
12 of the federal minimum wage rate.

13 The average of weekly earnings (including benefits) paid to non-disabled Texans is \$15.41 per hour.

14 The range of weekly earnings (including benefits) is \$7.49 – \$37.06 per hour.

15 Individual Outplacement / Supported Employment

16 July 1, 2018 – June 30, 2019

17 Persons with Disabilities Outplaced from CRPs - 2,747

18 Persons with Disabilities who previously worked on State Use Contracts Outplaced - 318

19 Persons with Disabilities Promoted within the CRPs* - 198

20 Persons with Disabilities Promoted with the CRPs who Previously Worked on State Use Contracts* - 85

21 *Promotions within the CRPs was collected separately from Outplacements in October 1, 2018 – June 30,
22 2019

23 Individual Outplacement is the number of State Use related individuals with disabilities that have been
24 placed in competitive or supported employment positions in the community or within the community

- 1 rehabilitation program (and who no longer work on State Use contracts). This number includes
 2 outplacements for the total facility.

Type of Disability	Persons Promoted CRP*	Persons Promoted State Use*	Persons Outplaced CRP	Persons Outplace State Use
Mental Health Condition	20%	18%	17%	27.50%
Intellectual Disability	10%	10.50%	9%	16%
Physical Impairment	17%	20%	9.50%	26.50%
Chemical Disorder	3.50%	7%	4%	6%
Learning Disability	10%	16.50%	5%	6%
Visual Impairment	14%	13%	2%	4%
Deaf or Hard of Hearing	6.50%	0%	1.50%	3%
Brain Injury	2%	2%	0.50%	1%
Other	17%	13%	51.50%	10%

- 3 *The category of "Other" comprises disabilities such as emotionally disturbed, emotionally disturbed with*
 4 *criminal offenses coming from half-way houses, dyslexic, accidental injury, poisoning, attention deficit*
 5 *disorder, severe diabetes, and metabolism disorder.*

Hour Range	Persons Promoted CRP*	Persons Promoted State Use*	Persons Outplaced CRP	Persons Outplace State Use
0 - 9	0%	0%	3%	8%
10 - 9	1%	0%	3%	6%
20 - 29	13%	14%	16%	9%
30 - 39	31%	9%	10%	7%
40 +	55%	77%	68%	70%

6

Wage Range	Persons Promoted CRP*	Persons Promoted State Use*	Persons Outplaced CRP	Persons Outplace State Use
\$7.25 – 7.99/ Hour	1%	2%	12.50%	23.50%
\$8.00 – 8.99/ Hour	5%	9%	17.50%	4%
\$9.00 – 9.99/ Hour	16%	25%	19%	13%
\$10.00 +/- Hour	78%	64%	51%	59.50%

1 **Achieve, a Place to Grow: Cultivating Skills, Diverse Experiences for Workers with** 2 **Disabilities**

3 Achieve's tagline is "a place to grow" for good reason.

4 The Dallas-area nonprofit dedicated to serving adults with disabilities is a WorksWonders community
5 rehabilitation program (CRP) whose employees – called Achievers – work on contracts facilitated by
6 WorkQuest. A passionate staff encourages their growth, both personally and professionally.

7 As the executive director of Achieve, Tim Allen wears many hats, but none are more important than his
8 role as an advocate for his Achievers.

9 Like the rest of his nonprofit staff, Allen knows that Achievers are capable, as long as they're provided
10 with the proper education, training and opportunities.

11 "Our main mission is to position Achieve to make the biggest impact on our Achievers," Allen said. "What
12 they learn here will help and stick with them for the rest of their lives."

13 Alfonso Hernandez, who has worked at the organization since 2015, is one of the Achievers who washes
14 fleet vehicles for the Texas Department of Transportation (TxDOT) Dallas District. He says the job has
15 helped him gain confidence.

16 "Working here has helped me grow," Hernandez said. "I've made new friendships, learned new skills and
17 become more self-sufficient."

18 The contract secured with TxDOT in Dallas has diversified the work opportunities that Achieve could offer
19 its employees. The chance to work outside of the warehouse is a big draw for many Achievers and being
20 selected to wash TxDOT vehicles is an honor many Achievers work toward.

21 The partnership works well for TxDOT, too. Josh Cornelison, TxDOT Dallas shop coordinator, said that
22 having Achievers onsite to wash fleet vehicles saves time and prevents traffic accidents.

23 "We used to have to drive back and forth to multiple car washes," Cornelison said. "Some of the locations
24 we'd go to couldn't even accommodate our bigger trucks, but when an Achiever washes them, they get
25 the whole thing. Everyone at TxDOT Dallas is really pleased with how the contract is working out."

26 In addition to the TxDOT Dallas vehicle-washing contract, Achievers assemble and pack products, such as
27 pens, fiber optic cables, and nuts and bolts. These contracts accommodate a variety of skill sets, so each
28 Achiever is matched with a job that's personally challenging, fulfilling and meaningful.

29 "We push our Achievers to do the best they can while still maintaining product quality," Allen said. "We
30 want them to feel confident and have the proper support system while building new resume skills. We're
31 better able to do this thanks to our partnership with WorkQuest."

1 **Martin Becerra: Document Destruction Job Has Stability, Skill Building**

2 A valued staff member at Austin Task, Inc. (ATI) for the past three years, Martin Becerra is often
3 recognized for his observational skills and creative approach to problem solving.

4 “He has an ability to see things other people would probably just take for granted,” said Jim Thomson, his
5 supervisor. “He picks up on things no one else does and is the first to offer up a solution if a problem
6 arises.”

7 In 1997, ATI began offering janitorial services through WorkQuest contracts with state agencies. In 2004,
8 the company transitioned to its current work – secure document destruction, including paper and
9 electronic media – with its first contract with the Texas State Library and Archives Commission (TSLAC).
10 Presently, ATI’s service area stretches from Brownwood to Beaumont and south to Laredo.

11 At ATI, Becerra works on a confidential document security contract. His responsibilities include stacking
12 and cleaning the carts of documents brought in daily for destruction, loading empty carts back onto the
13 truck and operating a paper shredder. But now, Becerra is taking on a new challenge as he works toward
14 becoming a forklift driver. He’s excited about the opportunity to learn something new that will benefit
15 him and ATI.

16 “I like my routine and the stability of my job,” Becerra said. “But I know being able to drive a forklift would
17 be helpful here as there are only a few others who can do it. It would be a useful skill to have.”

18 As he works toward his goal, Becerra continues to uphold the high standards required of his work in
19 document security. Because the documents he handles require confidentiality, Becerra had to meet
20 additional requirements beyond those necessary for the rest of the ATI staff. Thomson says Becerra’s
21 potential for advancement at ATI is clear.

22 “He’s very cautious, which is a good trait to have in his current job and as a forklift driver,” Thomson said.
23 “We’re trying to move him into a more difficult role since he always seems to be excited by new
24 challenges.”

25 ATI operates as a fully self-sustaining nonprofit business that competes with for-profit businesses.
26 However, its primary mission is to provide employment for individuals with disabilities, who comprise 75
27 percent of the company’s production workforce.

28 “We make it possible for our employees to have a better standard of living,” said Brian O’Connor,
29 president and CEO of ATI.

30 For example, Becerra pays for his family’s internet service, which they were unable to afford before. He
31 also pays his cell phone bill and helps purchase groceries at home, while still living with his parents. He
32 especially appreciates being able to choose his work schedule, which he was unable to do at other jobs.

33 In addition to being committed to empowering individuals with disabilities, ATI is also dedicated to
34 “green” business practices. As a document security company, dealing with a lot of paper comes with the
35 job, so ATI recycles almost 12 metric tons of paper each year.

- 1 Becerra and other ATI employees are committed to ATI's vision, which O'Connor said is his primary
- 2 purpose as the organization's leader.
- 3 "People identify so much with what their job is, so I try to instill in the staff that what they are doing is
- 4 important," O'Connor said. "We're making a difference."
- 5 He continued, "I believe my staff understands that what they're doing – both protecting our customer's
- 6 security and helping the environment – is important and should be respected.

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1 **Wages and Hours for Employees with Disabilities**

2 A few Texas CRPs participating in the WorksWonders Program utilize a special wages certificate issued by
 3 the U.S. Department of Labor under Section 14(c) of the Fair Labor Standards Act (29 U.S.C. 214(c)) to pay
 4 certain workers with significant disabilities at a rate below the federal minimum wage. The allowable
 5 “commensurate” wage rate involves documentation and calculations of a worker’s abilities and
 6 productivity and permits the CRP-employer to pay a lower hourly wage rate approved by the Department
 7 of Labor. The process is subject to regular auditing and oversight and permits certain CRPs to offer
 8 employment to individuals who may otherwise be unemployed. These day jobs often permit the worker’s
 9 parent or guardian to secure their own employment to support the family.

10 **2019 Numbers**

Total number of Texans with disabilities employed in the program making minimum wage or higher:	5,717
Total number of Texans with Disabilities Employed in the Program making less than minimum wage:	87
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying at minimum wage or higher:	3,596,345
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying less than minimum wage:	117,505

11

CRPs paying less than minimum wage on state use contracts	Total Contract \$	Total Employees with Disabilities	Employees paid less than minimum wage	Employees without Disabilities
EXPANCO, Inc.	\$581,071	17	6	7
Marian Moss Enterprises, Inc.	\$1,257,854	99	2	33
VRC Industries - Austin State Supported Living Center	\$306,825	74	74	0
Work Services Corporation	\$,2310,589	86	5	39
TOTAL	\$4,456,339	276	87	79

1 Senate Bill (SB) 753, 86th Texas Legislature amended Chapter 122 of the Human Resources Code to
2 require Community Rehabilitation Programs (CRPs) that are participating in the State Use Program to pay
3 their employees with disabilities not less than the federal minimum wage. This bill also requires the Texas
4 Workforce Commission to assist any CRPs that pay subminimum wage to develop a transition and
5 retention plan to increase wages to its workers with disabilities and provide information to ensure the
6 increase wages will not affect the worker's eligibility to receive federal benefits. CRPs must meet the
7 minimum wage requirements by Sept 1, 2022 or date determined by the State Use Program.

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Community Rehabilitation Program (CRP)
Contract Listing

Listed Alphabetically by City

July 1, 2018 - June 30, 2019

**Both individuals with disabilities and individuals without disabilities work on multiple contracts.*

Community Rehabilitation Program	Contract Services	\$ Amount	Total Contract \$ Amount	Individuals with Disabilities*	Individuals without Disabilities *
1. Abilene Goodwill Industries, Inc. 2200 N. First St. Abilene, Texas 79603 (325) 676-7925	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	11,596	283,983	31	19
	<ul style="list-style-type: none"> • Janitorial Maintenance City of Abilene 	1,498			
	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	64,815			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	12,844			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	12,191			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	861			
	<ul style="list-style-type: none"> • Landscape Maintenance City of Abilene 	128,283			
	<ul style="list-style-type: none"> • Landscape Maintenance Texas State Technical College System 	51,895			
2.	<ul style="list-style-type: none"> • Right of Way Mowing Texas Department of Transportation 	129,158	578,352	10	1

	1809 Walker Drive Alice, Texas 78332 (361) 668-6818	<ul style="list-style-type: none"> Roadside Mowing Texas Department of Transportation 	449,194			
3.	Fresh Start Of Monroe, Inc. 6500 Canyon Drive, Suite 500 Amarillo, Texas 79109 (817) 243-9661	<ul style="list-style-type: none"> Grounds Maintenance Adjutant General's Department 	15,352	1,030,446	31	8
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	62,178			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	9,398			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	79,253			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	489,863			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	374,402			
4.	Austin Task, Inc. 7305-B Burleson Road Austin, Texas 78744 (512) 389-3333	<ul style="list-style-type: none"> Document Destruction Adjutant General's Department 	15,548	659,298	28	5
		<ul style="list-style-type: none"> Document Destruction Bell County 	1,329			
		<ul style="list-style-type: none"> Document Destruction Board of Plumbing Examiners 	72			
		<ul style="list-style-type: none"> Document Destruction Caldwell County 	151			
		<ul style="list-style-type: none"> Document Destruction City of Austin 	2,343			

	<ul style="list-style-type: none"> Document Destruction City of Lockhart 	188			
	<ul style="list-style-type: none"> Document Destruction City of Temple 	1,867			
	<ul style="list-style-type: none"> Document Destruction Commission on State Emergency Communications 	320			
	<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	10,772			
	<ul style="list-style-type: none"> Document Destruction Court of Appeals – Third Court of Appeals District 	100			
	<ul style="list-style-type: none"> Document Destruction Court of Criminal Appeals 	931			
	<ul style="list-style-type: none"> Document Destruction Credit Union Department 	537			
	<ul style="list-style-type: none"> Document Destruction Department of Aging and Disability Services 	330			
	<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	2,258			
	<ul style="list-style-type: none"> Document Destruction Department of Family and Protective Services 	4,385			
	<ul style="list-style-type: none"> Document Destruction Department of Information Resources 	1,417			
	<ul style="list-style-type: none"> Document Destruction Department of State Health Services 	921			
	<ul style="list-style-type: none"> Document Destruction Employees Retirement System of Texas 	1,277			

	<ul style="list-style-type: none"> Document Destruction Executive Council of Physical and Occupational Therapy Examiners 	1,863			
	<ul style="list-style-type: none"> Document Destruction General Land Office 	1,655			
	<ul style="list-style-type: none"> Document Destruction Gonzales County 	222			
	<ul style="list-style-type: none"> Document Destruction Governor – Executive 	151			
	<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	188,235			
	<ul style="list-style-type: none"> Document Destruction Lampasas ISD 	100			
	<ul style="list-style-type: none"> Document Destruction Lee County 	249			
	<ul style="list-style-type: none"> Document Destruction Lockhart ISD 	90			
	<ul style="list-style-type: none"> Document Destruction Office of Consumer Credit Commissioner 	40			
	<ul style="list-style-type: none"> Document Destruction Office of Public Insurance Counsel 	430			
	<ul style="list-style-type: none"> Document Destruction Office of Public Utility Counsel 	465			
	<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	49,941			
	<ul style="list-style-type: none"> Document Destruction Public Utility Commission of Texas 	325			

	<ul style="list-style-type: none"> Document Destruction Railroad Commission of Texas 	800			
	<ul style="list-style-type: none"> Document Destruction Round Rock ISD 	121			
	<ul style="list-style-type: none"> Document Destruction San Saba County 	601			
	<ul style="list-style-type: none"> Document Destruction Secretary of State 	179			
	<ul style="list-style-type: none"> Document Destruction Senate 	46			
	<ul style="list-style-type: none"> Document Destruction State Auditor 	287			
	<ul style="list-style-type: none"> Document Destruction State Board of Dental Examiners 	586			
	<ul style="list-style-type: none"> Document Destruction State Board of Veterinary Medical Examiners 	466			
	<ul style="list-style-type: none"> Document Destruction State Commission on Judicial Conduct 	932			
	<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	1,370			
	<ul style="list-style-type: none"> Document Destruction State Office of Risk Management 	981			
	<ul style="list-style-type: none"> Document Destruction State Pension Review Board 	80			
	<ul style="list-style-type: none"> Document Destruction State Preservation Board 	213			
	<ul style="list-style-type: none"> Document Destruction State Securities Board 	1,133			

	<ul style="list-style-type: none"> Document Destruction Teacher Retirement System of Texas 	3,741			
	<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	3,567			
	<ul style="list-style-type: none"> Document Destruction Texas Animal Health Commission 	326			
	<ul style="list-style-type: none"> Document Destruction Texas Board of Architectural Examiners 	321			
	<ul style="list-style-type: none"> Document Destruction Texas Board of Chiropractic Examiners 	178			
	<ul style="list-style-type: none"> Document Destruction Texas Board of Nursing 	1,859			
	<ul style="list-style-type: none"> Document Destruction Texas Board of Professional Engineers 	935			
	<ul style="list-style-type: none"> Document Destruction Texas Commission on Environmental Quality 	4,207			
	<ul style="list-style-type: none"> Document Destruction Texas Commission on Fire Protection 	430			
	<ul style="list-style-type: none"> Document Destruction Texas Commission on the Arts 	85			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Banking 	1,035			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Housing and Community Affairs 	1,214			

	<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	7,491			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Licensing and Regulation 	2,042			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Motor Vehicles 	3,782			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Public Safety 	3,886			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	16,337			
	<ul style="list-style-type: none"> Document Destruction Texas Education Agency 	1,611			
	<ul style="list-style-type: none"> Document Destruction Texas Emergency Services Retirement System 	501			
	<ul style="list-style-type: none"> Document Destruction Texas Facilities Commission 	544			
	<ul style="list-style-type: none"> Document Destruction Texas Higher Education Coordinating Board 	618			
	<ul style="list-style-type: none"> Document Destruction Texas Historical Commission 	573			
	<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	50,629			
	<ul style="list-style-type: none"> Document Destruction Texas Lottery Commission 	1,593			

	<ul style="list-style-type: none"> Document Destruction Texas Medical Board 	2,213			
	<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	2,853			
	<ul style="list-style-type: none"> Document Destruction Texas Public Finance Authority 	107			
	<ul style="list-style-type: none"> Document Destruction Texas Real Estate Commission 	1,172			
	<ul style="list-style-type: none"> Document Destruction Texas School for the Blind and Visually Impaired 	396			
	<ul style="list-style-type: none"> Document Destruction Texas School for the Deaf 	175			
	<ul style="list-style-type: none"> Document Destruction Texas State Board of Pharmacy 	1,859			
	<ul style="list-style-type: none"> Document Destruction Texas State Board of Public Accountancy 	1,719			
	<ul style="list-style-type: none"> Document Destruction Texas State Library and Archives Commission 	9,957			
	<ul style="list-style-type: none"> Document Destruction Texas State University – San Marcos 	4,062			
	<ul style="list-style-type: none"> Document Destruction Texas Veterans Commission 	1,723			
	<ul style="list-style-type: none"> Document Destruction Texas Water Development Board 	504			

		<ul style="list-style-type: none"> Document Destruction Texas Workforce Commission 	32,546			
		<ul style="list-style-type: none"> Document Destruction Travis County 	2,163			
		<ul style="list-style-type: none"> Document Destruction University of Texas at Austin 	68,944			
		<ul style="list-style-type: none"> Document Destruction University of Texas Health Science Center at San Antonio 	320			
		<ul style="list-style-type: none"> Document Destruction University of Texas M. D. Anderson Cancer Center 	124,449			
		<ul style="list-style-type: none"> Document Destruction Upper Brushy Creek Water Control 	108			
		<ul style="list-style-type: none"> Document Destruction Waller County 	216			
5.	Easter Seals Central Texas, Inc. 8505 Cross Park Drive, Suite 120 Austin, Texas 78754 (512) 615-6801	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	162,686	3,551,014	134	18
		<ul style="list-style-type: none"> Grounds Maintenance Texas Historical Commission 	12,600			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Workforce Commission 	7,192			
		<ul style="list-style-type: none"> Grounds Maintenance Travis County 	33,058			
		<ul style="list-style-type: none"> Janitorial Maintenance City of Austin 	102,417			
		<ul style="list-style-type: none"> Janitorial Maintenance Credit Union Department 	6,552			

		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	54,172			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	17,558			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Historical Commission 	38,699			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	48,741			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	24,322			
		<ul style="list-style-type: none"> • Landscape Maintenance Adjutant General's Department 	42,474			
		<ul style="list-style-type: none"> • Landscape Maintenance City of Austin 	637,736			
		<ul style="list-style-type: none"> • Landscape Maintenance City of San Marcos 	410,063			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Parks and Wildlife Department 	29,086			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Workforce Commission 	22,873			
		<ul style="list-style-type: none"> • Litter Pickup City of Kyle 	38,161			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	106,183			
		<ul style="list-style-type: none"> • Litter Pickup Travis County 	34,404			

		<ul style="list-style-type: none"> Tree and Brush Control Adjutant General's Department 	4,265			
		<ul style="list-style-type: none"> Vegetation Control City of Austin 	1,138,851			
		<ul style="list-style-type: none"> Vegetation Control City of San Marcos 	578,921			
6.	Enterprise Professional Services, Inc. 7710 Rialto Blvd. Austin, Texas 78735 (512) 614-6116	<ul style="list-style-type: none"> Janitorial Maintenance Department of State Health Services 	45,371	963,781	24	14
		<ul style="list-style-type: none"> Janitorial Maintenance Office of the Attorney General 	257,704			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Public Safety 	115,992			
		<ul style="list-style-type: none"> Litter Pickup City of Austin 	26,600			
		<ul style="list-style-type: none"> Tree and Brush Control Texas Department of Transportation 	515,714			
		<ul style="list-style-type: none"> Tree Pruning/Trimming Texas Department of Public Safety 	2,400			
7.	Goodwill Temporary Services, Inc. Goodwill - Service Contracts 1015 Norwood Park Blvd. Austin, Texas 78753 (512) 637-7100	<ul style="list-style-type: none"> Carpet Cleaning Adjutant General's Department 	1,182	4,587,872	172	26
		<ul style="list-style-type: none"> Data Entry Services Texas Commission on Environmental Quality 	1,129			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	808,310			
		<ul style="list-style-type: none"> Janitorial Maintenance City of San Marcos 	483,533			
		<ul style="list-style-type: none"> Janitorial Maintenance Department of Agriculture 	7,536			

		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	524,277			
		<ul style="list-style-type: none"> • Janitorial Maintenance Office of the Attorney General 	7,720			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas A&M AgriLife Research 	4,426			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	17,304			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	78,255			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	174,680			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	248,267			
		<ul style="list-style-type: none"> • Mail Room Services Health and Human Services Commission 	1,285,535			
		<ul style="list-style-type: none"> • Mail Room Services Texas Commission on Environmental Quality 	13,273			
		<ul style="list-style-type: none"> • Mail Room Services Texas Department of Motor Vehicles 	881,309			
		<ul style="list-style-type: none"> • Mail Room Services Texas State Board of Pharmacy 	51,136			
8.	Goodwill Temporary Services, Inc.	<ul style="list-style-type: none"> • Temporary Employment Services Adjutant General's Department 	121,390	10,447,645	464	225

1015 Norwood Park Blvd. Austin, Texas 78753 (512) 637- 7100	<ul style="list-style-type: none"> Temporary Employment Services Bond Review Board 	33,473			
	<ul style="list-style-type: none"> Temporary Employment Services City of Austin 	179,451			
	<ul style="list-style-type: none"> Temporary Employment Services Comptroller of Public Accounts 	19,379			
	<ul style="list-style-type: none"> Temporary Employment Services Department of Agriculture 	13,329			
	<ul style="list-style-type: none"> Temporary Employment Services Department of Family and Protective Services 	325,491			
	<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	1,662,222			
	<ul style="list-style-type: none"> Temporary Employment Services Employees Retirement System of Texas 	4,745			
	<ul style="list-style-type: none"> Temporary Employment Services Governor – Executive 	35,483			
	<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	1,913,951			
	<ul style="list-style-type: none"> Temporary Employment Services Office of Injured Employee Counsel 	50,075			
	<ul style="list-style-type: none"> Temporary Employment Services 	3,004,344			

		Office of the Attorney General				
		<ul style="list-style-type: none"> Temporary Employment Services Railroad Commission of Texas 	99,958			
		<ul style="list-style-type: none"> Temporary Employment Services Teacher Retirement System of Texas 	70,899			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Animal Health Commission 	10,848			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	1,844,295			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Housing and Community Affairs 	36,065			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Insurance 	374,895			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Public Safety 	42,977			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	428,604			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Higher Education Coordinating Board 	91,847			

		<ul style="list-style-type: none"> Temporary Employment Services Texas Juvenile Justice Department 	14,009			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Parks and Wildlife Department 	2,516			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Real Estate Commission 	67,232			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Workforce Commission 	167			
9.	Peak Performers St. Vincent DePaul Rehabilitation Service of Texas, Inc. 4616 Triangle Ave., Suite 405 Austin, Texas 78751 (512) 453-8833	<ul style="list-style-type: none"> Temporary Employment Services Adjutant General's Department 	35,932	17,227,218	433	100
		<ul style="list-style-type: none"> Temporary Employment Services Board of Plumbing Examiners 	196,808			
		<ul style="list-style-type: none"> Temporary Employment Services Bond Review Board 	11,055			
		<ul style="list-style-type: none"> Temporary Employment Services Cancer Prevention and Research Institute of Texas 	148,639			
		<ul style="list-style-type: none"> Temporary Employment Services Comptroller of Public Accounts 	1,536,936			
		<ul style="list-style-type: none"> Temporary Employment Services Department of Agriculture 	377,009			

		<ul style="list-style-type: none"> • Temporary Employment Services Department of Family and Protective Services 	14,519			
		<ul style="list-style-type: none"> • Temporary Employment Services Department of Information Resources 	59,087			
		<ul style="list-style-type: none"> • Temporary Employment Services Department of Savings and Mortgage Lending 	138,776			
		<ul style="list-style-type: none"> • Temporary Employment Services Department of State Health Services 	1,749,772			
		<ul style="list-style-type: none"> • Temporary Employment Services Employees Retirement System of Texas 	117,338			
		<ul style="list-style-type: none"> • Temporary Employment Services General Land Office 	988,352			
		<ul style="list-style-type: none"> • Temporary Employment Services Governor – Executive 	5,528			
		<ul style="list-style-type: none"> • Temporary Employment Services Health and Human Services Commission 	2,731,672			
		<ul style="list-style-type: none"> • Temporary Employment Services Office of Consumer Credit Commissioner 	17,909			
		<ul style="list-style-type: none"> • Temporary Employment Services Office of Court Administration 	62,630			
		<ul style="list-style-type: none"> • Temporary Employment Services 	4,005			

		Office of Injured Employee Counsel				
		<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	331,998			
		<ul style="list-style-type: none"> • Temporary Employment Services Public Utility Commission of Texas 	21,838			
		<ul style="list-style-type: none"> • Temporary Employment Services Railroad Commission of Texas 	88,072			
		<ul style="list-style-type: none"> • Temporary Employment Services Secretary of State 	92,290			
		<ul style="list-style-type: none"> • Temporary Employment Services State Office of Administrative Hearings 	295,142			
		<ul style="list-style-type: none"> • Temporary Employment Services Teacher Retirement System of Texas 	247,754			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Alcoholic Beverage Commission 	159,678			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Board of Nursing 	239,230			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Board of Professional Engineers 	14,208			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Board of 	15,598			

		Professional Geoscientists				
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	270,202			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Banking 	6,423			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Insurance 	95,136			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Licensing and Regulation 	54,096			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Motor Vehicles 	703,714			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Public Safety 	3,052,230			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	1,365,793			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Education Agency 	238,375			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Facilities Commission 	65,674			
		<ul style="list-style-type: none"> Temporary Employment Services 	20,307			

		Texas Higher Education Coordinating Board				
		<ul style="list-style-type: none"> Temporary Employment Services Texas Historical Commission 	106,218			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Lottery Commission 	157,346			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Parks and Wildlife Department 	393,363			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Real Estate Commission 	93,665			
		<ul style="list-style-type: none"> Temporary Employment Services Texas State Board of Public Accountancy 	22,497			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Treasury Safekeeping Trust Company 	96,280			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Veterans Commission 	130,172			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Water Development Board 	23,743			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Workforce Commission 	474,947			

		<ul style="list-style-type: none"> • Temporary Employment Services Travis County 	29,124			
		<ul style="list-style-type: none"> • Temporary Employment Services University of Texas at Arlington 	126,138			
10.	Professional Contract Services, Inc. 718 FM 1626 West, Building 100 Austin, Texas 78748 (512) 358-8887	<ul style="list-style-type: none"> • Air Filter Service Texas Department of Transportation 	196,476	1,205,025	57	3
		<ul style="list-style-type: none"> • Janitorial Maintenance City of El Paso 	800,480			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	208,069			
11.	Relief Enterprise of Texas, Inc. 6448 Highway 290 East, Suite E-107 Austin, Texas 78723 (512) 467-0115	<ul style="list-style-type: none"> • Bat Guano Removal Texas Department of Transportation 	51,602	3,308,423	210	117
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	34,410			
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	556,156			
		<ul style="list-style-type: none"> • Janitorial Maintenance Office of the Attorney General 	3,104			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	2,742			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	281,908			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Historical Commission 	22,636			

		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	144,600			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	9,392			
		<ul style="list-style-type: none"> • Landscape Maintenance Angelo State University 	46,950			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	393,307			
		<ul style="list-style-type: none"> • Litter Pickup City of Austin 	96,691			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	1,257,982			
		<ul style="list-style-type: none"> • Moving MaintenanceAdjutant General's Department 	64,395			
		<ul style="list-style-type: none"> • Moving Maintenance Office of the Attorney General 	6,207			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Department of Banking 	1,786			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Lottery Commission 	10,487			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	289,822			
		<ul style="list-style-type: none"> • Service Station Attendant Texas Department of Transportation 	34,246			
12.	Travis	<ul style="list-style-type: none"> • Air Freshener 	230	2,502,491	72	10

	Association for the Blind 2307 Business Center Drive Austin, Texas 78744 (512) 442- 2329	<ul style="list-style-type: none"> • Award Items 	42,362			
		<ul style="list-style-type: none"> • Binders, 3 Ring Pressboard 	11,066			
		<ul style="list-style-type: none"> • Binders, Clear Overlay 	120			
		<ul style="list-style-type: none"> • Binders, Recycled 	510,248			
		<ul style="list-style-type: none"> • Cleaner/Degreaser, Environmentally Safe 	1,346			
		<ul style="list-style-type: none"> • Clipboards/Padholders 	2,078			
		<ul style="list-style-type: none"> • Coffee, Instant 	38,661			
		<ul style="list-style-type: none"> • Correctpac Cleaning Products 	1,551			
		<ul style="list-style-type: none"> • Detergent, Laundry 	21,473			
		<ul style="list-style-type: none"> • Hand Sanitizer - Instant 	602,953			
		<ul style="list-style-type: none"> • Hand Soap 	246,186			
		<ul style="list-style-type: none"> • Liquid Soap/Dispensers 	622,310			
		<ul style="list-style-type: none"> • Portion Pac Cleaning Products 	354,686			
		<ul style="list-style-type: none"> • Restock Fee CRP 	60			
		<ul style="list-style-type: none"> • Sheet Lifters 	20			
	<ul style="list-style-type: none"> • Sunscreen 	47,141				
13.	VRC Industries Austin State Supported Living Center 2203 W. 35th St., Building Austin, Texas 78703 (512) 374- 6667	<ul style="list-style-type: none"> • Backup Horns 	7,334	306,825	74	0
		<ul style="list-style-type: none"> • Binding, Wide Back Plastic 	5,067			
		<ul style="list-style-type: none"> • Compact Discs 	60,258			
		<ul style="list-style-type: none"> • Diskettes, 3.5 	83			
	<ul style="list-style-type: none"> • Toothbrushes 	234,083				
14.	Beaumont Products &	<ul style="list-style-type: none"> • Grounds Maintenance City of Beaumont 	194,459	337,368	14	3

	Services, Inc. 1305 Washington Blvd. Beaumont, Texas 77705 (409) 838- 2029	<ul style="list-style-type: none"> • Janitorial Maintenance City of Beaumont 	4,716			
		<ul style="list-style-type: none"> • Litter Pickup City of Beaumont 	138,193			
15.	Opportunities for Deserving Individuals, Inc. 5925 Phelan Blvd. Beaumont, Texas 77706 (409) 835- 3547	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	9,231	431,420	39	14
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	214,177			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	19,642			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	22,625			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	118,560			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	47,185			
16.	Spindletop Center 655 S. Eighth St. Beaumont, Texas 77701 (409) 784- 5400	<ul style="list-style-type: none"> • Litter Pickup Sticks 	1,848	73,390	9	1
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	10,404			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	9,574			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	51,564			

17.	West Texas Centers for MHMR 501 Birdwell Lane, Suite 28-F Big Spring, Texas 79720 (432) 264-2676	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	52,224	102,102	31	13
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	12,030			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	37,848			
18.	Center for Life Resources/ Janie Clements Industries Central Texas MHMR Center 408 Mulberry St. Brownwood, Texas 76804 (325) 643-3526	<ul style="list-style-type: none"> Brassieres 	198,220	609,027	27	8
		<ul style="list-style-type: none"> Panties 	115,103			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	7,000			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	208,564			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	732			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	79,408			
19.	Junction Five-O-Five 4410 College Main St. Bryan, Texas 77801(979) 846-3670	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	9,750	117,069	10	3
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	59,747			
		<ul style="list-style-type: none"> Recycling Maintenance City of Bryan 	47,572			
20.	SDR & Associates,	<ul style="list-style-type: none"> Grounds Maintenance Adjutant General's Department 	80,625	979,919	12	3

	Inc. 22281 State Highway 64 Canton, Texas 75103 (214) 405-9097	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	9,788			
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	20,243			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	5,500			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	570,912			
		<ul style="list-style-type: none"> • Tree and Brush Control Adjutant General's Department 	292,851			
21.	G & H EQUITAS Foundation 7413 Elizondo Drive Corpus Christi, Texas 78414 (361) 549-3434	<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	37,095	37095	17	4
22.	Goodwill Industries of S. Texas, Inc. 2961 S. Port Ave. Corpus Christi, Texas 78405 (361) 884-4068	<ul style="list-style-type: none"> • Document Destruction Adjutant General's Department 	4,493	593,461	57	0
		<ul style="list-style-type: none"> • Document Destruction Comptroller of Public Accounts 	1,901			
		<ul style="list-style-type: none"> • Document Destruction Department of Agriculture 	331			
		<ul style="list-style-type: none"> • Document Destruction Health and Human Services Commission 	81,159			

	<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	14,310			
	<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	337			
	<ul style="list-style-type: none"> Document Destruction Texas A&M University – Corpus Christi 	6,442			
	<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	565			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	1,836			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Motor Vehicles 	275			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Public Safety 	854			
	<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	24			
	<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	4,916			
	<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	1,044			
	<ul style="list-style-type: none"> Document Destruction Texas Workforce Commission 	6,225			
	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	3,461			

		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	88,673			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	279,456			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	30,240			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	17,957			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	18,824			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Public Safety 	4,326			
		<ul style="list-style-type: none"> • Technical Assistance Texas Department of Transportation 	25,812			
23.	Goodwill Industries of S. Texas, Inc. Goodwill Temporary Services 2961 S. Port Ave. Corpus Christi, Texas 78405 (361) 884-4068	<ul style="list-style-type: none"> • Temporary Employment Services Department of Family and Protective Services 	14,818	1,873,641	40	12
		<ul style="list-style-type: none"> • Temporary Employment Services Department of State Health Services 	78,543			
		<ul style="list-style-type: none"> • Temporary Employment Services Health and Human Services Commission 	42,648			
		<ul style="list-style-type: none"> • Temporary Employment Services Office of Injured Employee Counsel 	1,741			

		<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	1,646,559			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Insurance 	1,698			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Public Safety 	70,933			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Transportation 	16,701			
24.	South Texas Lighthouse for the Blind 4421 Agnes St. Corpus Christi, Texas 78405 (361) 883-6553	<ul style="list-style-type: none"> • Almonds 	19,842	9,867,684	20	3
		<ul style="list-style-type: none"> • Award Items 	6,648			
		<ul style="list-style-type: none"> • Bag, Paper 	929,242			
		<ul style="list-style-type: none"> • Bathroom Tissue 	4,742,526			
		<ul style="list-style-type: none"> • Biodegradable Cleaners 	785,072			
		<ul style="list-style-type: none"> • Blood Alcohol Test Kit 	292,396			
		<ul style="list-style-type: none"> • Cleaner, Carpet 	3,509			
		<ul style="list-style-type: none"> • Cleaner, Disinfectant 	118,026			
		<ul style="list-style-type: none"> • Cleaner/Degreaser, Environmentally Safe 	45,600			
		<ul style="list-style-type: none"> • Detergent, Laundry 	3,483			
		<ul style="list-style-type: none"> • DNA Collection Kit 	208,111			
		<ul style="list-style-type: none"> • DVD and CD Sleeves 	31,907			
		<ul style="list-style-type: none"> • Envelopes 	112,868			
		<ul style="list-style-type: none"> • Floor Wax/Stripper/Spray Buff 	141,389			
		<ul style="list-style-type: none"> • Food Sampler 	39,684			
		<ul style="list-style-type: none"> • Index Tabs 	50,777			
		<ul style="list-style-type: none"> • Labels 	253,403			

		<ul style="list-style-type: none"> • Locking Cable 	18			
		<ul style="list-style-type: none"> • Lunch Tray 	347,171			
		<ul style="list-style-type: none"> • Mouse Pads, Computer 	7,266			
		<ul style="list-style-type: none"> • Odor Eliminator 	50,018			
		<ul style="list-style-type: none"> • Padlock 	178,810			
		<ul style="list-style-type: none"> • Restock Fee CRP 	32			
		<ul style="list-style-type: none"> • Spray Bottle 	478			
		<ul style="list-style-type: none"> • Toilet Bowl Cleaner 	19,725			
		<ul style="list-style-type: none"> • Trash Can Liners 	1,479,683			
25.	Nueces Center for Mental Health and Intellectual Disabilities MHMR of Nueces County 1630 S. Brownlee Corpus Christi, Texas 78404 (361) 886-6900	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	52,589	173,397	11	2
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	120,808			
26.	The EB Foundation 4402 Crosstown Expressway Corpus Christi, Texas 78415 (361) 857-6633	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	159,155	682,177	37	21
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	161,796			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Parks and Wildlife Department 	764			

		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	283,026			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	59,766			
		<ul style="list-style-type: none"> Service Station Attendant Texas Department of Transportation 	17,670			
27.	Woods Etc. Corpus Christi State Supported Living Center 902 Airport Road Corpus Christi, Texas 78405 (361) 883-1540	<ul style="list-style-type: none"> Dustpan Set 	2,315	116,888	32	0
		<ul style="list-style-type: none"> Folder, Classification 	3,239			
		<ul style="list-style-type: none"> Shredder Oil 	5,354			
		<ul style="list-style-type: none"> Table, Folding Work 	50,099			
		<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	30			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	2,875			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Insurance 	7,248			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	22,781			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	4,686			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Lottery Commission 	4,152			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	7,716			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance 	6,393			

		Texas Department of Transportation				
28.	Bootstraps Occupation Services, Inc. 5785 Old McGregor Crawford Road Crawford, Texas 76638 (254) 366-6256	<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	1,314,232	1,478,187	25	5
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	163,955			
29.	Dimmit/Zavala County IDD Work Center Camino Real Community Services 613 W. Zavala St. Crystal City, Texas 78839 (830) 876-2421	<ul style="list-style-type: none"> Raisins 	973,570	973,570	27	0
30.	A Lift for Life Outreach Center, Inc. 230 Turin St. Dallas, Texas 75217 (214) 367-0600	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	7,712	1,357,761	58	7
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	37,908			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	74,422			
		<ul style="list-style-type: none"> Janitorial Maintenance Office of the Attorney General 	15,472			

		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	140,877			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	20,077			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	29,503			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	8,506			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	82,030			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	941,254			
31.	Achieve Citizens Development Center 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	55,635	59,126	8	3
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	3,491			
32.	Dallas Lighthouse for the Blind 4306 Capitol Ave. Dallas, Texas 75204	<ul style="list-style-type: none"> • Award Items 	45,835	5,751,760	24	19
		<ul style="list-style-type: none"> • Binders, Award 	14,417			
		<ul style="list-style-type: none"> • Bottled Water 	191,508			
		<ul style="list-style-type: none"> • Clipboards 	2,832			
		<ul style="list-style-type: none"> • Clocks, Battery 	160			
		<ul style="list-style-type: none"> • Desk Accessories, Award Class 	131			

	(214) 420-9401	<ul style="list-style-type: none"> • Dry Erase Starter Kit 	974			
		<ul style="list-style-type: none"> • DVD and CD Sleeves 	230			
		<ul style="list-style-type: none"> • Erasers, Cleaners 	9,801			
		<ul style="list-style-type: none"> • File Organizer 	70,511			
		<ul style="list-style-type: none"> • Fish 	2,292,339			
		<ul style="list-style-type: none"> • Hanging Wall Pocket 	4,308			
		<ul style="list-style-type: none"> • Highlighters & Markers 	217,077			
		<ul style="list-style-type: none"> • Mailer, Bubble 	26,697			
		<ul style="list-style-type: none"> • Mailer, Poly Jacket 	735			
		<ul style="list-style-type: none"> • Paperboard Mailer 	32,443			
		<ul style="list-style-type: none"> • Picture Frames, Executive 	26			
		<ul style="list-style-type: none"> • Protective Helmets 	178,014			
		<ul style="list-style-type: none"> • Road Side Stand 	78,044			
		<ul style="list-style-type: none"> • Safety Shirts and Vests 	1,201,240			
		<ul style="list-style-type: none"> • Safety Sign 	871,290			
		<ul style="list-style-type: none"> • Safety Trousers 	37,511			
		<ul style="list-style-type: none"> • Toothpaste 	473,686			
		<ul style="list-style-type: none"> • VuRyte Workstation 	1,951			
33.	Goodwill Industries of Dallas, Inc. 3020 N. Westmorland Dallas, Texas 75212 (214) 638-2800	<ul style="list-style-type: none"> • Janitorial Maintenance Department of Agriculture 	17,453	17,453	24	0
34.	Goodwill Industries of Dallas, Inc.	<ul style="list-style-type: none"> • Temporary Employment Services Department of State Health Services 	3,026	90,541	6	5

	Goodwill Temporary Services 3020 N. Westmorland Dallas, Texas 75212 (214) 638- 2800	<ul style="list-style-type: none"> • Temporary Employment Services Texas Workforce Commission 	87,515			
35.	Precious Gems Services, Inc. 7702 Los Gatos Drive Dallas, Texas 75232 (972) 224- 5638	<ul style="list-style-type: none"> • Grounds Maintenance Adjutant General's Department 	6,000	360,362	17	2
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	45,046			
		<ul style="list-style-type: none"> • Landscape Maintenance Adjutant General's Department 	5,500			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	276,616			
		<ul style="list-style-type: none"> • Mowing Maintenance Adjutant General's Department 	27,200			
36.	Rising Star Resource Development 4308 Bryan St. Dallas, Texas 75204 (972) 679- 2965	<ul style="list-style-type: none"> • Furniture Cleaning/Reupholstering Health and Human Services Commission 	3,206	965,268	54	14
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	3,800			
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	300,877			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Animal Health Commission 	4,335			

		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	96,760			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	519,442			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Lottery Commission 	8,875			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	25,973			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Tech University Health Sciences Center 	310			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Workforce Commission 	1,690			
37.	Rising Star Resource Development Temporary Services 9635 Wendell Rd Dallas, Texas 75243 (972) 905-1279	<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	1,034,095	1,050,563	30	10
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Public Safety 	16,468			
38.	Tex-Spice Medina County Shelter Workshop, 198 County Road 6702 Devine, Texas 78016	<ul style="list-style-type: none"> • Headphones 	3,151	1,622,251	26	0
		<ul style="list-style-type: none"> • Spices 	1,619,100			

	(830) 663-9248					
39.	Frio County IDD Work Center Camino Real Community Services 509 Martin Branch Road Dilley, Texas 78017 (830) 965-4004	• Chairs, Big and Tall Series	28,667	269,592	20	0
		• Chairs, Ergonomic	186,668			
		• Chairs, Folding	1,253			
		• Chairs, MS Office	50,570			
		• Chairs, Stack	445			
		• Stools, Laboratory	1,131			
		• Wheelchairs	858			
40.	Maverick County IDD Work Center Camino Real Community Services 757 Rio Grande St. Eagle Pass, Texas 78852 (830) 752-1346	• Dip, Packaged	111,463	160,863	35	0
		• Motivational Art	1,446			
		• Photographic Enlargements	492			
		• Picture Frames, Aluminum	6,033			
		• Picture Frames, Hardwood	41,429			
41.	Aldersgate Enrichment Center 5001 Highway 183/84 East Early, Texas 76802	• Air Filters	13,847	549,117	20	5
		• Restock Fee CRP	16			
		• Grounds Maintenance Texas Department of Public Safety	845			
		• Grounds Maintenance Texas Department of Transportation	171,738			

	(325) 646-5608	<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	320,382			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	42,289			
42.	Goodwill Services, Inc. 9611 Acer Ave. El Paso, Texas 79925 (915) 778-3371	<ul style="list-style-type: none"> Bus Cleaning City of El Paso 	47,774	741,239	42	18
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	21,409			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	124			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	633			
		<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	497			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	925			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	163,982			
		<ul style="list-style-type: none"> Janitorial Maintenance City of El Paso 	297,772			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	64,681			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Alcoholic Beverage Commission 	10,834			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	36,468			

		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	46,340			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	49,800			
43.	Goodwill Services, Inc. Goodwill Temporary Services 9611 Acer Ave. El Paso, Texas 79925 (915) 778-1858	<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	34,439	591,101	21	8
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	484,626			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	57,580			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Tech University 	14,456			
44.	Readyone Industries 1414 Ability Drive El Paso, Texas 79936 (915) 858-7277	<ul style="list-style-type: none"> Document Destruction City of El Paso 	69,507	85,291	3	2
		<ul style="list-style-type: none"> Document Destruction City of Socorro 	986			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	6,225			
		<ul style="list-style-type: none"> Document Destruction Socorro ISD 	6,523			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	837			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	1,213			

45.	Xceed Resources Border TM Industries, Inc. 201 N. Clark, Suite B El Paso, Texas 79905 (915) 779-6431	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	12,354	2,475,923	124	52
		<ul style="list-style-type: none"> • Janitorial Maintenance City of El Paso 	137,707			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	22,268			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	634,115			
		<ul style="list-style-type: none"> • Litter Pickup City of El Paso 	1,017,427			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	652,052			
46.	Wilson County IDD Work Center Camino Real Community Services 1323 Third St. Floresville, Texas 78114 (830) 216-7402	<ul style="list-style-type: none"> • Chairs, Ergonomic 	3,356	685,626	41	0
		<ul style="list-style-type: none"> • Chairs, MS Office 	11,158			
		<ul style="list-style-type: none"> • Chairs, Queen Anne Wing 	479			
		<ul style="list-style-type: none"> • Sauces 	670,633			
47.	ABG Fulfillment MHMR of Tarrant County 2716 Cullen St. Fort Worth, Texas 76107 (817) 569-4819	<ul style="list-style-type: none"> • Dessert, Snack 	13,704	74,454	53	0
		<ul style="list-style-type: none"> • Sheet Protectors 	60,750			

48.	Expanco, Inc. 3005 Wichita Court Fort Worth, Texas 76140 (817) 293-9486	<ul style="list-style-type: none"> Booster Cables 	3,301	581,071	17	7
		<ul style="list-style-type: none"> Hygiene Packs 	8,489			
		<ul style="list-style-type: none"> Storage Boxes 	264,697			
		<ul style="list-style-type: none"> Document Destruction Adjutant General's Department 	26,360			
		<ul style="list-style-type: none"> Document Destruction City of Dallas 	1,462			
		<ul style="list-style-type: none"> Document Destruction City of Grand Prairie 	12,817			
		<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	6,970			
		<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	521			
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	166,978			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	33,392			
		<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	498			
		<ul style="list-style-type: none"> Document Destruction State Securities Board 	318			
		<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	957			
		<ul style="list-style-type: none"> Document Destruction Texas Animal Health Commission 	144			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	5,614			

		<ul style="list-style-type: none"> Document Destruction Texas Department of Motor Vehicles 	682			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Public Safety 	150			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	4,806			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	22,137			
		<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	75			
		<ul style="list-style-type: none"> Document Destruction Texas Workforce Commission 	17,136			
		<ul style="list-style-type: none"> Document Destruction University of Texas at Arlington 	2,855			
		<ul style="list-style-type: none"> Document Destruction University of Texas at Austin 	712			
49.	Goodwill Industries of Fort Worth Goodwill Temporary Services 4005 Campus Drive Fort Worth, Texas 76119 (817) 332-7866	<ul style="list-style-type: none"> Temporary Employment Services Department of Agriculture 	47,615	4,466,525	107	30
		<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	98,880			
		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	141,068			
		<ul style="list-style-type: none"> Temporary Employment Services 	2,366,275			

		Office of the Attorney General				
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	15,667			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Insurance 	2,878			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	1,174,573			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Lottery Commission 	11,261			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Tech University 	73,493			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Workforce Commission 	224,308			
		<ul style="list-style-type: none"> Temporary Employment Services University of Texas at Arlington 	310,507			
50.	Liberty Proclaimed Ministry 5817 E. Berry Fort Worth, Texas 76119 (817) 922-8238	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	162,791	2,747,958	142	41
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Commission on Environmental Quality 	58,080			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	24,540			

		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	120,577			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	67,989			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	201,558			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	1,992,575			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	119,848			
51.	Lighthouse for the Blind of Fort Worth Tarrant County Association for the Blind 912 W. Broadway Fort Worth, Texas 76104 (817) 332-3341	<ul style="list-style-type: none"> • Award Items 	82,271	6,797,846	20	0
		<ul style="list-style-type: none"> • Cable Ties 	4,833			
		<ul style="list-style-type: none"> • Copy Paper 	6,370,490			
		<ul style="list-style-type: none"> • Desk Accessories 	1,475			
		<ul style="list-style-type: none"> • Drug Test Kit 	245,310			
		<ul style="list-style-type: none"> • Flashlights 	36,958			
		<ul style="list-style-type: none"> • Glasses, Safety 	645			
		<ul style="list-style-type: none"> • Ice melt, Blue 	295			
		<ul style="list-style-type: none"> • Insecticide, Herbicide, Spectricide 	6,193			
		<ul style="list-style-type: none"> • LED Safety Lights 	405			
		<ul style="list-style-type: none"> • Medical Supplies 	3,724			
		<ul style="list-style-type: none"> • Mouse Trap 	48			
		<ul style="list-style-type: none"> • Privacy Shield 	7,605			
		<ul style="list-style-type: none"> • Restock Fee CRP 	39			
		<ul style="list-style-type: none"> • Restraints 	465			
		<ul style="list-style-type: none"> • Safety Baton, Traffic 	1,384			

		<ul style="list-style-type: none"> Shipping Tube 	14			
		<ul style="list-style-type: none"> Target Shooting 	35,605			
		<ul style="list-style-type: none"> Vaccination Kit 	87			
52.	Redirection Opportunities 361 S. Riverdale Drive Fort Worth, Texas 76104 (817) 335-1000	<ul style="list-style-type: none"> Grounds Maintenance Adjutant General's Department 	11,777	11,777	16	0
53.	Woodcreek Outreach Rehabilitation Development 3575 FM 2434 Glidden, Texas 78943 (936) 661-0405	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	12,064	1,515,861	52	15
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	56,924			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	19,178			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	9,347			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	415,685			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Health and Human Services Commission 	58,007			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	1,763			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	12,127			

		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	687,692			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	232,074			
		<ul style="list-style-type: none"> Tree Removal Texas Department of Transportation 	11,000			
54.	Center for Recovery and Wellness Resources 170 Heights Blvd. Houston, Texas 77007 (713) 819-0699	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	59,368	125,986	19	
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	66,618			4
55.	D&D Helping Others, Inc. 4000 Telephone Road, Suite C17 Houston, Texas 77007 (713) 819-0699	<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	3,050	3050	4	0
56.	Goodwill Industries of Houston Goodwill Temporary Services 1140 West Loop North Houston, Texas 77055	<ul style="list-style-type: none"> Temporary Employment Services Adjutant General's Department 	18,369	2,408,336	57	75
		<ul style="list-style-type: none"> Temporary Employment Services Department of Agriculture 	18,789			
		<ul style="list-style-type: none"> Temporary Employment Services 	28,735			

	(281) 480-3930	Department of State Health Services				
		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	50,435			
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	2,187,973			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Criminal Justice 	89,703			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Insurance 	8,566			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	5,766			
57.	Lending Helping Hands to Others 505 N. Sam Houston Parkway, Suite 264A Houston, Texas 77060 (281) 405-5527	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	83,833	295,511	12	2
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	27,552			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	21,717			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	147,591			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	14,818			

58.	Lieutenant's House David & Ivory Ministries, Inc. 4728 Gunter St. Houston, Texas 77020 (713) 675-3823	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	4,452	1,709,728	249	8
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	26,964			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	8,360			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	122,648			
		<ul style="list-style-type: none"> • Landscape Maintenance City of Bellaire 	93,810			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	70,980			
		<ul style="list-style-type: none"> • Litter Pickup Galveston County 	36,125			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	1,346,389			
59.	Link Labor and Construction 10101 Fondren Rd. #265 Houston, Texas 77096 (832) 202-4447	<ul style="list-style-type: none"> • Graffiti Removal Texas Parks and Wildlife Department 	1,880	1,403,894	26	11
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	25,849			
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Juvenile Justice Department 	8,565			
		<ul style="list-style-type: none"> • Janitorial Maintenance Adjutant General's Department 	48,146			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	11,400			

		<ul style="list-style-type: none"> Janitorial Maintenance Texas Historical Commission 	3,100			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	14,973			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	18,618			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	6,500			
		<ul style="list-style-type: none"> Landscape Maintenance Adjutant General's Department 	60,040			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	747,869			
		<ul style="list-style-type: none"> Landscape Maintenance Health and Human Services Commission 	2,890			
		<ul style="list-style-type: none"> Moving Maintenance Texas Lottery Commission 	5,265			
		<ul style="list-style-type: none"> Pest Control Adjutant General's Department 	10,650			
		<ul style="list-style-type: none"> Water Meter Installation City of Houston 	438,149			
60.	On Our Own Services, Inc. 2310 McAllister Road Houston, Texas 77092 (713) 688-6892	<ul style="list-style-type: none"> Grounds Maintenance City of Houston 	11,778	9,263,311	249	84
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	268,519			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	71,592			

		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	72,795			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	826,338			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	825,486			
		<ul style="list-style-type: none"> Litter Pickup City of Houston 	1,122,071			
		<ul style="list-style-type: none"> Rest Area Maintenance Texas Department of Transportation 	6,064,732			
61.	Southeast Keller Corporation 9690 Almeda Genoa Road, Suite 302 Houston, Texas 77075 (713) 640-2730	<ul style="list-style-type: none"> Grounds Maintenance City of Houston 	45,123	2,161,672	30	32
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	24,073			
		<ul style="list-style-type: none"> Janitorial Maintenance City of Bellaire 	208,419			
		<ul style="list-style-type: none"> Janitorial Maintenance City of Houston 	1,708,206			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	175,851			
62.	Southeast Vocational Alliance, Inc. 5450 Northwest Central Drive, Suite 315 Houston, Texas 77092 (713) 996-8171	<ul style="list-style-type: none"> Shipping Logistics Department of Agriculture 	3,374	1,870,514	6	4
		<ul style="list-style-type: none"> Shipping Logistics Department of Family and Protective Services 	27,819			
		<ul style="list-style-type: none"> Shipping Logistics Department of State Health Services 	484,674			
		<ul style="list-style-type: none"> Shipping Logistics Health and Human Services Commission 	313,837			

		<ul style="list-style-type: none"> Shipping Logistics Office of the Attorney General 	66,281			
		<ul style="list-style-type: none"> Shipping Logistics Texas Department of Motor Vehicles 	551,843			
		<ul style="list-style-type: none"> Shipping Logistics Texas Department of Public Safety 	92,430			
		<ul style="list-style-type: none"> Shipping Logistics Texas Department of Transportation 	317,973			
		<ul style="list-style-type: none"> Shipping Logistics Texas Facilities Commission 	86			
		<ul style="list-style-type: none"> Shipping Logistics Texas Lottery Commission 	6,875			
		<ul style="list-style-type: none"> Shipping Logistics Texas Parks and Wildlife Department 	3,141			
		<ul style="list-style-type: none"> Shipping Logistics Texas Workforce Commission 	1,725			
		<ul style="list-style-type: none"> Shipping Logistics UTMB Correctional Managed Care 	456			
63.	Texas House Texas Alcoholism Foundation, Inc. 2208 W. 34th St. Houston, Texas 77018	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	13,814	999,270	407	0
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	547,717			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	51,963			

	(713) 956-6337	<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	385,776			
64.	The Lighthouse for the Blind of Houston 3602 W. Dallas St. Houston, Texas 77019 (713) 527-9561	<ul style="list-style-type: none"> Bar Soap 	974,142	1,399,521	57	0
		<ul style="list-style-type: none"> Cleaner/Degreaser, Environmentally Safe 	18,083			
		<ul style="list-style-type: none"> Compact Discs 	176,061			
		<ul style="list-style-type: none"> Disinfectant Pine Oil 	24,679			
		<ul style="list-style-type: none"> DVDs/Compact Discs 	16,166			
		<ul style="list-style-type: none"> Flash Drive 	109,599			
		<ul style="list-style-type: none"> Floor Wax/Stripper/Spray Buff 	25,178			
		<ul style="list-style-type: none"> Glass Cleaner 	1,628			
		<ul style="list-style-type: none"> Restock Fee CRP 	467			
		<ul style="list-style-type: none"> Towels, Pre-Moistened, Hand 	32,226			
		<ul style="list-style-type: none"> Work Based Learning Program Texas Workforce Commission 	21,292			
65.	Xtra Spark Cleaning Services 14101 Rio Bonito Road Suite 292 Houston, Texas 77083 (646) 508-2710	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	26,585	33,134	5	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Historical Commission 	4,650			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	1,899			
66.	Second Chances - Starting Over Again 525 N. Sam Houston	<ul style="list-style-type: none"> Furniture Cleaning/Reupholstering Texas Parks and Wildlife Department 	2,475	238,420	38	13
		<ul style="list-style-type: none"> Janitorial Maintenance City of Houston 	80,610			

	Parkway East Suite 172G Humble, Texas 77060 (713) 962- 7167	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	47,134			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	88,566			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	14,500			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	4,850			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	285			
67.	ODJ, Inc. 11 Jacobs St. Huntsville, Texas 77320 (936) 296- 9508	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	7,937	12400	3	0
		<ul style="list-style-type: none"> • Landscape Maintenance Health and Human Services Commission 	4,463			
68.	RUCON, Inc. 7136 Highway 75 South Huntsville, Texas 77340 (936) 439- 5271	<ul style="list-style-type: none"> • Grounds Maintenance City of Houston 	10,750	5,134,984	79	16
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	24,066			
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	218,319			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	96,931			
		<ul style="list-style-type: none"> • Landscape Maintenance City of Houston 	576,867			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	29,598			

		<ul style="list-style-type: none"> Landscape Maintenance Texas State Library and Archives Commission 	16,899			
		<ul style="list-style-type: none"> Litter Barrel Pickup Texas Department of Transportation 	19,990			
		<ul style="list-style-type: none"> Litter Pickup Stephen F. Austin State University 	17,336			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	3,349,189			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	508,897			
		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	20,385			
		<ul style="list-style-type: none"> Tree Removal Adjutant General's Department 	4,698			
		<ul style="list-style-type: none"> Tree Removal Texas Department of Transportation 	156,196			
		<ul style="list-style-type: none"> Tree Removal Texas State Library and Archives Commission 	5,830			
		<ul style="list-style-type: none"> Vegetation Control Adjutant General's Department 	79,033			
69.	Gateway Community Partners, Inc. 417 Southeast Loop 456 Jacksonville, Texas 75766	<ul style="list-style-type: none"> Delineator Replacement Texas Department of Transportation 	538,849	896,171	34	14
		<ul style="list-style-type: none"> Edging/Trimming Maintenance Texas Department of Transportation 	56,878			

	(903) 568-0437	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	22,126			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	2,375			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	38,064			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	234,387			
		<ul style="list-style-type: none"> • Right of Way Mowing Texas Department of Transportation 	3,492			
70.	NBT Public Services, Inc. 19646 Summerlin Drive Katy, Texas 77449 (832) 541-8176	<ul style="list-style-type: none"> • Janitorial Maintenance Adjutant General's Department 	70,776	76,176	5	1
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	5,400			
71.	Goodwill Industries of Lubbock Contract Services, Inc. 715 28th St. Lubbock, Texas 79404 (806) 744-8419	<ul style="list-style-type: none"> • Document Destruction Comptroller of Public Accounts 	2,736	90,451	16	3
		<ul style="list-style-type: none"> • Document Destruction Department of Agriculture 	581			
		<ul style="list-style-type: none"> • Document Destruction Health and Human Services Commission 	58,023			
		<ul style="list-style-type: none"> • Document Destruction Office of the Attorney General 	3,496			
		<ul style="list-style-type: none"> • Document Destruction Railroad Commission of Texas 	163			

		<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	328			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	3,271			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	7,012			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	11,197			
		<ul style="list-style-type: none"> Document Destruction Texas Workforce Commission 	3,644			
72.	Marian Moss Enterprises, Inc. 4001 Martin Luther King Jr. Blvd. Lubbock, Texas 79404 (806) 763-1856	<ul style="list-style-type: none"> Clocks, Battery 	32,658	1,257,854	99	33
		<ul style="list-style-type: none"> Grounds Maintenance Texas A&M AgriLife Research 	1,860			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	230,464			
		<ul style="list-style-type: none"> Landscape Maintenance Texas A&M AgriLife Research 	6,494			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Public Safety 	5,946			
		<ul style="list-style-type: none"> Litter Pickup City of Lubbock 	116,721			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	223,054			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	526,413			

		<ul style="list-style-type: none"> Roadside Maintenance Texas Department of Transportation 	114,244			
73.	Star Care Specialty Health System Lubbock Regional MHMR Center 3804 Interstate 27 Lubbock, Texas 79408 (806) 766-0310	<ul style="list-style-type: none"> Clocks, Battery 	11,671	99,030	22	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Tech University 	2,841			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	84,518			
74.	Burke Center 2001 S. Medford Drive Lufkin, Texas 75901 (936) 275-9645	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	78,377	946,064	91	19
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	6,000			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	78,487			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	9,600			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	5,645			
		<ul style="list-style-type: none"> Litter Pickup Stephen F. Austin State University 	28,207			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	739,748			

75.	Goodwill Industries of Central East Texas, Inc. 301 Hill St. Lufkin, Texas 75904 (936) 632-8838	<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	5,287	5,287	5	1
76.	Goodwill Industries of Central East Texas, Inc. Goodwill Temporary Services 301 Hill St. Lufkin, Texas 75904 (936) 632-8838	<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	86,655	240,996	10	1
		<ul style="list-style-type: none"> Temporary Employment Services Stephen F. Austin State University 	154,341			
77.	Oak Creek Day Habilitation/ Vocational Center 1514 W. Frank St. Lufkin, Texas 75904 (936) 633-7480	<ul style="list-style-type: none"> Fall Prevention Equipment 	654	212,305	39	6
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	3,798			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	51,231			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	41,522			
		<ul style="list-style-type: none"> Litter Pickup City of Lufkin 	9,754			
		<ul style="list-style-type: none"> Litter Pickup City of Nacogdoches 	58,634			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	45,880			

		<ul style="list-style-type: none"> Vehicle Maintenance Texas Department of Transportation 	832			
78.	Cen-Tex Association for Remarkable Citizens 104 E. Main St. Mexia, Texas 76667 (254) 562-2891	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	21,673	153,719	25	4
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	9,661			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	109,155			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	13,230			
79.	Permian Basin Community Centers for MHMR Midland Vocational Services 401 E. Illinois Avenue, Suite 401 Midland, Texas 79701 (432) 570-3333	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	87,882	342,593	31	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	10,500			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	59,112			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	55,034			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	33,272			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	40,913			
		<ul style="list-style-type: none"> Litter Barrel Pickup Texas Department of Transportation 	11,462			

		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	44,418			
80.	Vocational Opportunity Center of Northeast Texas, Inc. 3501 County Road 1200 Mount Pleasant, Texas 75455 (903) 572-2929	<ul style="list-style-type: none"> Delineator Replacement Texas Department of Transportation 	70,675	398,729	16	0
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	328,054			
81.	I Am Works Association 3630 Pioneer Parkway, Suite 114 Pantego, Texas 76013 (888) 542-1531	<ul style="list-style-type: none"> Grounds Maintenance City of Ft Worth 	43,160	359,505	25	6
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	5,925			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	138,533			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	20,286			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	1,090			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	16,746			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	54,516			

		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	79,249			
82.	Reliable Facilities Service, Inc. 19505 Vilamoura St. Pflugerville, Texas 78660 (512) 789-6457	<ul style="list-style-type: none"> Janitorial Maintenance City of Austin 	32,470	2,418,121	80	35
		<ul style="list-style-type: none"> Janitorial Maintenance Department of State Health Services 	5,129			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	38,000			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	164,477			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	15,999			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	1,506,370			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Facilities Commission 	655,676			
83.	Camp County Developmentally Disabled Association, Inc. 523 Elm St. Pittsburg, Texas 75686 (903) 956-6822	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	67,118	546,465	34	0
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	349,723			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	129,624			
84.	Atascosa County IDD Work Center Camino Real	<ul style="list-style-type: none"> Chairs, Big and Tall Series 	21,284	81,900	33	0
		<ul style="list-style-type: none"> Chairs, Ergonomic 	38,977			
		<ul style="list-style-type: none"> Chairs, MS Office 	19,862			

	Community Services 510 Avenue H Poteet, Texas 78065 (210) 276-8578	<ul style="list-style-type: none"> Chairs, Value Price Task 	634			
		<ul style="list-style-type: none"> Lumbar, Back Support 	1,140			
		<ul style="list-style-type: none"> Restock Fee CRP 	3			
85.	Bluebonnet Trails Community MHMR Center 1009 Georgetown St. Round Rock, Texas 78664 (512) 255-1720	<ul style="list-style-type: none"> Towels, 100% Cotton Muslin 	30,632	30,632	23	0
86.	West Texas Lighthouse for the Blind 2001 Austin St. San Angelo, Texas 76903 (325) 653-4231	<ul style="list-style-type: none"> Air Duster 	71,127	3,268,617	64	5
		<ul style="list-style-type: none"> Badges, Convention 	70			
		<ul style="list-style-type: none"> Badges, Personnel Clip-on Type 	5,486			
		<ul style="list-style-type: none"> Bags, Rock Sample 	20,590			
		<ul style="list-style-type: none"> Caps, Baseball 	53,314			
		<ul style="list-style-type: none"> Correction Stick/Tape 	109,125			
		<ul style="list-style-type: none"> Coveralls 	372			
		<ul style="list-style-type: none"> Crutches 	31			
		<ul style="list-style-type: none"> Desk Diaries/Day Planners 	453,265			
		<ul style="list-style-type: none"> Dust Mask 	63,114			
		<ul style="list-style-type: none"> Face Shield 	448			
		<ul style="list-style-type: none"> First Aid Kit 	777			
		<ul style="list-style-type: none"> Flagging Tape 	1,370			

	• Folder, Classification	427			
	• Glasses, Safety	345,223			
	• Gloves, Drivers	7,821			
	• Gloves, Latex	16,801			
	• Gloves, Pigskin	12,867			
	• Gloves, Plastic Food Service	4,857			
	• Gloves, Vinyl	41,970			
	• Gloves, Work	385,809			
	• Hand Trucks, Platforms, Dollys	2,399			
	• Highlighters & Markers	79,082			
	• ID Card Reel, Card Holder	11,222			
	• LED Light Bulbs	9,402			
	• Marking Flags	627			
	• Measuring Tape	2,470			
	• Neck Lanyard	21,282			
	• Nitrile Examination Gloves	130,811			
	• Note Pad/Self Stick/Legal	179,470			
	• Nylon Laundry Bag	4,317			
	• Office Supply Kit	331			
	• Pencils, Mechanical	17,687			
	• Pens, All Types	758,896			
	• Protectors, Hearing	46,666			
	• Restock Fee CRP	35			
	• Safety Barrier Tape	2,281			
	• Scissors	53,111			
	• Self Stick Flags	47,479			

		• Soft Drink Mix	91,273			
		• Tape, Transparent	73,897			
		• Towelettes, Lens Cleaning	3,098			
		• Wastebasket	1,710			
		• Water Coolers	105,075			
		• WD-40	746			
		• Wooden Pencils	30,386			
87.	E.Q.U.I.P. Enterprises, Inc. 5726 W. Hausman Road Suite 115A San Antonio, Texas 78249 (210) 520-4840	• Janitorial Maintenance Adjutant General's Department	73,799	5,565,198	94	36
		• Janitorial Maintenance Health and Human Services Commission	126,510			
		• Janitorial Maintenance Texas Department of Motor Vehicles	10,622			
		• Janitorial Maintenance Texas Department of Transportation	711,435			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	952,176			
		• Landscape Maintenance Texas Department of Transportation	77,246			
		• Rest Area Maintenance Texas Department of Transportation	3,613,410			
88.	Endeavors Unlimited, Inc. 535 Bandera Road San Antonio, Texas 78228	• Grounds Maintenance Texas Department of Public Safety	89,059	1,082,420	28	13
		• Janitorial Maintenance Adjutant General's Department	64,082			

(210) 431-6466	<ul style="list-style-type: none"> • Janitorial Maintenance City of Houston 	2,791			
	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	345,363			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas A&M AgriLife Research 	19,339			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	372,314			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	40,728			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	7,220			
	<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	58,188			
	<ul style="list-style-type: none"> • Landscape Maintenance Adjutant General's Department 	17,000			
	<ul style="list-style-type: none"> • Landscape Maintenance City of Houston 	910			
	<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Public Safety 	5,625			
	<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	16,647			
	<ul style="list-style-type: none"> • Tree Removal Adjutant General's Department 	43,154			

89.	Goodwill Industries of San Antonio Contract Services 406 W. Commerce St. San Antonio, Texas 78207 (210) 599-4997	<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	1,395	70,611	7	2
		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	27,982			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Public Safety 	41,234			
90.	San Antonio Lighthouse for the Blind 2305 Roosevelt Avenue San Antonio, Texas 78210 (210) 533-5195	<ul style="list-style-type: none"> Absorbent 	43	278,422	105	1
		<ul style="list-style-type: none"> Clam Clips and Refills 	663			
		<ul style="list-style-type: none"> Door Closer and Door Lock 	5,115			
		<ul style="list-style-type: none"> Highlighters & Markers 	705			
		<ul style="list-style-type: none"> Illuminator Stick Highlighter 	10,172			
		<ul style="list-style-type: none"> Padlock 	1,123			
		<ul style="list-style-type: none"> Pencils, Mechanical 	98,352			
		<ul style="list-style-type: none"> Pens, All Types 	49,271			
		<ul style="list-style-type: none"> Spill Kits 	8,758			
		<ul style="list-style-type: none"> Work Based Learning Program Texas Workforce Commission 	104,220			

91.	San Antonio State Supported Living Center 6711 S. New Braunfels Avenue San Antonio, Texas 78223 (210) 531-5151	<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	23,566	23,566	12	6
92.	World Technical Services, Inc. 4903 Northwest Industrial Drive San Antonio, Texas 78238 (210) 333-1514	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	14,950	5101649	233	98
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	29,291			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	65,982			
		<ul style="list-style-type: none"> Janitorial Maintenance Department of Agriculture 	6,959			
		<ul style="list-style-type: none"> Janitorial Maintenance General Land Office 	4,881			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	1,826,686			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas A&M AgriLife Research 	13,072			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Alcoholic Beverage Commission 	3,384			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Animal Health Commission 	10,210			

	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Commission on Environmental Quality 	21,413			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	23,131			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	227,292			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	1,447,033			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Facilities Commission 	6,830			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	74,520			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	6,805			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	117,469			
	<ul style="list-style-type: none"> • Janitorial Maintenance University of Texas System 	32,806			
	<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	241,784			
	<ul style="list-style-type: none"> • Landscape Maintenance Adjutant General's Department 	697			
	<ul style="list-style-type: none"> • Landscape Maintenance City of Houston 	0			

		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	56,382			
		<ul style="list-style-type: none"> Litter Pickup Texas Alcoholic Beverage Commission 	4,067			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	765,470			
		<ul style="list-style-type: none"> Mowing Maintenance Adjutant General's Department 	7,766			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	92,769			
93.	Daniel Pest Control and Professional Services St. Dominic of Silos Rehabilitation Services Inc. 425 Oak Springs Drive Seguin, Texas 78155 (512) 925-4541	<ul style="list-style-type: none"> Pest Control Adjutant General's Department 	3,522	339,863	6	1
		<ul style="list-style-type: none"> Pest Control City of Austin 	118,116			
		<ul style="list-style-type: none"> Pest Control Credit Union Department 	798			
		<ul style="list-style-type: none"> Pest Control Employees Retirement System of Texas 	901			
		<ul style="list-style-type: none"> Pest Control Health and Human Services Commission 	16,914			
		<ul style="list-style-type: none"> Pest Control Texas Department of Public Safety 	25,755			
		<ul style="list-style-type: none"> Pest Control Texas Department of Transportation 	112,656			
		<ul style="list-style-type: none"> Pest Control Texas Parks and Wildlife Department 	53,994			

		<ul style="list-style-type: none"> • Pest Control Texas Workforce Commission 	7,207			
94.	Goodwill Industries of Northeast Texas 2206 E. Lamar Sherman, Texas 75090 (903) 893- 3145	<ul style="list-style-type: none"> • Debris Pickup Texas Parks and Wildlife Department 	500	55,150	5	0
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	26,404			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	12,731			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	10,431			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Parks and Wildlife Department 	2,484			
		<ul style="list-style-type: none"> • Mowing Maintenance Adjutant General's Department 	2,600			
95.	Goodwill Industries of Northeast Texas Temporary Services 2206 E. Lamar Sherman, Texas 75090 (903) 893- 3145	<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	173,130	177,153	4	1
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Transportation 	4,023			
96.	Andrews Diversified	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	39,406	410,585	33	5

	Industries Andrews Center 1411 S. Bennett Ave. Tyler, Texas 75701 (903) 595-0404	<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	7,125			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	258,241			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	93,225			
		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	12,588			
97.	Goodwill Industries of East Texas, Inc. Goodwill Opportunities in Tyler 409 W. Locust St. Tyler, Texas 75702 (903) 593-8438	<ul style="list-style-type: none"> Absorbent 	390	2,357,515	27	2
		<ul style="list-style-type: none"> Delineator 	1,903,394			
		<ul style="list-style-type: none"> Highway Cable Delineators 	94,427			
		<ul style="list-style-type: none"> Mailbox Post 	164,974			
		<ul style="list-style-type: none"> Restock Fee CRP 	720			
		<ul style="list-style-type: none"> Towels, Decomposable 	187,041			
		<ul style="list-style-type: none"> Document Destruction Department of State Health Services 	6,163			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	50			
98.	Goodwill Industries of East Texas, Inc. Goodwill	<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	1,441	985,704	25	23
		<ul style="list-style-type: none"> Temporary Employment Services 	977,187			

	Opportunities in Tyler, Temporary Services 409 Locust St. Tyler, Texas 75702 (903) 593-8438	Office of the Attorney General				
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	7,076			
99.	Horizon Industries East Texas Lighthouse for the Blind 500 N. Bois D'Arc Avenue Tyler, Texas 75702 (903) 595-3444	<ul style="list-style-type: none"> Award Items Tx Dot 	52,538	1,831,925	38	9
		<ul style="list-style-type: none"> Badges, Convention 	22,912			
		<ul style="list-style-type: none"> Carbon Paper 	8,372			
		<ul style="list-style-type: none"> Chairmats 	210,428			
		<ul style="list-style-type: none"> Napkins, Dispenser Type 	8,145			
		<ul style="list-style-type: none"> Paper Towel Wipe 	117,556			
		<ul style="list-style-type: none"> Restock Fee CRP 	107			
		<ul style="list-style-type: none"> Restock Fee for Safety Boots 	1,115			
		<ul style="list-style-type: none"> Safety Shoe 	1,070,120			
		<ul style="list-style-type: none"> Scrub Wipes 	57,075			
		<ul style="list-style-type: none"> Steel Toe Rubber Boot 	1,500			
		<ul style="list-style-type: none"> Tech Wipe 	327			
		<ul style="list-style-type: none"> Towels, 3-Ply Tissue, Extra Lg 	397			
		<ul style="list-style-type: none"> Towels, Decomposable 	71,025			
		<ul style="list-style-type: none"> Towels, Disposable 	57,227			
		<ul style="list-style-type: none"> Towels, Interfold 	152,911			
		<ul style="list-style-type: none"> Towels, Paper Bath 	170			

100.	Worship Anointed Ministries 508 Pat Booker Road, PMB 386 Universal City, Texas 78184 (830) 515-9719	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	16,096	16,096	1	0
101.	Goodwill Contract Services, Inc. 1700 S. New Road Waco, Texas 76711 (254) 753-7337	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	8,345	454,375	26	18
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	68,754			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	159,616			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	217,660			
102.	Heart of Texas Goodwill Industries, Inc. 1700 S. New Road Waco, Texas 76711 (254) 753-7337	<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	3,128	388,433	20	2
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	385,305			
103.	RGR Industries,	<ul style="list-style-type: none"> Drain Inlet Cleaning Texas Department of Transportation 	150,720	3,986,996	25	6

	Inc. 6700 N. Mile 3-1/2 West Weslaco, Texas 78596 (956) 968- 6773	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	15,023			
		<ul style="list-style-type: none"> • Guard Rail Repair Texas Department of Transportation 	2,810,453			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	147,197			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	219,243			
		<ul style="list-style-type: none"> • Roadside Mowing Texas Department of Transportation 	442,619			
		<ul style="list-style-type: none"> • Tree and Brush Control Texas Department of Transportation 	10,000			
		<ul style="list-style-type: none"> • Tree Pruning/Trimming Texas Department of Transportation 	191,741			
104.	Texana Center 1017-1/2 Alabama Road Wharton, Texas 77488 (979) 532- 5900	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	17,197	48,232	15	0
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	31,035			
105.	Beacon Lighthouse, Inc. 300 7th St. Wichita Falls, Texas 76301 (940) 767- 0888	<ul style="list-style-type: none"> • Auxiliary Light 	7,787	1,791,116	13	1
		<ul style="list-style-type: none"> • Baseboard Scrubber Kit 	1,373			
		<ul style="list-style-type: none"> • Cleaner, Grille 	22			
		<ul style="list-style-type: none"> • Floor Maintenance Pads 	106,817			
		<ul style="list-style-type: none"> • Glass Cleaner 	281			
		<ul style="list-style-type: none"> • Griddle Cleaning Pads 	75,521			

		• LED Beacon	53,318			
		• LED Safety Lights	212			
		• Light Bars	337,076			
		• Nylon Scrubbing Pads	17,665			
		• Presser Washer Attachments	120			
		• Rakes	20,881			
		• Reflective Sheeting	252,515			
		• Replacement Pads, Baseboard	512			
		• Restock Fee CRP	30			
		• Shovels	39,468			
		• Sponge Scrubbers	2,944			
		• Spray Bottle	860			
		• Spring Rake, Heavy Duty	232			
		• Tape, Duct	15,819			
		• Tape, Filament	6,841			
		• Tile Cleaner	433			
		• Toner Cartridges	823,752			
		• Twist-N-Fill Cleaner	15,278			
		• Urinal Screen Kit	11,359			
106.	Work Services Corporation 1343 Hatton Rd Wichita Falls, Texas 76302 (817) 766-3207	• Clips, Paper & Binder	7,895	2,310,589	86	39
		• Engineering Stakes/Wood Laths	13,404			
		• Grounds Maintenance Texas Department of Transportation	54,074			
		• Janitorial Maintenance Health and Human Services Commission	54,879			

	<ul style="list-style-type: none"> • Janitorial Maintenance Texas A&M AgriLife Research 	9,870			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	18,132			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	89,733			
	<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	2,738			
	<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	15,198			
	<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Public Safety 	7,964			
	<ul style="list-style-type: none"> • Linen Folding Department of State Health Services 	119,670			
	<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	176,884			
	<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	79,311			
	<ul style="list-style-type: none"> • Rest Area Maintenance Texas Department of Transportation 	1,660,837			
TOTAL		163,888,041		5804	1516

1 **State Use Fund**

2 ***Overage Usage: Beyond Employment***

3 CRPs providing products and services through the WorksWonders program and its State Use contracts are
4 all non-profit or governmental entities whose purpose is to provide employment opportunities for
5 individuals with disabilities. And yet products and services sold through this program not only benefit
6 these individuals with the direct employment opportunities they create, but also fund other programs for
7 their employees and local communities.

8 Here are a few examples of those additional programs and services:

9 ***Achieve, a Place to Grow***

10 Achieve, a Place to Grow, in Dallas, used revenue from its WorksWonders contracts to expand its
11 vocational and day habilitation programs. Its Vocational Adjustment Training Program is
12 curriculum-based instruction for special education students preparing to transition out of high
13 school. Certified instructors teach the classes, which include self-awareness, soft skills, job
14 preparation and money management. Achieve’s day habilitation program provides vocational
15 training, life skills instruction, and paid work opportunities to individuals with severe disabilities.
16 Its expanded program now provides a half-day option for individuals whose medical, behavioral,
17 or attention challenges require additional assistance. Overall, Achieve was able to serve a total of
18 968 individuals in all programs agencywide and perform placement services for 189 individuals.

19 ***Oak Creek Center***

20 Oak Creek Center, in Lufkin, provides a variety of services for persons with disabilities. Classes on
21 cooking, art, music, reading and horticulture are funded through day habilitation services and a
22 small part of the revenues generated by the WorksWonders Program. Although most of the state
23 contract revenue is spent on the fulfilling the contracts themselves, any remaining money is used
24 in Oak Creek Center’s other programs providing daily life skills and educational programs and
25 projects.

26 ***San Antonio Lighthouse***

27 San Antonio Lighthouse for the Blind and Vision Impaired (SALBVI) has been able to establish
28 itself as the renowned “One Stop Shop” for free blind services in Bexar County, and is using
29 revenues from its WorksWonders contracts to expand into adjacent areas, including New
30 Braunfels.

31 Beyond basic employment and job placement, SALBVI has grown to include: a low vision clinic
32 partnering with UT Health Science Center; blind childrens’ education; a high school “transition to
33 work” program; college scholarships, technology needs assessment and training, in-home seniors’
34 independent living skills services, and caregiver education.

1 **TWC Desk Review Results**

2 TWC continues its evaluation of CRPs for compliance with TWC rules and Texas laws. Begun last year, the
3 desk reviews focus on CRPs applying for recertification. CRPs that fail to meet requirements may have
4 their recertification delayed or revoked and be revisited the following year.

5 Common failures were missing documentation of participants’ disabilities and plans for integrated
6 employment, and employee consent forms not on file.

7 New this fiscal year was a required Person-Centered Plan for each employee. The Plan records a path
8 toward the individual’s work integration and to ensure that individual employment desires and goals are
9 met.

10 Of the more than 106 CRPs in the WorksWonders program, 11 statewide have been visited, during which
11 TWC staff reviewed a random sample of cases with survey size depending on the number of employees.
12 CRP employee numbers ranged from six to 100. If documentation of any kind was missing, the CRP had 30
13 days to provide proof.

14 **TWC staff reviewed CRPs for the following:**

15 ***State Use Program Required***

- 16 • An alphabetical list of direct labor employees with disabilities.
- 17 • An alphabetical list of employees with disabilities performing supervision, inspections and/or
18 quality control and other personnel classified as indirect labor who are employed or working on
19 State Use contracts, or placed in integrated employment.
- 20 • An alphabetical list of direct labor employees without disabilities.
- 21 • State Use files containing approved Documentation of Disabilities for each employee with
22 disabilities.
- 23 • A plan for integrated employment and a Person-Centered Plan for individuals with a disability,
24 effective next fiscal year.
- 25 • Direct Labor ratio.
- 26 • A copy of changes to each CRP’s Articles of Incorporation and Bylaws, if they have changed since
27 the last certification.

1 ***Department of Labor Required***

- 2 • A list of all hourly paid employees who are paid less than \$7.25 per hour and the corresponding
3 documentation and justification of the wage rate.*
- 4 • Copies of the current prevailing wage rates, time studies, and corresponding piece rate sheets for
5 all operations on which any employee is paid special minimum wage.*
- 6 • A copy of the agency’s current certificate authorizing special minimum wage payment, 14c.*
- 7 • Document Health and Welfare Benefits and record indication the payment of Health and Welfare
8 Benefits.
- 9 • Two periods of payroll records from the previous quarter.
- 10 • Maintain payroll, human resource functions, accounting, and all relevant documentation showing
11 that the employees who produce products or perform services under the state use program are
12 individuals with disabilities, §806.41 (e).
- 13 • Copy of current Certificate of Insurance.

14 * *If applicable.*

1 TWC Statement

2 *Revenues, Expenditures and Fund Balance*

Purchasing from People with Disabilities	
<i>September 1, 2018 - August 31, 2019</i>	FY 2019
ASSETS	
Current Assets:	
Cash in State Treasury 91,082.29	
Total Current Assets \$	91,082.29
Total Assets \$ 91,082.29	
LIABILITIES AND FUND BALANCES	
Current Liabilities:	
Deferred Revenues 91,082.29	
Total Current Liabilities \$ 91,082.29	
Total Liabilities \$	91,082.29
Fund Financial Statement-Fund Balances	
Total Fund Balances \$	0.00
REVENUES:	
Total Fund Balance at September 1st 0.00	
Revenues from TIBH 197,765.59	
Total Revenues \$	197,765.59
EXPENDITURES	
Salaries and Wages	
Payroll Related Costs 54,351.03	
Professional Fees and Services 159.78	
Travel 3,572.64	
Materials and Supplies 294.85	

Communication and Utilities 365.37	
Repairs and Maintenance 334.62	
Other Operating Expenditures 1,711.12	
Total Expenditures \$	197,765.59
EXCESS (DEFICIT) OF REVENUES OVER EXPENDITURES \$	0.00

Notes:

The Financial Statement for the Purchasing from People with Disabilities Program is provided to satisfy the reporting requirement of Texas Human Resource Code, Title 8, Section 122.022.

- 1 The Purchasing from People with Disabilities program is included as part of the general fund activity of
- 2 the Texas Workforce Commission. As a general fund the accompanying financial statements are
- 3 accounted for using the modified accrual method basis of accounting. Under the modified accrual,
- 4 revenues are recognized in the period in which they become both measurable and available to finance
- 5 operations at fiscal year-end.

- | | |
|---|---|
| <ol style="list-style-type: none"> 1 Abilene Goodwill Industries, Inc.
2200 N. First St.
Abilene, Texas 79603
(325) 676-7925 2 Upper Valley Helpsource, Inc.
1809 Walker Drive
Alice, Texas 78332
(361) 668-6818 3 Fresh Start Of Monroe, Inc.
6500 Canyon Drive, Suite 500
Amarillo, Texas 79109
(817) 243-9661 4 Austin Task, Inc.
7305-B Burselson Road
Austin, Texas 78744
(512) 389-3333 5 Easter Seals Central Texas, Inc.
8505 Cross Park Drive, Suite 120
Austin, Texas 78754
(512) 615-6801 | <ol style="list-style-type: none"> 6 Enterprise Professional Services, Inc.
7710 Rialto Blvd.
Austin, Texas 78735
(512) 614-6116 7 Goodwill Temporary Services, Inc.
Goodwill - Service Contracts
1015 Norwood Park Blvd.
Austin, Texas 78753
(512) 637-7100 8 Goodwill Temporary Services, Inc.
1015 Norwood Park Blvd.
Austin, Texas 78753
(512) 637-7100 9 Peak Performers
St. Vincent DePaul Rehabilitation Service of Texas, Inc.
4616 Triangle Ave., Suite 405
Austin, Texas 78751
(512) 453-8833 |
|---|---|

- 10 Professional Contract Services, Inc.
718 FM 1626 West, Building 100
Austin, Texas 78748
(512) 358-8887
- 11 Relief Enterprise of Texas, Inc.
6448 Highway 290 East, Suite E-107
Austin, Texas 78723
(512) 467-0115
- 12 Travis Association for the Blind
2307 Business Center Drive
Austin, Texas 78744
(512) 442-2329
- 13 VRC Industries
Austin State Supported Living Center
2203 W. 35th St., Building
Austin, Texas 78703
(512) 374-6667
- 14 Beaumont Products & Services, Inc.
1305 Washington Blvd.
Beaumont, Texas 77705
(409) 838-2029
- 15 Opportunities for Deserving Individuals, Inc.
5925 Phelan Blvd.
Beaumont, Texas 77706
(409) 835-3547
- 16 Spindletop Center
655 S. Eighth St.
Beaumont, Texas 77701-0500
(409) 784-5400
- 17 West Texas Centers for MHMR
501 Birdwell Lane, Suite 28-F
Big Spring, Texas 79720
(432) 264-2676
- 18 Center for Life Resources/Janie Clements Industries
Central Texas MHMR Center
408 Mulberry St.
Brownwood, Texas 76804
(325) 643-3526
- 19 Junction Five-O-Five
4410 College Main St.
Bryan, Texas 77801
(979) 846-3670
- 20 SDR & Associates, Inc.
22281 State Highway 64
Canton, Texas 75103
(214) 405-9097
- 21 G & H EQUITAS Foundation
7413 Elizondo Dr.
Corpus Christi, Texas 78414
(361) 549-3434
- 22 Goodwill Industries of South Texas, Inc.
2961 S. Port Ave.
Corpus Christi, Texas 78405-2098
(361) 884-4068
- 23 Goodwill Industries of South Texas, Inc.
Goodwill Temporary Services
2961 S. Port Ave.
Corpus Christi, Texas 78405
(361) 884-4068
- 24 South Texas Lighthouse for the Blind
4421 Agnes St.
Corpus Christi, Texas 78405
(361) 883-6553
- 25 Nueces Center for Mental Health and Intellectual Disabilities
MHMR of Nueces County
1630 South Browlee
Corpus Christi, Texas 78404
(361) 886-6900

- 26 The EB Foundation
4402 Crosstown Expressway
Corpus Christi, Texas 78415
(361) 857-6633
- 27 Woods Etc.
Corpus Christi State Supported Living Center
902 Airport Road
Corpus Christi, Texas 78405
(361) 883-1540
- 28 Bootstraps Occupation Services, Inc.
5785 Old McGrefor Crawford Road
Crawford, Texas 76638
(254) 366-6256
- 29 Dimmit/Zavala County IDD Work Center
Camino Real Community Services
613 W. Zavala St.
Crystal City, Texas 78839
(830) 876-2421
- 30 A Lift for Life Outreach Center, Inc.
230 Turin St.
Dallas, Texas 75217
(214) 367-0600
- 31 Achieve
Citizens Development Center
880 Ambassador Row
Dallas, Texas 75247
(214) 637-2911
- 32 Dallas Lighthouse for the Blind
4306 Capitol Ave.
Dallas, Texas 75204
(214) 420-9401
- 33 Goodwill Industries of Dallas, Inc.
3020 North Westmorland
Dallas, Texas 75212
(214) 638-2800
- 34 Goodwill Industries of Dallas, Inc.
Goodwill Temporary Services
3020 North Westmorland
Dallas, Texas 75212
(214) 638-2800
- 35 Precious Gems Services, Inc.
7702 Los Gatos Drive
Dallas, Texas 75232
(972) 224-5638
- 36 Rising Star Resource Development
4308 Bryan St.
Dallas, Texas 75204
(972) 679-2965
- 37 Rising Star Resource Development
Temporary Services
9635 Wendell Rd
Dallas, Texas 75243
(972) 905-1279
- 38 Tex-Spice
Medina County Shelter Workshop,
198 County Road 6702
Devine, Texas 78016
(830) 663-9248
- 39 Frio County IDD Work Center
Camino Real Community Services
509 Martin Branch Road
Dilley, Texas 78017
(830) 965-4004
- 40 Maverick County IDD Work Center
Camino Real Community Services
757 Rio Grande St.
Eagle Pass, Texas 78852
(830) 752-1346
- 41 Aldersgate Enrichment Center
5001 Highway 183/84 East
Early, Texas 76802
(325) 646-5608

- 42 Goodwill Services, Inc.
9611 Acer Ave.
El Paso, Texas 79925
(915) 778-3371
- 43 Goodwill Services, Inc.
Goodwill Temporary Services
9611 Acer Ave.
El Paso, Texas 79925
(915) 778-1858
- 44 Readyone Industries
1414 Ability Drive
El Paso, Texas 79936
(915) 858-7277
- 45 Xceed Resources
Border TM Industries, Inc.
201 North Clark, Suite B
El Paso, Texas 79905
(915) 779-6431
- 46 Wilson County IDD Work Center
Camino Real Community Services
1323 Third St.
Floresville, Texas 78114
(830) 216-7402
- 47 ABG Fulfillment
MHMR of Tarrant County
2716 Cullen St.
Fort Worth, Texas 76107
(817) 569-4819
- 48 Expanco, Inc.
3005 Wichita Court
Fort Worth, Texas 76140
(817) 293-9486
- 49 Goodwill Industries of Fort Worth
Goodwill Temporary Services
4005 Campus Drive
Fort Worth, Texas 76119
(817) 332-7866
- 50 Liberty Proclaimed Ministry
5817 East Berry
Fort Worth, Texas 76119
(817) 922-8238
- 51 Lighthouse for the Blind of Fort Worth
Tarrant County Association for the Blind
912 West Broadway
Fort Worth, Texas 76104
(817) 332-3341
- 52 Redirection Opportunities
361 South Riverdale Drive
Fort Worth, Texas 76104
(817) 335-1000
- 53 Woodcreek Outreach Rehabilitation Development
3575 FM 2434
Glidden, Texas 78943
(936) 661-0405
- 54 Center for Recovery and Wellness Resources
170 Heights Boulevard
Houston, Texas 77007
(713) 819-0699
- 55 D&D Helping Others, Inc.
4000 Telephone Road, Suite C17
Houston, Texas 77007
(713) 819-0699
- 56 Goodwill Industries of Houston
Goodwill Temporary Services
1140 West Loop North
Houston, Texas 77055
(281) 480-3930
- 57 Lending Helping Hands to Others
505 North Sam Houston Parkway, Suite 264A
Houston, Texas 77060
(281) 405-5527

- 58 Lieutenant's House
David & Ivory Ministries, Inc.
4728 Gunter St.
Houston, Texas 77020
(713) 675-3823
- 59 Link Labor and Construction
10101 Fondren Rd. #265
Houston, Texas 77096
(832) 202-4447
- 60 On Our Own Services, Inc.
2310 McAllister Road
Houston, Texas 77092
(713) 688-6892
- 61 Southeast Keller Corporation
9690 Alameda Genoa Road, Suite 302
Houston, Texas 77075
(713) 640-2730
- 62 Southeast Vocational Alliance, Inc.
5450 Northwest Central Drive,
Suite 315
Houston, Texas 77092
(713) 996-8171
- 63 Texas House
Texas Alcoholism Foundation, Inc.
2208 W. 34th St.
Houston, Texas 77018
(713) 956-6337
- 64 The Lighthouse for the Blind of Houston
3602 W. Dallas St.
Houston, Texas 77019
(713) 527-9561
- 65 Xtra Spark Cleaning Services
14101 Rio Bonito Road
Suite 292
Houston, Texas 77083
(646) 508-2710
- 66 Second Chances - Starting Over Again
525 N. Sam Houston Pkwy East
Suite 172G
Humble, Texas 77060
(713) 962-7167
- 67 ODJ, Inc.
11 Jacobs St.
Huntsville, Texas 77320
(936) 296-9508
- 68 RUCON, Inc.
7136 Highway 75 South
Huntsville, Texas 77340
(936) 439-5271
- 69 Gateway Community Partners, Inc.
417 Southeast Loop 456
Jacksonville, Texas 75766
(903) 568-0437
- 70 NBT Public Services, Inc.
19646 Summerlin Drive
Katy, Texas 77449
(832) 541-8176
- 71 Goodwill Industries of Lubbock Contract Services, Inc.
715 28th St.
Lubbock, Texas 79404
(806) 744-8419
- 72 Marian Moss Enterprises, Inc.
4001 Martin Luther King Jr. Boulevard
Lubbock, Texas 79404
(806) 763-1856
- 73 Star Care Specialty Health System
Lubbock Regional MHMR Center
3804 Interstate 27
Lubbock, Texas 79408
(806) 766-0310

- 74 Burke Center
2001 South Medford Drive
Lufkin, Texas 75901
(936) 275-9645
- 75 Goodwill Industries of Central East Texas, Inc.
301 Hill St.
Lufkin, Texas 75904
(936) 632-8838
- 76 Goodwill Industries of Central East Texas, Inc.
Goodwill Temporary Services
301 Hill St.
Lufkin, Texas 75904
(936) 632-8838
- 77 Oak Creek Day Habilitation/Vocational Center
1514 W. Frank St.
Lufkin, Texas 75904
(936) 633-7480
- 78 Cen-Tex Association for Remarkable Citizens
104 E. Main St.
Mexia, Texas 76667
(254) 562-2891
- 79 Permian Basin Community Centers for MHMR
Midland Vocational Services
401 E. Illinois Ave., Suite 401
Midland, Texas 79701
(432) 570-3333
- 80 Vocational Opportunity Center of Northeast Texas, Inc.
3501 County Road 1200
Mount Pleasant, Texas 75455
(903) 572-2929
- 81 I Am Works Association
3630 Pioneer Parkway, Suite 114
Pantego, Texas 76013
(888) 542-1531
- 82 Reliable Facilities Service, Inc.
19505 Vilamoura St.
Pflugerville, Texas 78660
(512) 789-6457
- 83 Camp County Developmentally Disabled Association, Inc.
523 Elm St.
Pittsburg, Texas 75686
(903) 956-6822
- 84 Atascosa County IDD Work Center
Camino Real Community Services
510 Avenue H
Poteet, Texas 78065
(210) 276-8578
- 85 Bluebonnet Trails Community MHMR Center
1009 Georgetown St.
Round Rock, Texas 78664
(512) 255-1720
- 86 West Texas Lighthouse for the Blind
2001 Austin St.
San Angelo, Texas 76903
(325) 653-4231
- 87 E.Q.U.I.P. Enterprises, Inc.
5726 West Hausman Road
Suite 115A
San Antonio, Texas 78249
(210) 520-4840
- 88c Endeavors Unlimited, Inc.
535 Bandera Road
San Antonio, Texas 78228
(210) 431-6466
- 89 Goodwill Industries of San Antonio Contract Services
406 W. Commerce St.
San Antonio, Texas 78207
(210) 599-4997

- 90 San Antonio Lighthouse for the Blind
2305 Roosevelt Ave.
San Antonio, Texas 78210
(210) 533-5195
- 91 San Antonio State Supported Living Center
6711 S. New Braunfels Ave.
San Antonio, Texas 78223
(210) 531-5151
- 92 World Technical Services, Inc.
4903 Northwest Industrial Drive
San Antonio, Texas 78238
(210) 333-1514
- 93 Daniel Pest Control and Professional Services
St. Dominic of Silos Rehabilitation Services Inc.
425 Oak Springs Drive
Seguin, Texas 78155
(512) 925-4541
- 94 Goodwill Industries of Northeast Texas
2206 East Lamar
Sherman, Texas 75090
(903) 893-3145
- 95 Goodwill Industries of Northeast Texas
Temporary Services
2206 East Lamar
Sherman, Texas 75090
(903) 893-3145
- 96 Andrews Diversified Industries
Andrews Center
1411 S. Bennett Ave.
Tyler, Texas 75701
(903) 595-0404
- 97 Goodwill Industries of East Texas, Inc.
Goodwill Opportunities in Tyler
409 W. Locust St.
Tyler, Texas 75702
(903) 593-8438
- 98 Goodwill Industries of East Texas, Inc.
Goodwill Opportunities in Tyler, Temporary Services
409 Locust St.
Tyler, Texas 75702
(903) 593-8438
- 99 Horizon Industries
East Texas Lighthouse for the Blind
500 N. Bois D'Arc Ave.
Tyler, Texas 75702
(903) 595-3444
- 100 Worship Anointed Ministries
508 Pat Booker Road, PMB 386
Universal City, Texas 78184
(830) 515-9719
- 101 Goodwill Contract Services, Inc.
1700 South New Road
Waco, Texas 76711
(254) 753-7337
- 102 Heart of Texas Goodwill Industries, Inc.
1700 South New Road
Waco, Texas 76711
(254) 753-7337
- 103 RGR Industries, Inc.
6700 North Mile 3-1/2 West
Weslaco, Texas 78596
(956) 968-6773
- 104 Texana Center
1017-1/2 Alabama Road
Wharton, Texas 77488
(979) 532-5900
- 105 Beacon Lighthouse, Inc.
300 Seventh St.
Wichita Falls, Texas 76301
(940) 767-0888

106 Work Services Corporation
1343 Hatton Rd
Wichita Falls, Texas 76302
(817) 766-3207

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DRAFT

TRADE ADJUSTMENT ASSISTANCE

TAA Program Eligibility

A TAA petition identifies a specific worker group at a firm and potentially covers all individuals in that group. If a worker is laid off, a petition must be submitted within one year of the layoff for that worker to be covered and certified under a DOL-approved TAA petition.

A group of workers may be eligible for TAA if their jobs are lost or threatened due to trade-related circumstances as determined by DOL investigation. These circumstances may include:

- increased imports of articles or products;
- shift in production to or an acquisition of services or articles from any foreign country by the worker group's company;
- employer's loss of business from a customer with TAA-certified workers; or
- employer identified as trade-injured by the International Trade Commission.

After investigation, DOL determines group eligibility to apply for TAA benefits and services. Once a determination is issued by DOL, TWC contacts the employer to secure individual worker eligibility, which is predicated on separation due to lack of work (layoff). Workers are notified by TWC of their potential eligibility, at which time they may apply for services at Workforce Solutions Offices.

TAA Benefits and Services

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

Employment and Case Management Services

Skill assessments, career counseling, support services, information on training, and more.

Training

Up to 130 weeks of occupational training.

Trade Readjustment Allowances

Up to 130 weeks of wage subsidies for workers enrolled in training within 26 weeks of their trade-related layoff or the petition certification, whichever date is later.

1 **Alternative/Reemployment Trade Adjustment Assistance**

2 A wage subsidy, available to workers age 50 or over who are reemployed at annual wages of \$50,000 or
3 less.

4 **Job Search Allowance**

5 Reimbursement for costs of job search outside the worker’s local commuting area.

6 **Relocation Allowance**

7 Reimbursement for relocation costs for a job outside the worker’s local commuting area.

8 **Health Coverage Tax Credit**

9 Administered by the Internal Revenue Service, this program provides assistance with the payment of
10 premiums for qualifying health insurance.

11 For additional information on TAA benefits and services, visit TWC’s website at www.twc.state.tx.us, click
12 on the **Programs & Services** tab, and select the **Trade Adjustment Assistance** link.

13 **Introduction**

14 The Trade Adjustment Assistance (TAA) program helps trade-affected workers transition into long-term
15 suitable employment. The number of participants receiving services and benefits varies based on the
16 specific TAA-related certification. This report describes the services and outcomes for TAA-certified
17 workers who participated or completed training in the TAA program during State Fiscal Year 2019
18 (SFY’19).

19 TAA-certified workers covered in this report were certified under and subject to the rules of the Trade Act
20 of 1974, the Trade Act of 2002, the Trade and Globalization Adjustment Assistance Act of 2009, the Trade
21 Adjustment Assistance Extension Act of 2011, or the Trade Adjustment Assistance Reauthorization Act of
22 2015.

23 **TAA Service Provision and Outcomes**

24 *During SFY’19, the Texas workforce system provided the following TAA services and outcomes:*

- 25 • 2,293 workers were determined potentially TAA eligible and outreached for service provision
- 26 • 349 workers applied for TAA services or benefits
- 27 • 1,006 workers participated in TAA-supported training services. The most common training
28 occupations supported were:
 - 29 ○ Heating, Air Conditioning, and Refrigeration Mechanics and Installers
 - 30 ○ Hairdressers, Hairstylists, and Cosmetologists
 - 31 ○ Computer Occupations

- 1 ○ Network and Computer Systems Administrators
- 2 ○ Business Operations Specialists
- 3 • 65 workers participated in vocational and remedial training programs, either integrated or
- 4 conducted concurrently at the same school.

5 ***The following TAA performance results were attained in SFY'19:***

- 6 • 870 workers (72.3 percent) entered employment
- 7 • 92 percent of workers entering employment retained employment over the following three
- 8 quarters.
- 9 • Workers securing employment regained 98 percent of pre-program participation wage levels,
- 10 based on a six-month follow-up.
- 11 • 149 workers participated in basic skills enhancement during TAA-supported training.

12 ***The following were the most common sectors in which workers secured employment:***

- 13 • Manufacturing
- 14 • Administrative and Support, Waste Management and Remediation Services
- 15 • Health Care and Social Assistance
- 16 • Wholesale and Retail Trade

17 **TAA Overview and Petition Process**

18 TAA is a federal program that assists US workers who have lost or may lose their jobs as a result of foreign
19 trade. TAA seeks to provide adversely affected workers with opportunities to obtain the skills, credentials,
20 resources, and support necessary to become reemployed. TAA services and benefits are administered by
21 the Texas Workforce Commission (TWC) in cooperation with Texas' 28 Local Workforce Development
22 Boards.

23 The first step to receiving TAA benefits and services is to file a petition online or by mail with the US
24 Department of Labor (DOL). Petitions can be obtained online or at Workforce Solutions Offices and can be
25 filed by:

- 26 • three or more workers in the same firm or subdivision
- 27 • the workers' employer
- 28 • a union official or other duly authorized representative of the workers
- 29 • designated TWC or Workforce Solutions Office staff

30 Upon receiving a petition, DOL initiates an investigation to determine whether the circumstances of the
31 layoff meet the group eligibility criteria established by the Trade Act of 1974, as amended.