

Texas Workforce Supplemental Report

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1 December 22, 2020

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 2020 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 • Trade Adjustment Assistance
- 14 • WorksWonders: Texas Purchasing from People with Disabilities

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,

21 Commissioner Signatures

College Credit for Heroes

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Summary and Introduction

The goal of College Credit for Heroes (CCH) program is to eliminate obstacles to veterans and service members for licensing, certification and accreditation attainment, and degrees, leveraging their military experience in order to expedite their transition into the Texas workforce. It was established by Senate Bill (SB) 1736, passed by the 82nd Texas Legislature, Regular Session (2011). In 2015, further legislation changed the program’s status from a demonstration program to a permanent program.

Texas institutions value student veterans on their campuses and want to work on their behalf to award academic credit for their military training and education. In November 2019, TWC partnered with CCH Texas institutions to create a more robust and cohesive CCH program. In February 2020, TWC announced a new grant, the College Credit for Heroes Capacity Building Program. This grant will assist Texas institutions in developing or improving an operational integrated system for evaluating military transcripts. The new College Credit for Heroes Capacity Building grant will last for a period of two years which includes a 12-month planning period followed by a 12-month implementation pilot period.

To date, 18 Texas colleges and universities have been awarded 39 grants, resulting in the creation of 91 acceleration curricula courses in fields such as emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing and logistics.

From 2018 to 2019 there was a significant reduction in the average credit hours per veteran awarded and transferred by non-CCH grantees and CCH partner schools from the previous academic year. The average credit hours awarded per veteran dropped from 14.3 in 2018 to 5.2 in 2019. But, analyzing the credit hour data by tracking CCH grantees versus non-CCH grantees separately, the veterans at CCH grantee institutions was awarded an average of 15 credit hours. In comparison to a veteran who attended an IHE that did not participate in a CCH grant program was awarded an average of four credit hours.

TWC and the Texas Higher Education Coordinating Board (THECB) are working together to develop a website that will list the course equivalencies that are available for veterans and service members. Equivalencies and academic programs submitted to meet legislative requirements will be listed on this website. Once the website is complete, the interface will be accessible to Texas CCH partnering institution representatives to add or modify equivalencies and applicable academic programs. This allows veterans to compare multiple institutions and determine their best option for enrolling in a postsecondary degree program.

Each of the best practices listed below stems from innovations, lessons learned, and the creativity of the member colleges working with TWC in the CCH program. These practices exemplify how Texas colleges

1 can best prepare veterans and transitioning service members to find jobs in the civilian workforce. Other
2 Texas colleges and universities can and do replicate these practices, which fall into the areas of
3 workforce, accreditation and certification, military-related, and education.

4 *Workforce Best Practices*

- 5 1. **Design programs that will move veterans and help transition service members into the**
6 **workforce.** Eliminate repetitive coursework that delays entry into the civilian workforce.
- 7 2. **Ensure new curricula are approved by national or state accrediting or licensing bodies and/or**
8 **by internal approval at the institution developing the curricula.** Prioritize occupations with high
9 or rapidly growing workforce demand. Maximize early outreach.
- 10 3. **Collaborate with industry contacts.** Collaboration with industry contacts helps connect veterans
11 with potential employers. Visits to military training facilities allow industry contacts to better
12 understand military curricula and training methods.

13 *Accreditation and Certification Best Practices*

- 14 1. **Assess military-based education.** Military education has many of the same learning objectives
15 and outcomes as education in colleges and universities.
- 16 2. **Develop alternative pathways to meet national or state certification and accreditation**
17 **standards.** Competency-based learning and testing, review of military training and skills, award
18 of academic credit, and modular testing are examples of alternative pathways colleges use to
19 award credit to veterans and service members. It is critical to document and reference standard
20 practices (for example, standard operating procedures) when developing alternate pathways.
- 21 3. **Understand internal and external processes and timelines at the beginning of the project.**
22 Developing a new degree program or pathway may require multiple approval processes within
23 an institution. Likewise, there may be multiple approval processes to navigate outside the
24 institution (for example, licensing and accreditation entities).
- 25 4. **Use previously developed CCH models to replicate streamlined curricula throughout the state.**
26 Texas colleges and universities interested in replicating existing CCH curricula are encouraged to
27 work with other CCH schools to ensure that lessons learned and best practices are shared.

28 *Military-Related Best Practices*

- 29 1. **Ask the military.** Military education leaders and officers who work daily with veterans and
30 service members know the content of military training and education and understand how to
31 outreach to veterans and service members.
- 32 2. **Communicate early and effectively with the military.** IHEs benefit when they know their
33 potential population of veterans and transitioning service members. With that knowledge,
34 colleges and universities are better able to host veteran-specific events and provide veteran-
35 specific services.

- 1 3. **Encourage faculty to visit military training installations.** Faculty members who have questions
2 about military education and training are encouraged to visit military installations and training
3 centers and meet with military instructors. The CCH program staff at TWC can assist in
4 coordinating meetings.
- 5 4. **Encourage the sharing of college curricula with the military and vice versa.** Conducting training
6 sessions with the military helps determine the content to be shared. College faculty can meet
7 with military faculty to compare curricula and identify areas for collaboration.

8 *Education Best Practices*

- 9 1. **Administrative and faculty buy-in and support for recognition of military experience must**
10 **occur at the institutional level.** The development of degree and certification programs that
11 allow veterans to receive college credit for military experience, education, and training requires
12 broad support within the institution. Providing orientation to and expectations for a CCH
13 program before participation is essential.
- 14 2. **Prior Learning Assessments (PLAs) are an effective way to assess all veterans, regardless of**
15 **occupation or background.** PLAs enable veterans to demonstrate learning for which there is no
16 standardized exam, complete degrees within shorter amounts of time, and reduce education
17 expenses.
- 18 3. **Involve community and external groups.** Community employers, businesses, and veterans'
19 support groups can leverage limited resources and provide valuable information on program
20 design.
- 21 4. **Collaborate with industry contacts.** Meet regularly with industry contacts to promote
22 awareness of the CCH program and facilitate feedback for ongoing program improvement.
- 23 5. **Make full use of Veterans Affairs (VA) work-study students.** The VA will pay for student
24 veterans to work as faculty assistants, student advisors, peer advisors, and the like. Often,
25 veterans are the best choice for working with other veterans.
- 26 6. **Use external resources to their full extent.** Attend military or veterans' conferences, join
27 listservs, and seek guidance and feedback from local veterans' organizations. Use these
28 resources to create an effective program for veterans.
- 29 7. **Assess the fiscal impact of the program and make the information available to stakeholders.**
30 Fiscal impact assessments inform policymakers and potential funders of the program's success
31 and give the college a deeper understanding of the benefits of the program.
- 32 8. **Retain records of all military training or occupations that are evaluated, even if no credit is**
33 **recommended.** This documentation will become an invaluable resource for future evaluations.
- 34 9. **Require faculty and staff members to attend Green Zone training—that is, training on how**
35 **best to teach veterans who are students.** Green Zone training creates an understanding of the
36 military culture and improves faculty's ability to understand and address the unique needs of
37 veteran students. ("Green Zone" is the military term for a safe place. Green Zone training helps
38 participants understand how to serve veteran and military students.)

1 10. **Offer student veterans refresher training in addition to awarding course credit.** Student
2 veterans need an opportunity to refresh the knowledge they gained in the service to perform
3 satisfactorily on the standardized assessments used to measure competency-based learning.

4 *CCH Capacity Building Program*

5 On February 20, 2020, TWC issued a Request for Application (RFA) from eligible applicants to participate
6 in the CCH Capacity Building Program, which allows Institutions of Higher Education (IHEs) to develop or
7 improve upon their military evaluation processes by using a fully integrated system to identify and track
8 student veterans participating in the CCH program. The Texas Workforce Commission awarded \$757,271
9 dollars to four Institutions of Higher Education for the College Credit for Heroes Phase 8 Capacity
10 Building Grant.

11 The College Credit for Heroes Capacity Building Program is a two-year grant. The first 12-month period is
12 for planning, and the second 12-month period is for implementation of a pilot period.

13 Four primary goals for the capacity building program are as follows:

- 14 • Develop and document a pilot Military Transcript evaluation process that ensures academic
15 credit will be awarded consistently to all veterans and service members submitting Military
16 Transcripts for ten (10) common military courses or experiences.
- 17 • Develop a sustainable tracking method for students participating in the CCH Program, accurately
18 gauging the benefits students are receiving and confirming that processes and policies are being
19 implemented consistently across the institution.
- 20 • Recruit program champions from the current students, alumni, and faculty who are or have
21 participated in the CCH Program to act as advocates and resources regarding the CCH Program.
- 22 • Integrate CCH Program information into Veteran or Active Duty Service Member resources.

23 **Program Reports**

24 TWC and THECB staff continue to explore ways in which the program can continue to grow and to better
25 serve service members and veterans. Each fall, TWC conducts a work session in which agency staff and
26 IHE representatives come together to share best practices and to discuss next steps for the program.
27 Their discussions focus on the three major components of the CCH program:

- 28 • *Component 1: Acceleration Curricula*
- 29 • *Component 2: Evaluations of Credit*
- 30 • *Component 3: Network of Partner Schools.*

31 *Component 1: Acceleration Curricula*

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

1 programs. This acceleration allows veterans and service members to more easily and quickly enter the
2 workforce. Programs developed under the grant must:

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

8 As of this report, 18 Texas colleges and universities have been awarded 31 grants, resulting in the
9 creation of 91 acceleration curricula courses in fields such as emergency medical services, surgical
10 technology, respiratory therapy, health information technology, nursing, cybersecurity, information
11 technology, advanced manufacturing, logistics, wind engineering, and oil field technology.

12 *Examples of Acceleration Curricula, Phases I-VI*

13 Examples of programs resulting from CCH Acceleration Curricula grants include the following:

- 14 • Lee College developed and implemented an accelerated curriculum for an Associate of Applied
15 Science (AAS) degree in Logistics Management, a one-semester certificate of completion in
16 Logistics and Supply Chain Management, and a Manufacturing Skills Standards Council Certified
17 Logistics Technician (MSSC CLT) certification. The college also awarded 15 scholarships for
18 veterans in the MSSC Clinical Lab Assistants (CLA) and CLT certification programs. Additionally,
19 the school created internship partnerships with Walmart and United Parcel Service for logistics
20 students and signed articulation agreements with American Intercontinental University and
21 Lamar University.
- 22 • Texas State University (TSU) created and implemented the Accelerate TX State project by
23 developing various online prior learning assessment (PLA)-based curriculum. Veterans and
24 service members have access to accelerated learning for employment areas that include
25 athletics, business, business with computer information systems, criminal justice, engineering
26 technology, geography information systems, health care administration, human resource
27 development, occupational therapy, real estate, and social services. PLAs are used to accelerate
28 veterans' abilities to earn up to 30 hours of college credit for noncollegiate training and/or 24
29 hours of work-life learning, which can be applied toward a Bachelor of Applied Arts and
30 Sciences.
- 31 • Tarrant County College Northwest Campus developed an accelerated Logistics and Supply Chain
32 Management program where student veterans could earn two certificates of completion—
33 Transportation Management and Warehouse Management—in two 16-week semesters. This
34 timeline was accomplished by scheduling students to take seven 8-week semester courses and
35 one standard 16-week semester course.

1 Examples of Acceleration Curricula, Phase VII

- 2
- 3 • Dallas College - Military to Business Acceleration Program (MTBA) - In 2018, the Dallas College
4 Cedar Valley Campus, formerly known as Dallas County Community College District's Cedar
5 Valley College, received a Phase VII CCH grant to create a pathway program entitled Military to
6 Business Acceleration (MTBA). Cedar Valley faculty and staff, with assistance from the CCH staff
7 at Central Texas College, established an assessment process to translate veterans' and service
8 members' military education and training into academic credit. The Cedar Valley staff also
9 created a curriculum crosswalk plan that offers eight Accelerated Pathway Models for three AAS
10 degree programs.

11 The MTBA program was designed to offer an accelerated transition from military service into a
12 civilian career in a variety of high-demand occupations. The objective of the program is to
13 provide veterans and service members with opportunities to obtain optimal academic credit for
14 their military experience and training, reducing the time required to earn a degree or
15 certification.

16 According to the 2018 US Census Bureau American Community Survey, veterans constitute 3.62
17 percent of Dallas County's overall population. According to the most recent TWC Labor Market
18 and Career Information data obtained through TexasLMI.com, projected employment growth in
19 Texas from 2018 through 2028 is more than 12 percent, with growth in the Dallas area projected
20 at more than 9 percent.

21 While these projections may be adjusted as a result of the COVID-19 pandemic, this growth will
22 create openings in a variety of fields that require employees with training, education, and
23 experience relevant to the business environment. The AAS degrees in Business Management,
24 Business Administration, and Marketing, along with industry certifications available through
25 Dallas College, provide the education required for entry and success in these targeted fields.

- 26 • Lone Star College - Accelerated Business Administration AAS Degree - Lone Star College (LSC)
27 developed a model for awarding academic credit by evaluating military education using PLAs
28 with the goal of implementing an institution-wide assessment system for its colleges. The faculty
29 conducted a military crosswalk focused on two courses in the Business Administration AAS
30 degree program: BMGT 1301 Supervision and BMGT 2303 Problem Solving and Decision Making.
31 Veterans and service members may be awarded up to six workforce credit hours toward their
32 AAS degree through the PLA process, reducing tuition costs and time needed to complete the
33 program.

34 LSC also improved student veterans' services by implementing a new triage and case
35 management system that focuses on military education and the evaluation process. The
36 restructured Veteran Services department added a Director of Veteran Advising position and
37 Advisor II and Coordinator I positions. The Veterans Advising Council was established to provide

1 a connection between student veterans and faculty for one-on-one review of academic plans
2 before enrollment in degree programs. LSC also improved the intake process by implementing a
3 software called Transferology that helps veterans efficiently make decisions on fields of study.

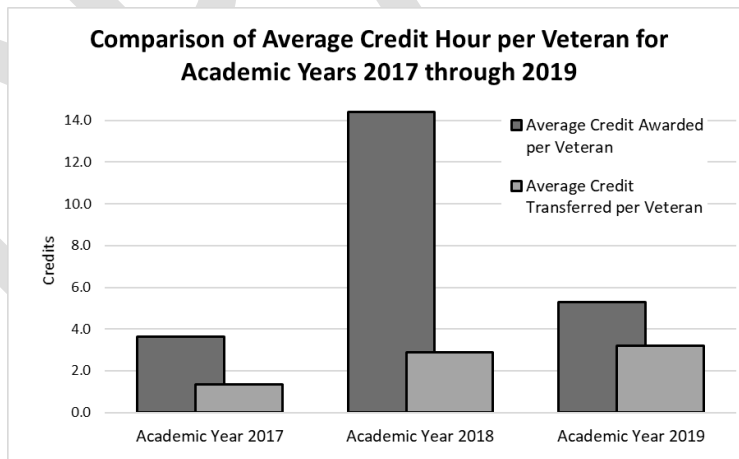
4 **Component 2: Evaluations of Credit**

5 Some Texas IHEs have partnered with the American Council on Education (ACE) and are using the ACE
6 online guide to evaluate military courses for academic credit. The guide lists recommended credit units
7 in academic disciplines as well as required learning outcomes, topics of instruction, and related
8 competencies. Exhibits within the ACE guide support credit recommendations for certain subject areas
9 and give specific guidance to registrars, deans, and other school officials looking to apply military
10 courses to their institutions' degree requirements.

11 In addition to the use of the ACE guide, CCH-participating institutions continue to rely on local policies
12 and processes for the evaluation and award of credit. It is during these evaluations that IHEs use
13 innovative methods in measuring the depth of knowledge and skills and in awarding credit accordingly.
14 IHEs report that they use methods such as PLAs, credit by exam, and interviews. An overview of credits
15 awarded as a result of those evaluations follows.

16 **Average Credit Hours per Veteran: CCH Grantees and CCH Partner Schools**

17 Data gathered through the HB 493 study for 2019 showed a significant reduction in the average credit
18 hours per veteran awarded and transferred by both CCH grantees and CCH partner schools¹ from the
19 previous academic year. The average credit hours awarded per veteran dropped from 14.3 in 2018 to
20 5.2 in 2019.



21

¹CCH partner schools are IHEs that collaborate with TWC throughout the program year and are asked to submit CCH data but did not operate under a 2019 CCH grant agreement with TWC.

1 When considering the decrease in awarded credits, it is important to point out that there were some
2 extenuating factors in collecting and verifying CCH data in spring 2020.

- 3 • Some IHEs did not separate CCH HB 493 reporting data from the Veterans Administration (VA)
4 education reporting data. IHEs are no longer required to report prior credit to the VA. Rather,
5 the VA now reviews credit evaluations through compliance surveys. With this in mind, it appears
6 that some IHEs did not differentiate between the CCH and VA programs and, as a result, did not
7 adhere to the specifications of the HB 493 data request.
- 8 • For the 2019 report, 14 CCH partner schools reported HB 493 data. In comparison, 26 IHEs
9 provided data for the 2018 report.
- 10 • Due to constraints created by COVID-19, it is reasonable to assume that some CCH partner
11 schools were not able to place a high priority on providing CCH data. It is likely that the lower
12 priority led to low and/or inaccurate reporting.

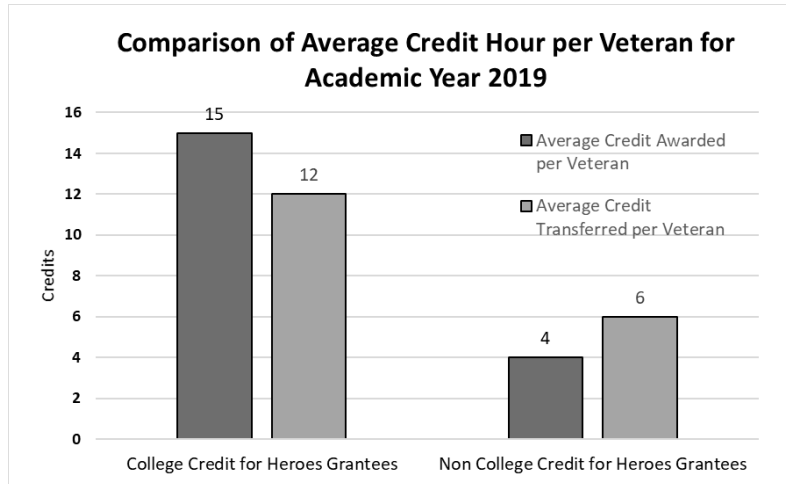
13 These factors had an adverse effect on the amount and accuracy of CCH data received for the 2019 HB
14 493 report. For the remainder of this program year, TWC staff will connect with CCH contacts at IHEs,
15 discuss data collection efforts, and provide technical assistance as needed.

16 **Average Credit Hours per Veteran: CCH Grantees vs. Non-CCH Grantees**

17 The data is much more promising when looking only at those IHEs that operated as CCH grantees
18 throughout 2019 and that met the reporting requirements established in their CCH grants. When
19 analyzing the credit hour data by tracking CCH grantees versus non-CCH grantees separately, the
20 benefits to veterans at CCH grantee institutions becomes easier to discern.

21 A veteran who attended an IHE that participated in a CCH grant program was awarded an average of 15
22 credit hours. In comparison, a veteran who attended an IHE that did not participate in a CCH grant
23 program was awarded an average of four credit hours. There was also a significant difference between
24 the number of credits transferred in by CCH grantee schools compared to non-CCH grantees.

25 Again, it is important to acknowledge that reporting from CCH grantees was received and verified per
26 grant requirements, thus making awards of credits to veterans easier to track and report. TWC remains
27 mindful that there is good work occurring in all CCH partner schools and is hopeful that data collection
28 efforts will improve across all schools, regardless of grantee status and of other challenges often
29 associated with data collection.



1

2 **Component 3: Network of CCH Partner Schools**

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

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

- 14 • Service member data
- 15 • Military course completions for courses that have been evaluated by ACE
- 16 • Military occupations
- 17 • College-level test scores
- 18 • Other learning experiences, including courses not evaluated by ACE
- 19 • Summary page
- 20 • An “Academic Institution Courses” page that includes degrees and certifications completed by
- 21 the service member and courses completed using military tuition assistance (This final page is
- 22 not included in the Army JST)

1 As of 2020, the CCH program is a growing network of schools with a majority relying on localized
2 evaluation and credit programs. Of the 14 institutions providing HB 493 survey data, all 14 followed
3 localized evaluation processes.

4 All institutions participating in the HB 493 survey recognize the value of military experience and remain
5 committed to supporting veterans as they enter and complete postsecondary education. For a list of
6 schools participating in the CCH program (past and present), see College Credit for Heroes Appendix 1:
7 CCH Partner Schools.

8 .

9 Highlights

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

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

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

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

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

10 Supplemental

11 House Bill (HB) 493, passed by the 85th Texas Legislature, Regular Session (2017), requires TWC, in
12 consultation with THECB, to report the number of academic credit hours awarded under the program
13 and applied toward a degree or certification program at an institution of higher education during the
14 most recent academic year. The new reporting elements listed in HB 493, which went into effect January
15 1, 2018, are included in this report in the Appendices

16 SB 806, passed by the 84th Texas Legislature, Regular Session (2015), requires the Texas Workforce
17 Commission (TWC), in consultation with the Texas Higher Education Coordinating Board (THECB), to
18 report annually to the legislature and the governor on program-related results, best practices, and
19 additional measures needed.

20 SB 806 requires TWC to report to the Texas legislature and the governor:

- 21 • “measures needed to facilitate the award of academic or workforce education credit by
22 institutions of higher education for military experience, education, and training obtained during
23 military service;” and
- 24 • “other related measures needed to facilitate the entry of trained, qualified veterans and military
25 servicemembers into the workforce.”

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

- 28 1. Encourage Texas colleges and universities to adopt the 91 [streamlined curricula](#) developed by
29 CCH colleges, facilitating awards of associate degrees, workforce licenses, and certifications
30 upon approval by THECB.
- 31 2. View the CCH program as a network of Texas colleges and universities that recognize the value
32 of military experience, education, and training and offer successful education and support
33 programs designed specifically for veterans.

- 1 3. Increase awareness of a CCH network across multiple entities, including IHEs, military
2 installations, National Guard armories, and Reserve centers, and a variety of audiences,
3 including veterans, employers, and other stakeholders.
- 4 4. Support the further development and growth of a network of CCH schools, enabling schools to:
5 a. share best practices, acceleration curricula, evaluation strategies, and lessons learned;
6 and
7 b. build partnerships with local industries and military installations.
- 8 5. Highlight successes of locally developed programs to:
9 a. foster a post-military, college-going culture, and
10 b. enable veterans and service members to learn more about the services and programs
11 offered by IHEs of their choice.
- 12 6. Establish a long-term (three to five years) CCH presence at two-year colleges. This long-term
13 presence will help in the growth and sustainability of a CCH network by:
14 a. developing programs beyond the creation of individual pathways;
15 b. strengthening efforts to sustain and improve services to veterans;
16 c. allowing for sharing of best practices (for example, evaluations and assessments) in
17 supporting student veterans;
18 d. creating new pathways that exceed the parameters of previous CCH grants;
19 e. increasing awareness of a CCH network; and
20 f. developing articulation agreements to increase transferability of credits among IHEs.
- 21 7. Create a CCH handbook to support local evaluation efforts and set forth guidelines,
22 expectations, and desired objectives. The handbook could include orientation materials for
23 administration, faculty, and staff, as well as a Green Zone template.
- 24 8. Encourage greater use of prior learning assessments (PLAs) and other competency-based
25 models to maximize award of credit for military experience, education, and training. PLAs and
26 competency-based and challenge exams award credit for demonstrated experience, saving
27 student veterans valuable time and GI Bill benefits.
- 28 9. Encourage the development of articulation agreements between community colleges and four-
29 year educational institutions to enhance the academic progression of veterans and service
30 members.
- 31 10. Encourage collaboration among TWC, THECB, military installations in Texas, and colleges and
32 universities (that is, members of a CCH network) to improve the award of college credit and the
33 transition to the civilian workforce.
- 34 11. Highlight the fiscal impact of admitting veterans and service members to accelerated programs
35 and awarding credit accordingly. Through acceleration, student veterans use fewer funds to
36 earn degrees and certifications, greatly enhancing their chances for post-military success. Their
37 success, in turn, ultimately benefits the growing Texas economy.

Skills Development Fund

Summary and Introduction

The Skills Development Fund grant program supports customized job skills training for incumbent and new employees in collaboration with Texas public community and technical colleges and local employers. Some of the Skills Development Funds are leveraged to support dual-credit high school and college career and technical education programs, and training for veterans transitioning to civilian life. Training provided advances the skills of existing workers and creates new job opportunities.

Business partners contribute to the success of Skills Development Fund grants through in-kind supports including 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.

The 28 local workforce boards also support Skills Development Fund projects statewide by leveraging resources and assisting in the alignment of stakeholders and partners. TWC works closely with employers and training providers to ensure that training meets specific performance measures and benefits the employer and trainees.

The Skills Development Fund grant program has provided training opportunities in partnership with at least 4,572 employers to upgrade or support the creation of more than 398,125 jobs throughout Texas since the program's inception in 1996. The Texas Legislature allocated over \$18 million to the Skills Development Fund for FY 2020.

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).

Program Reports

Skills Development Fund

In Fiscal Year (FY) 2020, the various TWC skills programs received 128 proposal submissions for a total dollar amount of \$34,894,165. These proposal applications were in response to regular Skills training projects requested by business partners prior to the COVID-19 pandemic closures; a competitive dual credit procurement; a competitive Foundational Skills procurement; and applications received in response to the COVID-19 Special Initiative. These requests resulted in the following:

- 25 Regular Skills grants funded with an average award of \$446,297;
 - Served 51 businesses;

- 1 ○ Supported the creation of 1,090 new jobs;
- 2 ○ Assisted with the upskilling of 5,474 existing jobs;
- 3 • 5 Dual Credit grants funded with an average award of \$185,884;
- 4 • One Foundational Skills project funded for an award amount of \$401,288;
- 5 • One Skills for Transition project funded for a grant award amount of \$500,000; and
- 6 • 49 Skills COVID-19 Special Initiative projects funded for an average award of \$197,133.

7 ***Employer Contribution***

8 Business partners contribute to the success of Skills Development Fund (Skills) grants through in-kind
9 supports which included, providing trainees’ wages during training, the use of training space and
10 equipment, funding a portion of course costs as necessary, the provision of complementary courses that
11 are not part of the Skills Development grant, and salaries for staff who are assisting with the grant .
12 These in-kind business partner contributions totaled over \$9,227,045 in FY 2020.

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

15 Statewide, the average wage paid to workers trained with skills grants has increased from \$10.33 an
16 hour in FY 1996 to \$33.96 an hour in FY 2020.

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

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

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

23 The 28 local workforce boards continue to play a critical role in the alignment of stakeholders and
24 partners. During the last legislative session, this critical role was recognized further when the Texas
25 Labor Code, Chapter 303 was amended to add local workforce boards to the list of entities that are
26 eligible to sue SDF grants as an incentive to provide customized assessment and training. Their
27 knowledge of employer and employee needs and their ability to leverage resources serves as a key
28 driver for successful projects.

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

- 30 • Skills for Small Business - By providing training for Texas small businesses and their employees,
31 the Skills for Small Business (SSB) program provides small businesses, in both rural and urban
32 communities, the opportunity to respond to their operational needs by increasing the skills of
33 their employees .

1 This initiative provides training opportunities through existing courses offered by the
2 participating local public community or technical college or TEEK to businesses with fewer than
3 100 employees.

4 In FY 2020, \$1,577,940 in training was approved to support small businesses throughout Texas.

- 5 • Recruit Texas - Recruit Texas provides leadership and direction to, and linkage among,
6 employers, economic developers, economic development organizations, local workforce
7 development boards, public junior colleges, and public technical institutes to address the
8 employers' needs for recruitment and hiring for complex or high-skilled employment positions
9 to facilitate employers' relocation to or expansion of operations in Texas. The program provides
10 the opportunity for Fast-Track curriculum development including customized training necessary
11 to facilitate complex and high-skilled business operations.
- 12 • Skills for Transition - The Skills for Transition program was designed to assist military service
13 members who are preparing to separate from service within 365 days or have been discharged
14 within 365 days with plans to remain in Texas. The program prepares military service members
15 by translating their military skills into civilian terms, locating employment, completing short-
16 term certification programs or obtaining the appropriate licensure or certifications to compete
17 in the job market.

18 The numerous training programs available to military personnel resulted in TWC making the
19 hard decision to discontinue the program, and focus efforts on other veteran projects available
20 to the agency. Only one grant was awarded to Central Texas College, which is located near Fort
21 Hood, Texas, the largest military base in the nation. This \$500,000 grant award, of allows the
22 college to continue with its successful training to transitioning military personnel by providing
23 training in Automotive Service Technicians and Mechanics, Automotive Body and related
24 Repairers, and Network and Computer Systems.

25 *Dual Credit Program*

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

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

31 In FY 2020, TWC's Dual Credit Program:

- 32 • received 41 proposals totaling \$7,020,612; and
- 33 • awarded 5 grants, with an average award of \$185,884.

1 ***Foundational Skills***

2 The TWC Foundational Skills grant project was designed to provide employment readiness training
3 focused on industry skills to address the high demand for skilled workers in the construction industry
4 throughout the State of Texas. During the 86th Legislature (Regular Session), Rider 47 was approved,
5 allowing for up to \$500,000 to be awarded to a grantee that presented a project responding to certain
6 requirements, including entities accredited by the National Center for Construction Education and
7 Research (NCCER) as training sponsors; entities located in and serving urban centers to provide industry-
8 specific employment readiness targeting underserved communities in Texas. 10 proposal applications
9 were received in responses to a competitive procurement and one project was awarded to Galveston
10 College in the amount of \$401,288, providing training to 224 participants.

11 ***Skills Development Fund COVID-19 Special Initiative Grant Program***

12 In 2020, the COVID-19 pandemic presented a unique challenge to the state and nation. To assist
13 businesses with their retooling efforts in response to the pandemic, TWC developed the Skills
14 Development Fund COVID-19 Special Initiative Program, setting aside up to \$10 million in SDF funds that
15 remained available for grants after a majority of eligible entities and business partners shut-down due to
16 mandates put into place to help stop the spread of the pandemic. TWC implemented a streamlined
17 application process awarding funds to eligible grantees that allowed them to respond to immediate
18 training needs. During the fourth quarter of the Fiscal Year, almost 100% of the \$10 million set aside for
19 the initiative was awarded in grant funds, with awards ranging from \$50,000 - \$250,000 (plus
20 administrative fees). The overwhelming response to the program led the Commission to approve an
21 additional \$5 million for this Special Initiative enabling the agency to respond to continued business
22 training needs during the pandemic.

23 In FY 2020, TWC's Skills COVID-19 Grants:

- 24 • Received applications for and awarded 49 COVID-19 grants from eligible applicants. This
25 includes:
 - 26 ○ 40 community and technical colleges; and
 - 27 ○ 9 local workforce development boards – first time grantees as a result of H.B. 700,
28 passed during the 86th Texas Legislature, Regular Session (2019)
- 29 • \$9,659,500 was awarded to the 49 grantees, with an average award of: \$197,133
- 30 • During the terms of these grant awards, over 5,700 individuals are expected to be trained.

31 As businesses struggled to re-open and remain open, active grantees also participated in retooling by
32 restructuring training in active grants to an online and hybrid platform, depending on the needs of the
33 business partner. This allowed grantees to be ready to provide training as businesses re-engaged in
34 training projects.

1 Highlights

2 *Skills Development Fund COVID-19 Training Initiative Highlights*

3 The following projects played a vital role in the success for the COVID-19 Initiative:

4 ***Austin Community College***

5 Austin Community College submitted an application for funding under COVID-19 Special Initiative after
6 quickly preparing and implementing a lengthy curriculum designed to be provided online. Training
7 focused on manufacturing, safety, leadership, and management. All training contained components
8 targeting business disaster recovery.

9 ***Lone Star College***

10 Lone Star College submitted an application for funding, prepared to respond to a variety of training
11 requests, from driver training, to healthcare, Information Technology, and oil and gas industry needs.
12 Companies have sought training focusing on retooling manufacturing lines to produce needed COVID-19
13 response products, and include a focus on hazardous materials, chemical formulations, programmable
14 logic controllers, troubleshooting equipment failures, safety, logistics and supply chain management.

15 ***Workforce Solutions South Texas***

16 Workforce Solutions South Texas (Workforce Solutions) was one of nine Local Workforce Development
17 Areas applying for Skills funds for the first time. Workforce Solutions had access to a variety of
18 curriculum through various training providers, including the Texas A&M Engineering Extension Service.
19 Training focused on laid off and furloughed employees needing to reskill to enter alternative
20 employment sectors such as transportation, logistics, healthcare, information technology, and
21 construction. Additionally, training focused on businesses intent on reopening and requesting business
22 continuity training and disinfection protocols.

23 *Skills Development Fund Highlights*

24 ***McLennan Community College – Waco and McGregor***

25 Vossloh Fastening Systems America Corporation and Sonoco Flexible Packaging, Co., Inc. was awarded
26 an SDF grant in the amount of \$329,683 to train 111 employees which included 24 new and 86
27 incumbents to address the manufacturing industry. Operations differ from Vossloh Fastening Systems
28 American Corporation in McGregor and Sonoco Flexible Packaging, Co., Inc. in Waco. However, training
29 goals align. Vossloh manufactures rail-to-tie fasteners for the railroad industry. Sonoco prints
30 recloseable bags and specialty pouches. The grant gave both companies the business expansion and
31 equipment purchase necessary in specialized manufacturing with emphasis on operational efficiency,
32 organizational safety, and Lean initiatives. Upon completion of training, business partners anticipate

1 increased efficiency and output; cross-trained team members; improved safety and customer service;
2 and increased technical skills.

3 *“Alps Logistics (USA), Inc., Universal Metal Products, Inc., and Kenneth Fox Supply Company, like the rest
4 of Texas, need skilled workers who can continue adapting in an everchanging and highly competitive
5 market. This Skills grant helps ensure local employers have access to the workers they need while also
6 providing opportunities for our workforce to receive training that will lead to fulfilling careers in high
7 demand fields.” -State Senator Juan “Chuy” Hinojosa*

8 *“This grant is a wonderful example of collaboration across government, education and private sector
9 employers to strengthen our workforce and grow our economy. Through this partnership, we’re able to
10 assist key, local employers in developing high-skilled workers and create stable, high-paying jobs right
11 here in South Texas.” - State Representative Bobby Guerra*

12

13 **South Texas College – McAllen and Pharr**

14 Alps Logistics (USA), Inc., Universal Metal Products, Inc. and Kenneth Fox Supply Company were
15 awarded an SDF grant in the amount of \$332,042 to train 181 employees which included 45 new and
16 136 incumbents to address productivity and efficiency in business operations. Alps Logistics (USA), Inc.
17 and Universal Metal Products, Inc., are both in McAllen and Kenneth Fox Supply Company is in Pharr.
18 Alps specializes in just-in-time manufacture and delivery of electronic components. Universal Metal
19 Products manufactures automotive and appliance products. Kenneth Fox Supply Company manufactures
20 packaging solutions for fresh produce. Upon the completion of the training, business partners anticipate
21 decreased accidents; reduced waste; increased productivity; increased financial gains; improved
22 customer turn-around time, and increased innovation.

23 *“This grant is a wonderful example of collaboration across government, education and private sector
24 employers to strengthen our workforce and grow our economy. Through this partnership, we’re able to
25 assist key, local employers develop high-skilled workers and create stable, high-paying jobs right here in
26 South Texas.” - Senator*

27 *“Alps Logistics (USA), Inc., Universal Metal Products, Inc. and Kenneth Fox Supply Company, like the rest
28 of Texas, needs skilled workers who can continue adapting in an everchanging and highly competitive
29 market. This Skills grant helps ensure local employers have access to the workers they need while also
30 providing opportunities for our workforce to receive training that will lead to fulfilling careers in high
31 demand fields.” - State Representative*

Trade Adjustment Assistance

Summary and Introduction

The Trade Adjustment Assistance (TAA) program helps workers impacted by international competition due to increased imports or outsourcing of U.S. jobs transition into long-term suitable employment. These workers will find resources for retraining, relocation allowances and job search assistance while also gaining access to Trade Readjustment Allowances, Reemployment Trade Adjustment Assistance and Health Coverage Tax Credits. The number of participants receiving services and benefits varies, based on the specific TAA-related certification. 74% of workers who completed TAA services in FY 2020 found employment within 6 months after program completion exit.

This report describes the services and outcomes for TAA-certified workers who participated in or completed training in the TAA program during FY 2020. During FY 2020, 183 workers applied for TAA services or benefits and an estimated 1,214 workers participated in TAA-supported training services for occupations such as truck driving, cosmetologist, heating, air conditioning and refrigeration mechanic, welders, network and computer systems administrators and business operations managers.

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

Program Reports

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 US Department of Labor (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 a DOL investigation. These circumstances may include:

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

After the investigation, DOL determines group eligibility to apply for TAA benefits and services. Once DOL issues a determination, the Texas Workforce Commission (TWC) contacts the employer to secure

1 individual worker eligibility, which is predicated on separation due to lack of work (that is, a layoff). TWC
2 notifies workers of their potential eligibility, at which time the workers may apply for services at
3 Workforce Solutions Offices.

4 ***TAA Benefits and Services***

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

7 **Employment and Case Management Services**

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

9 **Training**

10 Up to 130 weeks of occupational training.

11 **Trade Readjustment Allowances**

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

14 **Alternative/Reemployment Trade Adjustment Assistance**

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

17 **Job Search Allowance**

18 Reimbursement for costs of job search outside the worker's local commuting area.

19 **Relocation Allowance**

20 Reimbursement for relocation costs for a job outside the worker's local commuting area.

21 **Health Coverage Tax Credit**

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

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

26 **Highlights**

27 During FY 2020, the Texas workforce system provided the following TAA services and outcomes:

- 28 • 1,621 workers were determined potentially TAA eligible and outreached for service provision.

- 1 • 183 workers applied for TAA services or benefits.
- 2 • 1,214 workers participated in TAA-supported training services. The most common training
- 3 occupations supported were:
 - 4 ○ Truck Drivers, Heavy Equipment Drivers, and Tractor-Trailer Drivers;
 - 5 ○ Hairdressers, Hairstylists, and Cosmetologists;
 - 6 ○ Heating, Air-Conditioning, and Refrigeration Mechanics and Installers;
 - 7 ○ Network and Computer Systems Administrators; and
 - 8 ○ General and Operations Managers.

9 104 workers participated in vocational and remedial training programs, either integrated or conducted
10 concurrently at the same school.

11 The following TAA performance results were attained in FY 2020:

- 12 • 584 workers (74.3 percent) entered employment.
- 13 • 93 percent of workers entering employment retained employment over the following three
- 14 quarters.
- 15 • Workers securing employment regained 93 percent of pre-program-participation wage levels,
- 16 based on a six-month follow-up.
- 17 • 75 workers participated in basic skills enhancement during TAA-supported training.

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

- 19 • Manufacturing
- 20 • Administrative and Support
- 21 • Waste Management and Remediation Services
- 22 • Health Care and Social Assistance
- 23 • Wholesale Trade

24 Supplemental

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

29 The first step to receiving TAA benefits and services is to file a petition online or by mail with DOL.
30 Petitions may be obtained online or at Workforce Solutions Offices and may be filed by:

- 31 • three or more workers in the same firm or subdivision;
- 32 • the workers' employer;
- 33 • a union official or other duly authorized workers' representative; or

- 1 • designated TWC or Workforce Solutions Office staff.
- 2 Upon receiving a petition, DOL initiates an investigation to determine whether the circumstances of the
- 3 layoff meet the group eligibility criteria established by the Trade Act of 1974, as amended.

DRAFT

1 WorksWonders: Texas Purchasing from People with 2 Disabilities program

3 Summary and Introduction

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

10 Through a partnership with Community Rehabilitation Programs (CRPs), 5,475 Texans with a wide range
11 of disabilities were employed in 106 local nonprofit CRPs in FY 2020. These individuals, whose disabilities
12 include mental health condition (1,393), intellectual disability (1,103), physical impairment (777),
13 chemical disorder (452), learning disability (475), visual impairment (370), deaf or hard of hearing (135),
14 brain injury (37) and varying other disabilities (733), earned a combined total of more than \$50.8 million
15 in wages from products or services purchased by city, county, state or federal agencies, schools, and
16 political subdivisions through the WorksWonders program.

17 In FY 2020 efforts to increase TWC's purchase of products sold through the State use program resulted
18 in TWC being recognized as one of the top 10 customers of the program during the 2020 Annual Artie
19 Lee Hinds Awards.

20 Program Reports

21 *Comptroller Cooperation and Exception Reporting*

22 Due to the interlocking roles and responsibilities of TWC and the Texas Comptroller of Public Accounts
23 (CPA) regarding the State Use Program, both entities entered into a Memorandum of Understanding in
24 2020. The further defines each agency's responsibilities in administering the WorksWonders Program. It
25 also outlines duties and responsibilities related to communications and oversight of the CNA and CRPs
26 certified to participate in the Program.

27 To ensure customer satisfaction, TWC entered into a quality testing contract with Texas State University.
28 The university's Engineering Department will provide third-party testing services for new and existing
29 products to help maintain the highest quality standards for the Program.

30 There are 106 CRPs employing individuals with disabilities who produce products or provide services for
31 the Program. State agencies are required by statute to purchase these products and services.

1 Agencies are not required to purchase State Use products or services that do not meet agency
2 specifications for Quality, Quantity, Delivery Time, Life Cycle Cost, or Testing/Inspection. If a State Use
3 product or service is purchased from another source, the agency must document which of the five
4 allowable exceptions is the reason.

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

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

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

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

16 **Exception for Testing/Inspection.** Testing/Inspection exceptions can be made when a WorkQuest good
17 or service has been tested or inspected and does not meet the customer's need.

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

22 *WorksWonders: Employment Initiatives*

23 To best align the mission of the Program with TWC's employment initiatives related to individuals with
24 disabilities, *WorksWonders* Program oversight was transitioned to TWC-VR in October, and the Office of
25 Disability Employment Strategies was created. This new department oversees both the PPD Program
26 and the BET Program. The PPD Program also accomplished its goal of fully staffing the newly created
27 division.

28 Through TWC-VR's oversight, the Program will further expand the employment of individuals with
29 disabilities while promoting *WorksWonders* competitive integrated employment initiatives. One
30 important component of this relates to staff development and career counseling provided by CRPs to
31 their employees with disabilities working on *WorksWonders* contracts. As a requirement of the Program,
32 each of these individuals must have a Person-Centered Plan on file to document steps the CRP will take
33 to assist the employee in meeting their individual employment goals and match their skills and desires
34 with the tasks being performed at the CRP.

1 In collaboration with WorkQuest, TWC has developed an Employee-Centered Vocational Assessment
2 Plan tool which will assist CRPs in fulfilling this requirement. This new standardized assessment tool will
3 promote staff development and career counseling initiatives and identify the supports needed to help
4 match individuals with their desired employment outcomes. CRPs are required to have an Employee-
5 Centered Vocational Assessment Plan on file for each individual with a disability working on
6 *WorksWonders* contracts.

7 To promote integrated employment opportunities in the community, TWC entered into a work training
8 contract with WorkQuest and a CRP. Under this contract, individuals with disabilities are placed into
9 contracts within the community which have been identified to provide on-site vocational training
10 opportunities while earning competitive wages. Individuals employed through this contract earn
11 valuable skills through placements in businesses, such as HEB, Walgreens, and Doubletree Hotels.

12 Matching the goals and desired employment outcomes of individuals with disabilities is an important
13 function provided by CRPs. Through vocational assessments and other supports, CRP staff provide
14 Program employees with the skills necessary to ensure that they can perform effectively in competitive
15 and integrated work environments.

16 Of the 106 CRPs participating in the *WorksWonders* Program, 99 offer vocational rehabilitation and
17 outplacement services to their employees in an attempt to secure competitive employment that meets
18 their strengths and capabilities. These services include but are not limited to: adaptive visual equipment
19 training, chemical/alcohol dependency counseling, educational training, financial planning, high school
20 equivalency prep courses, interview coaching, job coaching, job placement services, job skills training,
21 and supported employment services.

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

26 Due to the influence of these services and the positive effect they have on the employees who use
27 them, 2,940 individuals with disabilities were placed in either competitive integrated employment or
28 non-direct labor positions within their CRP.

CRPs providing career counseling or other related services for employees with disabilities	99
CRPs not providing career counseling or other related services for employees with disabilities	7

29

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

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

9 Senate Bill 753 passed by the 86th Legislature became effective September 1, 2019 and amended
10 Chapter 122 of the Human Resources Code to require CRPs that are participating in the State Use
11 Program to pay their employees not less than the federal minimum wage. The bill also requires TWC to
12 assist CRPs with the development of transition plans to address the payment of subminimum wages to
13 workers employed under State Use contracts through the *WorksWonders* Program and provide
14 information to ensure the increased wages will not affect the worker’s eligibility to receive federal
15 benefits.

16 TWC successfully established a Transition and Retention Plan tool for those CRPs paying less than
17 minimum wage to increase employee wages to at or above the federal minimum wage. PPD and
18 WorkQuest staff will assist the affected CRPs in developing goals and milestones which will help the
19 CRPs transition these employees with the objective of retaining as many workers on *WorksWonders*
20 contracts as possible.

21 The number of CRPs paying wages below the federal minimum wage continues to decrease year-over-
22 year, as more CRPs work to increase employee wages. The number of CRPs participating in the
23 *WorksWonders* Program paying special minimum wages utilizing a 14(c) certificate decreased by 50% or
24 2 CRPs last year. The direct labor hours worked by individuals making less than minimum wage
25 decreased almost 42% compared to the previous year. This number will continue to decrease as the
26 remaining CRPs transition employees to the federal minimum wage by September 2022, if possible.

27 ***Program Response to COVID-19 Challenges***

28 Despite unexpected challenges linked to the onset of COVID-19, the *WorksWonders* Program continued
29 to successfully serve its customers and the individuals with disabilities employed at CRPs during the
30 pandemic. As new information was released related to public health concerns, Program stakeholders
31 worked closely with TWC to monitor current restrictions, information, and best practices. The utmost
32 priority was always to maintain a safe work environment for Program employees and customers.

33 During the initial spread of the virus, and while public offices were unable to allow outside visitors,
34 contracts were affected in multiple ways. Some customers reduced the frequency of their services,
35 while other contracts were temporarily suspended. Reacting to these challenges required WorkQuest

1 and CRPs to work daily with agencies to understand office closures, emergency needs, and facilitate
2 changes in scopes of work. TWC, WorkQuest, and CRPs also transitioned essential employees to remote
3 work environments when possible, while continuing to meet the mission of the Program and provide
4 products and services to customers.

5 Reduced or suspended services resulted in the possible loss of wages for individuals working under the
6 Program. To reduce the financial hardships on their employees with disabilities unable to work, CRPs
7 utilized grants, government loans, or other resources to maintain wages when possible. WorkQuest also
8 made available technical assistance grant funds to relieve unforeseen costs or lost revenues. Because of
9 these efforts, the Program was able to avoid the loss of income for many individuals.

10 Due to public health concerns related to the spread of COVID-19, WorkQuest was deemed an essential
11 provider and received multiple emergency requests for services and products. CRPs worked rapidly to
12 increase inventory on essential items such as personal protective equipment (PPE) and
13 cleaning/disinfecting products. The Austin Lighthouse, for example, added additional work shifts to
14 accommodate the dramatically increased demand for products in its hand sanitizer line.

15 CRPs providing essential cleaning services to *WorksWonders* customers educated their employees on
16 constantly evolving CDC best practices. To assist in promoting a safe work environment and quality
17 services for customers, WorkQuest provided CRPs free training from industry experts on proper ISSA
18 (International Sanitary Supply Association)-approved cleaning procedures during a COVID-19 outbreak.
19 Front line employees received up-to-date training on avoiding the virus and how to adequately disinfect
20 a possibly contaminated location.

21 With employee health and safety being the top priority, CRPs ensured all employees were given
22 appropriate PPE while working. A nationwide PPE shortage during the initial months of the pandemic
23 created challenges in purchasing this equipment. Working with a national partner, WorkQuest provided
24 sources for CRPs to purchase PPE and, in some cases, acquired the PPE for distribution at no cost.

25 Due to the vulnerability of the population the Program serves, many individuals were forced into self-
26 isolation and unable to come to work. Several group homes were locked down and State Supported
27 Living Centers were unable to leave their facilities and had to suspend crew operations. Some CRPs, for
28 example, used supervisors to temporarily continue work for employees sheltering-in-place on essential
29 contracts. To meet increased customer needs, while being mindful of employee concerns, TWC took into
30 consideration that CRPs may have not been able to fully staff contracts and meet some Program staffing
31 requirements. Making these considerations allowed necessary contracts to continue and ensured jobs
32 would still be available when individuals with disabilities were able to return to work.

33 TWC, WorkQuest, CRPs, and most importantly, *WorksWonders* Program employees worked
34 determinedly to continue producing essential products and services, while maintaining worker safety

1 during the unprecedented public health crisis. Through these efforts, state agencies and other entities
2 were able to safeguard their own employees' health and carry on providing valuable services to Texans.

3 **Highlights**

4 In 2020, 5,475 Texans with disabilities were employed in 106 nonprofit Community Rehabilitation
5 Programs (CRPs) across the state that participate in the *WorksWonders* Program. These individuals,
6 whose disabilities include mental health condition (1,393), intellectual disability (1,103), physical
7 impairment (777), chemical disorder (452), learning disability (475), visual impairment (370), deaf or
8 hard of hearing (135), brain injury (37) and varying other disabilities (733), earned a combined total of
9 more than \$50.8 million in wages in 2020, an increase of almost 4% over the previous year.

Year	<i>Texans Employed Through WorksWonders State Use Program:</i>
1980	22
1985	1,575
1990	3,236
1995	4,602
2000	5,301
2005	7,811
2010	6,936
2015	6,268
2020	5,475

10

11 ***E.Q.U.I.P. Enterprises, Inc.: Providing Training and Opportunity for Texans with Disabilities***

12 The southbound Live Oak County Safety Rest Area just outside of San Antonio is consistently busy as
13 those on road trips or lengthy commutes stop to stretch their legs or use the restroom. Fernando
14 Rodriguez is there to greet as many of them as he can—while adhering to social distancing guidelines.

15 Rodriguez is an employee of E.Q.U.I.P. Enterprises, Inc., a San Antonio-based vocational rehabilitation
16 nonprofit that is also part of the State Use *WorksWonders* Program. Since he began at E.Q.U.I.P., a
17 Community Rehabilitation Program (CRP), Rodriguez has overseen the rest area. He makes sure it's
18 clean, that restrooms are stocked with soap and paper products, and the grounds are maintained. As
19 part of his daily tasks, he replaces toilet paper, takes out trash, scrubs windows, mops floors, rakes

1 gravel, sweeps sidewalks and pressure washes the parking lots. Since the onset of the coronavirus
2 pandemic, his job has been especially crucial in keeping people healthy and safe. It keeps him busy, but
3 that's how he prefers it.

4 "I like to do it all," Rodriguez said. "I don't want to stay home all day. I'd rather be busy, and I'm a bit of
5 a workaholic!"

6 E.Q.U.I.P.'s mission is to provide a purpose and a passion for people with disabilities, something that
7 rest area manager Jeff Croom sees as an honor.

8 "What we do is important and relevant because you can see how much it means to our employees,"
9 Croom said. "It makes me proud to work for a company that places that kind of emphasis on helping
10 people."

11 Since 2007, E.Q.U.I.P. has provided employment for individuals with disabilities in order to help them
12 become more independent, productive and accomplished. The jobs its employees do serve the wider
13 public, creating a valuable relationship between the CRP and its customers.

14 Currently, E.Q.U.I.P. oversees 20 safety rest areas through contracts with the Texas Department of
15 Transportation (TxDOT), and the organization's reach is still growing. In addition to TxDOT facilities, the
16 company also services Texas Health and Human Services offices and Texas military bases.

17 One of the organization's main goals is to provide job training for employees so they can obtain jobs in
18 the private sector if they want to.

19 "Our company culture is a compassionate one," Croom said. "We are excited to see our employees take
20 what they learn from us and go on to other positions, but we love having them here for a while, too!"

21 Being a CRP in the *WorksWonders* Program helps E.Q.U.I.P. gain contracts with the state agencies they
22 serve, as well as find new employees through referrals from those state agencies. This help allows the
23 organization to focus on making a difference in the lives of people with disabilities.

24 ***The Lighthouse for the Blind of Fort Worth: A beacon of hope and opportunity***

25 The Lighthouse for the Blind of Fort Worth has long been a place where people come to find a sense of
26 fulfillment and purpose.

27 The community rehabilitation program (CRP) got its start in 1935, when a blind woman named Willie
28 Faye Lewis came to Fort Worth from Dallas to meet with city leaders and propose putting blind
29 individuals to work. Since then, the Lighthouse has been a beacon of hope and opportunity for blind and
30 visually impaired people in the area.

31 The president and CEO of the Lighthouse, Platt Allen, is proud of the Lighthouse's long history of serving
32 the blind community.

1 “This organization has just two tasks,” Allen said. “One, to provide rewarding, meaningful and
2 challenging employment opportunities for people who are blind and visually impaired, and two, to
3 provide services to the community that help people attain the level of independence they desire.”

4 As a CRP with the State Use *WorksWonders* Program, the Lighthouse offers three distinct programs:
5 Industrial Operations and Sales, Client Services and Community Outreach.

6 Allen says diversification of products is important to the success of the organization.

7 “We cross-train most of our employees on more than one product, so there’s always a job for them to
8 do. Because we can move folks around instead of sending them home, we are able to maintain full
9 employment.”

10 At the Lighthouse, Kara Botschon can be found assembling drug testing kits, inputting data on a
11 computer in the optical lab, moving boxes on a pallet jack, grinding lenses to fit specific prescriptions or
12 working on any number of other tasks.

13 A true chameleon at her job, Botschon jumps in to assist with any number of roles.

14 “I’m a perfectionist and very detail-oriented, which makes this job a good fit for me,” Botschon said.
15 “When I leave for the day, I feel like I’ve accomplished something that’s going to help people.”

16 The Lighthouse also serves the wider vision-impaired community of Fort Worth in various ways,
17 including providing eyeglasses for the Alexander Vision Center at Cook Children’s Hospital. The
18 organization is also part of the North Texas Vision Coalition, comprised of businesses serving the blind
19 community and helping identify any gaps in service.

20 While some of the products that Lighthouse employees make are distributed all over the country, most
21 of the volume is provided to organizations within the state of Texas. For example, employees work on
22 copy paper contracts for state agencies, such as the comptroller and Attorney General’s office, Texas
23 Health and Human Services Commission, Texas Department of Insurance, Texas Department of Criminal
24 Justice and Texas Department of Agriculture. The CRP manufactures 36 different styles of foam cushion
25 boxes, 30 different diameters of paper wound tubes and end caps, 18 styles of drug testing devices, zip-
26 ties, pen and pencil sets, digital watches, flashlights, shooting targets for the Texas Department of Public
27 Safety, a full line of weed killers for the Texas Department of Transportation and the Texas Parks and
28 Wildlife Department, and more.

29 Allen, Botschon and others at the Lighthouse want people to realize that a lack of vision doesn’t mean a
30 lack of independence or purpose. Lighthouse employees have jobs that are rewarding, financially
31 competitive and fulfilling—while also being an essential service to the state agencies they supply.

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33

College Credit for Heroes Appendices

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College Credit for Heroes Appendix 1: CCH Partner Schools

1. Alamo Community College District (San Antonio College)
2. Angelo State University
3. Austin Community College District (Eastview College)
4. Brookhaven College
5. Cedar Valley College
6. Central Texas College
7. Clarendon College
8. College of the Mainland
9. Dallas County Community College District
10. Del Mar College
11. Eastfield College
12. El Centro College
13. Galveston College
14. Grayson College
15. Houston Community College
16. Lee College
17. Lone Star College System
18. McLennan Community College
19. MediSend College of Biomedical Engineering
20. Mountain View College
21. National University, Texas locations
22. Northwood University
23. Our Lady of the Lake University
24. Parker University
25. Prairie View A&M University
26. Richland College
27. Tarleton State University
28. Tarrant County College District
29. Temple College
30. Texas A&M International University
31. Texas A&M University
32. Texas A&M University at Galveston
33. Texas A&M University Health Science Center
34. Texas A&M University–Central Texas
35. Texas A&M University–Commerce

- 1 36. Texas A&M University–Corpus Christi
- 2 37. Texas A&M University–Kingsville
- 3 38. Texas A&M University–San Antonio
- 4 39. Texas A&M University–Texarkana
- 5 40. Texas State Technical College System
- 6 41. Texas State Technical College–Harlingen
- 7 42. Texas State University
- 8 43. Texas Tech University
- 9 44. Texas Women’s University
- 10 45. Vernon College
- 11 46. West Texas A&M University
- 12 47. Western Governor’s University–Texas

13 CCH Acceleration Curricula Partner Schools

- 14 1. Alamo Community College District (San Antonio College)
- 15 2. Angelo State University
- 16 3. Austin Community College District (Eastview College)
- 17 4. College of the Mainland
- 18 5. Dallas County Community College District
- 19 6. Grayson College
- 20 7. Houston Community College
- 21 8. Lee College
- 22 9. Lone Star College System
- 23 10. Tarrant County College District
- 24 11. Temple College
- 25 12. Texas A&M University–San Antonio
- 26 13. Texas State Technical College–Harlingen
- 27 14. Texas State University

1 College Credit for Heroes Appendix 2: House Bill 493 Report, 2018–2019
 2 Academic Year

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

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

8 Per reporting from CCH partner schools, 11,815 semester credits were awarded for the 2018–2019
 9 academic year. The hours reported are the result of a variety of policies and procedures established by
 10 the reporting institutions.

Subject Area	Semester Credits Awarded 2019	Semester Credits Awarded 2018	Semester Credits Awarded 2017
1. Liberal Arts and Sciences, General Studies and Humanities	1,083	7,161	215
2. Unspecified Credit-Electives	0	5,696	0
3. Business, Management, Marketing, And Related Support Services	1,287	3,553	1,407
4. Health Professions and Related Programs	2,897	2,213	673
5. Homeland Security, Law Enforcement, Firefighting and Related Protective Services	291	1,625	333
6. Engineering/Engineering-Related Technologies/Technicians	350	1,132	595
7. Computer and Information Sciences and Support Services	564	898	844
8. Parks, Recreation, Leisure, Fitness, And Kinesiology	1,951	742	203
9. Mechanic and Repair Technologies/Technicians	278	669	415
10. Engineering	1,309	329	35
11. Education	452	241	11
12. Multi/Interdisciplinary Studies	9	209	52
13. Leisure and Recreational Activities	28	180	174
14. Technical Electives	0	162	0
15. Precision Production	134	151	167
16. Public Administration and Social Service Professions	20	145	53
17. Visual and Performing Arts	55	126	63
18. English Language and Literature/Letters	28	99	137

19. Communication, Journalism, And Related Programs	324	85	27
20. Biological and Biomedical Sciences	71	70	28
21. Legal Professions and Studies	65	64	61
22. Psychology	2	64	3
23. Science Technologies/Technicians	35	61	3
24. Transportation and Materials Moving	33	58	50
25. Family and Consumer Sciences/Human Sciences	7	56	51
26. History	3	50	21
27. Agricultural/Animal/Plant/Veterinary Science and Related Fields	0	38	12
28. Construction Trades	13	28	14
29. Military Science, Leadership and Operational Art	83	18	46
30. Culinary, Entertainment, And Personal Services	20	15	24
31. Social Sciences	15	15	15
32. Mathematics and Statistics	5	8	3
33. Philosophy and Religious Studies	0	3	6
34. Physical Sciences	15	3	11
35. Communications Technologies/Technicians and Support Services	16	0	3
36. Foreign Languages, Literatures, And Linguistics	11	0	6
37. Military Technologies and Applied Sciences	355	0	20
38. Natural Resources and Conservation	6	0	0
Totals	11,815	25,967	5,781

1 *Data Sources: HB 493 Study 2017, 2018, and 2019*

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

3 **Number of Transfer Credit Hours**

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

7 For this report, “transfer credit hours” was defined as “the number of credit hours a school receives
8 from another IHE as the result of a student veteran transferring from one institution to another” (for
9 example, transferring from a two-year institution to a four-year institution).

10 Per reporting from CCH partner schools, 6,253 semester credits were transferred for the 2018–2019
11 academic year. The hours reported are the result of a variety of policies and procedures established by
12 the reporting institutions.

Subject Area	Semester Credits Transferred 2019	Semester Credits Transferred 2018	Semester Credits Transferred 2017
1. Liberal Arts and Sciences, General Studies and Humanities	29	2,429	51
2. Unspecified Credit-Electives	23	1,610	0
3. Business, Management, Marketing, And Related Support Services	1,026	368	354
4. Homeland Security, Law Enforcement, Firefighting and Related Protective Services	195	93	53
5. Engineering/Engineering-Related Technologies/Technicians	429	89	28
6. Computer and Information Sciences and Support Services	541	66	160
7. Health Professions and Related Programs	776	66	73
8. English Language and Literature/Letters	279	57	153
9. Parks, Recreation, Leisure, Fitness, And Kinesiology	633	47	205
10. Biological and Biomedical Sciences	85	41	65
11. Social Sciences	232	36	93
12. History	192	32	101
13. Visual and Performing Arts	79	29	47
14. Mechanic and Repair Technologies/Technicians	368	26	0
15. Culinary, Entertainment, And Personal Services	43	25	25
16. Engineering	197	25	30
17. Science Technologies/Technicians	25	22	0
18. Military Science, Leadership and Operational Art	19	21	23
19. Public Administration and Social Service Professions	26	21	0
20. Foreign Languages, Literatures, And Linguistics	70	15	33
21. Physical Sciences	92	15	50
22. Communication, Journalism, And Related Programs	132	14	105
23. Mathematics and Statistics	84	13	46
24. Psychology	129	12	30
25. Family and Consumer Sciences/Human Sciences	10	9	9
26. Philosophy and Religious Studies	51	9	27

27. Agricultural/Animal/Plant/Veterinary Science and Related Fields	45	8	18
28. Natural Resources and Conservation	8	6	6
29. Precision Production	4	6	19
30. Transportation and Materials Moving	0	6	0
31. Construction Trades	235	3	0
32. Leisure and Recreational Activities	100	3	3
33. Communications Technologies/Technicians and Support Services	0	0	0
34. Education	46	0	2
35. Legal Professions and Studies	12	0	0
36. Military Technologies and Applied Sciences	29	0	0
37. Multi/Interdisciplinary Studies	9	0	80
38. Technical Electives	0	0	63
Total	6,253	5,222	1,952

1 *Data Sources: HB 493 Study 2017, 2018, and 2019*

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

1 College Credit for Heroes Appendix 3: Senate Bill 1736, 82nd Texas
2 Legislature, Regular Session (2011)

3 AN ACT

4 relating to the establishment of the CCH program.

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

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

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

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

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

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

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

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

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

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

26 (2) the best practices for veterans and military servicemembers to achieve maximum
27 academic or workforce education credit at institutions of higher education for military
28 experience, 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
3 during 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 (h) This subsection and Subsection (g) expire January 1, 2013.

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

DRAFT

1 College Credit for Heroes Appendix 4: Senate Bill 806, 84th Texas
2 Legislature, Regular Session (2015)

3 AN ACT

4 relating to the CCH program.

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

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

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

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

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

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

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

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

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

27

1 College Credit for Heroes Appendix 5: House Bill 493, 85th Texas
2 Legislature, Regular Session (2017)

3 AN ACT

4 relating to reporting requirements for the CCH program.

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

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

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

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

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

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

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

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

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

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

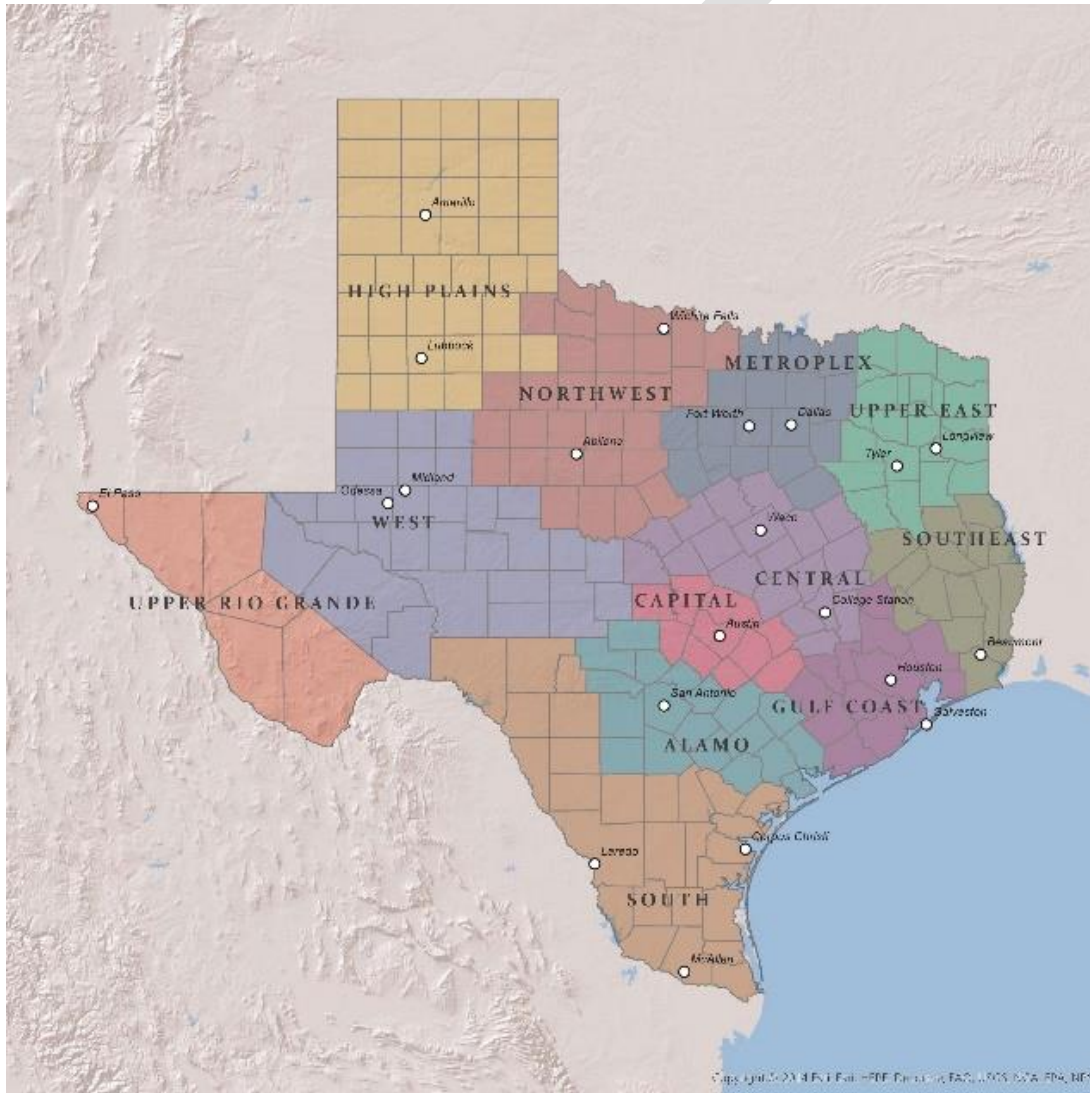
27 SECTION 3. This Act takes effect January 1, 2018.

1

Skills Development Fund Appendices

2 Skills Development Fund Appendix 1 - Comptroller's 12 Regions of Texas

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



6

1 Skills Development Fund Appendix 2 – Data and Tables, Texas Labor
 2 Code Section 303.006

3 Skills Development Fund - TABLE 1: Shows the total number of applications submitted
 4 and approved for funding in FY 2020 for each region of the State

Comptroller Region	Total Number of Applications Submitted	Number of Applications Approved	Applications Withdrawn
Alamo	3	2	
Capital	5	5	
Central	12	10	1
Gulf Coast	26	19	1
High Plains	8	4	
Metroplex	39	27	
Northwest	5	5	
South	28	19	
Southeast	8	1	
Upper East	13	10	
Upper Rio Grande	6	4	
West	1	1	
Statewide Total	154	107	2

5

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

Skills for Small Business

Comptroller Region	Number of Applications Submitted	Number of Applications Approved.
Alamo	1	1
Capital	0	0
Central	2	2
Gulf Coast	2	2
High Plains	2	2
Metroplex	6	6
Northwest	2	2
South	4	4
Southeast	2	2
Upper East	5	5
Upper Rio Grande	1	1
West	2	2
Statewide Total	29	29

3

- 1 **Skills Development Fund - Table 2:** Shows the total amount of funding awarded in each
- 2 region of the State, and the percentage those amounts represent of total dollars awarded on a
- 3 statewide basis. The second and third columns show data for FY 2020 only, and the last two columns
- 4 show cumulative data from FY96 (program inception) through FY 2020.

Comptroller Region	Amount Awarded by Region FY 2020	Percent of Statewide Funds Awarded FY 2020	Total Amount of Funds Awarded by Region, Cumulative Since Inception FY 1996-2020	Percent of Total Statewide Funds Awarded, Cumulative FY 1996-2020
Alamo	\$455,000	2%	\$58,077,393	12%
Capital	\$2,489,092	10%	\$22,405,055	5%
Central	\$2,054,580	7%	\$37,833,674	8%
Gulf Coast	\$4,073,395	17%	\$73,919,125	16%
High Plains	\$718,814	3%	\$11,370,085	2%
Metroplex	\$5,198,679	22%	\$132,445,666	28%
Northwest	\$1,041,216	4%	\$16,781,730	4%
South	\$4,017,263	17%	\$50,384,176	11%
Southeast	\$99,500	0%	\$12,938,986	3%
Upper East	\$2,280,344	10%	\$32,178,263	7%
Upper Rio Grande	\$1,640,930	7%	\$13,694,127	3%
West	\$42,000	0%	\$13,622,740	3%
Statewide	\$115,000	0%	\$115,000	0%
Statewide Total	\$24,225,813	100%	\$475,766,019	100%

5

1 **Skills Development Fund - Table 3:** Shows the percentage of total funding awarded to
 2 each region of the State, as well as each 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
 7 colleges.

Comptroller Region	*Percent of Statewide Funds Awarded FY 2020	Percent of State's Population	Percent of State's Civilian Labor Force	Percent of Statewide Unemployed	Percent of Grant Applications FY 2020	Percent of Statewide Funds Awarded FY 1996-2020
Alamo	2%	10%	10%	8%	2%	12%
Capital	10%	8%	9%	7%	3%	5%
Central	7%	3%	4%	4%	8%	8%
Gulf Coast	17%	26%	25%	27%	17%	16%
High Plains	3%	3%	3%	2%	5%	2%
Metroplex	22%	30%	29%	27%	25%	28%
Northwest	4%	2%	2%	2%	3%	4%
South	17%	8%	7%	11%	18%	11%
Southeast	0%	3%	2%	3%	5%	3%
Upper East	10%	4%	4%	4%	8%	7%
Upper Rio Grande	7%	1%	3%	3%	4%	3%
West	0%	2%	2%	2%	1%	3%
Statewide	0%					0%
Statewide Total	100%	100%	100%	100%	100%	100%

1 **Skills Development Fund - Table 4:** Shows the statewide average and median weekly
2 wage levels of individuals to be trained under new FY 2020 grants. The data include wages for current
3 employees that will be retrained and those who will be hired into new positions.

All Trainees	Statewide Average Weekly Wage	Statewide Median Weekly Wage
New Jobs	\$1,115	\$1,018
Upgraded Jobs	\$1,407	\$1,367

4 **Important Notes:**

- 5 • Does not include Dual Credit or Skills for Transition projects due to the unique nature of
6 these programs.
- 7 • Does not include Skills for Small Business due to the unique nature of these programs.
- 8 • Does not include COVID-19 Special Initiative projects due to the unique nature of these
9 programs.

10

- 1 **Skills Development Fund - Table 5:** Shows the average and median weekly wage levels of
- 2 all individuals to be trained under new FY 2020 grants. These wage levels are presented for each region
- 3 of the State awarded projects.

Comptroller Region	Average Weekly Wage	Median Weekly Wage
Alamo	\$0	\$0
Capital	\$2,571	\$2,674
Central	\$951	\$957
Gulf Coast	\$1,302	\$1,243
High Plains	\$1,213	\$1,213
Metroplex	\$1,104	\$944
Northwest	\$940	\$992
South	\$914	\$849
Southeast	\$0	\$0
Upper East	\$1,241	\$1,159
Upper Rio Grande	\$1,002	\$1,042
West	\$0	\$0

4

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

Average Wage	Total # New Jobs	Total # Retrained Jobs
\$10.00 to \$15.00	57	162
\$15.01 to \$20.00	31	245
\$20.01 to \$25.00	134	621
\$25.01 to \$30.00	487	1738
\$30.01 to \$35.00	251	826
\$35.00 to \$40.00	76	852
\$40.00 to \$50.00	54	339
\$50.00+	0	690
Total	1090	5473

3

1 **Skills Development Fund - Table 6:** Shows the total amount of funds awarded in FY 2020
 2 to micro-employers, small employers, medium employers, and large employers, as defined by the
 3 number of employees working for each business. The data are presented for each region of the State.

Comptroller Region	Micro (<21 Employees)	Small (21-99 Employees)	Medium (100-499 Employees)	Large (500+ Employees)
Alamo	\$8,706	\$0	\$0	\$0
Capital	\$0	\$0	\$0	\$2,201,592
Central	\$0	\$115,467	\$0	\$401,310
Gulf Coast	\$0	\$0	\$484,927	\$2,052,213
High Plains	\$22,500	\$400,709	\$0	\$33,814
Metroplex	\$46,270	\$0	\$542,278	\$1,906,692
Northwest	\$199	\$0	\$0	\$233,026
South	\$43,832	\$0	\$325,034	\$395,580
Southeast	\$0	\$0	\$0	\$0
Upper East	\$9,997	\$516,176	\$126,684	\$893,410
Upper Rio Grande	\$0	\$0	\$0	\$1,044,930
West	\$1,950	\$0	\$0	\$0
Statewide Totals	\$133,454	\$1,032,352	\$1,478,923	\$9,162,567

4 **Important Notes:**

- 5
- 6
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- The above table now includes Skills for Small Business awards, broken out by Micro and Small Business Sizes.
 - Dual Credit projects and Skills for Transition projects are not included in the data due to the unique nature of these projects.

1 **Skills Development Fund - Table 7:** Shows the total number of individuals to be trained
 2 under new FY 2020 grants by regions of the State. The total for each region includes the number of
 3 trainees who will enter new jobs and the number of current workers to be retrained.

Comptroller Region	Total Number of Trainees
Alamo	0
Capital	959
Central	150
Gulf Coast	1762
High Plains	29
Metroplex	1622
Northwest	134
South	459
Southeast	0
Upper East	801
Upper Rio Grande	647
West	0
Statewide Total:	6563

4 **Important Notes:**

- 5 • Does not include Dual Credit projects; these are equipment only with no trainees
 6 attached.
- 7 • Does not include Skills for Small Business projects. See Table 7a below for SSB trainee
 8 counts.

9

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

Comptroller Region	Total Number of Trainees
Alamo	36
Capital	0
Central	12
Gulf Coast	0
High Plains	17
Metroplex	124
Northwest	1
South	486
Southeast	0
Upper East	12
Upper Rio Grande	0
West	6
Statewide Totals:	694

1 **Skills Development Fund - Table 8:** Shows the total number of individuals to be trained
2 under the FY 2020 program by industry classification. The total for each industry includes the number of
3 trainees who will enter new jobs and the number of current workers to be retrained.

Industry	Total Number of Trainees
Construction	215
Healthcare & Social Assistance	615
Information Technology	1483
Manufacturing	2870
Transportation & Warehousing	662
Utilities	718
Statewide Total	6563

4 *Other Notes:*

- 5 • 6,563, or 100% of trainees in regular Skills training projects were provided medical
6 insurance.
- 7 • Out of the 51 businesses served, one was considered “New.”

8

1 Skills Development Fund Appendix 3 – College Biennial Review

2 (Texas Labor Code §303.004)

3 Chapter 303-Sec. 303.004 (b) of the Labor Code requires the Texas A&M Engineering Extension Service
4 and each public community or technical college that provides workforce training under this chapter to
5 conduct a review of their training programs (Skills Development Fund project(s)) to determine and
6 identify the following:

- 7 1. Determine the effectiveness of the programs in improving wages of participants who complete
- 8 the programs; and
- 9 2. identify strategies for improving the delivery of workforce training to more effectively impact
- 10 economic development in this state.

11 This Fiscal Year (FY) '20 Biennial Review covers projects closed in FY '18 and FY '19.

12 A total of 11 reports were received from colleges with projects that closed within the FY '18 and FY '19
13 period.

14 The responses to the two items Colleges are asked to respond to are summarized below.

15 **ITEM 1**

16 *Summaries on the effectiveness of the programs in improving wages of participants who complete the*
17 *programs*

18 The Skills Development Fund grants had a financial impact on employees of the business partners by
19 providing opportunity to move into the career ladders of the businesses. The business career ladders
20 required continuing education hours in their specialty fields and in some cases specialty certificates.
21 Moving into the new career ladders provided increased salary of participating employees. Of the 11
22 colleges reporting 9 reported that participants received a wage increase as a result of participating in a
23 Skills Development Fund project. The two colleges that didn't report wage increase the information was
24 unavailable from the businesses. Those that did not report a wage increase noted other benefits such as,
25 increased productivity, increased opportunity for job advancement and more job openings from
26 participating businesses.

27 Eight colleges reported wage increases from 1% to 5%. One college reported a 26.33% increase with
28 wages going from \$22.53 to \$28.45 due to the training.

29 **ITEM 2**

30 *Strategies for improving the delivery of workforce training to more effectively impact economic*
31 *development in the state*

1 Colleges reported that program personnel and employers participating in Skills programming, strategies
2 for improving the delivery of workforce training to more effectively impact economic development in
3 the state include:

- 4 1. Provide training in multiple platforms such as in-person, virtual-live, and self-paced.
- 5 2. Continue to work with college partners in business and industry along with local and regional
6 Economic Development organizations to assess the needs of employers who are looking to
7 relocate into college services areas.
- 8 3. Conduct economic impact studies based on training outcomes.
- 9 4. Share resources from colleges across the state to expand programs that have been proven
10 effective in other training areas.
- 11 5. A process similar, or akin to the current strategy being utilized for Skills with the COVID-19
12 changes. It has made it easier for college to administer and get training started quicker.

13 Additional comments were recommended, but not specific to the issue of economic development,
14 include items that propose improvements to the administration of the program. The items have been
15 noted and remain will be presented to management and staff for consideration by TWC.

WorksWonders: Texas Purchasing from People with Disabilities Appendices

WorksWonders Appendix 1 – FY 2020 Numbers

Total number of Texans with disabilities employed in the program making minimum wage or higher:	5,390
Total number of Texans with Disabilities Employed in the Program Making Less than Minimum Wage:	85
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying at minimum wage or higher:	3,441,008
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying less than minimum wage:	67,627
Individuals with disabilities that receive at least one type of non-mandatory benefit	2118
Individuals without disabilities that receive at least one type of non-mandatory benefit	541

1 WorksWonders Appendix 2 - Benefits Paid by CRPs to Individuals
 2 Employed on Sate Use Contracts in FY 2020

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	33	788	30	243
Dental	17	505	14	124
Vision	16	430	11	86
Retirement	17	591	16	133
Paid Vacation	30	905	27	258
Bonuses	16	900	12	160
Other	17	1244	11	127

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1 WorksWonders Appendix 3 – Texans Employed Through the Program in
 2 FY 2020

Type of Disability	Persons Employed 2019	Persons Employed 2020
Mental Health Condition	1,461	1,393
Intellectual Disability	1,286	1,103
Physical Impairment	805	777
Chemical Disorder	576	452
Learning Disability	547	475
Visual Impairment	511	370
Deaf or Hard of Hearing	137	135
Brain Injury	44	37
Other	437	733
Total Number of Texans with Disabilities Employed Through the Program	5,804	5,475
Total Number of Non-disabled Texans Employed Through the Program	1,589	1,390

3 *Note: The category of “Other” is comprised of disabilities such as emotionally disturbed, emotionally*
 4 *disturbed with criminal offenses coming from half-way houses, dyslexic, accidental injury, poisoning,*
 5 *attention deficit disorder, severe diabetes, and metabolism disorder. The number employed reflects*
 6 *those 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	2019	2020
Amount of annual wages and benefits paid to Texans with disabilities*	\$48,994,181	\$50,806,443
Amount of annual wages and benefits paid to non-disabled Texans**	\$14,510,119	\$15,419,234

Total Wages Paid Through the Program ***	\$63,504,300	\$66,225,677
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- 1 *The average of weekly earnings (including benefits) paid to Texans with disabilities is \$14.48 per hour.
- 2 The range of weekly earnings (including benefits) is \$7.25 - \$27.97 per hour.
- 3 **The average of weekly earnings (including benefits) paid to non-disabled Texans is \$15.98 per hour.
- 4 The range of weekly earnings (including benefits) is \$7.49 – \$36.96 per hour.
- 5 ***The benefits paid in this time period were \$4,737,676 for Texans with disabilities and \$1,420,069 for
- 6 Texans without disabilities.
- 7 Piece rates are calculated and considered on the federal commensurate labor rate standards, which are
- 8 calculated using a base rate of the federal minimum wage rate.

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1 WorksWonders Appendix 4 - Individual Outplacement / Supported
 2 Employment

Persons with Disabilities Outplaced from CRPs	2,689
Persons with Disabilities who previously worked on State Use Contracts Outplaced	803
Persons with Disabilities Promoted within the CRPs	251
Persons with Disabilities Promoted with the CRPs who Previously Worked on State Use Contracts	175

3 Individual Outplacement is the number of State Use related individuals with disabilities that have been
 4 placed in competitive or supported employment positions in the community or within the community
 5 rehabilitation program (and who no longer work on State Use contracts). This number includes
 6 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%	25%	14%	13%
Intellectual Disability	7%	9%	13%	15%
Physical Impairment	12%	28%	22%	22%
Chemical Disorder	8%	8%	4%	7%
Learning Disability	6%	11%	13%	14%
Visual Impairment	1%	1%	1%	2%
Deaf or Hard of Hearing	2%	4%	1%	1%
Brain Injury	3%	3%	13%	8%
Other*	41%	11%	19%	18%

7 *The category of "Other" is comprised of disabilities such as emotionally disturbed, emotionally
 8 disturbed with criminal offenses coming from half-way houses, dyslexic, accidental injury, poisoning,
 9 attention deficit disorder, severe diabetes, and metabolism disorder.

Hour Range	Persons Promoted CRP	Persons Promoted State Use	Persons Outplaced CRP	Persons Outplace State Use
0 – 9	2%	6%	0%	0%

10 - 9	5%	9%	0%	0%
20 - 29	15%	11%	10%	7%
30 - 39	6%	7%	10%	7%
40 +	72%	67%	80%	86%

1

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%

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1 WorksWonders Appendix 5 - Number of Community Rehabilitation
 2 Programs in Cities Across the State

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	8
Devine	1
Dilley	1
Eagle Pass	1
Early	1
El Paso	5
Floresville	1
Fort Worth	6
Glidden	1
Houston	12
Humble	1

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

1 **WorksWonders Appendix 6 - Wages & Hours for Employees with**
 2 **Disabilities**

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

11 *CRPs paying less than minimum wage on state use contracts*

CRP	Total Contract \$	Total Employees with Disabilities	Employees paid less than minimum wage	Employees without Disabilities
VRC Industries - Austin State Supported Living Center	\$237,073	82	82	4
Work Services Corporation	\$3,511,155	90	3	59
TOTAL	\$3,748,228	172	85	63

12

1 **WorksWonders Appendix 7 – Financial Statement for the Purchasing**
 2 **from People with Disabilities Program**

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

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

Purchasing from People with Disabilities <i>September 1, 2019 - August 31, 2020</i>	
ASSETS	FY 2020
Current Assets:	
Cash in State Treasury	\$144,696.45
<i>Total Current Assets</i>	<i>\$144,696.45</i>
Total Assets	\$144,696.45
LIABILITIES AND FUND BALANCES	
Current Liabilities:	
Deferred Revenues	\$144,696.45
<i>Total Current Liabilities</i>	<i>\$144,696.45</i>
Total Liabilities	\$144,696.45
FUND FINANCIAL STATEMENT -FUND BALANCES	
Total Fund Balances	\$0.00
REVENUES:	
Total Fund Balance at September 1 st	\$0.00
Revenues from TIBH	\$269,553.6
Total Revenues	\$269,553.6
EXPENDITURES	
Salaries and Wages	\$192,529.61
Payroll Related Costs	\$70,705.46

Professional Fees and Services	\$16.44
Travel	\$3,524.77
Materials and Supplies	\$324.39
Communication and Utilities	\$235.69
Repairs and Maintenance	\$242.77
Other Operating Expenditures	\$1,974.47
Total Expenditures	\$269,553.60
EXCESS (DEFICIT) OF REVENUES OVER EXPENDITURES	
	\$0.00

1

2 WorksWonders Appendix 8 - Community Rehabilitation Program (CRP)
 3 Contract Listing for FY 2020

4 *Listed Alphabetically by City*

Community Rehabilitation Program (CRP) Contract Listing							
	Listed Alphabetically by City September 1, 2019 - August 31, 2020						
	Community Rehabilitation Program		Contract Services	\$ Amount	Total Contract \$ Amount	Individuals with Disabilities	Individuals without Disabilities
1.	Abilene Goodwill Industries, Inc. 2200 North First Street Abilene, Texas 79603 (325) 676-7925		• Grounds Maintenance Texas Department of Public Safety	4,505	164,362	21	14
			• Janitorial Maintenance Health and Human Services Commission	38,394			
			• Janitorial Maintenance Texas Department of Public Safety	5,505			
			• Janitorial Maintenance Texas Juvenile Justice Department	29,259			
			• Landscape Maintenance City of Abilene	79,058			
			• Landscape Maintenance Texas State Technical College System	7,641			

2.	Upper Valley Helpsource, Inc. 1809 Walker Drive Alice, Texas 78332 (361) 668-6818	<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	90,932	583,470	33	2
		<ul style="list-style-type: none"> Roadside Mowing Texas Department of Transportation 	492,538			
3.	Fresh Start Of Monroe, Inc. 6500 Canyon Drive, Suite 500 Amarillo, Texas 79109 (817) 243-9661	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	60,591	1,013,566	17	1
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	69,508			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	550,904			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	332,563			
4.	Austin Task, Inc. Reliable Facilities Service, Inc. 7305-B Burlison Road Austin, Texas 78744 (512) 389-3333	<ul style="list-style-type: none"> Document Destruction Adjutant General's Department 	14,656	2,703,903	40	37
		<ul style="list-style-type: none"> Document Destruction Bell County 	1,686			
		<ul style="list-style-type: none"> Document Destruction Board of Plumbing Examiners 	134			
		<ul style="list-style-type: none"> Document Destruction Brazos River Authority 	108			
		<ul style="list-style-type: none"> Document Destruction Brushy Creek Municipal Utility District 	180			
		<ul style="list-style-type: none"> Document Destruction Caldwell County 	189			
		<ul style="list-style-type: none"> Document Destruction City of Austin 	3,891			
		<ul style="list-style-type: none"> Document Destruction City of Temple 	2,749			
		<ul style="list-style-type: none"> Document Destruction Commission on Jail Standards 	99			
		<ul style="list-style-type: none"> Document Destruction Commission on State Emergency Communications 	324			
	<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	9,047				

		• Document Destruction Court of Appeals – Third Court of Appeals District	36			
		• Document Destruction Court of Criminal Appeals	504			
		• Document Destruction Credit Union Department	468			
		• Document Destruction Department of Agriculture	2,552			
		• Document Destruction Department of Family and Protective Services	4,137			
		• Document Destruction Department of Information Resources	1,000			
		• Document Destruction Department of State Health Services	807			
		• Document Destruction Employees Retirement System of Texas	1,367			
		• Document Destruction Executive Council of Physical and Occupational Therapy Examiners	1,764			
		• Document Destruction General Land Office	2,379			
		• Document Destruction Health and Human Services Commission	187,141			
		• Document Destruction Lampasas ISD	141			
		• Document Destruction Lee County	432			
		• Document Destruction Lockhart ISD	89			
		• Document Destruction Office of Court Administration	460			
		• Document Destruction Office of Public Insurance Counsel	252			
		• Document Destruction Office of Public Utility Counsel	468			
		• Document Destruction Office of the Attorney General	28,815			

		• Document Destruction Public Utility Commission of Texas	432			
		• Document Destruction Railroad Commission of Texas	883			
		• Document Destruction San Saba County	360			
		• Document Destruction Secretary of State	133			
		• Document Destruction Senate	13			
		• Document Destruction State Auditor	306			
		• Document Destruction State Board of Dental Examiners	720			
		• Document Destruction State Board of Veterinary Medical Examiners	288			
		• Document Destruction State Commission on Judicial Conduct	725			
		• Document Destruction State Office of Administrative Hearings	1,663			
		• Document Destruction State Office of Risk Management	972			
		• Document Destruction State Preservation Board	180			
		• Document Destruction State Securities Board	828			
		• Document Destruction Teacher Retirement System of Texas	5,444			
		• Document Destruction Texas Alcoholic Beverage Commission	3,241			
		• Document Destruction Texas Animal Health Commission	36			
		• Document Destruction Texas Board of Architectural Examiners	396			
		• Document Destruction Texas Board of Chiropractic Examiners	216			
		• Document Destruction Texas Board of Nursing	1,836			

		• Document Destruction Texas Board of Professional Engineers	828			
		• Document Destruction Texas Commission on Environmental Quality	2,345			
		• Document Destruction Texas Commission on Fire Protection	468			
		• Document Destruction Texas Commission on the Arts	86			
		• Document Destruction Texas Department of Banking	800			
		• Document Destruction Texas Department of Housing and Community Affairs	1,152			
		• Document Destruction Texas Department of Insurance	5,591			
		• Document Destruction Texas Department of Licensing and Regulation	2,155			
		• Document Destruction Texas Department of Motor Vehicles	3,276			
		• Document Destruction Texas Department of Public Safety	8,325			
		• Document Destruction Texas Department of Transportation	13,655			
		• Document Destruction Texas Division of Emergency Management	3,337			
		• Document Destruction Texas Education Agency	823			
		• Document Destruction Texas Emergency Services Retirement System	432			
		• Document Destruction Texas Facilities Commission	924			
		• Document Destruction Texas Higher Education Coordinating Board	376			
		• Document Destruction Texas Historical Commission	324			
		• Document Destruction Texas Juvenile Justice Department	46,455			

		• Document Destruction Texas Lottery Commission	2,076			
		• Document Destruction Texas Medical Board	2,145			
		• Document Destruction Texas Parks and Wildlife Department	2,139			
		• Document Destruction Texas Public Finance Authority	144			
		• Document Destruction Texas Real Estate Commission	822			
		• Document Destruction Texas School for the Blind and Visually Impaired	536			
		• Document Destruction Texas School for the Deaf	444			
		• Document Destruction Texas State Board of Pharmacy	792			
		• Document Destruction Texas State Board of Public Accountancy	2,323			
		• Document Destruction Texas State Library and Archives Commission	3,003			
		• Document Destruction Texas State University – San Marcos	6,691			
		• Document Destruction Texas Veterans Commission	1,692			
		• Document Destruction Texas Water Development Board	636			
		• Document Destruction Texas Workforce Commission	27,376			
		• Document Destruction Travis County	3,509			
		• Document Destruction University of Texas at Austin	46,256			
		• Document Destruction University of Texas Health Science Center at San Antonio	535			
		• Document Destruction University of Texas M. D. Anderson Cancer Center	118,092			

		• Document Destruction Upper Brushy Creek Water Control	72			
		• Furniture Cleaning/Reupholstering Texas Facilities Commission	130			
		• Janitorial Maintenance City of Austin	26,082			
		• Janitorial Maintenance Health and Human Services Commission	28,782			
		• Janitorial Maintenance Texas Department of Transportation	1,504,574			
		• Janitorial Maintenance Texas Facilities Commission	549,153			
5.	Easter Seals Central Texas, Inc. 8505 Cross Park Drive, Suite 120 Austin, Texas 78754 (512) 615-6801	• Grounds Maintenance Texas Department of Transportation	12,392	2,605,915	119	10
		• Grounds Maintenance Texas Historical Commission	10,775			
		• Janitorial Maintenance City of Austin	109,768			
		• Janitorial Maintenance Credit Union Department	7,692			
		• Janitorial Maintenance Health and Human Services Commission	69,171			
		• Janitorial Maintenance Texas Department of Transportation	25,507			
		• Janitorial Maintenance Texas Historical Commission	51,211			
		• Janitorial Maintenance Texas Juvenile Justice Department	61,103			
		• Janitorial Maintenance Texas Workforce Commission	20,461			
		• Landscape Maintenance Adjutant General's Department	36,881			
		• Landscape Maintenance City of Austin	431,015			
		• Landscape Maintenance Texas Parks and Wildlife Department	31,090			

		• Landscape Maintenance Texas Workforce Commission	32,647			
		• Litter Pickup Texas Department of Transportation	46,400			
		• Litter Pickup Travis County	38,322			
		• Mowing Maintenance City of Kyle	41,400			
		• Tree and Brush Control Adjutant General's Department	3,590			
		• Vegetation Control City of Austin	803,280			
		• Vegetation Control City of San Marcos	773,210			
6.	Enterprise Professional Services, Inc. 7710 Rialto Boulevard Austin, Texas 78735 (512) 614-6116	• Grounds Maintenance Texas Department of Transportation	192,502	1,342,624	17	8
		• Janitorial Maintenance Department of State Health Services	30,762			
		• Janitorial Maintenance Health and Human Services Commission	45,526			
		• Janitorial Maintenance Office of the Attorney General	315,313			
		• Janitorial Maintenance Texas Department of Motor Vehicles	307,695			
		• Janitorial Maintenance Texas Department of Transportation	12,480			
		• Landscape Maintenance City of Austin	9,002			
		• Landscape Maintenance Texas Department of Motor Vehicles	30,134			
		• Landscape Maintenance Texas Department of Public Safety	10,021			
		• Litter Pickup City of Austin	77,539			
		• Litter Pickup Texas Department of Transportation	300,274			

		• Tree and Brush Control Texas Department of Transportation	9,488			
		• Tree Pruning/Trimming City of Austin	375			
		• Vegetation Control City of Austin	1,513			
7.	Goodwill Temporary Services, Inc. Goodwill - Service Contracts 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	• Carpet Cleaning Adjutant General's Department	3,082	4,445,858	179	76
		• Carpet Cleaning Texas Parks and Wildlife Department	1,259			
		• Carpet Cleaning Texas Treasury Safekeeping Trust Company	184			
		• Data Entry Services Texas Commission on Environmental Quality	1,010			
		• Janitorial Maintenance Adjutant General's Department	728,298			
		• Janitorial Maintenance City of San Marcos	513,664			
		• Janitorial Maintenance Department of Agriculture	6,060			
		• Janitorial Maintenance Health and Human Services Commission	568,340			
		• Janitorial Maintenance Office of the Attorney General	7,106			
		• Janitorial Maintenance Texas A&M AgriLife Research	1,644			
		• Janitorial Maintenance Texas Department of Motor Vehicles	19,743			
		• Janitorial Maintenance Texas Department of Public Safety	144,917			
		• Janitorial Maintenance Texas Department of Transportation	143,533			
		• Janitorial Maintenance Texas Parks and Wildlife Department	307,994			
		• Janitorial Maintenance University of Texas at Austin	1,370			

		• Mail Room Services Health and Human Services Commission	1,288,724			
		• Mail Room Services Texas Commission on Environmental Quality	14,611			
		• Mail Room Services Texas Department of Motor Vehicles	662,617			
		• Mail Room Services Texas State Board of Pharmacy	31,702			
8.	Goodwill Temporary Services, Inc. 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	• Temporary Employment Services Adjutant General's Department	79,855	9,275,624	364	145
		• Temporary Employment Services City of Austin	288,084			
		• Temporary Employment Services Department of Family and Protective Services	517,951			
		• Temporary Employment Services Department of State Health Services	2,594,843			
		• Temporary Employment Services Employees Retirement System of Texas	3,074			
		• Temporary Employment Services Governor – Executive	8,549			
		• Temporary Employment Services Health and Human Services Commission	1,838,059			
		• Temporary Employment Services Office of Injured Employee Counsel	3,285			
		• Temporary Employment Services Office of the Attorney General	1,916,780			
		• Temporary Employment Services Railroad Commission of Texas	10,842			
		• Temporary Employment Services Teacher Retirement System of Texas	91,678			
		• Temporary Employment Services Texas Commission on Environmental Quality	1,115,768			
		• Temporary Employment Services Texas Department of Housing and Community Affairs	9,196			

		• Temporary Employment Services Texas Department of Insurance	251,079			
		• Temporary Employment Services Texas Department of Transportation	507,604			
		• Temporary Employment Services Texas Facilities Commission	5,490			
		• Temporary Employment Services Texas Higher Education Coordinating Board	26,338			
		• Temporary Employment Services Texas Juvenile Justice Department	7,149			
9.	Peak Performers St. Vincent DePaul Rehabilitation Service of Texas, Inc. 4616 Triangle Avenue, Suite 405 Austin, Texas 78751 (512) 453-8833	• Temporary Employment Services Adjutant General's Department	196,748	23,969,236	414	99
		• Temporary Employment Services Board of Plumbing Examiners	136,521			
		• Temporary Employment Services Bond Review Board	10,380			
		• Temporary Employment Services Brazoria County	84,355			
		• Temporary Employment Services Cancer Prevention and Research Institute of Texas	354,118			
		• Temporary Employment Services City of Houston	212,691			
		• Temporary Employment Services Comptroller of Public Accounts	1,986,533			
		• Temporary Employment Services Department of Agriculture	720,959			
		• Temporary Employment Services Department of Family and Protective Services	532,984			
		• Temporary Employment Services Department of Information Resources	115,379			
		• Temporary Employment Services Department of Savings and Mortgage Lending	28,912			
		• Temporary Employment Services Department of State Health Services	2,477,108			
		• Temporary Employment Services Employees Retirement System of Texas	112,919			

		• Temporary Employment Services General Land Office	4,167,988			
		• Temporary Employment Services Governor – Executive	37,357			
		• Temporary Employment Services Health and Human Services Commission	3,438,624			
		• Temporary Employment Services Office of Consumer Credit Commissioner	12,850			
		• Temporary Employment Services Office of Court Administration	85,192			
		• Temporary Employment Services Office of the Attorney General	221,342			
		• Temporary Employment Services Public Utility Commission of Texas	12,419			
		• Temporary Employment Services Railroad Commission of Texas	28,652			
		• Temporary Employment Services Secretary of State	92,996			
		• Temporary Employment Services State Board of Dental Examiners	8,404			
		• Temporary Employment Services State Office of Administrative Hearings	58,168			
		• Temporary Employment Services Teacher Retirement System of Texas	49,395			
		• Temporary Employment Services Texas Alcoholic Beverage Commission	75,595			
		• Temporary Employment Services Texas Board of Chiropractic Examiners	2,138			
		• Temporary Employment Services Texas Board of Nursing	530,788			
		• Temporary Employment Services Texas Board of Professional Geoscientists	939			
		• Temporary Employment Services Texas Commission on Environmental Quality	207,236			
		• Temporary Employment Services Texas Department of Banking	40,834			

		• Temporary Employment Services Texas Department of Insurance	294,752			
		• Temporary Employment Services Texas Department of Licensing and Regulation	16,828			
		• Temporary Employment Services Texas Department of Motor Vehicles	1,090,145			
		• Temporary Employment Services Texas Department of Public Safety	519,577			
		• Temporary Employment Services Texas Department of Transportation	1,394,883			
		• Temporary Employment Services Texas Division of Emergency Management	550,344			
		• Temporary Employment Services Texas Education Agency	239,221			
		• Temporary Employment Services Texas Facilities Commission	63,496			
		• Temporary Employment Services Texas Higher Education Coordinating Board	31,383			
		• Temporary Employment Services Texas Historical Commission	67,449			
		• Temporary Employment Services Texas Lottery Commission	173,926			
		• Temporary Employment Services Texas Parks and Wildlife Department	453,345			
		• Temporary Employment Services Texas Real Estate Commission	8,079			
		• Temporary Employment Services Texas State Board of Public Accountancy	31,356			
		• Temporary Employment Services Texas Treasury Safekeeping Trust Company	112,491			
		• Temporary Employment Services Texas Veterans Commission	239,254			
		• Temporary Employment Services Texas Water Development Board	26,511			
		• Temporary Employment Services Texas Workforce Commission	2,418,668			

		<ul style="list-style-type: none"> Temporary Employment Services Travis County 	25,153			
		<ul style="list-style-type: none"> Temporary Employment Services University of Texas at Arlington 	171,851			
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 	160,714	1,086,029	45	4
		<ul style="list-style-type: none"> Janitorial Maintenance City of El Paso 	816,723			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	108,592			
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 	53,087	3,768,210	146	90
		<ul style="list-style-type: none"> Debris Pickup Texas Department of Transportation 	409,253			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	111,096			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Juvenile Justice Department 	2,936			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	693,726			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	5,625			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	15,731			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	226,661			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Historical Commission 	24,522			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	195,280			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	35,860			
		<ul style="list-style-type: none"> Landscape Maintenance Angelo State University 	47,132			

		• Landscape Maintenance Texas Department of Transportation	443,475			
		• Litter Pickup City of Austin	378,091			
		• Litter Pickup Texas Department of Transportation	661,238			
		• Moving Maintenance Adjutant General's Department	33,826			
		• Moving Maintenance Office of Consumer Credit Commissioner	628			
		• Moving Maintenance Office of Public Utility Counsel	6,363			
		• Moving Maintenance Office of the Attorney General	101,185			
		• Moving Maintenance Texas Lottery Commission	21,066			
		• Picnic Area Maintenance Texas Department of Transportation	268,399			
		• Service Station Attendant Texas Department of Transportation	33,030			
12.	Travis Association for the Blind 2307 Business Center Drive Austin, Texas 78744 (512) 442-2329	• Air Freshener	346	3,079,748	44	3
		• Binders, 3 Ring Pressboard	5,799			
		• Binders, Recycled	222,040			
		• Cleaner/Degreaser, Environmentally Safe	7,541			
		• Clipboards/Padholders	922			
		• Coffee, Instant	2,912			
		• Correctpac Cleaning Products	1,305			
		• Detergent, Laundry	59,291			
		• Glass Cleaner	321			
		• Hand Sanitizer - Instant	1,314,785			
		• Hand Soap	238,364			
		• Liquid Soap/Dispensers	759,069			
		• Portion Pac Cleaning Products	406,271			
		• Service Awards, Specialty Type	28,543			
		• Sheet Lifters	5			
		• Sunscreen	32,234			

13.	VRC Industries Austin State Supported Living Center 2203 West 35th Street Austin, Texas 78703 (512) 374-6667	• Backup Horns	5,107	237,073	82	4
		• Binding, Wide Back Plastic	1,739			
		• Compact Discs	31,604			
		• Toothbrushes	198,623			
14.	Beaumont Products & Services, Inc. 1305 Washington Boulevard Beaumont, Texas 77705 (409) 838-2029	• Grounds Maintenance City of Beaumont	256,136	511,814	29	7
		• Litter Pickup City of Beaumont	253,528			
		• Litter Pickup Jefferson County	2,150			
15.	Opportunities for Deserving Individuals, Inc. 5925 Phelan Boulevard Beaumont, Texas 77706 (409) 835-3547	• Janitorial Maintenance Health and Human Services Commission	160,983	360,459	26	11
		• Janitorial Maintenance Texas Department of Motor Vehicles	21,799			
		• Janitorial Maintenance Texas Department of Public Safety	10,362			
		• Janitorial Maintenance Texas Department of Transportation	120,321			
		• Janitorial Maintenance Texas Juvenile Justice Department	46,994			
16.	Spindletop Center 655 South Eighth Street Beaumont, Texas 77701 (409) 784-5400	• Litter Pickup Sticks	333	20,785	6	1
		• Janitorial Maintenance Health and Human Services Commission	10,544			
		• Janitorial Maintenance Texas Department of Transportation	9,908			
17.	West Texas Centers for MHMR 501 Birdwell Lane, Suite 28-F Big Spring, Texas 79720 (432) 264-2676	• Janitorial Maintenance Health and Human Services Commission	8,811	62,963	34	21
		• Janitorial Maintenance Texas Department of Transportation	16,032			
		• Picnic Area Maintenance Texas Department of Transportation	38,120			

18.	Center for Life Resources/ Janie Clements Industries Central Texas MHMR Center 408 Mulberry Street Brownwood, Texas 76804 (325) 643-3526	• Brassieres	192,836	590,324	24	12
		• Panties	114,124			
		• Grounds Maintenance Texas Department of Transportation	3,380			
		• Janitorial Maintenance Texas Department of Transportation	203,426			
		• Picnic Area Maintenance Texas Department of Transportation	76,558			
19.	Junction Five-O-Five 4410 College Main Street Bryan, Texas 77801 (979) 846-3670	• Grounds Maintenance Texas Department of Transportation	1,425	94,989	9	2
		• Landscape Maintenance Texas Department of Transportation	2,039			
		• Picnic Area Maintenance Texas Department of Transportation	65,852			
		• Recycling Maintenance City of Bryan	25,673			
20.	SDR & Associates, Inc. 22281 State Highway 64 Canton, Texas 75103 (214) 405-9097	• Grounds Maintenance Texas Department of Public Safety	11,473	1,262,789	10	3
		• Grounds Maintenance Texas Department of Transportation	13,137			
		• Janitorial Maintenance Adjutant General's Department	288,110			
		• Janitorial Maintenance Texas Department of Public Safety	4,500			
		• Litter Pickup Texas Department of Transportation	595,649			
		• Tree and Brush Control Adjutant General's Department	223,170			
		• Vegetation Control Adjutant General's Department	126,750			
21.	G & H EQUITAS Foundation 7413 Elizondo Drive	• Janitorial Maintenance Health and Human Services Commission	67,604	115,602	15	3

	Corpus Christi, Texas 78414 (361) 549-3434	• Janitorial/Grounds Maintenance Texas Department of Transportation	47,998			
22.	Goodwill Industries of South Texas, Inc. 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068	• Document Destruction Adjutant General's Department	1,980	612,215	33	3
		• Document Destruction Comptroller of Public Accounts	1,785			
		• Document Destruction Department of Aging and Disability Services	1,842			
		• Document Destruction Department of Agriculture	361			
		• Document Destruction Health and Human Services Commission	77,798			
		• Document Destruction Office of the Attorney General	9,830			
		• Document Destruction State Office of Administrative Hearings	281			
		• Document Destruction Texas A&M University – Corpus Christi	6,967			
		• Document Destruction Texas Alcoholic Beverage Commission	425			
		• Document Destruction Texas Department of Insurance	1,229			
		• Document Destruction Texas Department of Public Safety	1,348			
		• Document Destruction Texas Department of Transportation	7,595			
		• Document Destruction Texas Juvenile Justice Department	5,692			
		• Document Destruction Texas Parks and Wildlife Department	311			
		• Document Destruction Texas Workforce Commission	5,464			
		• Grounds Maintenance Texas Department of Public Safety	9,358			

		• Janitorial Maintenance Health and Human Services Commission	90,104			
		• Janitorial Maintenance Texas Department of Public Safety	305,028			
		• Janitorial Maintenance Texas Department of Transportation	29,134			
		• Janitorial Maintenance Texas Juvenile Justice Department	17,957			
		• Janitorial Maintenance Texas Parks and Wildlife Department	8,113			
		• Landscape Maintenance Texas Department of Public Safety	2,163			
		• Technical Assistance Texas Department of Transportation	27,450			
23.	Goodwill Industries of South Texas, Inc. Goodwill Temporary Services 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068	• Temporary Employment Services Department of Family and Protective Services	683	1,146,551	48	14
		• Temporary Employment Services Department of State Health Services	84,352			
		• Temporary Employment Services Health and Human Services Commission	42,481			
		• Temporary Employment Services Office of the Attorney General	904,691			
		• Temporary Employment Services Texas Animal Health Commission	2,806			
		• Temporary Employment Services Texas Department of Public Safety	288			
		• Temporary Employment Services Texas Department of Transportation	15,702			
		• Temporary Employment Services Texas Division of Emergency Management	71,562			
		• Temporary Employment Services Texas Juvenile Justice Department	23,986			

24.	Nueces Center for Mental Health and Intellectual Disabilities MHMR of Nueces County 1630 South Brownlee Boulevard Corpus Christi, Texas 78404 (361) 886-6900	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	55,330	194,546	10	2
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	139,216			
25.	South Texas Lighthouse for the Blind 4421 Agnes Street Corpus Christi, Texas 78405 (361) 883-6553	<ul style="list-style-type: none"> • Bag, Paper 	950,845	11,103,815	14	2
		<ul style="list-style-type: none"> • Bathroom Tissue 	4,877,339			
		<ul style="list-style-type: none"> • Biodegradable Cleaners 	1,036,556			
		<ul style="list-style-type: none"> • Blood Alcohol Test Kit 	243,509			
		<ul style="list-style-type: none"> • Cleaner, Carpet 	234			
		<ul style="list-style-type: none"> • Cleaner, Disinfectant 	168,039			
		<ul style="list-style-type: none"> • Cleaner/Degreaser, Environmentally Safe 	67,618			
		<ul style="list-style-type: none"> • Detergent, Laundry 	6,841			
		<ul style="list-style-type: none"> • DNA Collection Kit 	489,644			
		<ul style="list-style-type: none"> • DVD and CD Sleeves 	17,533			
		<ul style="list-style-type: none"> • Envelopes 	35,236			
		<ul style="list-style-type: none"> • Floor Wax/Stripper/Spray Buff 	171,804			
		<ul style="list-style-type: none"> • Index Tabs 	37,491			
		<ul style="list-style-type: none"> • Labels 	140,744			
		<ul style="list-style-type: none"> • Lunch Tray 	1,060,550			
		<ul style="list-style-type: none"> • Mouse Pads, Computer 	3,813			
		<ul style="list-style-type: none"> • Odor Eliminator 	43,065			
		<ul style="list-style-type: none"> • Padlock 	103,516			
		<ul style="list-style-type: none"> • Restock Fee CRP 	7			
		<ul style="list-style-type: none"> • Service Awards, Specialty Type 	264			
	<ul style="list-style-type: none"> • Toilet Bowl Cleaner 	27,113				
	<ul style="list-style-type: none"> • Trash Can Liners 	1,622,054				
26.	The EB Foundation 4402 Crosstown Expressway Corpus Christi, Texas 78415 (361) 857-6633	<ul style="list-style-type: none"> • Grounds Maintenance Texas Parks and Wildlife Department 	2,686	724,757	30	14
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	10,560			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	8,345			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	128,331			

		• Janitorial/Grounds Maintenance Texas Department of Transportation	217,170			
		• Landscape Maintenance Texas Parks and Wildlife Department	764			
		• Litter Pickup Texas Department of Transportation	278,209			
		• Picnic Area Maintenance Texas Department of Transportation	59,508			
		• Service Station Attendant Texas Department of Transportation	16,684			
		• Tree Pruning/Trimming Adjutant General's Department	2,500			
27.	Woods Etc. Corpus Christi State Supported Living Center 902 Airport Road Corpus Christi, Texas 78405 (361) 883-1540	• Dustpan Set	3,347	89,339	29	0
		• Folder, Classification	4,516			
		• Shredder Oil	8,601			
		• Table, Folding Work	41,617			
		• Document Destruction Texas Parks and Wildlife Department	120			
		• Grounds Maintenance Texas Department of Public Safety	2,150			
		• Janitorial Maintenance General Land Office	1,000			
		• Janitorial Maintenance Texas Department of Insurance	4,530			
		• Janitorial Maintenance Texas Department of Public Safety	7,904			
		• Janitorial Maintenance Texas Department of Transportation	3,965			
		• Janitorial Maintenance Texas Lottery Commission	2,593			
		• Janitorial Maintenance Texas Parks and Wildlife Department	5,086			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	3,910			

28.	Bootstraps Occupation Services, Inc. 5785 Old McGregor Crawford Road Crawford, Texas 76638 (254) 366-6256	<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	22,150	1,596,923	30	7
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	1,431,260			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	143,513			
29.	Dimmit/Zavala County IDD Work Center Camino Real Community Services 613 West Zavala Street Crystal City, Texas 78839 (830) 876-2421	<ul style="list-style-type: none"> Raisins 	1,549,967	1,549,967	8	0
30.	A Lift for Life Outreach Center, Inc. 230 Turin Street Dallas, Texas 75217 (214) 367-0600	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	48,489	1,688,015	53	8
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	112,122			
		<ul style="list-style-type: none"> Janitorial Maintenance Office of the Attorney General 	16,146			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	158,551			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	73,321			
		<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 	11,940			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Health and Human Services Commission 	12,425			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	117,680			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	1,107,838			

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 	6,249	25,502	19	3
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	5,660			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	13,593			
32.	Achieve Citizens Development Center Temporary Services 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911	<ul style="list-style-type: none"> Temporary Employment Services Texas Workforce Commission 	38,670	38,670	43	0
33.	Dallas Lighthouse for the Blind 4306 Capitol Avenue Dallas, Texas 75204 (214) 420-9401	<ul style="list-style-type: none"> Binders, Award 	9,462	5,584,620	39	6
		<ul style="list-style-type: none"> Bottled Water 	293,543			
		<ul style="list-style-type: none"> Dry Erase Starter Kit 	1,454			
		<ul style="list-style-type: none"> DVD and CD Sleeves 	77			
		<ul style="list-style-type: none"> Erasers, Cleaners 	9,818			
		<ul style="list-style-type: none"> File Organizer 	59,477			
		<ul style="list-style-type: none"> Fish 	2,329,426			
		<ul style="list-style-type: none"> Hanging Wall Pocket 	2,944			
		<ul style="list-style-type: none"> Highlighters & Markers 	180,892			
		<ul style="list-style-type: none"> Mailer, Bubble 	14,695			
		<ul style="list-style-type: none"> Paperboard Mailer 	5,477			
		<ul style="list-style-type: none"> Protective Helmets 	145,976			
		<ul style="list-style-type: none"> Restock Fee CRP 	451			
		<ul style="list-style-type: none"> Road Side Stand 	59,344			
		<ul style="list-style-type: none"> Safety Shirts and Vests 	1,295,419			
		<ul style="list-style-type: none"> Safety Sign 	756,884			
		<ul style="list-style-type: none"> Safety Trousers 	49,571			
	<ul style="list-style-type: none"> Service Awards, Specialty Type 	2,486				
	<ul style="list-style-type: none"> Toothpaste 	366,911				
	<ul style="list-style-type: none"> VuRyte Workstation 	313				
34.	Goodwill Industries of Dallas, Inc. 3020 North Westmoreland Dallas, Texas 75212 (214) 638-2800	<ul style="list-style-type: none"> Janitorial Maintenance Department of Agriculture 	17,922	17,922	10	0

35.	Precious Gems Services, Inc. 7702 Los Gatos Drive Dallas, Texas 75232 (972) 224-5638	• Janitorial/Grounds Maintenance Texas Department of Transportation	18,073	276,698	21	5	
		• Litter Pickup Texas Department of Transportation	205,825				
		• Mowing Maintenance Adjutant General's Department	52,800				
36.	Rising Star Resource Development 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	• Furniture Cleaning/Reupholstering Texas Workforce Commission	504	1,288,124	44	35	
		• Grounds Maintenance Texas Department of Public Safety	1,520				
		• Janitorial Maintenance Health and Human Services Commission	521,786				
		• Janitorial Maintenance Texas Animal Health Commission	17,945				
		• Janitorial Maintenance Texas Department of Public Safety	110,260				
		• Janitorial Maintenance Texas Department of Transportation	576,362				
		• Janitorial Maintenance Texas Lottery Commission	9,278				
		• Janitorial Maintenance Texas Parks and Wildlife Department	4,355				
		• Janitorial Maintenance Texas Workforce Commission	39,624				
		• Moving Maintenance Texas Juvenile Justice Department	4,800				
		• Moving Maintenance Texas Workforce Commission	1,690				
37.		Rising Star Resource Development Temporary Services 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	• Temporary Employment Services Office of the Attorney General	543,323	552,385	17	14
			• Temporary Employment Services Texas Department of Public Safety	9,062			
38.	Tex-Spice	• Headphones	192	1,310,587	24	9	

	Medina County Shelter Workshop 198 County Road 6702 Devine, Texas 78016 (830) 663-9248	• Spices	1,310,395			
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	18,804	221,161	4	0
		• Chairs, Ergonomic	172,323			
		• Chairs, Folding	1,876			
		• Chairs, MS Office	26,481			
		• Restock Fee CRP	71			
		• Stools, Laboratory	754			
		• Walkers	195			
		• Wheelchairs	657			
40.	Maverick County IDD Work Center Camino Real Community Services 757 Rio Grande Street Eagle Pass, Texas 78852 (830) 752-1346	• Dip, Packaged	140,540	182,824	31	0
		• Motivational Art	553			
		• Picture Frames, Aluminum	7,010			
		• Picture Frames, Hardwood	34,608			
		• Restock Fee CRP	113			
41.	Aldersgate Enrichment Center 5001 Highway 183/84 East Early, Texas 76802 (325) 646-5608	• Air Filters	9,693	627,784	18	4
		• Grounds Maintenance Texas Department of Public Safety	1,495			
		• Grounds Maintenance Texas Department of Transportation	184,359			
		• Litter Pickup Texas Department of Transportation	386,626			
		• Picnic Area Maintenance Texas Department of Transportation	45,611			
42.	Goodwill Services, Inc. 9611 Acer Avenue El Paso, Texas 79925 (915) 778-3371	• Bus Cleaning City of El Paso	131,315	1,059,480	44	12
		• Document Destruction Comptroller of Public Accounts	325			
		• Document Destruction Department of Agriculture	38			
		• Document Destruction Health and Human Services Commission	24,583			

		<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	127			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	8,905			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	167,058			
		<ul style="list-style-type: none"> Janitorial Maintenance City of El Paso 	403,500			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	65,276			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Alcoholic Beverage Commission 	12,223			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	52,888			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	92,050			
		<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 	54,852			
43.	Goodwill Services, Inc. Goodwill Temporary Services 9611 Acer Avenue El Paso, Texas 79925 (915) 778-1858	<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	28,841	409,750	11	8
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	221,536			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	159,373			
44.	PRIDE Industries, Inc. 10737 Gateway West, Suite 340 El Paso, Texas 79935 (916) 788-2134	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	286,420	286,420	15	11
45.	Readyone Industries 1414 Ability Drive El Paso, Texas 79936 (915) 858-7277	<ul style="list-style-type: none"> Document Destruction City of El Paso 	46,553	52,387	6	0
		<ul style="list-style-type: none"> Document Destruction City of Socorro 	59			

		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	3,648			
		<ul style="list-style-type: none"> Document Destruction Socorro ISD 	845			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	496			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	786			
46.	Xceed Resources Border TM Industries, Inc. 201 North Clark, Suite B El Paso, Texas 79905 (915) 779-6431	<ul style="list-style-type: none"> Janitorial Maintenance City of El Paso 	100,913	2,682,149	103	40
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	39,203			
		<ul style="list-style-type: none"> Landscape Maintenance City of El Paso 	27,787			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	702,472			
		<ul style="list-style-type: none"> Litter Pickup City of El Paso 	1,260,132			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	551,642			
47.	Wilson County IDD Work Center Camino Real Community Services 1323 Third Street Floresville, Texas 78114 (830) 216-7402	<ul style="list-style-type: none"> Sauces 	612,376	612,376	51	0
48.	ABG Fulfillment MHMR of Tarrant County 2716 Cullen Street Fort Worth, Texas 76107 (817) 569-4819	<ul style="list-style-type: none"> Dessert, Snack 	8,930	44,396	17	0
		<ul style="list-style-type: none"> Sheet Protectors 	35,466			
49.	Amplify Expanco, Inc. 3005 Wichita Court Fort Worth, Texas 76140 (817) 293-9486	<ul style="list-style-type: none"> Booster Cables 	3,845	478,624	11	8
		<ul style="list-style-type: none"> Hygiene Packs 	6,620			
		<ul style="list-style-type: none"> Storage Boxes 	186,614			
		<ul style="list-style-type: none"> Document Destruction Adjutant General's Department 	23,363			

		• Document Destruction City of Dallas	3,764			
		• Document Destruction City of Grand Prairie	9,860			
		• Document Destruction Comptroller of Public Accounts	6,021			
		• Document Destruction Department of Agriculture	541			
		• Document Destruction Health and Human Services Commission	173,152			
		• Document Destruction Office of the Attorney General	19,879			
		• Document Destruction Railroad Commission of Texas	100			
		• Document Destruction State Office of Administrative Hearings	432			
		• Document Destruction State Securities Board	184			
		• Document Destruction Texas Alcoholic Beverage Commission	690			
		• Document Destruction Texas Animal Health Commission	140			
		• Document Destruction Texas Department of Insurance	3,373			
		• Document Destruction Texas Department of Motor Vehicles	610			
		• Document Destruction Texas Department of Public Safety	631			
		• Document Destruction Texas Department of Transportation	2,789			
		• Document Destruction Texas Juvenile Justice Department	21,383			
		• Document Destruction Texas Workforce Commission	12,351			
		• Document Destruction University of Texas at Arlington	1,918			
		• Document Destruction University of Texas at Austin	364			

50.	Goodwill Industries of Fort Worth Goodwill Temporary Services 4005 Campus Drive Fort Worth, Texas 76119 (817) 332-7866	•	Temporary Employment Services Department of Agriculture	21,944	3,059,379	152	21
		•	Temporary Employment Services Department of State Health Services	34,286			
		•	Temporary Employment Services Health and Human Services Commission	164,242			
		•	Temporary Employment Services Office of Court Administration	5,638			
		•	Temporary Employment Services Office of the Attorney General	1,529,512			
		•	Temporary Employment Services Texas Commission on Environmental Quality	7,842			
		•	Temporary Employment Services Texas Department of Public Safety	2,909			
		•	Temporary Employment Services Texas Department of Transportation	1,164,440			
		•	Temporary Employment Services Texas Division of Emergency Management	30,880			
		•	Temporary Employment Services Texas Juvenile Justice Department	22,433			
		•	Temporary Employment Services Texas Tech University	16,472			
		•	Temporary Employment Services Texas Woman's University	12,701			
		•	Temporary Employment Services University of Texas at Arlington	46,080			
51.		Liberty Proclaimed Ministry 5817 East Berry Street Fort Worth, Texas 76119 (817) 922-8238	•	Grounds Maintenance Texas Department of Transportation	254,021	2,986,194	140
	•		Janitorial Maintenance Texas Commission on Environmental Quality	63,441			
	•		Janitorial Maintenance Texas Department of Motor Vehicles	32,858			
	•		Janitorial Maintenance Texas Department of Public Safety	149,000			

		• Janitorial Maintenance Texas Department of Transportation	91,491			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	282,351			
		• Litter Pickup City of Weatherford	7,144			
		• Litter Pickup Texas Department of Transportation	2,012,902			
		• Picnic Area Maintenance Texas Department of Transportation	92,986			
52.	Lighthouse for the Blind of Fort Worth Tarrant County Association for the Blind 912 West Broadway Avenue Fort Worth, Texas 76104 (817) 332-3341	• Cable Ties	7,747	5,897,665	13	0
		• Copy Paper	5,626,654			
		• Desk Accessories	1,327			
		• Drug Test Kit	74,183			
		• Flashlights	15,472			
		• Icemelt, Blue	379			
		• Insecticide, Herbicide, Spectricide	11,059			
		• LED Safety Lights	412			
		• Medical Supplies	14,167			
		• Mouse Trap	24			
		• Privacy Shield	4,316			
		• Restock Fee CRP	133			
		• Restraints	5,152			
		• Safety Baton, Traffic	122			
		• Shipping Tube	40			
		• Target Shooting	14,503			
		• Watch, Wrist	121,975			
53.	New Hope Academy of Fort Worth 6917 Battle Creek Road Fort Worth, Texas 76116 (817) 377-8094	• Envelopes	204	309	1	0
		• Folder, Classification	105			
54.	Woodcreek Outreach Rehabilitation Development 3575 FM 2434 Glidden, Texas 78943 (936) 661-0405	• Janitorial Maintenance Health and Human Services Commission	73,204	695,046	23	5
		• Janitorial Maintenance Texas Department of Transportation	106,064			

		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Health and Human Services Commission 	26,427			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	401,959			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	87,392			
55.	Center for Recovery and Wellness Resources 170 Heights Boulevard Houston, Texas 77007 (713) 819-0699	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	31,518	142,981	18	1
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	111,463			
56.	Goodwill Industries of Houston Goodwill Temporary Services 1140 West Loop North Houston, Texas 77055 (281) 480-3930	<ul style="list-style-type: none"> Temporary Employment Services Department of Agriculture 	136	1,325,563	49	13
		<ul style="list-style-type: none"> Temporary Employment Services Department of Family and Protective Services 	27,458			
		<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	23,012			
		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	3,385			
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	1,188,428			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	3,167			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Criminal Justice 	79,977			
57.	Lending Helping Hands to Others 505 North Sam Houston Parkway, Suite 264A Houston, Texas 77060 (281) 405-5527	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	80,194	245,629	17	2
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	20,202			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	29,705			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	97,829			

		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	17,699			
58.	Lieutenant's House David & Ivory Ministries, Inc. 4728 Gunter Street Houston, Texas 77020 (713) 675-3823	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	6,188	2,079,321	319	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	123,135			
		<ul style="list-style-type: none"> Landscape Maintenance City of Bellaire 	104,643			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	62,206			
		<ul style="list-style-type: none"> Litter Pickup Galveston County 	44,800			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	1,738,349			
59.	Link Labor and Construction 10101 Fondren Road #265 Houston, Texas 77096 (832) 202-4447	<ul style="list-style-type: none"> Graffiti Removal Texas Parks and Wildlife Department 	7,694	2,589,249	52	8
		<ul style="list-style-type: none"> Grounds Maintenance Texas Juvenile Justice Department 	8,087			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	84,954			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	3,430			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	2,602			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	53,315			
		<ul style="list-style-type: none"> Landscape Maintenance Adjutant General's Department 	75,995			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	1,343,799			
		<ul style="list-style-type: none"> Landscape Maintenance Health and Human Services Commission 	2,958			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	54,542			

		<ul style="list-style-type: none"> Vegetation Control Adjutant General's Department 	5,833			
		<ul style="list-style-type: none"> Water Meter Installation City of Houston 	946,040			
60.	On Our Own Services, Inc. 2310 McAllister Road Houston, Texas 77092 (713) 688-6892	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	273,827	7,635,409	206	76
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	76,121			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	67,195			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	476,916			
		<ul style="list-style-type: none"> Litter Pickup City of Houston 	854,646			
		<ul style="list-style-type: none"> Rest Area Maintenance Texas Department of Transportation 	5,886,704			
61.	Open Wings Independent Living Inc. 2800 Post Oak Boulevard, Suite 4100 Houston, Texas 77054 (832) 253-1155	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	11,950	74,571	6	13
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	14,807			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	36,739			
		<ul style="list-style-type: none"> Moving Maintenance Comptroller of Public Accounts 	3,890			
		<ul style="list-style-type: none"> Moving Maintenance Health and Human Services Commission 	1,921			
		<ul style="list-style-type: none"> Moving Maintenance Texas Workforce Commission 	5,264			
62.	Southeast Keller Corporation 9690 Almeda Genoa Road, Suite 302 Houston, Texas 77075 (713) 640-2730	<ul style="list-style-type: none"> Janitorial Maintenance City of Bellaire 	212,971	2,090,639	32	22
		<ul style="list-style-type: none"> Janitorial Maintenance City of Houston 	1,723,116			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	154,552			

63.	Southeast Vocational Alliance, Inc. 5450 Northwest Central Drive, Suite 315 Houston, Texas 77092 (713) 996-8171	• Shipping Logistics Department of Agriculture	2,496	837,461	5	3
		• Shipping Logistics Department of Family and Protective Services	2,870			
		• Shipping Logistics Health and Human Services Commission	37,211			
		• Shipping Logistics Office of the Attorney General	40,738			
		• Shipping Logistics Texas Department of Motor Vehicles	430,583			
		• Shipping Logistics Texas Department of Public Safety	76,513			
		• Shipping Logistics Texas Department of Transportation	239,177			
		• Shipping Logistics Texas Lottery Commission	5,544			
		• Shipping Logistics Texas Parks and Wildlife Department	2,329			
64.		Texas House Texas Alcoholism Foundation, Inc. 2208 West 34th Street Houston, Texas 77018 (713) 956-6337	• Landscape Maintenance City of Houston	769,087	1,175,684	358
	• Landscape Maintenance Texas Department of Transportation		51,305			
	• Litter Pickup Texas Department of Transportation		355,292			
65.	The Lighthouse for the Blind of Houston 3602 West Dallas Street Houston, Texas 77019 (713) 527-9561	• Bar Soap	847,689	1,061,266	11	0
		• Cleaner/Degreaser, Environmentally Safe	25,925			
		• Compact Discs	76,507			
		• DVDs/Compact Discs	8,199			
		• Flash Drive	99,118			
		• Towels, Pre-Moistened, Hand	3,828			
66.	Xtra Spark Cleaning Services 14101 Rio Bonito Road,	• Carpet Cleaning Texas Department of Public Safety	692	29,605	16	0

	Suite 292 Houston, Texas 77083 (646) 508-2710	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	24,062			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	2,532			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	2,319			
67.	Second Chances - Starting Over Again 525 North Sam Houston Parkway East, Suite 172G Humble, Texas 77060 (713) 962-7167	<ul style="list-style-type: none"> Debris Pickup Texas Parks and Wildlife Department 	13,356	925,035	115	21
		<ul style="list-style-type: none"> Graffiti Removal Texas Department of Public Safety 	4,640			
		<ul style="list-style-type: none"> Graffiti Removal Texas Parks and Wildlife Department 	19,945			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	6,589			
		<ul style="list-style-type: none"> Janitorial Maintenance City of Houston 	345,342			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	60,927			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	89,981			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	35,022			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Historical Commission 	9,525			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	15,950			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	52,549			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Workforce Commission 	6,184			
		<ul style="list-style-type: none"> Landscape Maintenance Adjutant General's Department 	46,462			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	197,915			

		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	20,648			
68.	ODJ, Inc. 11 Jacobs Street Huntsville, Texas 77320 (936) 296-9508	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	5,733	9,510	5	0
		<ul style="list-style-type: none"> Landscape Maintenance Health and Human Services Commission 	3,777			
69.	RUCON, Inc. 7136 Highway 75 South Huntsville, Texas 77340 (936) 439-5271	<ul style="list-style-type: none"> Debris Pickup Texas Department of Transportation 	430,105	6,133,764	64	13
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	217,325			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Parks and Wildlife Department 	50,880			
		<ul style="list-style-type: none"> Janitorial Maintenance Adjutant General's Department 	80,030			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	349,662			
		<ul style="list-style-type: none"> Landscape Maintenance City of Houston 	811,210			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	32,307			
		<ul style="list-style-type: none"> Landscape Maintenance Texas State Library and Archives Commission 	19,470			
		<ul style="list-style-type: none"> Litter Barrel Pickup Texas Department of Transportation 	23,653			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	3,416,962			
		<ul style="list-style-type: none"> Moving Maintenance Texas State Library and Archives Commission 	5,464			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	579,211			
		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	23,505			

		<ul style="list-style-type: none"> Tree Removal Texas Department of Transportation 	16,430			
		<ul style="list-style-type: none"> Vegetation Control Adjutant General's Department 	77,550			
70.	Gateway Community Partners, Inc. 417 Southeast Loop 456 Jacksonville, Texas 75766 (903) 568-0437	<ul style="list-style-type: none"> Delineator Replacement Texas Department of Transportation 	491,041	749,992	34	11
		<ul style="list-style-type: none"> Edging/Trimming Maintenance Texas Department of Transportation 	28,228			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	41,525			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	30,629			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	153,581			
		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	4,988			
71.	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 	34,920	34,920	1	1
72.	Goodwill Industries of Lubbock Contract Services, Inc. 715 28th Street Lubbock, Texas 79404 (806) 744-8419	<ul style="list-style-type: none"> Document Destruction Adjutant General's Department 	82	108,648	21	7
		<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	1,593			
		<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	504			
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	82,554			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	3,788			
		<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	492			
		<ul style="list-style-type: none"> Document Destruction Texas Commission on Environmental Quality 	271			

		• Document Destruction Texas Department of Insurance	2,742			
		• Document Destruction Texas Department of Transportation	3,060			
		• Document Destruction Texas Juvenile Justice Department	10,262			
		• Document Destruction Texas Workforce Commission	3,300			
73.	Marian Moss Enterprises, Inc. 4001 Martin Luther King Jr Boulevard Lubbock, Texas 79404 (806) 763-1856	• Bags, Vinyl Litter	135	1,373,314	54	56
		• Clocks, Battery	34,868			
		• Litter Pickup Sticks	2,272			
		• Grounds Maintenance Texas A&M AgriLife Research	4,650			
		• Grounds Maintenance Texas Department of Public Safety	8,769			
		• Grounds Maintenance Texas Department of Transportation	169,548			
		• Landscape Maintenance Texas A&M AgriLife Research	7,334			
		• Landscape Maintenance Texas Department of Transportation	40,291			
		• Litter Pickup City of Lubbock	133,426			
		• Litter Pickup Texas Department of Transportation	307,145			
		• Picnic Area Maintenance Texas Department of Transportation	591,089			
		• Roadside Maintenance Texas Department of Transportation	73,787			
74.		Burke Center 2001 South Medford Drive Lufkin, Texas 75901 (936) 275-9645	• Janitorial Maintenance Health and Human Services Commission	84,462	1,197,160	127
	• Janitorial Maintenance Texas Department of Public Safety		6,144			

		•	Janitorial Maintenance Texas Department of Transportation	103,564			
		•	Janitorial Maintenance Texas Juvenile Justice Department	8,800			
		•	Janitorial Maintenance Texas Workforce Commission	6,098			
		•	Litter Pickup Stephen F. Austin State University	27,157			
		•	Litter Pickup Texas Department of Transportation	960,935			
75.	Goodwill Industries of Central East Texas, Inc. 301 Hill Street Lufkin, Texas 75904 (936) 632-8838	•	Janitorial Maintenance Texas Parks and Wildlife Department	4,474	4,474	1	0
76.	Goodwill Industries of Central East Texas, Inc. Goodwill Temporary Services 301 Hill Street Lufkin, Texas 75904 (936) 632-8838	•	Temporary Employment Services Office of the Attorney General	65,189	182,000	4	3
		•	Temporary Employment Services Stephen F. Austin State University	116,811			
77.	Oak Creek Day Habilitation/Vocational Center 1514 West Frank Street Lufkin, Texas 75904 (936) 633-7480	•	Grounds Maintenance Texas Department of Public Safety	2,438	175,019	21	4
		•	Janitorial Maintenance Texas Department of Transportation	51,195			
		•	Landscape Maintenance Texas Department of Transportation	17,391			
		•	Litter Pickup City of Lufkin	9,754			
		•	Litter Pickup City of Nacogdoches	50,258			
		•	Picnic Area Maintenance Texas Department of Transportation	43,983			

78.	Cen-Tex Association for Remarkable Citizens 104 East Main Street Mexia, Texas 76667 (254) 562-2891	•	Grounds Maintenance Texas Department of Public Safety	6,576	191,413	25	0
		•	Janitorial Maintenance Texas Department of Transportation	32,186			
		•	Janitorial/Grounds Maintenance Texas Department of Transportation	10,615			
		•	Litter Pickup Texas Department of Transportation	128,362			
		•	Picnic Area Maintenance Texas Department of Transportation	13,674			
79.	Permian Basin Community Centers for MHMR Midland Vocational Services 401 East Illinois Avenue, Suite 401 Midland, Texas 79701 (432) 570-3333	•	Janitorial Maintenance Health and Human Services Commission	94,337	310,910	24	0
		•	Janitorial Maintenance Texas Department of Motor Vehicles	12,835			
		•	Janitorial Maintenance Texas Department of Transportation	78,815			
		•	Janitorial Maintenance Texas Juvenile Justice Department	55,801			
		•	Janitorial/Grounds Maintenance Texas Department of Transportation	11,110			
		•	Litter Barrel Pickup Texas Department of Transportation	11,542			
		•	Picnic Area Maintenance Texas Department of Transportation	46,470			
80.	Vocational Opportunity Center of Northeast Texas, Inc. 3501 County Road 1200 Mount Pleasant, Texas 75455 (903) 572-2929	•	Delineator Replacement Texas Department of Transportation	76,345	353,103	31	0
		•	Litter Pickup Texas Department of Transportation	276,758			
81.	I Am Works Association 3630 Pioneer Parkway,	•	Grounds Maintenance City of Ft Worth	3,591	314,447	14	4

	Suite 114 Pantego, Texas 76013 (888) 542-1531	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	2,550			
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	108,390			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	13,258			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	21,724			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	76,288			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	88,646			
82.	Reliable Facilities Service, Inc. 19505 Vilamoura Street Pflugerville, Texas 78660 (512) 789-6457	<ul style="list-style-type: none"> • Janitorial Maintenance City of Austin 	8,694	675,314	62	24
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	10,655			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	478,107			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Facilities Commission 	177,858			
83.	Camp County Developmentally Disabled Association, Inc. 523 Elm Street Pittsburg, Texas 75686 (903) 956-6822	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	61,269	440,202	33	1
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	243,931			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	135,002			
84.	Atascosa County IDD Work Center Camino Real Community Services 510 Avenue H Poteet, Texas 78065 (210) 276-8578	<ul style="list-style-type: none"> • Chairs, Big and Tall Series 	18,016	57,526	20	0
		<ul style="list-style-type: none"> • Chairs, Ergonomic 	18,739			
		<ul style="list-style-type: none"> • Chairs, MS Office 	17,827			
		<ul style="list-style-type: none"> • Chairs, Value Price Task 	1,915			
		<ul style="list-style-type: none"> • Lumbar, Back Support 	1,029			

85.	Bluebonnet Trails Community MHMR Center 1009 Georgetown Street Round Rock, Texas 78664 (512) 255-1720	• Towels, 100% Cotton Muslin	15,841	15,841	24	0
86.	West Texas Lighthouse for the Blind 2001 Austin Street San Angelo, Texas 76903 (325) 653-4231	• Air Duster	49,389	3,242,764	63	4
		• Badges, Convention	19,287			
		• Bags, Rock Sample	19,535			
		• Caps, Baseball	34,697			
		• Card Holder	693			
		• Correction Stick/Tape	79,946			
		• Desk Diaries/Day Planners	515,404			
		• Dust Mask	47,186			
		• Envelope, Packing List	140			
		• Face Mask	1,150			
		• Face Shield	224			
		• First Aid Kit	3,694			
		• Flagging Tape	1,011			
		• Folder, Classification	315			
		• Glasses, Safety	303,176			
		• Gloves, Drivers	1,455			
		• Gloves, Latex	49,283			
		• Gloves, Plastic Food Service	4,716			
		• Gloves, Safety	11,892			
		• Gloves, Vinyl	52,407			
		• Gloves, Work	408,443			
		• Highlighters & Markers	61,306			
		• Icemelt, Blue	317			
		• ID Card Reel, Card Holder	10,313			
		• LED Light Bulbs	63,815			
		• Marking Flags	596			
		• Measuring Tape	3,302			
		• Neck Lanyard	18,506			
		• Nitrile Examination Gloves	196,694			
		• Note Pad/Self Stick/Legal	177,949			
	• Nylon Laundry Bag	6,922				
	• Office Supply Kit	358				
	• Pens, All Types	632,477				
	• Protectors, Hearing	38,400				

		• Restock Fee CRP	436			
		• Safety Barrier Tape	1,838			
		• Scissors	38,742			
		• Self Stick Flags	28,146			
		• Soft Drink Mix	156,415			
		• Tape, Transparent	58,575			
		• Towelettes, Lens Cleaning	2,391			
		• Water Coolers	101,162			
		• WD-40	804			
		• Wooden Pencils	39,257			
87.	E.Q.U.I.P. Enterprises, Inc. 5726 West Hausman Road, Suite 115A San Antonio, Texas 78249 (210) 520-4840	• Janitorial Maintenance Adjutant General's Department	71,259	6,054,011	92	44
		• Janitorial Maintenance Health and Human Services Commission	126,933			
		• Janitorial Maintenance Texas Department of Motor Vehicles	12,711			
		• Janitorial Maintenance Texas Department of Transportation	511,529			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	948,683			
		• Rest Area Maintenance Texas Department of Transportation	4,382,896			
88.	Endeavors Unlimited, Inc. 535 Bandera Road San Antonio, Texas 78228 (210) 431-6466	• Grounds Maintenance Texas Department of Public Safety	112,293	540,970	50	13
		• Janitorial Maintenance Adjutant General's Department	110,099			
		• Janitorial Maintenance Health and Human Services Commission	25,424			
		• Janitorial Maintenance Texas A&M AgriLife Research	7,802			
		• Janitorial Maintenance Texas Department of Public Safety	7,645			
		• Janitorial Maintenance Texas Department of Transportation	116,618			

		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	49,477			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	10,961			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	63,637			
		<ul style="list-style-type: none"> Landscape Maintenance Adjutant General's Department 	16,283			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Public Safety 	450			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	20,281			
89.	Goodwill Industries of San Antonio Contract Services Temporary Services 406 West Commerce Street San Antonio, Texas 78207 (210) 599-4997	<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	24,446	27,927	4	0
		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	1,202			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Public Safety 	2,279			
90.	San Antonio Lighthouse for the Blind 2305 Roosevelt Avenue San Antonio, Texas 78210 (210) 533-5195	<ul style="list-style-type: none"> Absorbent 	734	106,051	58	0
		<ul style="list-style-type: none"> Clam Clips and Refills 	274			
		<ul style="list-style-type: none"> Highlighters & Markers 	548			
		<ul style="list-style-type: none"> Illuminator Stick Highlighter 	6,044			
		<ul style="list-style-type: none"> Padlock 	1,054			
		<ul style="list-style-type: none"> Pencils, Mechanical 	58,660			
		<ul style="list-style-type: none"> Pens, All Types 	38,182			
		<ul style="list-style-type: none"> Spill Kits 	555			
91.	San Antonio State Supported Living Center 6711 South New Braunfels Avenue San Antonio, Texas 78223 (210) 531-5151	<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	22,610	22,610	4	0
92.	World Technical Services, Inc. 4903 Northwest Industrial	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	23,955	5,902,108	321	123

Drive San Antonio, Texas 78238 (210) 333-1514	• Grounds Maintenance Texas Department of Transportation	30,004			
	• Janitorial Maintenance Adjutant General's Department	61,342			
	• Janitorial Maintenance Department of Agriculture	9,792			
	• Janitorial Maintenance General Land Office	6,123			
	• Janitorial Maintenance Health and Human Services Commission	2,055,292			
	• Janitorial Maintenance Texas A&M AgriLife Research	10,722			
	• Janitorial Maintenance Texas Alcoholic Beverage Commission	7,345			
	• Janitorial Maintenance Texas Animal Health Commission	10,311			
	• Janitorial Maintenance Texas Commission on Environmental Quality	19,629			
	• Janitorial Maintenance Texas Department of Motor Vehicles	65,197			
	• Janitorial Maintenance Texas Department of Public Safety	268,239			
	• Janitorial Maintenance Texas Department of Transportation	1,724,675			
	• Janitorial Maintenance Texas Facilities Commission	7,091			
	• Janitorial Maintenance Texas Juvenile Justice Department	89,275			
	• Janitorial Maintenance Texas Parks and Wildlife Department	16,775			
	• Janitorial Maintenance Texas Workforce Commission	101,330			
	• Janitorial Maintenance University of Texas System	19,137			
• Janitorial/Grounds Maintenance Texas Department of Transportation	314,688				

		• Landscape Maintenance Adjutant General's Department	5,295			
		• Landscape Maintenance City of Houston	153,537			
		• Landscape Maintenance Texas Department of Transportation	38,806			
		• Litter Pickup Texas Alcoholic Beverage Commission	407			
		• Litter Pickup Texas Department of Transportation	720,645			
		• Mowing Maintenance Adjutant General's Department	11,595			
		• Pest Control Texas Department of Public Safety	1,565			
		• Pest Control Texas Parks and Wildlife Department	4,315			
		• Picnic Area Maintenance Texas Department of Transportation	108,160			
		• Tree and Brush Control Adjutant General's Department	16,861			
93.	Daniel Pest Control and Professional Services St. Dominic of Silos Rehabilitation Services, Inc. 425 Oak Springs Drive Seguin, Texas 78155 (512) 925-4541	• Janitorial Maintenance City of Austin	40,600	467,600	8	0
		• Pest Control Adjutant General's Department	8,660			
		• Pest Control City of Austin	187,830			
		• Pest Control Credit Union Department	543			
		• Pest Control Employees Retirement System of Texas	1,898			
		• Pest Control Health and Human Services Commission	12,708			
		• Pest Control Texas Department of Motor Vehicles	14,160			
		• Pest Control Texas Department of Public Safety	29,643			

		• Pest Control Texas Department of Transportation	92,039			
		• Pest Control Texas Facilities Commission	2,478			
		• Pest Control Texas Historical Commission	3,410			
		• Pest Control Texas Parks and Wildlife Department	64,255			
		• Pest Control Texas Workforce Commission	9,376			
94.	Goodwill Industries of Northeast Texas 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	• Grounds Maintenance Texas Department of Public Safety	2,180	80,421	6	1
		• Janitorial Maintenance Health and Human Services Commission	30,323			
		• Janitorial Maintenance Texas Department of Public Safety	23,895			
		• Janitorial Maintenance Texas Parks and Wildlife Department	11,023			
		• Mowing Maintenance Adjutant General's Department	13,000			
95.	Goodwill Industries of Northeast Texas Temporary Services 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	• Temporary Employment Services Health and Human Services Commission	9,472	123,889	4	1
		• Temporary Employment Services Office of the Attorney General	93,249			
		• Temporary Employment Services Texas Juvenile Justice Department	21,168			
96.	Andrews Diversified Industries Andrews Center 1411 South Bennett Avenue Tyler, Texas 75701 (903) 595-0404	• Grounds Maintenance Texas Department of Transportation	31,621	376,233	34	7
		• Landscape Maintenance Texas Department of Transportation	18,600			
		• Litter Pickup Texas Department of Transportation	228,934			

		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	87,931			
		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	9,147			
97.	Goodwill Industries of East Texas, Inc. Goodwill Opportunities in Tyler 409 West Locust Street Tyler, Texas 75702 (903) 593-8438	<ul style="list-style-type: none"> Delineator 	2,350,216	2,855,216	41	0
		<ul style="list-style-type: none"> Highway Cable Delineators 	125,845			
		<ul style="list-style-type: none"> Mailbox Post 	199,803			
		<ul style="list-style-type: none"> Mat, Anti Fatigue 	10,052			
		<ul style="list-style-type: none"> Restock Fee CRP 	61			
		<ul style="list-style-type: none"> Towels, Decomposable 	144,034			
		<ul style="list-style-type: none"> Document Destruction Department of State Health Services 	5,314			
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	16,716			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	393			
		<ul style="list-style-type: none"> Document Destruction Railroad Commission of Texas 	580			
	<ul style="list-style-type: none"> Document Destruction Texas Parks and Wildlife Department 	2,202				
98.	Goodwill Industries of East Texas, Inc. Goodwill Opportunities in Tyler, Temporary Services 409 Locust Street Tyler, Texas 75702 (903) 593-8438	<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	530,559	530,559	16	15
99.	Horizon Industries East Texas Lighthouse for the Blind 500 North Bois D'Arc Avenue Tyler, Texas 75702 (903) 595-3444	<ul style="list-style-type: none"> Award Items Tx Dot 	53,728	1,723,541	24	5
		<ul style="list-style-type: none"> Carbon Paper 	8,547			
		<ul style="list-style-type: none"> Chair mats 	89,392			
		<ul style="list-style-type: none"> Napkins, Dispenser Type 	8,557			
		<ul style="list-style-type: none"> Paper Towel Wipe 	95,197			
		<ul style="list-style-type: none"> Restock Fee for Safety Boots 	770			
		<ul style="list-style-type: none"> Safety Shoe 	976,516			
		<ul style="list-style-type: none"> Scrub Wipes 	55,694			
		<ul style="list-style-type: none"> Tech Wipe 	54			
		<ul style="list-style-type: none"> Towels, 100% Cotton Muslin 	39,828			

		• Towels, 3-Ply Tissue, Extra Large	184			
		• Towels, Decomposable	77,149			
		• Towels, Disposable	60,857			
		• Towels, Interfold	256,729			
		• Towels, Paper Bath	339			
100.	Worship Anointed Ministries 508 Pat Booker Road, PMB 386 Universal City, Texas 78184 (830) 515-9719	• Janitorial Maintenance Texas Department of Public Safety	24,896	24,896	1	1
101.	Goodwill Contract Services, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337	• Grounds Maintenance Texas Department of Public Safety	5,460	486,074	22	6
		• Grounds Maintenance Texas Department of Transportation	69,293			
		• Litter Pickup Texas Department of Transportation	144,766			
		• Picnic Area Maintenance Texas Department of Transportation	266,555			
102.	Heart of Texas Goodwill Industries, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337	• Temporary Employment Services Department of State Health Services	544	260,854	25	3
		• Temporary Employment Services Office of the Attorney General	260,310			
103.	RGR Industries, Inc. 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773	• Drain Inlet Cleaning Texas Department of Transportation	114,446	4,174,868	21	4
		• Grounds Maintenance Texas Department of Transportation	15,204			
		• Guard Rail Repair Texas Department of Transportation	3,072,587			
		• Landscape Maintenance Texas Department of Transportation	141,471			
		• Litter Pickup Texas Department of Transportation	291,264			

		<ul style="list-style-type: none"> Roadside Mowing Texas Department of Transportation 	323,378			
		<ul style="list-style-type: none"> Tree Pruning/Trimming Texas Department of Transportation 	216,518			
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 	35,188	74,200	17	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	39,012			
105.	Beacon Lighthouse, Inc. 300 Seventh Street Wichita Falls, Texas 76301 (940) 767-0888	<ul style="list-style-type: none"> Auxiliary Light 	7,764	2,122,194	19	1
		<ul style="list-style-type: none"> Baseboard Scrubber Kit 	93			
		<ul style="list-style-type: none"> Floor Maintenance Pads 	99,480			
		<ul style="list-style-type: none"> Glass Cleaner 	1,126			
		<ul style="list-style-type: none"> Griddle Cleaning Pads 	59,848			
		<ul style="list-style-type: none"> LED Beacon 	45,647			
		<ul style="list-style-type: none"> Light Bars 	788,618			
		<ul style="list-style-type: none"> Nylon Scrubbing Pads 	19,617			
		<ul style="list-style-type: none"> Rakes 	15,710			
		<ul style="list-style-type: none"> Reflective Sheeting 	193,533			
		<ul style="list-style-type: none"> Replacement Pads, Baseboard 	312			
		<ul style="list-style-type: none"> Shovels 	48,922			
		<ul style="list-style-type: none"> Sponge Scrubbers 	3,556			
		<ul style="list-style-type: none"> Spray Bottle 	4,833			
		<ul style="list-style-type: none"> Spring Rake, Heavy Duty 	46			
		<ul style="list-style-type: none"> Tape, Duct 	2,252			
		<ul style="list-style-type: none"> Tape, Filament 	1,271			
		<ul style="list-style-type: none"> Tile Cleaner 	722			
		<ul style="list-style-type: none"> Toner Cartridges 	806,558			
		<ul style="list-style-type: none"> Traffic Arrow Sticks 	301			
	<ul style="list-style-type: none"> Twist-N-Fill Cleaner 	15,954				
	<ul style="list-style-type: none"> Urinal Screen Kit 	6,031				
106.	Work Services Corporation 1343 Hatton Road Wichita Falls, Texas 76302 (817) 766-3207	<ul style="list-style-type: none"> Clips, Paper & Binder 	5,893	3,511,155	90	59
		<ul style="list-style-type: none"> Engineering Stakes/Wood Laths 	12,880			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	8,476			

		• Grounds Maintenance Texas Department of Transportation	35,251			
		• Janitorial Maintenance Health and Human Services Commission	85,062			
		• Janitorial Maintenance Texas A&M AgriLife Research	19,740			
		• Janitorial Maintenance Texas Department of Motor Vehicles	24,033			
		• Janitorial Maintenance Texas Department of Transportation	60,940			
		• Janitorial Maintenance Texas Parks and Wildlife Department	2,620			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	84,404			
		• Landscape Maintenance Texas Department of Public Safety	1,388			
		• Linen Folding Department of State Health Services	23,150			
		• Linen Folding Health and Human Services Commission	38,435			
		• Litter Pickup Texas Department of Transportation	235,107			
		• Picnic Area Maintenance Texas Department of Transportation	114,666			
		• Rest Area Maintenance Texas Department of Transportation	2,759,110			
	TOTAL		169,640,034		5,462	1,388