

2022 TWC Annual Report

A Message from Chairman Daniel

A Message from Commissioner Julian Alvarez III

A Message from Commissioner Demerson

The Texas Workforce System: Building a Stronger Texas Through Partnerships and Innovation

Texas Workforce Commission (TWC) and its partners serve as key connectors around the state to support Texas' growing economy. TWC's role in the state's economic development strategies is critical — it works to ensure that every employer, individual, family, and community has a clear path towards sustained economic prosperity.

Fiscal Year 2022 was a significant year for the Texas workforce, leading to gains in the economy. In November 2021, the state exceeded pre-pandemic employment and continued to keep a brisk pace of gains through the remainder of the FY 2022. The civilian labor force was also growing, ending the year at 14.60 million. This represented a labor force participation rate of 63.8%, higher than the United States as a whole, which was 62.4% in August 2022.

More Texans are working than in any time in Texas history and TWC was there in FY 2022 to ensure employers and jobseekers were provided with the workforce tools and support they needed to achieve these new heights. The Commission allocated funds to expand apprenticeship in the state, with \$15 million dedicated to creating healthcare apprenticeships and \$4 million allocated to critical skills apprenticeships focused on careers such as automotive service technicians and mechanics, production machinists, assemblers, fabricators, and logistics management and supply chain analysts. TWC also partnered with the Texas Education Agency to invest approximately \$55 million to implement or expand career and technical education programs through the Jobs and Education for Texans program, benefitting the future workforce and employers alike.

Among the other important work done to support the workforce, the Commission also took action to ensure parents had access to high quality child care resources so they could obtain or maintain employment. As of September 2022, TWC approved more than \$5.9 billion in stimulus funds to support the needs of families and the child care industry.

The FY 2022 Annual Report provides data required by Texas Labor Code, Section 301.065. Additionally, the Annual Report includes data summaries provided by the TWC Civil Rights Division as required under Texas Labor Code Sections 301.156 and 301.157. Further detail regarding the agency's FY 2022 activities is included in the TWC Supplemental Report, submitted concurrently with this report.

The Texas Workforce Commission remains committed to increasing, improving, and innovating the services we provide as we pursue the strategies to achieve our mission. With the continued support of our partners — the Governor and the Texas Legislature — we proudly serve all Texas employers, partners, and job seekers. The Texas Workforce System is here for all Texans.

Unemployment Compensation Trust Fund

State of Texas Unemployment Compensation Fund

For Years Ending August 31, 2018, through August 31, 2022¹

	FY 2018	FY 2019	FY2020	FY2021	FY2022
Total Net Position at September 1st	\$1,1430.4	\$1,864.4	\$2,322.0	\$(3,729.1)	\$(5,548.8)
Restatement of Net Position					\$(165.3)
Total Net Position at September 1st	\$1,430.4	\$1,864.4	\$2,322.0	\$(3,729.1)	\$(5,714.1)
Revenues:					
Unemployment Taxes	\$2,410.2	\$2,293.0	\$1,989.5	\$2,034.7	\$2,506.2
Federal Revenues ²	\$83.5	\$56.6	\$19,754.9	\$21,211.6	\$207.2
SB 8 (appropriated ARPA funds)					\$6,979.2
Contributions from Directly Reimbursing Employers	\$78.8	\$55.9	\$128.1	\$436.6	\$49.9
Reimbursement for Out-of-State Claimants	\$76.1	\$80.4	\$124.0	\$207.5	\$55.8
Interest Income	\$28.7	\$44.3	\$34.0	\$0.2	\$14.3
Total Revenues	\$2,677.3	\$2,530.2	\$22,030.5	\$23,890.6	\$9,812.6
Expenditures:					
State Unemployment Benefits	(\$2,159.8)	(\$2,016.0)	(\$8,326.7)	(\$4,873.4)	(\$1,759.9)
Federal Unemployment Benefits ²			(\$19,691.4)	(\$21,147)	(\$181.5)
Benefits Paid to Former Federal Employees and Individuals Affected by Trade Agreements/Natural Disasters	(\$83.5)	(\$56.6)	(\$63.5)	(\$64.6)	(\$25.8)
Interest Expenses ³					(\$28.7)
Total Expenditures	(\$2,243.3)	(\$2,072.6)	(\$28,081.6)	(\$26,085.0)	(\$1,993.9)
Transfers (ETIA)					
Employment and Training Investment Assessment	-			\$374.7	\$104.6
Total Transfers				\$374.7	\$104.6
Total Net Position at August 31st	\$1,864.4	\$2,322.0	(\$3,729.1)	\$(5,548.8)	\$2,209.2
SB8 Receivable (Amount Received in FY2022) ⁴				\$6,979.2	
Total Net Position at August 31st (Including SB8 Receivable)	\$1,864.4	\$2,322.0	(\$3,729.1)	\$1,430.4	\$2,209.2

- The State of Texas Unemployment Compensation Fund includes the following funds and accounts: Corona Virus Relief Fund – Proprietary (Fund 1325); TWC Obligation Trust Fund (Fund 0844); Unemployment Compensation Clearance Account (Fund 0936); Unemployment Compensation Benefit Account (Fund 0937); Unemployment Trust Fund Account (Fund 0938).
- The majority of federal benefits shown above were paid as a result of the passage of the CARES Act. The Act provided additional compensation from April through July of \$600 a week. Additionally, the CARES Act provided federally funded unemployment benefits for self-employed individuals. Extended benefits were also provided for individuals whose regular state benefits had expired.
- Interest began accruing on September 4, 2021, on the Title XII federal advances the Commission had received from the U.S. Treasury to provide working capital for the unemployment trust fund after the fund became solvent. All Title XII advances were paid off on November 24, 2021, from funds provided by SB 8.
- TWC received \$6.9 billion of ARPA funds appropriated from Senate Bill 8 (SB8) during the 87th Legislative Session, 3rd Special Session, to repay its Title XII federal advances under the Social Security Act and bring the trust fund balance to the statutory floor. Note, that although the legislation did not pass nor had the Governor signed the bill until November 2021, these funds were included as a “receivable” in FY 2021 for this report.

Civil Rights Division (CRD) Data

CRD 1. Statewide Agencies New Hires and Workforce Summary

The following tables illustrate statewide agency new hires, workforce data and discrimination complaint reports.

Statewide Agency Reporting Group New Hires for September 1, 2021 – August 31, 2022

Code	JOB CATEGORY	Total Number of New Hires	Total Number of African Americans	Total Number of Hispanic Americans	Total Number of Females	Total Number of Others
A	OFFICIALS/ ADMINISTRATORS	2484	339	353	1422	795
C	ADMINISTRATIVE SUPPORT	13070	2282	4561	10003	1556
M	SERVICE/MAINTENANC E	3009	723	1042	1474	699
P	PROFESSIONALS	34168	4136	6641	20502	9858
Q	PARA-PROFESSIONAL	4789	1610	1558	3247	547
R	PROTECTIVE SERVICES	11695	4845	2862	6478	2087
S	SKILLED/CRAFT	915	103	255	111	506
T	TECHNICIANS	13384	2512	3851	8109	3231
	TOTALS	83514	16550	21123	513646	19279

Statewide Agency Reporting Group Workforce for September 1, 2021 – August 31, 2022

Code	JOB CATEGORY	Total Number of New Hires	Total Number of African Americans	Total Number of Hispanic Americans	Total Number of Females	Total Number of Others
A	OFFICIALS/ ADMINISTRATORS	26679	3424	4311	15255	8517
C	ADMINISTRATIVE SUPPORT	46253	8448	15586	37737	4347
M	SERVICE/MAINTENANC E	13371	3032	4972	5992	3456
P	PROFESSIONALS	196408	22503	34893	114958	61465
Q	PARA-PROFESSIONAL	17614	5949	5546	12782	1687

R	PROTECTIVE SERVICES	48589	18253	12257	24210	10441
S	SKILLED/CRAFT	7973	753	2075	844	4609
T	TECHNICIANS	49067	8632	13829	28597	12803
	TOTALS	405954	70994	93469	240375	107325

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CRD 2. Employment Discrimination Complaints

Table 1. CRD and Statewide Employment Complaints – Filed by Basis

The following table illustrates the basis of employment complaints received both statewide and by CRD in FY 2022. Statewide, retaliation was the most common basis for employment complaints in FY 2022.

Civil Rights Division			Statewide		
Basis	#	%	Basis	#	%
Retaliation	615	22%	Retaliation	316	24%
Sex	365	13%	Sex	178	14%
Race	367	13%	Race	186	14%
National origin	317	12%	National origin	128	10%
Disability	419	15%	Disability	202	16%
Age	265	10%	Age	145	11%
Color	303	11%	Color	112	9%
Religion	83	3%	Religion	27	2%
Genetic information	1	0%	Genetic information	0	0%
Total Filed*	2735	--	Total Filed*	1294	--

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Table 2. CRD and Statewide Employment Complaints – Filed by Issue

Table 2 illustrates the issues received and types of closures by CRD and statewide in FY 2022, discharge and terms and conditions were the most common issues for employment discrimination complaints filed with CRD and Statewide.

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Discharge	785	27%	Discharge	364	28%
Harassment	462	16%	Harassment	189	14%

Terms and Conditions	514	18%	Terms and Conditions	265	20%
Discipline	135	5%	Discipline	86	7%
Other	0	0%	Other	2	0%
Wages	63	2%	Wages	26	2%
Reasonable Accommodation	337	12%	Reasonable Accommodation	134	10%
Sexual Harassment	141	5%	Sexual Harassment	65	5%
Suspension	71	2%	Suspension	29	2%
Demotion	71	2%	Demotion	28	2%
Constructive Discharge	93	3%	Constructive Discharge	54	4%
Promotion	59	2%	Promotion	26	2%
Hiring	59	2%	Hiring	23	2%
Training	55	2%	Training	15	1%
Layoff	17	1%	Layoff	7	1%
Total	2862	--	Total	1313	--

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Table 3. Closed CRD and Statewide Employment Complaints by Type of Closure

Table 3 illustrates the most common type of closure for employment cases closed by CRD based on no reasonable cause for discrimination.

Civil Rights Division			Statewide		
Type	#	%	Type	#	%
Administrative Closures	312	34%	Administrative Closures	1153	18%
No Cause Finding	339	37%	No Cause Finding	4528	73%
Settlement	31	3%	Settlement	181	3%
Withdrawal w/ Benefits	239	26%	Withdrawal w/ Benefits	231	4%
Successful Conciliation	0	0%	Successful Conciliation	79	1%
Unsuccessful Conciliation	0	0%	Unsuccessful Conciliation	67	1%

Total	921	--	Total	6239	--
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CRD 3. Housing Discrimination Complaints

Table 4. CRD and Statewide Housing Complaints – Filed by Basis

The following table demonstrates the basis of housing complaints received both by CRD and statewide. In FY 2022 (9/1/21 – 8/31/22), as in the past three fiscal years, disability, followed by race, were the most common basis of housing complaints filed with CRD and statewide.

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Disability	285	67%	Disability	412	61%
Race	118	28%	Race	223	33%
Retaliation	32	8%	Sex	60	9%
Familial Status	27	6%	Familial Status	58	9%
National Origin	24	6%	National Origin	51	8%
Sex	14	3%	Retaliation	46	7%
Color	6	1%	Color	22	3%
Religion	3	1%	Religion	6	1%
Filed Cases	354	--	Filed Cases	558	--

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*Note: CRD numbers are a subset of statewide numbers. Since some complaints filed involve multiple issues, the columns listing the number of complaints exceeds the Issue totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

Table 5. CRD and Statewide Housing Complaints – Filed by Issue

Civil Rights Division			Statewide		
Issue	#	%	Issue	#	%
Discriminatory terms, conditions, privileges or services and facilities	347	82%	Discriminatory terms, conditions, privileges or services and facilities	566	84%
Discriminatory refusal to rent	149	35%	Discriminatory refusal to rent	264	52%
Failure to make reasonable accommodation	250	59%	Failure to make reasonable accommodation	350	52%

Discriminatory acts under Section 818 (coercion, Etc.)	59	14%	Discriminatory acts under Section 818 (coercion, Etc.)	108	16%
Discriminatory advertising, statements and notices	28	7%	Discriminatory advertising, statements and notices	37	6%
Otherwise deny or make housing unavailable	26	6%	Otherwise deny or make housing unavailable	62	9%
False denial or representation of availability	8	2%	False denial or representation of availability	12	2%
Failure to permit reasonable modification	12	3%	Failure to permit reasonable modification	15	2%
Discriminatory refusal to sell	10	2%	Discriminatory refusal to sell	11	2%
Other discriminatory acts	7	2%	Other discriminatory acts	18	3%
Discriminatory financing (includes real estate transactions)	13	3%	Discriminatory financing (includes real estate transactions)	14	2%
Non-compliance with design and construction requirements (handicap)	0	0%	Non-compliance with design and construction requirements (handicap)	1	0
Steering	0	0%	Steering	1	0%
Filed Cases	909	--	Filed Cases	1459	--

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2 *Note: CRD numbers are a subset of statewide numbers. Since some complaints filed involve multiple issues, the
3 columns listing the number of complaints exceeds the Issue totals. Likewise, the percentages were calculated
4 based on the total charges filed, and the percentages will total more than 100%.

5 *Table 6. Closed CRD and Statewide Housing Complaints by Type of Closure*

6 The following table demonstrates the number and type of housing complaints closed by CRD and statewide. In
7 FY 2022, the top two closure types for CRD and statewide were no cause determination and
8 conciliation/settlement successful.
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Civil Rights Division			Statewide		
Type	#	%	Type	#	%
No cause determination	196	55.4%	No cause determination	289	51.8%
Conciliation/settlement successful	107	30.2%	Conciliation/settlement successful	164	29.4%
Complaint withdrawn by complainant after resolution	9	2.5%	Complaint withdrawn by complainant after resolution	46	8.2%

Administrative Closures	40	11.3%	Administrative Closures	54	9.7%
Post Cause Settlement	2	0.6%	Post Cause Settlement	5	0.9%
Total	354	--	Total	558	--

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2 *Note: The cause cases reflected above that were charged in FY 2022 may or may not have been closed during
3 FY 2022. The fiscal year that a cause case is closed will be reflected as conciliation/settlement successful,
4 litigation ended – discrimination found, litigation ended - no discrimination found or FHAP judicial consent
5 order. Further, note that administrative closures also include lack of jurisdiction, failure to cooperate,
6 complainant withdrawn without resolution and failure to locate. Also, unlike equal employment opportunity
7 closures, housing closure types do not include a right to sue issued category.

8 **CRD 4. State Agency Policy Reviews & Discrimination Complaints**

9 In FY 2022, 73 recommendations addressing areas of non-compliance across all agency reviews were
10 implemented. Agencies assessed as low risk rose by 14 (5 agencies after preliminary review, 19 post-
11 implementation of recommendations), while eight of the nine agencies originally assessed as higher risk were
12 reduced to either a moderate or low risk assessment. (See Table 7).

13 In accordance with Texas Government Code Section 2052.003 and state agencies’ enabling statutes, CRD
14 reviewed five submissions of equal employment opportunity personnel policy statements, including a) policies
15 relating to recruitment, evaluation, selection, training and promotion of personnel, and b) workforce analyses
16 and recruitment plans that set forth reasonable methods to achieve compliance with state and federal law. All
17 five agencies complied or became in compliance after implementing CRD’s recommendations.

18 *Table 7. Instances of Non-Compliance by State Agencies with Most Common Personnel Policies and Procedures Review*
19 *Categories*

Category of Non-Compliance	FY20	%	FY21	%	FY22	%
Hiring and Recruitment Plan	18	46%	27	35%	28	28%
Performance Evaluations	6	15%	16	21%	10	10%
Reasonable Accommodations	6	15%	24	31%	19	19%
EEO Training	9	23%	11	14%	42	42%
Totals	39	--	78	--	99	--

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21 Pursuant to Sec 21.556 of the Texas Labor Code, a state agency that receives three or more employment
22 discrimination complaints in a fiscal year, other than complaints determined to be without merit, shall provide a
23 comprehensive EEO training program to appropriate supervisory and managerial employees. No state agencies
24 met the complaint threshold in FY 2020, FY 2021, and FY 2022.

Table 8. State Agency Discrimination Complaints Other Than Without Merit – Filed by Basis

Basis	#	%
Retaliation	2	15%
Race	1	8%
Sex	3	23%
Age	3	23%
Disability	3	23%
National Origin	1	8%
Color	0	0%
Religion	0	0%
Genetic Information	0	0%
Other	0	0%

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Table 9. State Agency Discrimination Complaints Other Than Without Merit – Filed by Issue

Issue	#	%
Harassment	1	8%
Discharge	4	33%
Terms/Conditions	2	17%
Promotion	0	0%
Hiring	0	0%
Discipline	2	17%
Wages	0	0%
Demotion	0	0%
Reasonable Accommodations	3	25%
Sexual Harassment	0	0%
Layoff	0	0%
Benefits	0	0%
Language/Accent Issue	0	0%
Other	0	0%

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Table 10. State Agency Discrimination Complaints Other Than Without Merit – By Type of Closure

Type of Closure	#	%
Withdrawal with Benefits	5	100%
Settlement with Benefits	0	0%
Conciliation Failure	0	0%

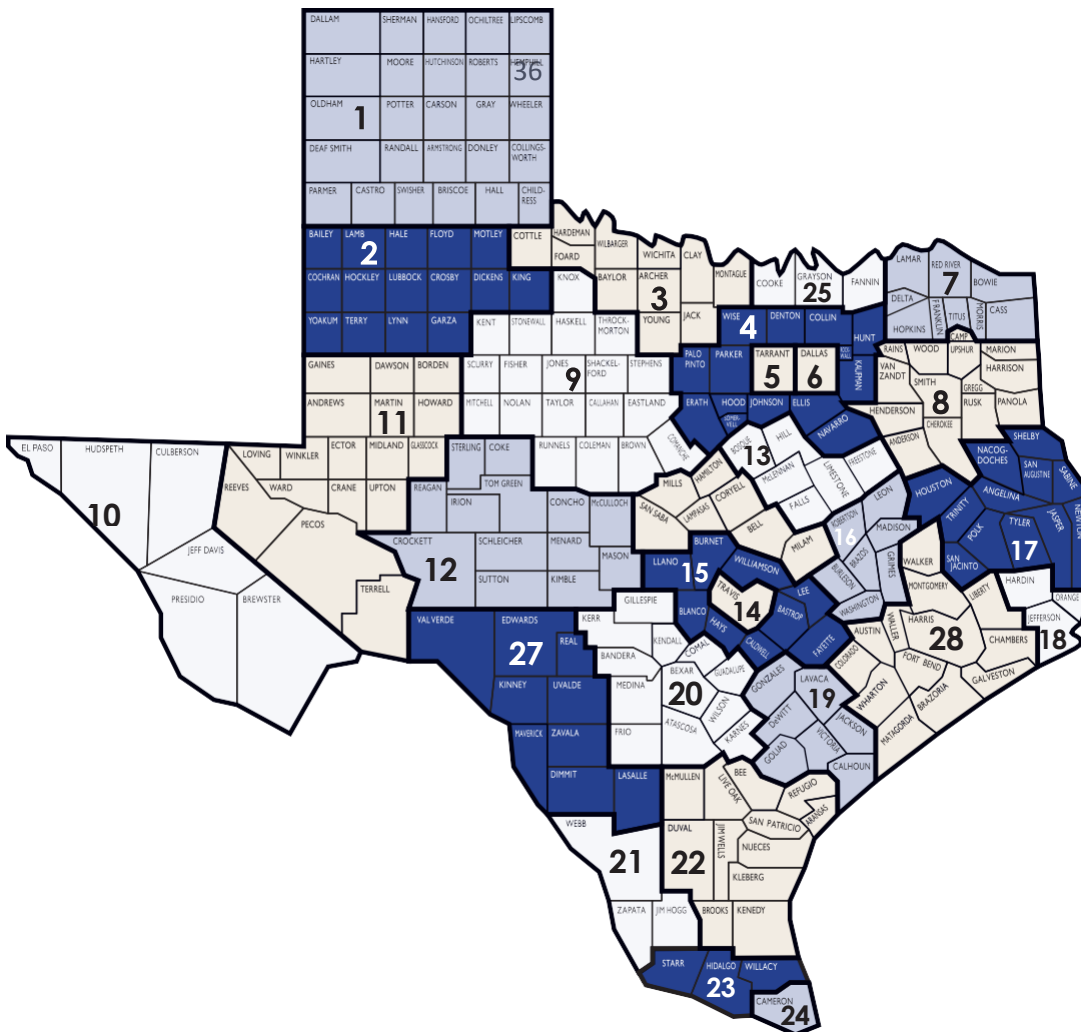
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Local Workforce Development Boards Map

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|-------------------|----|---------------------|----|-----------------------------|
| 1. Panhandle | 15 | 11. Permian Basin | 26 | 21. South Texas |
| 2. South Plains | 16 | 12. Concho Valley | 27 | 22. Coastal Bend |
| 3. North Texas | 17 | 13. Heart of Texas | 28 | 23. Lower Rio Grande Valley |
| 4. North Central | 18 | 14. Capital Area | 29 | 24. Cameron County |
| 5. Tarrant County | 19 | 15. Rural Capital | 30 | 25. Texoma |
| 6. Dallas | 20 | 16. Brazos Valley | 31 | 26. Central Texas |
| 7. Northeast | 21 | 17. Deep East Texas | 32 | 27. Middle Rio Grande |
| 8. East Texas | 22 | 18. Southeast Texas | 33 | 28. Gulf Coast |
| 9. West Central | 23 | 19. Golden Crescent | | |
| 10. Borderplex | 24 | 20. Alamo | | |
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Local Workforce Development Boards

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3	ALAMO	61	Offices: 28	119	Number of Workforce Solutions
4	Number of Workforce Solutions Offices: 26	62	713-627-3200; 888-469-5627	120	Offices: 4
5	210-224-4357	63	www.wrksolutions.com	121	409-839-8045
6	www.workforcesolutionsalamo.org	64	HEART OF TEXAS	122	www.setworks.org
7	BORDERPLEX	65	Number of Workforce Solutions	123	TARRANT COUNTY
8	Number of Workforce Solutions	66	Offices: 4	124	Number of Workforce Solutions
9	Offices: 8	67	254-296-5300; 866-982-9226	125	Offices: 5
10	915-887-2600	68	www.hotworkforce.com	126	817-413-4400
11	www.borderplexjobs.com	69	LOWER RIO GRANDE VALLEY	127	www.workforcesolutions.net
12	BRAZOS VALLEY	70	Number of Workforce Solutions	128	TEXOMA
13	Number of Workforce Solutions	71	Offices: 5	129	Number of Workforce Solutions
14	Offices: 7	72	956-928-5000; 888-261-3286	130	Offices: 3
15	979-595-2800	73	www.wfsolutions.org	131	903-463-9997
16	www.bvjobs.org	74	MIDDLE RIO GRANDE	132	www.workforcesolutionstexoma.com
17	CAMERON	75	Number of Workforce Solutions	133	m
18	Number of Workforce Solutions	76	Offices: 6	134	WEST CENTRAL TEXAS
19	Offices: 4	77	830-591-4741	135	Number of Workforce Solutions
20	956-548-6700	78	www.wfsmrg.org	136	Offices: 5
21	www.wfscameron.org	79	NORTH CENTRAL TEXAS	137	325-795-4200 800-457-5633
22	CAPITAL AREA	80	Number of Workforce Solutions	138	www.wfswct.org
23	Number of Workforce Solutions	81	Offices: 11		
24	Offices: 3	82	817-695-9184		
25	512-597-7100	83	www.dfwjobs.com		
26	www.wfscapitalarea.com	84	NORTH TEXAS		
27	CENTRAL TEXAS	85	Number of Workforce Solutions		
28	Number of Workforce Solutions	86	Offices: 4		
29	Offices: 4	87	940-872-2424		
30	254-200-2000	88	www.ntxworksolutions.org		
31	www.workforcesolutionsctx.com	89	NORTHEAST TEXAS		
32	COASTAL BEND	90	Number of Workforce Solutions Offices: 5		
33	Number of Workforce Solutions	91	903-794-9490		
34	Offices: 6	92	www.netxworkforce.org		
35	361-885-3016	93	PANHANDLE		
36	www.workforcesolutionscb.org	94	Number of Workforce Solutions		
37	CONCHO VALLEY	95	Offices: 3		
38	Number of Workforce Solutions	96	806-372-5521		
39	Offices: 1	97	www.wspanhandle.com		
40	325-653-2321	98	PERMIAN BASIN		
41	www.cvworkforce.org	99	Number of Workforce Solutions		
42	DEEP EAST TEXAS	100	Offices: 5		
43	Number of Workforce Solutions	101	432-367-3332		
44	Offices: 6	102	www.workforcepb.org		
45	936-639-1351	103	RURAL CAPITAL AREA		
46	www.detwork.org	104	Number of Workforce Solutions		
47	EAST TEXAS	105	Offices: 10		
48	Number of Workforce Solutions Offices: 9	106	512-244-2207		
49	903-561-8131	107	www.workforcesolutionsrca.com		
50	www.easttexasworkforce.org	108	SOUTH PLAINS		
51	GOLDEN CRESCENT	109	Number of Workforce Solutions		
52	Number of Workforce Solutions Offices: 10	110	Offices: 6		
53	361-576-5872	111	806-744-1987		
54	www.gcworkforce.org	112	www.workforcesouthplains.org		
55	GREATER DALLAS	113	SOUTH TEXAS		
56	Number of Workforce Solutions Offices: 14	114	Number of Workforce Solutions		
57	214-290-1000	115	Offices: 3		
58	www.wfsdallas.com	116	956-794-6500		
59	GULF COAST	117	www.southtexasworkforce.org		
60	Number of Workforce Solutions	118	SOUTHEAST TEXAS		