

Texas Workforce Commission Supplemental Report

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1 **DATE of ADOPTION, 2021**

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 2021 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.

College Credit for Heroes

Summary and Introduction

The goal of College Credit for Heroes (CCH) program is to eliminate obstacles to veterans and transitioning service members (TSMs) for licensing, certification and accreditation attainment, and degrees, leveraging their military experience in order to expedite their transition into the Texas workforce. The program was established by [Senate Bill \(SB\) 1736](#), passed by the 82nd Texas Legislature, Regular Session (2011). In 2015, further legislation, [SB 806](#), changed the program's status from a demonstration program to a permanent program.

Texas institutions value student veterans on their campuses and work on their behalf to award academic credit for their military experience, education, and training. In November 2019, TWC partnered with CCH Texas institutions to create a more robust and cohesive CCH network. In February 2020, TWC announced a new grant, the College Credit for Heroes Capacity Building Program. The grant is designed to assist Texas institutions in developing or improving an integrated system for evaluating military transcripts.

Throughout the life of the CCH Program, a total of 43 grants have been awarded. The grants can be divided into two types: Acceleration Curricula (from 2011 through 2018) and Capacity Building (from 2019 to present). To date, 18 Texas colleges and universities have been awarded the 43 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.

At this time, TWC and the Texas Higher Education Coordinating Board (THECB) are exploring the development of a website that will list the course equivalencies available for veterans and TSMs. TWC will continue to work with THECB to enhance and grow this program.

The program also relies greatly on individuals who understand and value the knowledge and skills a veteran or TSM brings to the civilian workforce. Each fall, TWC staff, members of the CCH network, and representatives from Texas military bases come together to share best practices, to discuss challenges, and to identify next steps for the year ahead. The best practices shared stem from innovations, lessons learned, and the creativity of the CCH network. These practices exemplify how Texas IHEs can best prepare veterans and TSMs for jobs in the civilian workforce. Other Texas colleges and universities can and do replicate these practices, which fall into the areas of workforce, accreditation and certification, military-related, and education.

Workforce Best Practices

- 1. Design programs that will move veterans and help transition service members into the workforce.** Eliminate repetitive coursework that delays entry into the civilian workforce.

- 1 2. **Ensure new curricula are approved by national or state accrediting or licensing bodies and/or**
2 **by internal approval at the institution developing the curricula.** Prioritize occupations with high
3 or rapidly growing workforce demand. Maximize early outreach.
- 4 3. **Collaborate with industry contacts.** Collaboration with industry contacts helps connect veterans
5 with potential employers. Visits to military training facilities allow industry contacts to better
6 understand military curricula and training methods.

7 *Accreditation and Certification Best Practices*

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

22 *Military-Related Best Practices*

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

1 *Education Best Practices*

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

35 *CCH Capacity Building Program*

36 On February 20, 2020, TWC issued a Request for Application (RFA) from eligible applicants to participate
37 in the CCH Capacity Building Program, which allows Institutions of Higher Education (IHEs) to develop or
38 improve upon their military evaluation processes by using a fully integrated system to identify and track
39 student veterans participating in the CCH program. The Texas Workforce Commission awarded \$757,271

1 dollars to four Institutions of Higher Education for the College Credit for Heroes Phase VIII Capacity
2 Building Grant.

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

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

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

15 Program Reports

16 TWC and THECB staff continue to explore ways in which the program can grow and better serve
17 veterans and TSMs. As referenced in the introduction, TWC staff, members of the CCH network, and
18 representatives from Texas military bases come together to share best practices, to discuss challenges,
19 and to identify next steps for the year ahead. Their discussions focus on the three major components of
20 the CCH program:

- 21 • *Component 1: Capacity Building*
- 22 • *Component 2: Evaluations of Credit*
- 23 • *Component 3: Network of Partner Schools.*

24 *CCH Component 1: Capacity Building*

25 On February 20, 2020, TWC issued a Request for Application (RFA) from eligible applicants to participate
26 in the CCH Capacity Building Program. This program allows IHEs to develop or improve upon their
27 military evaluation processes by using a fully integrated system to identify and track student veterans
28 participating in the CCH program. In 2020, the Texas Workforce Commission awarded grants totaling
29 \$757,271 to Dallas College, El Paso Community College, Temple College, and Lone Star College for the
30 CCH Phase VIII Capacity Building Grants.

31 The CCH Capacity Building Program is a two-year grant. The first 12-month period is for planning, and
32 the second 12-month period is for implementation. Four primary goals for the capacity building program
33 are as follows:

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2 credit will be awarded consistently to all veterans and service members submitting Military
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5 gauging the benefits students are receiving and confirming that processes and policies are being
6 implemented consistently across the institution.
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8 participated in the CCH Program to act as advocates and resources regarding the CCH Program.
- 9 • Integrate CCH Program information into Veteran or Active Duty Service Member resources.

10 ***Capacity Building, Phase I “Planning Period”***

11 In this reporting period, TWC partnered with four Texas IHEs to administer the CCH Capacity Building
12 grants. In doing so, innovative and collaborative programs were developed to maximize the amount of
13 college and workforce credit awarded for military experience, education, and training. CCH partner IHEs
14 revised academic curricula and college credit award criteria. These changes benefit the thousands of
15 student service members and veterans seeking civilian careers in Texas. Descriptions of work completed
16 during the planning period follow¹.

17 **PROGRAM REPORT: DALLAS COLLEGE**

18 *Develop and Document a Military Transcript Evaluation Process:*

19 Dallas College (DC) created a hybrid process that allows military training evaluations to be conducted
20 and approved by faculty and relevant decision-makers on a proactive basis. The DC Transcript Evaluation
21 Center (TEC) serves as the single entity officially charged with the award of academic credit based on the
22 evaluation of American Council of Education (ACE) transcripts². Completed evaluations are included in a
23 reference database and are made available for subsequent transcript reviews. It is DC’s plan that the
24 database will continue to expand with the addition of completed evaluations. This process ensures that
25 credit will be awarded for military experience, education, and training without the delay of further
26 review, assessment, or documentation.

27 For the 2020-21 academic year, college staff and faculty used a comprehensive Military Training
28 Evaluation (MTE) Guide created by the college to evaluate the award of academic credit for military and
29 veteran students. The MTE Guide is composed of three sections:

- 30 1. The introduction section explains the Texas Workforce Commission and the ACE Military Guide.
31 The handbook also details how Dallas College has been a critical partnering institution for the
32 CCH Program for the last ten years.

¹ Descriptions of work completed by each IHE are organized under CCH Capacity Building Grant goals.

² <https://www.acenet.edu/Programs-Services/Pages/Credit-Transcripts/Request-Transcripts.aspx>

- 1 2. The MTE Development section covers how to prepare the MTE official package comprised of
2 academic program competencies, keyword search, course evaluation forms, and ways to
3 introduce faculty to the evaluation process.
- 4 3. The MTE Evaluation section explains the ACE course and occupation exhibits, explains ACE credit
5 recommendations, and guides faculty on how to apply credit towards a DC academic program or
6 specific course, including:
- 7 • Auto Body Technology
- 8 ○ NER-DC-003 – Damage Control Man
- 9 ○ NER-HT-005 – Hull Maintenance - Technician Service Technician
- 10 ○ MC-1712-0008 – Automotive Intermediate Maintenance
- 11 ○ AR-1714-0044 – Automotive Electrical Systems Repairer
- 12 ○ NV-1710-0117 – Construction Mechanic "A" School
- 13 ○ MOS-63 H- 006 – Track Vehicle Repairer
- 14 • Preventive Maintenance Technician Certificate
- 15 ○ NV-1712-0032 – Diesel Engine C School Core
- 16 ○ NV-1712-0038 – Diesel Engine C School
- 17 ○ NV-1712-0040 – Diesel Engine C School
- 18 ○ NV-1712-0049 – Detroit Diesel Engine – Overhaul Technician
- 19 • Paralegal Associate of Applied Science (AAS) – MOS-27D-003 – Paralegal Specialist
- 20 • Health Information Technology AAS
- 21 ○ MOS-68K-005 – Medical Laboratory Specialist
- 22 ○ NER-HN-005 – Hospital Man
- 23 • Licensed Paramedic AAS / Emergency Medical Technician-Basic
- 24 ○ AR-0709-0100 – Paramedic Recertification
- 25 ○ AR-0709-0079 – EMT – Basic Recertification
- 26 ○ NER-HM-004 – Hospital Corpsman
- 27 ○ NER-HM-006 – Hospital Corpsman
- 28 ○ MOS-68W-002 – Combat Medic Specialist
- 29 • AAS Construction Management
- 30 ○ NV-1408-0034 – Construction Planning Management
- 31 ○ NV-1408-0035 – Construction Inspector
- 32 ○ NV-1710-0273 – Management Project Supervisor
- 33 ○ MOS-120A-001 – Construction Engineering Technician

34 *Develop a Sustainable Program Data Tracking System*

35 DC is developing a state-of-the-art database tool to track all CCH participating students. This database
36 tool will include a built-in evaluation process that will be used by the DC Transcript Evaluation Center
37 (TEC) to connect current and potential DC military students to degree, license or certification programs.

1 Recruit Program Champions

2 The Dallas College Champions program was implemented during the 2021-22 academic year as part of
3 an internal marketing campaign to promote the CCH program to all employees. The program consists of
4 three senior faculty members who represent the CCH program at faculty association meetings, events
5 and professional development sessions.

6 Integrate CCH Program Information into Veteran or Active-Duty Service Member Evaluations

7 DC created a training program for staff and faculty that includes the comprehensive MTE handbook and
8 designated trainers. Administrators and faculty members are trained to conduct the evaluations of
9 military training for the recommendation of academic credit for the following academic schools:

- 10 • School of Manufacturing and Industrial Technology – Automotive Technology and Construction
11 Management.
- 12 • School of Business, Hospitality, and Global Trade
- 13 • School of Engineering, Technology, Mathematics, and Sciences
- 14 • School of Health Sciences
- 15 • School of Business, Hospitality, and Global Trade
- 16 • School of Manufacturing and Industrial Technology

17 In addition to the training program, the faculty orientation was updated and now includes CCH training
18 presentations. DC grant staff also report that attendees demonstrated interest in supporting the CCH
19 program.

20 **PROGRAM REPORT: EL PASO COMMUNITY COLLEGE**

21 Development and Document a Military Transcript Evaluation Process

22 El Paso Community College (EPCC) has created a CCH Advisory board that consists of representatives
23 within EPCC's internal departments. The advisory board studies and makes recommendations on
24 streamlining the processes of awarding college credits for military experience, education, and training.
25 The members of the board include the registrar, district-wide counselors, the director of EPCC Veterans
26 Center, the liaison Dean from Ft. Bliss, and the director of Distance Learning Support Services.

27 EPCC selected ten military courses to be evaluated based on two criteria: the award of past military
28 training and education at EPCC and the potential growth in that region combined with the top majors
29 chosen by military students. The courses selected are as follows:

- 30 • CRIJ 2313 - Correctional Systems & Practices
- 31 • CRIJ 2328 - Police Systems and Practices
- 32 • EDUC 1301 - Introduction to the Teacher Profession
- 33 • ENGL 1301 - Composition I
- 34 • ENGL 2311 - Technical & Business Writing

- 1 • FIRT 1315 - Hazardous Materials I
- 2 • HRPO 2301 - Human Resources Management
- 3 • ITSC 1301 - Introduction to Computers
- 4 • ITSY 1300 - Fundamentals of Information Security
- 5 • POFT 1309 - Administrative Office Procedure I
- 6 • SPCH 1315 - Public Speaking
- 7 • SPCH 1321 - Business & Professional Communication

8 *Develop a Sustainable Program Data Tracking System*

9 EPCC uses an enterprise resource planning system called Ellucian Banner. Ellucian Banner is a fully
10 integrated, Oracle-based, internet-native technology solution that will track all CCH participating
11 students and the award of academic credit.

12 *Recruit Program Champions*

13 EPCC has designated one counselor from each of the five EPCC institutions/colleges and two staff
14 members from the EPCC main campus registrar's office as program champions. The two staff members
15 from EPCC main are trained ACE evaluators, and the registrar's office serves as EPCC's training center for
16 the evaluation of all military transcripts. EPCC's Veterans Resource Center provides information
17 regarding the military evaluation process under the CCH Program guidelines.

18 *Integrate CCH Program Information into Veteran or Active-Duty Service Member Evaluations*

19 EPCC has designated an outreach team that shares CCH program information throughout El Paso and on
20 the Fort Bliss military installation. EPCC has maintained a partnership with Fort Bliss for over 40 years
21 and offers a variety of educational programs on the installation. The CCH program is a seamless addition
22 to the existing programs for service members seeking additional credit toward a degree or certification.

23 **PROGRAM REPORT: TEMPLE COLLEGE**

24 *Develop and Document a Military Transcript Evaluation Process*

25 Temple College (TC) uses the new ACE online military guide system for the evaluation of military
26 transcripts. All Temple institutions plan to have an ACE account that will allow the college to upload a
27 student's military transcript and assign a numerical identifier to the student's account. The Temple ACE
28 institutional accounts will also contain record of TC courses, degree programs, credits awarded by
29 Temple College and any credits awarded for military education and training by other institutions.

30 The TC Office of Veteran's Affairs manages the process and procedures for awarding academic credit.
31 The Coordinator of Veteran Affairs is responsible for all aspects of grant compliance and policy
32 compliance and an instructional designer works in conjunction with the office to create additional credit
33 opportunities and manage the Temple College ACE portal.

34 The military courses that have been evaluated for academic credit at TC are as follows:

- 1 • 830-ASIV5 - Criminal Investigation
- 2 • 830-ASIV5 - Criminal Procedures
- 3 • 600-C44 - Communication
- 4 • 300-68C - Ph1 & Ph 2
- 5 • 805A-36B10 - Accounting
- 6 • 191-31D30-C45, 600-C44, 1-250-C49-2 - Leadership
- 7 • 531-25B10 - Networking, Operating, and Computers
- 8 • 500-42A10 - Human Resource Management
- 9 • 081-68W10 - Clinical EMS
- 10 • 600-C44 - Emergency Medical Technician

11 Develop a Sustainable Program Data Tracking System

12 All documentation and data are collected through the TC Ellucian System. The Coordinator of Veteran
13 Affairs uses the MINF or VETS codes within the system, which provide tracking of the CCH program
14 participants.

15 Recruit Program Champions

16 TC has selected two faculty members, one from the Business and Careers Division and one from the
17 Business and Management Division, who will serve as CCH Program champions and trainers. Both
18 faculty members are former Coordinators of Veteran Affairs and have been trained in the use of the ACE
19 military transcript system.

20 Integrate CCH Program Information into Veteran or Active-Duty Service Member Evaluations

21 TC has published a webpage dedicated to the CCH program that informs prospective military and
22 veteran students about the possible award of academic credit for military education. TC has also
23 designed and created a CCH brochure that will be sent out to prospective student veterans in the TC
24 service area. TC also uses social media to promote the CCH program

25 **PROGRAM REPORT: LONE STAR COLLEGE**

26 Develop and Document a Military Transcript Evaluation Process

27 Lone Star College (LSC) has developed a Prior Learning Assessment (PLA) process to evaluate military
28 programs and transcripts for course alignment. LSC's PLA process was developed to support the
29 evaluation of military occupation specialties (MOSs) at the system level and provide equivalences for
30 credit awards. This process requires support staff in various roles with PLA awareness. The table that
31 follows provides details of the process.

Table 1 roles, responsibilities, and processes supported by faculty and staff

<i>Role</i>	<i>Responsibility</i>	<i>Process Supported</i>
Instructional Designer	Create course alignment document, notice of transfer form, ensure PLA Evaluation Process is complete, & support development of processes for PLA and transcript evaluation	PLA Evaluation Process & Training Development/Delivery
Curriculum Team	Evaluate course alignment documents & military transcripts	PLA Evaluation Process & Military Transcript Evaluation Process
Director of Veteran Advising/Outreach	Support development of processes for PLA and transcript evaluation	PLA Evaluation Process
Deans	Review course alignment evaluations for curriculum team approval	PLA Evaluation Process
Executive Director Veteran Services	Review course alignment evaluations for Sr. AVC approval	PLA Evaluation Process
Senior Associate Vice-Chancellor (Sr. AVC)	Review course alignment evaluations for Sr. AVC approval	PLA Evaluation Process
Manager, Articulation and Prior Learning Assessment	Reviews PLA Evaluation Process documentation & submits it into Curriculum Management for final approval	PLA Evaluation Process & Military Transcript Evaluation
Manager of Transcript Evaluation Degree Audit	Records approved PLA course equivalencies in Transferology	PLA Evaluation Process
Veteran Advisor	Supports the Military Transcript Evaluation Process	Military Transcript Evaluation Process
Registrar	Records credit awards from PLA	Military Transcript Evaluation
Designated Staff-Workforce Development	Complete additional evaluation steps such as conditional acceptance and hands-on requirements	Military Transcript Evaluation Process

1

2 As part of the Capacity Building Grant, LSC reviewed the following 10 military occupation specialty codes
3 for credit award:

- 4 • 63 Dental Corps Officer
- 5 • 17C Cyber Operations Specialist
- 6 • 36B Financial Management Technician
- 7 • 91C Utilities Equipment Repairer
- 8 • 91E Allied Trades Specialist
- 9 • 25B Information Technology
- 10 • 68F Physical Therapy Specialist
- 11 • 88N Transportation Management Coordinator
- 12 • 92A Automated Logistical Specialist
- 13 • 68L Occupational Therapy Specialist

14 In addition, LSC reviewed the following military occupation specialty codes for credit award:

- 15 • 68E Dental Assistant Program (Army)
- 16 • B-300-3300 Dental Assistant Program (Navy)
- 17 • L5ABJ4Y031 00AA Dental Assistant Program (Air Force)
- 18 • 92Y Unit Supply Specialist

- 1 • 51C Contracting Noncommissioned Officer

2 Develop a Sustainable Program Data Tracking System

3 The Office of Analytics and Institutional Reporting (AIR) oversee the preparation of the following reports
4 to assist in creating a sustainable CCH program:

- 5 • Military Transcript evaluation for each military-affiliated student
- 6 • Total number of credits awarded by the Applicant to a Veteran and Active-Duty Service
7 Members as a result of military courses and experience, with the ability to show both per
8 student and per subject area breakouts

9 All data reports are stored in the PLA-Veteran Services folder on LSC's employee intranet. LSC will use
10 the CCH-PLA, a tracking form, and the Transferology system platform to collect data tracking veteran
11 and active duty service members informed about the CCH Program.

12 Recruit Program Champions

13 All faculty champions attend a mandatory training and various informational events to support
14 continued learning about the CCH Program and the PLA process. Faculty champions are trained to assist
15 other faculty and staff in the military transcript evaluation process.

16 Integrate CCH Program Information into Veteran or Active-Duty Service Member Evaluations

17 LSC has a robust outreach and education plan that includes partnerships with veteran support
18 institutions and organizations. LSC Veteran Services and Workforce Development departments met with
19 the Veteran Advising Council to discuss streamlining the Veteran Student Organizations. LSC also applied
20 to partner with the Student Veterans of America (SVA) Organization which strives to elevate the
21 academic, professional, and personal development of veterans in higher education.

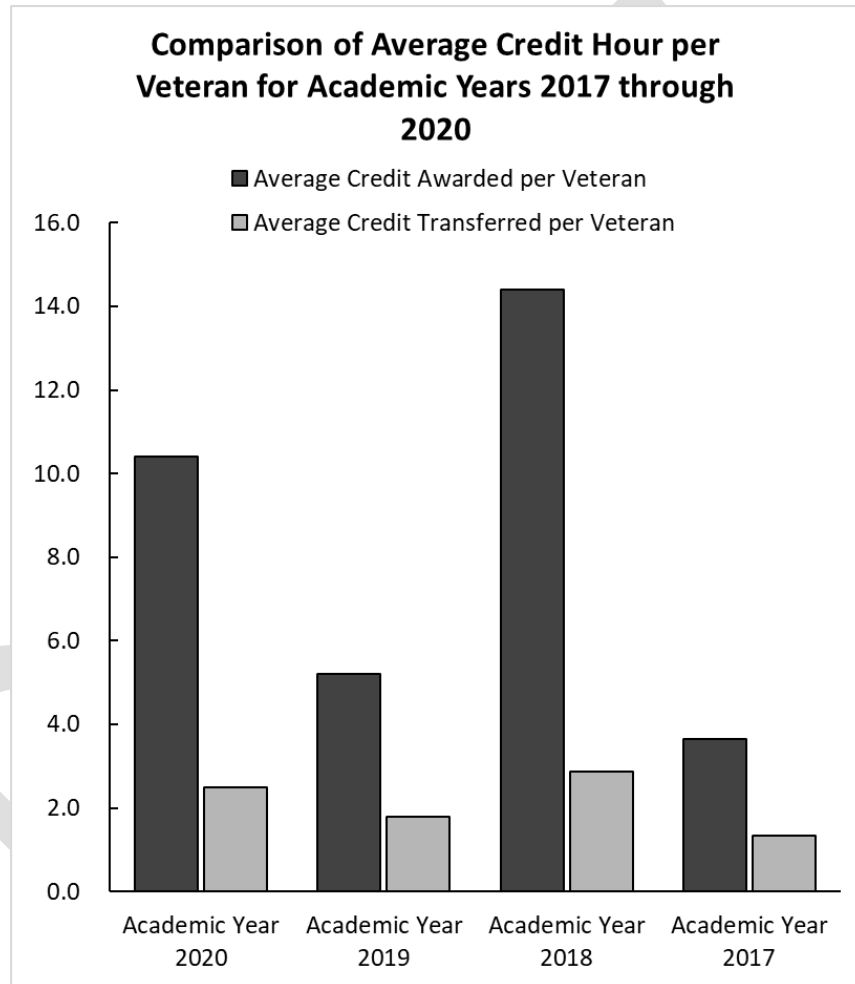
22 Component 2: Evaluations of Credit

23 As evidenced in the reports above, some Texas IHEs have partnered with the American Council on
24 Education (ACE) and are using the ACE online guide to evaluate military courses for academic credit. The
25 guide lists recommended credit units in academic disciplines as well as required learning outcomes,
26 topics of instruction, and related competencies. Exhibits within the ACE guide support credit
27 recommendations for certain subject areas and give specific guidance to registrars, deans, and other
28 school officials looking to apply military courses to their institutions' degree requirements.

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

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

1 Data gathered through the [House Bill \(HB\) 493](#) study for 2020 showed an increase in the average credit
2 hours per veteran awarded and transferred by both CCH grantees and CCH partner schools³ from the
3 previous academic year. The average credit hours awarded per veteran doubled in 2020 to 10.4 credit
4 hours. In comparison, an average of 5.2 credit hours was reported in 2019. The following graph provides
5 detail on the average credit hours awarded over the last four years of the CCH program. While the 2020
6 increase indicates a greater uptake of the CCH program in general, it is also highly likely that IHEs have
7 improved and solidified reporting processes.



8

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

10 Since the award of academic credit is contingent upon approval of the receiving Texas college or
11 university, awareness of and participation in the CCH program is imperative. In the early years of the

³CCH 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 2020 CCH grant agreement with TWC.

1 program, schools signed a memorandum of understanding (MOU) to review evaluations completed via
2 the CCH portal and made a commitment to award as many college credits as possible and as applicable.

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

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

19 As of 2021, the CCH program is a growing network of schools with a majority relying on localized
20 evaluation and credit programs. Of the 11 institutions providing HB 493 survey data for this reporting
21 period, all 11 followed localized evaluation processes.

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

26 Highlights

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

- 30 1. **CCH is cost-effective and expedites veterans’ transitions into the civilian workforce.** Fiscal
31 impact studies provided by partner schools through each of the phases of CCH demonstrate that
32 veterans and service members, colleges and universities, and state and federal governments
33 benefit from a program that recognizes the value of experience, education, and training gained
34 by service members and awards college credit accordingly.
- 35 2. **Many IHEs participating in the CCH program have developed local evaluation systems in which**
36 **faculty and/or administrator’s complete evaluations and award credit according to local**

1 **criteria.** This localization is due in part to a desire to exert local control and to a requirement
2 from the Southern Association of Colleges and Schools Commission on Colleges. The
3 organization requires colleges to establish local processes for transferring credits earned at
4 other colleges or credits awarded for prior learning.

- 5 3. **The majority of faculty and/or administrators at participating CCH schools prefer to complete**
6 **local evaluations of military experience, education, and training.** According to CCH contacts,
7 evaluations based on local criteria and JSTs better align to programs of study within a specific
8 college, better reflect a college’s unique programs and services offered to veterans and alleviate
9 any unknowns when receiving evaluations and/or awards of credit from other IHEs.
- 10 4. **Each veteran student’s military experience is unique and should be addressed accordingly.** In
11 addition to localized evaluations and awards of credit for military experience, many Texas
12 colleges and universities have established local support systems that include academic and
13 personal support to ensure successful transitions from the military to postsecondary education
14 and, ultimately, the workforce.
- 15 5. **Schools that award credit following competency-based interviews and/or assessments view**
16 **this approach as a promising practice that warrants additional exploration.** Competency-based
17 education allows the veteran student to receive credit for successful demonstrations of
18 knowledge and skills and to progress through a program at his or her own pace.
- 19 6. **The CCH program creates awareness of the value of military experience and promotes sharing**
20 **of best practices in working with veterans transitioning from the military to the workforce.**
21 While a significant number of Texas colleges and universities participate in the CCH program,
22 there is an equally significant number of IHEs that have developed local programs to support
23 veterans. All entities—military, education, government—benefit when support strategies and
24 best practices are shared. Going forward, CCH staff will encourage conversations among all
25 entities, regardless of program, to ensure support and success for student veterans.

26 Supplemental

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

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

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

- 1 • “measures needed to facilitate the award of academic or workforce education credit by
2 institutions of higher education for military experience, education, and training obtained during
3 military service;” and
- 4 • “other related measures needed to facilitate the entry of trained, qualified veterans and military
5 servicemembers into the workforce.”

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

- 8 1. Encourage Texas colleges and universities to adopt the 91 [accelerated curricula](#) developed by
9 CCH colleges, facilitating awards of associate degrees, workforce licenses, and certifications
10 upon approval by THECB.
- 11 2. View the CCH program as a network of Texas colleges and universities that recognize the value
12 of military experience, education, and training and offer successful education and support
13 programs designed specifically for veterans.
- 14 3. Increase awareness of a CCH network across multiple entities, including IHEs, military
15 installations, National Guard armories, and Reserve centers, and a variety of audiences,
16 including veterans, employers, and other stakeholders.
- 17 4. Support the further development and growth of a network of CCH schools, enabling schools to:
18 a. share best practices, acceleration curricula, evaluation strategies, and lessons learned;
19 and
20 b. build partnerships with local industries and military installations.
- 21 5. Highlight successes of locally developed programs to:
22 a. foster a post-military, college-going culture, and
23 b. enable veterans and service members to learn more about the services and programs
24 offered by IHEs of their choice.
- 25 6. Establish a long-term (three to five years) CCH presence at two-year colleges. This long-term
26 presence will help in the growth and sustainability of a CCH network by:
27 a. developing programs beyond the creation of individual pathways;
28 b. strengthening efforts to sustain and improve services to veterans;
29 c. allowing for sharing of best practices (for example, evaluations and assessments) in
30 supporting student veterans;
31 d. creating new pathways that exceed the parameters of previous CCH grants;
32 e. increasing awareness of a CCH network; and
33 f. developing articulation agreements to increase transferability of credits among IHEs.
- 34 7. Create a CCH handbook to support local evaluation efforts and set forth guidelines,
35 expectations, and desired objectives. The handbook could include orientation materials for
36 administration, faculty, and staff, as well as a Green Zone template.
- 37 8. Encourage greater use of prior learning assessments (PLAs) and other competency-based
38 models to maximize award of credit for military experience, education, and training. PLAs and

- 1 competency-based and challenge exams award credit for demonstrated experience, saving
2 student veterans valuable time and GI Bill benefits.
- 3 9. Encourage the development of articulation agreements between community colleges and four-
4 year educational institutions to enhance the academic progression of veterans and service
5 members.
- 6 10. Encourage collaboration among TWC, THECB, military installations in Texas, and colleges and
7 universities (that is, members of a CCH network) to improve the award of college credit and the
8 transition to the civilian workforce.
- 9 11. Highlight the fiscal impact of admitting veterans and service members to accelerated programs
10 and awarding credit accordingly. Through acceleration, student veterans use fewer funds to
11 earn degrees and certifications, greatly enhancing their chances for post-military success. Their
12 success, in turn, ultimately benefits the growing Texas economy.

DRAFT

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 4,717 employers to upgrade or support the creation of more than 410,904 jobs throughout Texas since the program's inception in 1996. The Texas Legislature allocated over \$18 million to the Skills Development Fund for FY 2021.

This 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) 2021, the various TWC skills programs received 304 proposal submissions for a total dollar amount of \$23,011,638. 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:

- 43 Regular Skills grants funded with an average award of \$321,670;
 - Served 44 businesses;
 - Supported the creation of 4,152 new jobs;
 - Assisted with the upskilling of 6,185 existing jobs;

- 1 • 6 Dual Credit grants funded with an average award of \$143,209;
- 2 • 22 Skills for Small Business grants funded with an average award of \$37,466
- 3 • 7 Skills COVID-19 Initiative grants funded with an average award of \$211,964

4 ***Employer Contribution***

5 Business partners contribute to the success of Skills Development Fund (Skills) grants through in-kind
6 supports which included, providing trainees' wages during training, the use of training space and
7 equipment, funding a portion of course costs as necessary, the provision of complementary courses that
8 are not part of the Skills Development grant, and salaries for staff who are assisting with the grant.
9 These in-kind business partner contributions totaled over \$5,575,280 in FY 2021.

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

12 Statewide, the average wage paid to workers trained with skills grants has increased from \$10.33 an
13 hour in FY 1996 to \$28.58 an hour in FY 2021.

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

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

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

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

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

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

28 This initiative provides training opportunities through existing courses offered by the
29 participating local public community or technical college or TEEX to businesses with fewer than
30 100 employees.

31 In FY 2021, \$824,250 in training was approved to support small businesses throughout Texas.

- 32 • Recruit Texas - Recruit Texas provides leadership and direction to, and linkage among,
33 employers, economic developers, economic development organizations, local workforce
34 development boards, public junior colleges, and public technical institutes to address the

1 employers' needs for recruitment and hiring for complex or high-skilled employment positions
2 to facilitate employers' relocation to or expansion of operations in Texas. The program provides
3 the opportunity for Fast-Track curriculum development including customized training necessary
4 to facilitate complex and high-skilled business operations.

- 5 • Also, during FY 2021, TWC offered a new type of Skills Development Fund grant, which allowed
6 grantees to apply for a \$50,000 award without a business partner. Once a business partner was
7 identified and attached to the project, the grantees were able to begin their training. During FY
8 2021 TWC awarded 27 SDF Shell Grants, totaling \$1,838,704.

9 *Dual Credit Program*

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

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

15 In FY 2021, TWC's Dual Credit Program:

- 16 • received 37 proposals totaling \$6,090,717; and
- 17 • awarded 6 grants, with an average award of \$143,209.

18 *Skills Development Fund COVID-19 Grant Program*

19 *COVID-19 Initiative*

20 The Skills Development Fund launched a new training initiative to assist businesses across Texas during
21 the COVID-19 pandemic. Eligible grant applicants used the program to assist businesses who wanted to
22 train their workforce. This program was designed to provide rapid-response training for certain
23 businesses affected by the COVID-19 pandemic. Applicants were received from public community and
24 technical colleges, and workforce development boards across the state to support the initiative.
25 Between FY 2020 and FY 2021, TWC awarded \$12.9 million dollars to businesses recovering from the
26 COVID-19 pandemic.

27 In FY 2021, TWC's Skills COVID-19 Grants awarded just under \$1.5 million in grants, with an average
28 award of \$211,964.

29 **Highlights**

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

31 The Texas Workforce Commission (TWC), Office of Employer Initiatives announced a new statewide
32 COVID-19 initiative to help businesses in Texas. TWC Commissioner's, in early April 2020 quickly
33 authorized the use of up to \$10M in Skills Development Funds to provide immediate funding to public

1 community and technical colleges, Texas A&M Engineering Extension Service (TEEX), and workforce
2 development boards for the purpose of assisting businesses with their workforce training needs.

3 The continued demand for training funds through late summer 2020 and into Fiscal Year 2021, TWC
4 Commissioner’s approving an additional \$5M for Skills Development Fund COVID-19 Special Training
5 Initiative. The following projects played a vital role in the success for the COVID-19 Initiative:

6 The following project is just one example of the success of the COVID-19 Special Initiative:

7 **Grayson College**

8 When the call went out for Skills Development Fund COVID-19 Special Initiative projects,
9 Grayson College in Denison, Texas, undertook significant labor-market research to better
10 understand which occupational areas and individualized training courses were needed to be
11 responsive to pandemic challenges. The initial project, funded at \$250,000, encompassed dual
12 goals of upskill training for incumbent workers associated with multiple employers, and filling
13 local labor pool gaps in health occupations.

14 A variety of methods were used to select employers and training audiences for this initiative.
15 For some, economic development organizations in the area notified Grayson College that
16 employers were struggling with pandemic challenges, while others contacted the
17 college seeking help due to our history of serving the business community with skills training.
18 For Fannin County Hospital Authority - TMC Bonham Hospital, Grayson College learned existing
19 gaps had been widened by the pandemic. Also, the 24-member advisory board affiliated with
20 the Center for Workplace Learning was instrumental in connecting those with training needs to
21 the college and identifying substantial hiring demands. Overall, the project was strongly
22 supported by a collaborative network between the college, economic development partners,
23 and Workforce Solutions Texoma.

24 As of the end of February, 226 participants have completed some type of training as part of the
25 project. An additional 161 trainees are anticipated by project close (note: the college
26 is contracted to train 387 total participants). Most of the training for the six business partners
27 will be completed by May 2021, while health occupation training will continue until December.

28

29 *Skills Development Fund Highlights*

30 **Lamar State College- Orange and Natgasoline**

31 Natgasoline LLC is a large-scale methanol production facility located in Beaumont, Texas. Showing a
32 strong commitment to the environment and sustainability, the company manufactures and distributes
33 more than 1.7 metric tons of the clean fuel, methanol (methyl alcohol), annually. Methanol is also used
34 in the manufacture of clothing, automotive parts, paints and building materials. Natgasoline cares
35 deeply about creating a safe working environment for their employees and requires safety and

1 supervisory instruction to help foster that. The business sought training through the Skills Development
2 Fund to improve workplace safety, especially when responding to hazardous situations, and to improve
3 management and supervisory skills. Natgasoline has also prioritized community partnership, making a
4 strong commitment to seek employees and vendors from Beaumont/Golden Triangle regional area.
5 Additionally, through the Skills program, they have formed partnerships with Lamar University, Lamar
6 Institute of Technology, and Lamar State College to create internship programs to develop new
7 employees. This project is serving the Manufacturing industry, which the state and Southeast Texas
8 Workforce Development Board have both identified as a target industry. The regional economic impact
9 of this project is estimated at \$4.3 million. All incumbent workers will receive a 1 percent wage increase
10 upon successful completion of training.

11 — *“Texas is fortunate to have Lamar State College- Orange and Natgasoline collaborating to
12 provide workforce training with the assistance of this Skills Development Fund grant. This
13 partnership reflects the state’s ongoing commitment to employee development and helping
14 Texas workers increase their skill sets, which leads to successful and rewarding careers.” - XYZ*

15
16 — *“This grant focuses on high demand, specialized skills training needed to support Natgasoline in
17 the Beaumont area. This investment benefits employers, citizens, and communities, and
18 contributes to keeping Texas the best state in the country for business.” - XYZ*

19

20 **Workforce Solutions Cameron and SpaceX**

21 Texas has always been an important state when it comes to space exploration. With NASA Johnson
22 Space Center located near Houston, Texas, our state has been on the cutting edge of revolutionizing
23 space transportation and exploration.

24 With our continued achievement in the discovery and adventure of human exploration, this project
25 serves the Aerospace & Defense industry, which both the state and Workforce Solutions Cameron target
26 as a high demand field. Space Exploration Technologies Corp. d/b/a SpaceX partnered with Workforce
27 Solutions Cameron to prepare a predominantly new workforce for the safe manufacture of aerospace
28 equipment. Avionics, advanced safety, equipment operations and welding instruction will prepare new
29 and existing team members for assembly and production operations. Upon completion of training, the
30 business partner anticipates participants will understand complex avionics systems; perform visual
31 inspections of assembled products; understand operation of production floor equipment; respond to
32 different emergency scenarios, if necessary.

33 This grant allowed 175 participants to upskill their position and 437 new jobs were created and then
34 trained. The regional economic impact is estimated at \$81 million.

35 Upon successful completion of this training, some of the trainees are eligible for the following
36 certifications:

- 37 ▪ Aerial Platform – Boom Lift
- 38 ▪ Aerial Platform – Scissor Lift

- 1 ▪ All Terrain Forklift
- 2 ▪ Carbon Pressure Vessel Visual Inspection
- 3 ▪ CPR/First Aid/AED
- 4 ▪ General Counter- Balance Forklift Truck
- 5 ▪ High-Capacity Forklift Truck
- 6 ▪ Magni- high-capacity forklift truck (77k lbs.)

7 — *“The work being done by SpaceX and Workforce Solutions Cameron on this Skills Development*
8 *Fund grant will benefit both the local community and its workforce. Our labor force is among the*
9 *most talented and skilled in the world, and we continue to seek and implement strategies to*
10 *improve the skills of Texas workers to meet the needs or world-class employers.” - XYZ*

11
12 — *“Keeping up with the latest technology is important for employers and employees alike. SpaceX*
13 *is at the cutting edge of advanced technologies and this grant not only helps meet specific*
14 *industry needs but prepares hard-working Texans for the jobs of today and tomorrow.” - XYZ*

15
16 **Alamo College with Navistar**

17 In September 2019, the Texas Governor’s Office announced a \$2.3 million Texas Enterprise Fund Grant
18 for Navistar San Antonio Manufacturing to support the creation of 437 jobs and a \$235 million capital
19 investment.

20 Navistar San Antonio Manufacturing manufactures commercial trucks, buses, defense vehicles and
21 engines. The company’s planned expansion in San Antonio includes a 900, 000 square foot production
22 facility that will begin production in early 2022. To prepare, Navistar has partnered with Alamo Colleges
23 to train newly hired team members to achieve Industry 4.0, a digital transformation of manufacturing
24 into smart factories. Training included the following courses; Introduction to Manufacturing Execution
25 System, Lean at Navistar Logistics Module, Off-Line Lineside Training (Ready to Work part 1), Quality
26 Operations at Navistar, Smart Factory, and Total Productive Maintenance. Upon completion, the
27 business partner anticipated the team members to work safely; manage quality operations; and
28 understand smart factory digital tools and operations.

29 The requested grant amount came to be \$1,095,050 which surpassed the goal for the creation of jobs at
30 512 jobs created by this grant alone with the average wage being \$20.72.

31 — *“This grant will help Navistar, an important San Antonio employer, train the workers it needs to*
32 *succeed. It’s a true win-win, helping our workers qualify for good jobs and making sure our*
33 *employers thrive.” - XYZ*

34
35 — *“Job creators are vital to the sustainability and further economic development of our Texas*
36 *communities. The Texas economy is the envy of the nation thanks to our pro-business policies*
37 *and employers who are engaged at every level.” - XYZ*

38

1 **Paris Junior College with Metro Gate**

2 Metro Gate and Manufacturing Co, Inc. is adding 20,000 square feet and a second shift to its Brookston
3 manufacturing facility. Developing this expansion helps upgrade at least 17 positions and create 63 new
4 jobs. Metro Gate and Manufacturing Co, Inc has partnered with Paris Junior College.

5 With this partnership and the grant fund amount of \$103,125, courses such as welding introduction,
6 application, fabrication, and technical refresher courses will provide instruction in various welding
7 processes, tool use, and print reading. Paris Economic Development Corp. (PEDC) will contribute
8 \$160,000, this is 155 percent of the requested grant amount. These funds represent the value of funds
9 for new equipment, tax abatements and tax incentives for new full-time employees.

10 All team members will receive safety training to recognize and respond to potential workplace hazards.
11 Upon completion of training, the business partner anticipates new and existing team members will have
12 acquired requisite production skills and understand manufacturing area safety requirements. This
13 training will help set the average wage goal of \$18.05 for the upgraded and new positions.

14 — *“The Skills Development Fund helps build partnerships between great educational institutions
15 such as Paris Junior College, and innovative Texas employers like Metro Gate,” said XYZ. “This
16 grant trains workers for high-demand IT jobs and provides a great return on investment to the
17 taxpayer.”* - XYZ

18
19 — *“Technology is constantly evolving, so the skill set of our workforce needs to match that growth.
20 This Skills Development Fund grant and its use by Paris Junior College and Metro Gate reflect the
21 state’s commitment to staying ahead of the workforce training curve.”* - XYZ

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 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. 83% of workers who completed TAA services in FY 2021 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 2021. During FY 2021, 223 workers applied for TAA services or benefits and an estimated 545 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 individual worker eligibility, which is predicated on separation due to lack of work (that is, a layoff). TWC

1 notifies workers of their potential eligibility, at which time the workers may apply for services at
2 Workforce Solutions Offices.

3 *TAA Benefits and Services*

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

6 **Employment and Case Management Services**

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

8 **Training**

9 Up to 130 weeks of occupational training.

10 **Trade Readjustment Allowances**

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

13 **Alternative/Reemployment Trade Adjustment Assistance**

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

16 **Job Search Allowance**

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

18 **Relocation Allowance**

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

20 **Health Coverage Tax Credit**

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

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

25 **Highlights**

26 During FY 2021, the Texas workforce system provided the following TAA services and outcomes:

- 27 • 4,296 workers were determined potentially TAA eligible and outreached for service provision.
- 28 • 223 workers applied for TAA services or benefits.

1 • 545 workers participated in TAA-supported training services. The most common training
2 occupations supported were:

- 3 ○ Truck Drivers, Heavy Equipment Drivers, and Tractor-Trailer Drivers;
- 4 ○ Heating, Air-Conditioning, and Refrigeration Mechanics and Installers;
- 5 ○ General and Operations Managers;
- 6 ○ Hairdressers, Hairstylists, and Cosmetologists;
- 7 ○ Employment, Recruitment and Placement Specialists

8 11 workers participated in vocational and remedial training programs, either integrated or conducted
9 concurrently at the same school.

10 The following TAA performance results were attained in FY 2021:

- 11 • 452 workers (83 percent) entered employment.
- 12 • 90.3 percent of workers entering employment retained employment over the following three
13 quarters.
- 14 • Workers securing employment regained 90.3 percent of pre-program-participation wage levels,
15 based on a six-month follow-up.
- 16 • 52 workers participated in basic skills enhancement during TAA-supported training.

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

- 18 • Manufacturing
- 19 • Administrative and Support
- 20 • Waste Management and Remediation Services
- 21 • Professional, Scientific and Technical Services
- 22 • Health Care and Social Assistance

23 Supplemental

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

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

- 30 • three or more workers in the same firm or subdivision;
- 31 • the workers' employer;
- 32 • a union official or other duly authorized workers' representative; or
- 33 • designated TWC or Workforce Solutions Office staff.

- 1 Upon receiving a petition, DOL initiates an investigation to determine whether the circumstances of the
- 2 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), 6,517 Texans with a wide range
11 of disabilities were employed in 119 local nonprofit CRPs in FY 2021. These individuals, whose disabilities
12 include mental health condition (1,681), intellectual disability (899), physical impairment (1,496),
13 chemical disorder (532), learning disability (617), visual impairment (364), deaf or hard of hearing (143),
14 brain injury (53) and varying other disabilities (732), earned a combined total of over \$60.9 million in
15 wages and benefits from products or services purchased by city, county, state or federal agencies,
16 schools, and political subdivisions through the WorksWonders program.

17 Program Reports

18 *Comptroller Cooperation and Exception Reporting*

19 Due to the interlocking roles and responsibilities of TWC and the Texas Comptroller of Public Accounts
20 (CPA) regarding the State Use Program, both entities entered into a Memorandum of Understanding in
21 2020. The further defines each agency's responsibilities in administering the WorksWonders Program. It
22 also outlines duties and responsibilities related to communications and oversight of the CNA and CRPs
23 certified to participate in the Program.

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

27 There are 119 CRPs certified to produce products or provide services for the Program. State agencies are
28 required by statute to purchase these products and services.

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

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

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

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

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

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

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

18 *Middle Skills and other Employee Development Training Provided by CRPs*

19 The State Use *WorksWonders* Program is dedicated to providing employment opportunities for Texans
20 with disabilities. In many cases, Community Rehabilitation Programs (CRPs) facilitate and provide the
21 skills and training necessary to allow employees to thrive both professionally and personally.

22
23 Daniel Pest Control & Professional Services, a *WorksWonders* Program CRP based in Seguin, offers an
24 apprenticeship program which allows employees to become a licensed applicator for general pest
25 control, as well as earn a lawn ornamental license—each of which require a minimum of 40 hours of
26 training in the field. Additional training is offered by the Texas A&M Agricultural Extension and the Pest
27 Control Association.

28
29 “By the time they take their test, they usually have a couple of hundred hours under their belt,” Kurt
30 Daniel, director of operations at Daniel Pest Control, said. “They get out and form relations, and they
31 love it. It’s been a great program.”

32
33 Once employees earn a certification, they must maintain it by getting eight hours of continued
34 education each year.

35
36 Daniel Pest Control serves the City of Austin, the Texas Department of Transportation (TxDOT), the
37 Texas Department of Public Safety, Texas Facilities Commission, Texas Health and Human Services
38 Commission and Texas Parks and Wildlife Department.

1
2 Goodwill Industries of East Texas, a *WorksWonders* Program CRP located in Tyler, provides job and life
3 skills training for its employees. All professional staff working with team members within the Program
4 are required to undergo TWC training specific to their work, as well as training for communications skills,
5 crisis management, and diversity, equity and inclusion.
6

7 “People are tested to see their ability and dexterity—and what jobs they can already do,” Lewis said.
8 “That will determine where we place them. Jobs could include putting together craft kits, rolls of paper
9 towels or delineators for TxDOT.”
10

11 Goodwill East Texas also offers work adjustment training, allowing employees to transfer to another
12 type of work after a three- to four-month training period during which they learn different jobs,
13 including customer service, administrative work, warehouse training and retail training. After that,
14 employees learn about interview skills, resume writing and completing applications, as well as literacy
15 training to improve reading, math, communication and computer literacy.

16 When employees aren’t working or training, they’re in the classroom learning valuable life skills,
17 including time management, health and welfare, and how to advocate for themselves.
18

19 Work Services Corporation, a *WorksWonders* Program CRP operating out of Wichita Falls, offers a
20 number of certifications for its employees, including janitorial certifications and licenses to apply
21 chemicals for lawn and landscaping maintenance to support TxDOT and other customers. It also offers
22 general training for electrical, plumbing and HVAC maintenance services, as well as general grounds
23 maintenance.
24

25 During the COVID-19 pandemic, CRPs had the opportunity to offer employees a variety of training
26 opportunities—in addition to those already in place.
27

28 “We believe that working throughout the COVID-19 pandemic has made us a more adaptable, flexible
29 and sustainable company,” Ben L. Ezzell II, vice president of operations at Work Services Corporation,
30 said.
31

32 Work Services Corporation closed its corporate office in Wichita Falls and hired a firm from Dallas to
33 disinfect and sanitize the facility. After observing and learning from the cleaning crew, Work Services
34 Corporation decided to invest in similar technology so that they could use it to ensure a clean and safe
35 work environment for everyone.
36

37 “We soon found out that the bigger impact would not only be in our corporate office, but also in the
38 facilities where our employees work,” Ezzell said. “We then began to deploy the technology and
39 chemicals at all those sites.”
40

41 After acquiring the equipment and training associated with the system, Work Services Corporation
42 began using it at all of its work locations, including TxDOT safety rest areas. As a result of this added
43 service, Work Services Corporation gained several additional contracts.

1
2 “The pandemic brought about the need for many changes in technology, processes and the ability to
3 adapt,” Ezzell said. “With our new expertise in the fight against COVID-19, we experienced a huge
4 demand to clean and sanitize many facilities for the State of Texas. Additionally, we developed
5 important relationships with key suppliers, deeper and more valuable relationships with many of our
6 customers, and we have had more communications with all our team members to ensure their health
7 and safety.”

8
9 WorkQuest also provides funding and assistance grants to CRPs to be utilized for certification and other
10 career development training opportunities.

11
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 119 CRPs participating in the *WorksWonders* Program, 95 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, 2,109 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	95
CRPs not providing career counseling or other related services for employees with disabilities	7

29 *Data not required from the seventeen CRPs without individuals employed on State Use contracts.

1 *Luis Sanchez: Self-motivation and responsibility build trust among employers*

2 As a father of five, Luis Sanchez knows and displays responsibility every day—in both his personal and
3 professional life. Since showing up in a suit for his initial interview at Daniel Pest Control, a
4 WorksWonders Program community rehabilitation program (CRP) that performs indoor and outdoor
5 pest control services, Sanchez has continued to impress everyone he meets with his dedication and hard
6 work.

7 “Having a job makes me feel independent and in control,” Sanchez said. “I like working on big
8 commercial buildings and interacting with people and all different personalities.”

9 Sanchez continually aims to better himself and learn techniques for growing customer relationships as
10 he controls his own work schedule.

11 “I don’t like to micromanage, and with Luis, I don’t have to,” Kurt Daniel, Sanchez’s supervisor and
12 director of operations at Daniel Pest Control, said. “I trust his ability to go out into the field and get his
13 work done and manage his own schedule. I don’t know how I could ever replace him.”

14 Sanchez was first hired as a grounds maintenance employee, working at the Texas Department of Public
15 Safety (DPS) campus. After completing his pest control technician certification, he now works on the
16 pest control contract that Daniel Pest Control holds with the agency.

17 “To get his certification/technician’s license, Luis had to first complete an apprenticeship and go through
18 a training process—consisting of 20 hours of online training and 40 hours of training in the field,” Daniel
19 explained. “He’s extremely self-motivated. When he took his test, Luis passed the first time, after
20 spending just 15 minutes on it. That shows you the type of person he is.”

21 On a daily basis, Sanchez goes to quarterly appointments and check-ins across the Austin area, as well as
22 to San Antonio, Fredericksburg, Huntsville and other Central Texas locations, controlling his hours and
23 communicating directly with customers.

24 “Luis is fantastic, and he takes great care of us, going above and beyond what is expected,” Phillip
25 Johnson, manager of property and construction management at DPS, said. “Luis can navigate the
26 multiple personalities present at DPS and work with anyone. He is flexible and accommodating.”

27 On the job, Sanchez is very proactive, often checking in with customers, even when it’s not yet time for a
28 scheduled quarterly appointment. He has developed a trust among the staff at DPS and is a valued team
29 member.

30 *Wages and Hours for Employees with Disabilities*

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

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

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

20 The number of CRPs paying wages below the federal minimum wage continues to decrease year-over-
21 year, as more CRPs work to increase employee wages. The number of CRPs participating in the
22 *WorksWonders* Program paying special minimum wages utilizing a 14(c) certificate decreased by 50% or
23 1 CRP last year. The direct labor hours worked by individuals making less than minimum wage decreased
24 almost 98% compared to the previous year. This number will continue to decrease as the remaining
25 CRPs transition employees to the federal minimum wage by September 2022, if possible.

26 ***WorksWonders Community Rehabilitation Programs Recover COVID-19 Pandemic***

27 As organizations in Texas work to recover from the impact of the COVID-19 pandemic, Community
28 Rehabilitation Programs (CRPs) that are part of the *WorksWonders* Program continue to adapt to the
29 changes in an effort to provide high-quality products and services.

30 Many *WorksWonders* CRP employees were designated as essential workers during the pandemic and, as
31 such, they continued to provide services. However, while CRPs worked hard to ensure a safe work
32 environment, many had trouble filling positions due to the pandemic. In some cases, employees with
33 disabilities were unable to continue working due to health concerns, and employees with disabilities
34 who live in group homes were required to stay home, per regulations by the Texas Health and Human
35 Services Commission.

1 As a result, the Texas Workforce Commission (TWC) asked WorkQuest to contact CRPs monthly in order
2 to track the impact COVID-19 was having on the percentage of people with disabilities working on State
3 Use contracts. At one point, as many as 21 CRPs were unable to meet the 75% requirement of direct
4 labor provided by people with disabilities due to COVID-19 safety measures. Fortunately, as staff
5 members were able to get vaccinated in early 2021, many employees with disabilities returned to work,
6 allowing all but seven CRPs to meet the 75% direct labor requirement.

7 WorkQuest and the *WorksWonders* Program also helped Texas residents recover from the effects of the
8 pandemic by providing much-needed products and services. As state employees began returning to in-
9 person work activities in 2021, CRPs were able to clean and disinfect locations where COVID-positive
10 exposures were identified, allowing workers to return to the office quickly and safely. Many CRPs also
11 increased the production of products such as cleaning supplies, office products and hand sanitizer to
12 meet growing demand.

13 “It has been very challenging for everybody,” Mike Stevens, vice president of E.Q.U.I.P. Enterprises, said.
14 E.Q.U.I.P. Enterprises provides building and grounds maintenance for safety rest areas and travel
15 information centers across the state as part of a contract with the Texas Department of Transportation
16 (TxDOT).

17 In order to ensure the safety of its employees, E.Q.U.I.P. Enterprises implemented protocols beyond
18 those required by the Centers for Disease Control and Prevention (CDC). In addition to encouraging
19 hand washing, social distancing and face coverings, employees also disinfected high-touch areas, as well
20 as disinfected their equipment after using it. Additionally, employees were required to change gloves
21 when they moved from area to area to avoid cross-contamination.

22 As part of their work maintaining safety rest areas and travel information centers, E.Q.U.I.P. employees
23 went through several training sessions to learn best practices surrounding sanitation and hygiene.
24 Additionally, the organization’s supervisors and corporate managers were certified as disinfectant
25 specialists.

26 “Our motto is, ‘People, passion and purpose,’” Stevens said. “One of the things I always find is how
27 much our employees inspire me—to see some of the difficulties they’ve gone through. It’s a great
28 reminder for all of us to recognize all the great workers who do great work for us.”

29 Peak Performers, which provides temporary staffing services, began working with TWC to assist with an
30 increase in unemployment claims at the height of the pandemic. Initially, they provided general
31 administrative and customer service support to process the claims. However, that contract evolved to
32 include licensed attorneys and hearing officers to assist with a backlog of appeals.

33 “In addition to recruiting staff and licensed attorneys, we also had to onboard them,” Bree Sarlati, CEO
34 of Peak Performers, said. “We had staff working with these individuals to make sure they had the proper
35 training and equipment.”

1 What started out as an eight-week contract has continued for more than a year and a half, and Sarlati
2 anticipates it will continue through at least the end of the year.

3 “It brings meaning for what we do on a whole different level,” Sarlati said. “This type of work always has
4 some meaning, but sometimes you have to dig a little bit. People in these types of roles really feel like
5 they’re contributing to help Texans get through this, and there’s something beautiful about that.”

6 As a result of this contract alone, more than 200 people were given the opportunity to do meaningful
7 work, and several of them have now been hired as full-time employees.

8 “It’s great to know that we are a part of the solution,” Sarlati said.

9 Highlights

10 In 2021, 6,517 Texans with disabilities were employed in 119 nonprofit Community Rehabilitation
11 Programs (CRPs) across the state that are certified in the *WorksWonders* Program. These individuals,
12 whose disabilities include mental health condition (1,681), intellectual disability (899), physical
13 impairment (1,496), chemical disorder (532), learning disability (617), visual impairment (364), deaf or
14 hard of hearing (143), brain injury (53) and varying other disabilities (732), earned a combined total of
15 over \$60.9 million in wages and benefits in 2021, an increase of more than 17% over the previous year.

Year	<i>Texans Employed Through WorksWonders Sate Use Program:</i>
1981	75
1986	2,181
1991	3,567
1996	4,622
2001	6,902
2006	7,057
2011	6,397
2016	6,063
2021	6,517

1 ***Addy Heaps: Committed to excellence and dreaming big***

2 The Working hard despite challenges doesn't come naturally to everyone, but for Addy Heaps, hard
3 work has been a part of her life for as long as she can remember.

4 Heaps is an employee of the University of Texas at Arlington (UTA) through a contract with Goodwill
5 Staffing Services, a Community Rehabilitation Program (CRP) in the Texas State Use *WorksWonders*
6 Program. In August, she'll celebrate one year of employment at UTA.

7 "UTA is the best place I've ever worked," Heaps said. "I have good management, good support and good
8 coworkers—what's not to like?"

9 In her role doing custodial work for one of UTA's main buildings, Heaps is responsible for cleaning and
10 sanitizing offices, classrooms, bathrooms and hallways. She sweeps, vacuums, mops, wipes down
11 counters, and refills all soap and hand sanitizer dispensers in the building.

12

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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
36. Texas A&M University–Corpus Christi

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

12 CCH Acceleration Curricula Partner Schools

- 13 1. Alamo Community College District (San Antonio College)
- 14 2. Angelo State University
- 15 3. Austin Community College District (Eastview College)
- 16 4. College of the Mainland
- 17 5. Dallas County Community College District
- 18 6. Grayson College
- 19 7. Houston Community College
- 20 8. Lee College
- 21 9. Lone Star College System
- 22 10. Tarrant County College District
- 23 11. Temple College
- 24 12. Texas A&M University–San Antonio
- 25 13. Texas State Technical College–Harlingen
- 26 14. Texas State University
- 27 15. El Paso Community College
- 28 16. Texas Tech Health and Science
- 29 17. San Jacinto College
- 30

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, 13,710 semester credits were awarded for the 2019–2020
9 academic year. The hours reported are the result of a variety of policies and procedures established by
10 the reporting institutions.

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Subject Area	Semester Credits Awarded	Semester Credits Awarded	Semester Credits Awarded	Semester Credits Awarded
	2020	2019	2018	2017
Agricultural/Animal/Plant/Veterinary Science and Related Fields	10	0	38	12
Architecture and Related Services	6	0	0	0
Biological and Biomedical Sciences	58	71	70	28
Business, Management, Marketing, And Related Support Services	1451	1287	3553	1407
Communication, Journalism, And Related Programs	65	324	85	27
Computer and Information Sciences and Support Services	609	564	898	844
Construction Trades	39	13	28	14
Culinary, Entertainment, And Personal Services	40	20	15	24
Education	57	452	241	11
Engineering	1391	1309	329	35
Engineering/Engineering-Related Technologies/Technicians	738	350	1132	595
English Language and Literature/Letters	198	28	99	137
Family and Consumer Sciences/Human Sciences	46	7	56	51
Foreign Languages, Literatures, And Linguistics	19	11	0	6
Health Professions and Related Programs	3348	2897	2213	673
History	73	30	50	21
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	401	291	1625	333
Legal Professions and Studies	0	65	64	61
Leisure and Recreational Activities	96	28	180	174
Liberal Arts and Sciences, General Studies and Humanities	3337	1083	7161	215
Mathematics and Statistics	19	5	8	3
Mechanic and Repair Technologies/Technicians	294	278	669	415
Military Science, Leadership and Operational Art	46	83	18	46
Military Technologies and Applied Sciences	2	355	0	20
Multi/Interdisciplinary Studies	0	9	209	52
Natural Resources and Conservation	0	6	0	0
Parks, Recreation, Leisure, Fitness, And Kinesiology	897	1951	742	203
Philosophy and Religious Studies	3	0	3	6
Physical Sciences	22	15	3	11
Precision Production	89	134	151	167
Psychology	80	2	64	3
Public Administration and Social Service Professions	40	20	145	53
Science Technologies/Technicians	3	35	61	3
Social Sciences	104	15	15	15
Transportation and Materials Moving	15	33	58	50
Unspecified Credit-Electives	8	0	5858	0
Visual and Performing Arts	106	44	126	66
Total	13710	11815	25967	5781

1 *Data Sources: HB 493 Study 2017, 2018, 2019, and 2020. Totals may not sum with previous reporting due to exclusion of outlier*
2 *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, 3,300 semester credits were transferred for the 2019-2020
11 academic year. The hours reported are the result of a variety of policies and procedures established by
12 the reporting institutions.

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Subject Area	Semester	Semester	Semester	Semester
	Credits	Credits	Credits	Credits
	Transferred	Transferred	Transferred	Transferred
	2020	2019	2018	2017
Agricultural/Animal/Plant/Veterinary Science and Related Fields	0	45	8	18
Architecture and Related Services	0	0	0	0
Biological and Biomedical Sciences	89	85	41	65
Business, Management, Marketing, And Related Support Services	98	1026	368	354
Communication, Journalism, And Related Programs	66	132	14	105
Computer and Information Sciences and Support Services	69	541	66	160
Construction Trades	0	235	3	0
Culinary, Entertainment, And Personal Services	4	43	25	25
Education	49	46	0	2
Engineering	309	197	25	30
Engineering/Engineering-Related Technologies/Technicians	39	429	89	28
English Language and Literature/Letters	156	279	57	153
Family and Consumer Sciences/Human Sciences	21	10	9	9
Foreign Languages, Literatures, And Linguistics	40	70	15	33
Health Professions and Related Programs	916	776	66	160
History	135	192	32	101
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	45	195	93	53
Legal Professions and Studies	15	12	0	0
Leisure and Recreational Activities	4	100	3	3
Liberal Arts and Sciences, General Studies and Humanities	587	29	2429	51
Mathematics and Statistics	135	84	13	46
Mechanic and Repair Technologies/Technicians	0	368	26	0
Military Science, Leadership and Operational Art	0	19	21	23
Military Technologies and Applied Sciences	0	29	0	0
Multi/Interdisciplinary Studies	9	9	0	80
Natural Resources and Conservation	18	8	6	6
Parks, Recreation, Leisure, Fitness, And Kinesiology	11	633	47	205
Philosophy and Religious Studies	72	51	9	27
Physical Sciences	56	92	15	50
Precision Production	0	4	6	19
Psychology	69	129	12	30
Public Administration and Social Service Professions	0	26	21	0
Science Technologies/Technicians	0	25	22	0
Social Sciences	201	232	36	93
Transportation and Materials Moving	0	0	6	0
Unspecified Credit-Electives	18	23	1610	40
Visual and Performing Arts	69	79	29	23
Total	3300	6253	5222	1952

1 *Data Sources: HB 493 Study 2017, 2018, 2019, and 2020. Totals may not sum with previous reporting due to exclusion of outlier*
2 *data.*
3

DRAFT

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;

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

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

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

4 SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the
5 members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act
6 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.

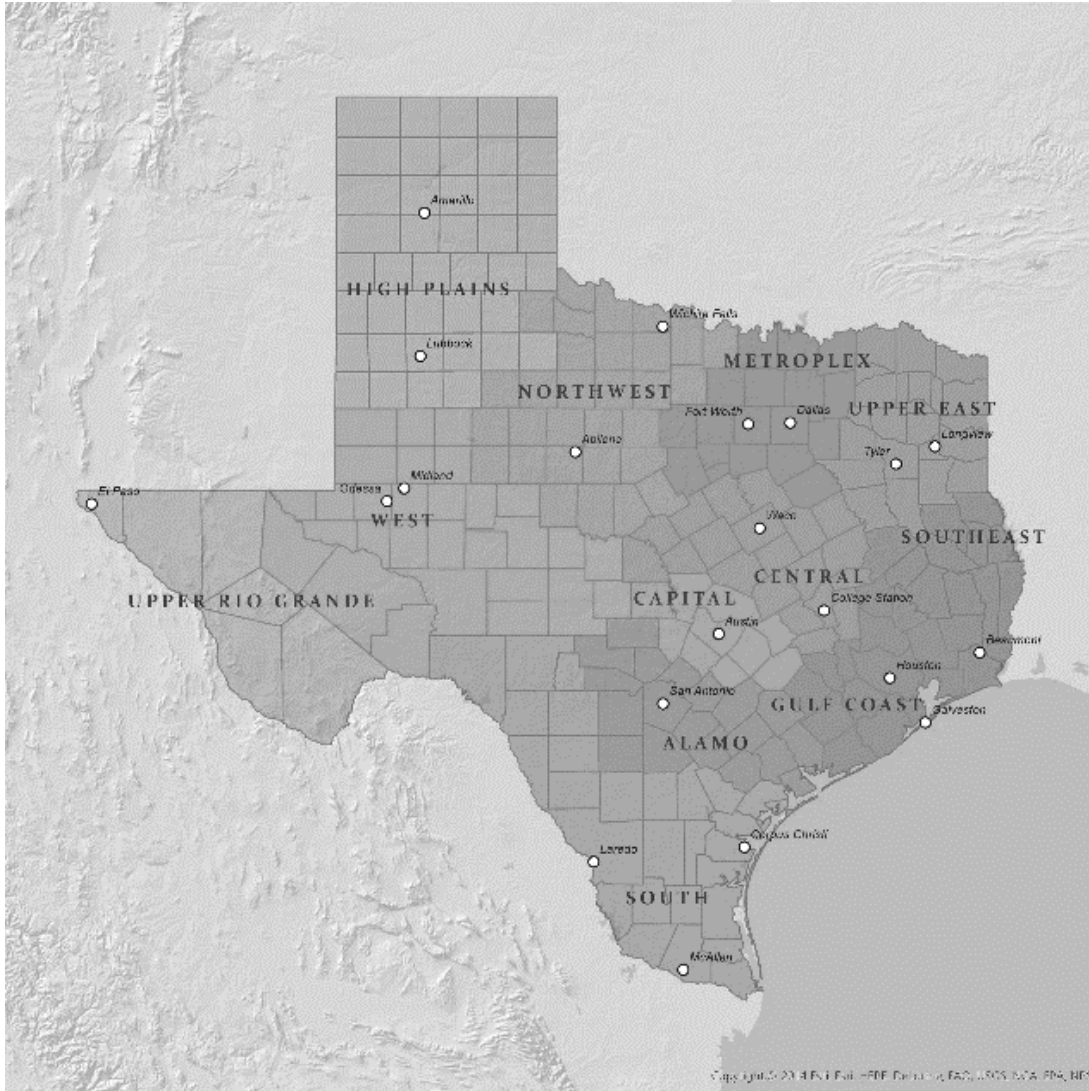
27 SECTION 3. This Act takes effect January 1, 2018.

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 2021 for each region of the State

Comptroller Region	Total Number of Applications Submitted	Number of Applications Approved
Alamo	29	4
Capital	30	3
Central	18	10
Gulf Coast	37	13
High Plains	12	1
Metroplex	58	10
Northwest	19	6
South	54	17
Southeast	10	4
Upper East	12	7
Upper Rio Grande	3	1
West	22	2
Statewide Total	304	78

5 Note: Includes SDF and Dual Credit; does not include COVID
6

- 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	Total Number of Applications Submitted	Number of Applications Approved
Alamo	25	1
Capital	28	1
Central	10	3
Gulf Coast	27	4
High Plains	10	1
Metroplex	49	4
Northwest	10	2
South	31	3
Southeast	1	0
Upper East	4	2
Upper Rio Grande	2	0
West	20	1
Statewide Total	217	22

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 2021 only, and the last two columns
- 4 show cumulative data from FY96 (program inception) through FY 2021.

Comptroller Region	Amount Awarded by Region FY 2021	Percent of Statewide Funds Awarded FY 2021	Total Amount of Funds Awarded by Region, Cumulative Since Inception FY 1996-2021	Percent of Total Statewide Funds Awarded, Cumulative FY 1996-2021
Alamo	\$1,677,017	10%	\$59,754,410	12%
Capital	\$2,778,450	16%	\$25,183,505	5%
Central	\$936,311	6%	\$39,269,985	8%
Gulf Coast	\$2,589,902	15%	\$76,509,027	16%
High Plains	\$47,250	0%	\$11,417,335	2%
Metroplex	\$3,254,269	19%	\$135,699,935	28%
Northwest	\$257,750	2%	\$17,039,480	3%
South	\$3,939,773	23%	\$54,323,949	11%
Southeast	\$552,486	3%	\$13,491,472	3%
Upper East	\$537,372	3%	\$32,715,635	7%
Upper Rio Grande	\$50,000	0%	\$13,744,127	3%
West	\$378,500	2%	\$14,001,240	3%
Statewide	\$0	0%	\$115,000	0%
Statewide Total	\$16,999,080	100%	\$493,265,100	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
- 4 • State's population;
 - 5 • Civilian labor force;
 - 6 • Number of unemployed people; and
 - 7 • Number of grant applications submitted to TWC by public community and technical colleges.

Comptroller Region	*Percent of Statewide Funds Awarded FY 2021	Percent of State's Population	Percent of State's Civilian Labor Force	Percent of Statewide Unemployed	Percent of Grant Applications FY 2021	Percent of Statewide Funds Awarded FY 1996-2021
Alamo	10%	10%	9.64%	8.72%	10%	12%
Capital	16%	8%	9.42%	6.90%	10%	5%
Central	6%	4%	3.00%	2.74%	6%	8%
Gulf Coast	15%	25%	24.57%	27.82%	12%	16%
High Plains	0%	3%	2.98%	2.26%	4%	2%
Metroplex	19%	28%	31.71%	28.91%	19%	28%
Northwest	2%	2%	1.69%	1.44%	6%	3%
South	23%	8%	7.39%	10.69%	18%	11%
Southeast	3%	3%	2.27%	3.14%	3%	3%
Upper East	3%	4%	4.40%	4.16%	4%	7%
Upper Rio Grande	0%	3%	0.76%	0.63%	1%	3%
West	2%	2%	2.17%	2.60%	7%	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 2021 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	\$1,065	\$999
Upgraded Jobs	\$1,088	\$975

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 2021 grants. These wage levels are presented for each region
 3 of the State awarded projects.

Comptroller Region	Average Weekly Wage	Median Weekly Wage
Alamo	\$830	\$796
Capital	\$1,931	\$1,905
Central	\$746	\$678
Gulf Coast	\$1,524	\$1,365
High Plains	\$0	\$0
Metroplex	\$1,317	\$1,307
Northwest	\$0	\$0
South	\$865	\$743
Southeast	\$0	\$0
Upper East	\$775	\$756
Upper Rio Grande	\$0	\$0
West	\$0	\$0

4 **Important Note:**

- 5 • Does not include Skills Development Fund Shell Grants due to the unique nature of
- 6 these grants.

7

- 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	54	17
\$15.01 to \$20.00	254	458
\$20.01 to \$25.00	2355	3891
\$25.01 to \$30.00	478	167
\$30.01 to \$35.00	447	371
\$35.00 to \$40.00	151	290
\$40.00 to \$50.00	0	0
\$50.00+	413	991
Total	4152	6185

3

1 **Skills Development Fund - Table 6:** Shows the total amount of funds awarded in FY 2021
 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	\$0	\$0	35,448	\$1,095,168
Capital	\$3,192	8,064	62,916	\$2,673,394
Central	\$8,100	16,550	\$0	\$504,389
Gulf Coast	\$947	3,120	\$0	\$1,750,060
High Plains	\$10,008	5,275	\$0	\$0
Metroplex	\$21,099	671,196	573,678	\$1,730,557
Northwest	\$5,598	22,460	\$0	\$0
South	\$26,410	143,608	475,594	\$2,198,436
Southeast	\$0	\$0	\$0	\$0
Upper East	\$0	\$103,210	\$0	\$54,752
Upper Rio Grande	\$0	\$0	\$0	\$0
West	\$6,100	14,150	\$0	\$0
Statewide Totals	\$81,454	\$987,633	\$1,147,636	\$10,006,756

4 **Important Notes:**

- 5 • The above table now includes Skills for Small Business awards, broken out by Micro and
- 6 Small Business Sizes.
- 7 • Dual Credit projects and COVID-19 are not included in the data due to the unique nature
- 8 of these projects.

1 **Skills Development Fund - Table 7:** Shows the total number of individuals to be trained
 2 under new FY 2021 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	536
Capital	960
Central	407
Gulf Coast	1248
High Plains	0
Metroplex	1417
Northwest	0
South	6264
Southeast	514
Upper East	262
Upper Rio Grande	0
West	227
Statewide Total:	11,835

4 **Important Notes:**

- 5 • Includes Skills Development Fund and COVID-19 grants. Includes SDF Shell Grants for
 6 which data is currently available.
- 7 • Does not include Dual Credit projects; these are equipment only with no trainees
 8 attached.
- 9 • Does not include Skills for Small Business projects. See Table 7a below for SSB trainee
 10 counts.

11

- 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	0
Capital	31
Central	87
Gulf Coast	7
High Plains	31
Metroplex	43
Northwest	98
South	606
Southeast	0
Upper East	0
Upper Rio Grande	0
West	41
Statewide Totals:	944

1 **Skills Development Fund - Table 8:** Shows the total number of individuals to be trained
2 under the FY 2021 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
Aerospace and Defense	835
Construction	30
Finance and Insurance	346
Healthcare and Social Assistance	5,806
Information Technology	574
Manufacturing	2,727
Retail Trade	71
Services	327
Wholesale Trade	250
Statewide Total	10,966

4 **Important Notes:**

- 5
- 6 • Includes Skills Development Fund and COVID-19 Grants for which information is currently available.
- 7

WorksWonders: Texas Purchasing from People with Disabilities Appendices

WorksWonders Appendix 1 – FY 2021 Numbers

Total number of Texans with disabilities employed in the program making minimum wage or higher:	6,445
Total number of Texans with Disabilities Employed in the Program Making Less than Minimum Wage:	72
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying at minimum wage or higher:	3,867,668
Hours worked on State Use contracts by individuals with disabilities employed at CPRs paying less than minimum wage:	1,525
Individuals with disabilities that receive at least one type of non-mandatory benefit	2,711
Individuals without disabilities that receive at least one type of non-mandatory benefit	627

1 WorksWonders Appendix 2 - Benefits Paid by CRPs to Individuals
 2 Employed on Sate Use Contracts in FY 2021

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	818	26	264
Dental	22	436	18	119
Vision	18	346	15	91
Retirement	19	341	16	64
Paid Vacation	31	952	24	296
Bonuses	18	681	12	139
Other	27	886	18	160

3

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1 WorksWonders Appendix 3 – Texans Employed Through the Program in
 2 FY 2021

Type of Disability	Persons Employed 2020	Persons Employed 2021
Mental Health Condition	1,393	1,681
Intellectual Disability	1,103	899
Physical Impairment	777	1,496
Chemical Disorder	452	532
Learning Disability	475	617
Visual Impairment	370	364
Deaf or Hard of Hearing	135	143
Brain Injury	37	53
Other	733	732
Total Number of Texans with Disabilities Employed Through the Program	5,475	6,517
Total Number of Non-disabled Texans Employed Through the Program	1,390	1,998

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	2020	2021
Amount of annual wages and benefits paid to Texans with disabilities*	\$48,994,181	\$60,965,955
Amount of annual wages and benefits paid to non-disabled Texans**	\$14,510,119	\$18,622,303

Total Wages Paid Through the Program ***	\$66,225,677	\$79,588,258
---	--------------	--------------

- 1 *The average of weekly earnings (including benefits) paid to Texans with disabilities is \$15.76 per hour.
- 2 The range of weekly earnings (including benefits) is \$7.25 - \$39.23 per hour.
- 3 **The average of weekly earnings (including benefits) paid to non-disabled Texans is \$17.13 per hour.
- 4 The range of weekly earnings (including benefits) is \$7.86 – \$40.13 per hour.
- 5 ***The benefits paid in this time period were \$5,740,839 for Texans with disabilities and \$1,692,486 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	1,853
Persons with Disabilities who previously worked on State Use Contracts Outplaced	852
Persons with Disabilities Promoted within the CRPs	256
Persons with Disabilities Promoted with the CRPs who Previously Worked on State Use Contracts	172

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	27%	29%	17%	19%
Intellectual Disability	6%	4%	15%	14%
Physical Impairment	29%	47%	16%	16%
Chemical Disorder	5%	4%	5%	6%
Learning Disability	6%	7%	14%	20%
Visual Impairment	2%	2%	10%	6%
Deaf or Hard of Hearing	2%	2%	1%	2%
Brain Injury	1%	1%	1%	2%
Other*	22%	4%	21%	15%

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%	2%	3%	0%
10 – 9	1%	1%	3%	5%

20 - 29	9%	1%	5%	8%
30 - 39	7%	2%	9%	13%
40 +	81%	94%	80%	74%

1

Wage Range	Persons Promoted CRP	Persons Promoted State Use	Persons Outplaced CRP	Persons Outplace State Use
\$7.25 – 7.99/ Hour	4%	2%	4%	2%
\$8.00 – 8.99/ Hour	5%	1%	3%	2%
\$9.00 – 9.99/ Hour	5%	3%	16%	21%
\$10.00 +/- Hour	86%	94%	77%	75%

2

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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
Arlington	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	8
Glidden	1
Houston	16
Humble	1

Huntsville	2
Jacksonville	1
Katy	2
Lubbock	2
Lufkin	4
Magnolia	1
Mexia	1
Midland	1
Mount Pleasant	1
Pantego	1
Pittsburg	1
Pollok	1
Poteet	1
Round Rock	1
San Angelo	1
San Antonio	9
Seguin	1
Sherman	2
Tyler	4
Universal City	1
Waco	2
Weslaco	2
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	\$176,362	72	72	0
TOTAL	\$176,362	72	72	0

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, 2020 - August 31, 2021</i>	
ASSETS	FY 2021
Current Assets:	
Cash in State Treasury	\$75,145.11
<i>Total Current Assets</i>	<i>\$75,145.11</i>
Total Assets	\$75,145.11
LIABILITIES AND FUND BALANCES	
Current Liabilities:	
Deferred Revenues	\$75,145.11
<i>Total Current Liabilities</i>	<i>\$75,145.11</i>
Total Liabilities	\$75,145.11
FUND FINANCIAL STATEMENT -FUND BALANCES	\$0.00
Total Fund Balances	\$0.00
REVENUES:	
Total Fund Balance on September 1 st	\$0.00
Revenues from TIBH	\$740,744.55
Total Revenues	\$740,744.55
EXPENDITURES	
Salaries and Wages	\$394,038.21
Payroll Related Costs	\$139,881.13
Professional Fees and Services	\$155.30
Travel	\$1,155.27

Materials and Supplies	\$180.75
Communication and Utilities	\$1,176.96
Repairs and Maintenance	\$897.91
Other Operating Expenditures	\$203,259.02
Total Expenditures	\$740,744.55
EXCESS (DEFICIT) OF REVENUES OVER EXPENDITURES	
	\$0.00

1

2 **WorksWonders Appendix 8 - Community Rehabilitation Program (CRP)**
3 **Contract Listing for FY 2021**

4 *Listed Alphabetically by City*

5

Community Rehabilitation Program (CRP) Contract Listing						
Listed Alphabetically by City September 1, 2020 - August 31, 2021						
	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	No Sales in September 2020 - August 2021				
2.	Upper Valley Helpsource, Inc. 1809 Walker Drive Alice, Texas 78332 (361) 668-6818	• Right of Way Mowing Texas Department of Transportation	161,189	712,932	38	20
		• Roadside Mowing Texas Department of Transportation	551,743			
3.	Fresh Start Of Monroe, Inc. 6500 Canyon Drive, Suite 500 Amarillo, Texas 79109 (817) 243-9661	• Grounds Maintenance Texas Historical Commission	4,388	1,136,183	14	1
		• Janitorial Maintenance Texas Department of Transportation	70,488			

		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	80,032			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	586,540			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	394,735			
4.	A Brothers Keeper 110 W Randol Mill Road, Suite 216 Arlington, Texas 76011 (817) 863-2282	<ul style="list-style-type: none"> Grounds Maintenance City of Ft Worth 	2,196	13,421	10	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	11,225			
5.	Austin Task, Inc. Reliable Facilities Service, Inc. 7305-B Burlinson Road Austin, Texas 78744 (512) 389-3333	<ul style="list-style-type: none"> Carpet Cleaning Texas Facilities Commission 	81,350	3,840,331	99	76
		<ul style="list-style-type: none"> Document Destruction Bell County 	1,089			
		<ul style="list-style-type: none"> Document Destruction Board of Plumbing Examiners 	258			
		<ul style="list-style-type: none"> Document Destruction Brushy Creek Municipal Utility District 	396			
		<ul style="list-style-type: none"> Document Destruction City of Austin 	1,748			
		<ul style="list-style-type: none"> Document Destruction City of Temple 	3,178			
		<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	10,149			
		<ul style="list-style-type: none"> Document Destruction Court of Criminal Appeals 	72			
		<ul style="list-style-type: none"> Document Destruction Credit Union Department 	432			
		<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	1,863			
		<ul style="list-style-type: none"> Document Destruction Department of Family and Protective Services 	3,609			
		<ul style="list-style-type: none"> Document Destruction Department of State Health Services 	1,003			
		<ul style="list-style-type: none"> Document Destruction Employees Retirement System of Texas 	1,651			

	• Document Destruction Executive Council of Physical and Occupational Therapy Examiners	1,368			
	• Document Destruction General Land Office	2,095			
	• Document Destruction Gonzales County	146			
	• Document Destruction Health and Human Services Commission	207,155			
	• Document Destruction Lee County	504			
	• Document Destruction Lockhart ISD	151			
	• Document Destruction Office of Public Utility Counsel	432			
	• Document Destruction Office of the Attorney General	15,048			
	• Document Destruction Public Utility Commission of Texas	144			
	• Document Destruction Railroad Commission of Texas	927			
	• Document Destruction Round Rock ISD	597			
	• Document Destruction Secretary of State	126			
	• Document Destruction Senate	16			
	• Document Destruction State Auditor	72			
	• Document Destruction State Board of Dental Examiners	792			
	• Document Destruction State Board of Veterinary Medical Examiners	216			
	• Document Destruction State Commission on Judicial Conduct	360			
	• Document Destruction State Office of Administrative Hearings	1,260			
	• Document Destruction State Office of Risk Management	792			
	• Document Destruction State Preservation Board	72			

	• Document Destruction State Securities Board	605			
	• Document Destruction Teacher Retirement System of Texas	5,423			
	• Document Destruction Texas Alcoholic Beverage Commission	1,900			
	• Document Destruction Texas Animal Health Commission	382			
	• Document Destruction Texas Board of Architectural Examiners	108			
	• Document Destruction Texas Board of Chiropractic Examiners	144			
	• Document Destruction Texas Board of Nursing	1,404			
	• Document Destruction Texas Board of Professional Engineers	1,020			
	• Document Destruction Texas Commission on Environmental Quality	7,946			
	• Document Destruction Texas Commission on Fire Protection	396			
	• Document Destruction Texas Department of Banking	975			
	• Document Destruction Texas Department of Housing and Community Affairs	828			
	• Document Destruction Texas Department of Insurance	6,505			
	• Document Destruction Texas Department of Licensing and Regulation	2,502			
	• Document Destruction Texas Department of Motor Vehicles	3,362			
	• Document Destruction Texas Department of Public Safety	1,193			
	• Document Destruction Texas Department of Transportation	14,881			
	• Document Destruction Texas Division of Emergency Management	4,392			

	• Document Destruction Texas Education Agency	1,959			
	• Document Destruction Texas Facilities Commission	762			
	• Document Destruction Texas Higher Education Coordinating Board	149			
	• Document Destruction Texas Historical Commission	504			
	• Document Destruction Texas Juvenile Justice Department	52,790			
	• Document Destruction Texas Lottery Commission	1,162			
	• Document Destruction Texas Medical Board	1,996			
	• Document Destruction Texas Military Department	16,212			
	• Document Destruction Texas Parks and Wildlife Department	1,879			
	• Document Destruction Texas Public Finance Authority	36			
	• Document Destruction Texas Racing Commission	72			
	• Document Destruction Texas Real Estate Commission	612			
	• Document Destruction Texas School for the Blind and Visually Impaired	550			
	• Document Destruction Texas School for the Deaf	752			
	• Document Destruction Texas State Board of Pharmacy	396			
	• Document Destruction Texas State Board of Public Accountancy	1,584			
	• Document Destruction Texas State Library and Archives Commission	9,479			
	• Document Destruction Texas State University – San Marcos	5,293			
	• Document Destruction Texas Veterans Commission	180			
	• Document Destruction Texas Water Development Board	612			

		• Document Destruction Texas Workforce Commission	18,671			
		• Document Destruction Travis County	2,941			
		• Document Destruction University of Texas at Austin	26,498			
		• Document Destruction University of Texas Health Science Center at San Antonio	6,166			
		• Document Destruction University of Texas M. D. Anderson Cancer Center	94,640			
		• Document Destruction Upper Brushy Creek Water Control	36			
		• Janitorial Maintenance City of Austin	35,356			
		• Janitorial Maintenance Department of Agriculture	250			
		• Janitorial Maintenance Health and Human Services Commission	137,849			
		• Janitorial Maintenance Texas Department of Transportation	2,143,623			
		• Janitorial Maintenance Texas Education Agency	3,000			
		• Janitorial Maintenance Texas Facilities Commission	744,575			
		• Janitorial Maintenance University of Texas M. D. Anderson Cancer Center	136,710			
6.	Easter Seals Central Texas, Inc. 8505 Cross Park Drive, Suite 120 Austin, Texas 78754 (512) 615-6801	• Grounds Maintenance Texas Department of Public Safety	235	1,854,420	54	6
		• Grounds Maintenance Texas Parks and Wildlife Department	295			
		• Grounds Maintenance Texas Workforce Commission	7,188			
		• Janitorial Maintenance City of Austin	38,241			
		• Janitorial Maintenance Credit Union Department	6,050			
		• Janitorial Maintenance Health and Human Services Commission	56,265			

		• Janitorial Maintenance Texas Department of Transportation	35,620			
		• Janitorial Maintenance Texas Historical Commission	22,525			
		• Janitorial Maintenance Texas Juvenile Justice Department	45,397			
		• Janitorial Maintenance Texas Workforce Commission	7,444			
		• Landscape Maintenance City of Austin	186,829			
		• Landscape Maintenance Texas Department of Public Safety	420			
		• Landscape Maintenance Texas Historical Commission	5,270			
		• Landscape Maintenance Texas Military Department	44,095			
		• Landscape Maintenance Texas Parks and Wildlife Department	31,675			
		• Landscape Maintenance Texas Workforce Commission	28,857			
		• Mowing Maintenance City of Kyle	10,382			
		• Mowing Maintenance City of San Marcos	681,829			
		• Tree Removal Texas Military Department	1,440			
		• Tree Removal Texas Workforce Commission	2,000			
		• Vegetation Control City of Austin	601,997			
		• Vegetation Control City of San Marcos	40,366			
7.	Enterprise Professional Services, Inc. 7710 Rialto Boulevard Austin, Texas 78735 (512) 614-6116	• Grounds Maintenance City of Round Rock	28,796	951,001	43	23
		• Grounds Maintenance Texas Department of Transportation	148,636			
		• Janitorial Maintenance City of Round Rock	25,000			
		• Janitorial Maintenance Health and Human Services Commission	65,196			

		• Janitorial Maintenance Office of the Attorney General	266,803			
		• Janitorial Maintenance Texas Department of Motor Vehicles	250,764			
		• Janitorial Maintenance Texas Department of Transportation	19,624			
		• Landscape Maintenance City of Austin	103,624			
		• Landscape Maintenance Texas Department of Motor Vehicles	30,134			
		• Litter Pickup City of Round Rock	12,424			
8.	Goodwill Temporary Services, Inc. Goodwill - Service Contracts 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	• Data Entry Services Texas Commission on Environmental Quality	794	5,660,766	135	80
		• Grounds Maintenance Texas Workforce Commission	8,974			
		• Janitorial Maintenance City of San Marcos	594,660			
		• Janitorial Maintenance Department of Agriculture	314			
		• Janitorial Maintenance Health and Human Services Commission	785,866			
		• Janitorial Maintenance Office of the Attorney General	682			
		• Janitorial Maintenance Texas Department of Motor Vehicles	27,215			
		• Janitorial Maintenance Texas Department of Public Safety	462,723			
		• Janitorial Maintenance Texas Department of Transportation	335,815			
		• Janitorial Maintenance Texas Military Department	736,690			
		• Janitorial Maintenance Texas Parks and Wildlife Department	323,847			
		• Janitorial Maintenance University of Texas at Austin	2,110			
		• Mail Room Services Governor – Executive	904			

		• Mail Room Services Health and Human Services Commission	1,312,351			
		• Mail Room Services Texas Commission on Environmental Quality	17,132			
		• Mail Room Services Texas Department of Motor Vehicles	1,034,814			
		• Mail Room Services Texas State Board of Pharmacy	15,875			
9.	Goodwill Temporary Services, Inc. 1015 Norwood Park Boulevard Austin, Texas 78753 (512) 637-7100	• Temporary Employment Services Bond Review Board	673	14,692,346	466	301
		• Temporary Employment Services City of Austin	5,954			
		• Temporary Employment Services Credit Union Department	9,900			
		• Temporary Employment Services Department of Family and Protective Services	518,738			
		• Temporary Employment Services Department of State Health Services	7,663,819			
		• Temporary Employment Services Employees Retirement System of Texas	13,118			
		• Temporary Employment Services Governor – Executive	8,269			
		• Temporary Employment Services Health and Human Services Commission	1,416,127			
		• Temporary Employment Services Office of the Attorney General	2,074,054			
		• Temporary Employment Services Railroad Commission of Texas	6,651			
		• Temporary Employment Services State Office of Administrative Hearings	16,773			
		• Temporary Employment ServicesTeacher Retirement System of Texas	388,143			
		• Temporary Employment Services Texas Commission on Environmental Quality	1,745,047			
		• Temporary Employment Services Texas Department of Housing and Community Affairs	219,201			

		• Temporary Employment Services Texas Department of Insurance	973			
		• Temporary Employment Services Texas Department of Transportation	483,901			
		• Temporary Employment Services Texas Facilities Commission	4,957			
		• Temporary Employment Services Texas Higher Education Coordinating Board	76,674			
		• Temporary Employment Services Texas Juvenile Justice Department	5,977			
		• Temporary Employment Services Texas Military Department	9,558			
		• Temporary Employment Services Texas Real Estate Commission	9,329			
		• Temporary Employment Services Texas Water Development Board	14,510			
10.	Peak Performers St. Vincent DePaul Rehabilitation Service of Texas, Inc. 4616 Triangle Avenue, Suite 405 Austin, Texas 78751 (512) 453-8833	• Temporary Employment Services Board of Plumbing Examiners	69,289	36,993,438	1,451	397
		• Temporary Employment Services Brazoria County	12,526			
		• Temporary Employment Services Cancer Prevention and Research Institute of Texas	243,530			
		• Temporary Employment Services City of Houston	33,215			
		• Temporary Employment Services Comptroller State Energy Conservation Office	7,839			
		• Temporary Employment Services Comptroller of Public Accounts	1,747,651			
		• Temporary Employment Services Department of Agriculture	464,541			
		• Temporary Employment Services Department of Family and Protective Services	291,927			
		• Temporary Employment Services Department of Information Resources	444,308			
		• Temporary Employment Services Department of Savings and Mortgage Lending	138,581			
		• Temporary Employment Services Department of State Health Services	6,050,257			

	• Temporary Employment Services Employees Retirement System of Texas	116,796			
	• Temporary Employment Services General Land Office	4,142,714			
	• Temporary Employment Services Governor – Executive	222			
	• Temporary Employment Services Health and Human Services Commission	2,391,359			
	• Temporary Employment Services Office of Consumer Credit Commissioner	12,496			
	• Temporary Employment Services Office of Court Administration	99,312			
	• Temporary Employment Services Office of the Attorney General	456,822			
	• Temporary Employment Services Public Utility Commission of Texas	752			
	• Temporary Employment Services Secretary of State	113,189			
	• Temporary Employment Services State Office of Administrative Hearings	79,042			
	• Temporary Employment Services Teacher Retirement System of Texas	23,790			
	• Temporary Employment Services Texas Board of Nursing	47,769			
	• Temporary Employment Services Texas Commission on Environmental Quality	47,111			
	• Temporary Employment Services Texas Commission on Fire Protection	20,658			
	• Temporary Employment Services Texas Department of Banking	16,252			
	• Temporary Employment Services Texas Department of Housing and Community Affairs	75,148			
	• Temporary Employment Services Texas Department of Insurance	206,893			
	• Temporary Employment Services Texas Department of Licensing and Regulation	166,273			
	• Temporary Employment Services Texas Department of Motor Vehicles	1,019,940			

	• Temporary Employment Services Texas Department of Public Safety	349,934			
	• Temporary Employment Services Texas Department of Transportation	1,299,334			
	• Temporary Employment Services Texas Division of Emergency Management	1,109,081			
	• Temporary Employment Services Texas Education Agency	358,563			
	• Temporary Employment Services Texas Facilities Commission	65,180			
	• Temporary Employment Services Texas Higher Education Coordinating Board	292,075			
	• Temporary Employment Services Texas Historical Commission	165,130			
	• Temporary Employment Services Texas Lottery Commission	161,988			
	• Temporary Employment Services Texas Military Department	183,075			
	• Temporary Employment Services Texas Parks and Wildlife Department	434,950			
	• Temporary Employment Services Texas Public Finance Authority	62,800			
	• Temporary Employment Services Texas Racing Commission	10,145			
	• Temporary Employment Services Texas Real Estate Commission	595			
	• Temporary Employment ServicesTexas State Board of Public Accountancy	19,835			
	• Temporary Employment Services Texas Treasury Safekeeping Trust Company	67,374			
	• Temporary Employment Services Texas Veterans Commission	100,115			
	• Temporary Employment Services Texas Water Development Board	288,974			
	• Temporary Employment Services Texas Workforce Commission	13,453,308			
	• Temporary Employment Services Travis County	30,780			

11.	Professional Contract Services, Inc. 718 FM 1626 West, Building 100 Austin, Texas 78748 (512) 358-8887	• Air Filter Service Texas Department of Transportation	196,054	1,072,378	39	1
		• Janitorial Maintenance City of El Paso	838,006			
		• Janitorial Maintenance Texas Department of Transportation	38,318			
12.	Relief Enterprise of Texas, Inc. 6448 Highway 290 East, Suite E-107 Austin, Texas 78723 (512) 467-0115	• Bat Guano Removal Texas Department of Transportation	61,437	3,855,872	181	116
		• Debris Pickup Texas Department of Transportation	411,543			
		• Grounds Maintenance Texas Department of Transportation	118,657			
		• Janitorial Maintenance Health and Human Services Commission	729,671			
		• Janitorial Maintenance Texas Department of Public Safety	14,627			
		• Janitorial Maintenance Texas Department of Transportation	265,647			
		• Janitorial Maintenance Texas Juvenile Justice Department	104,753			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	34,802			
		• Landscape Maintenance Angelo State University	37,268			
		• Landscape Maintenance Texas Department of Transportation	445,143			
		• Litter Pickup Texas Department of Transportation	1,327,522			
		• Moving Maintenance Office of Consumer Credit Commissioner	586			
		• Moving Maintenance Office of the Attorney General	906			
		• Moving Maintenance Texas Juvenile Justice Department	26,109			

		• Moving Maintenance Texas Lottery Commission	662			
		• Moving Maintenance Texas Military Department	3,090			
		• Picnic Area Maintenance Texas Department of Transportation	241,836			
		• Service Station Attendant Texas Department of Transportation	31,613			
13.	Travis Association for the Blind 2307 Business Center Drive Austin, Texas 78744 (512) 442-2329	• Air Freshener	14,505	2,297,567	41	4
		• Binders, Recycled	177,863			
		• Bottles, Plastic, Environmental	36			
		• Cleaner and Wax - Window, Mirror, Glass	6,430			
		• Cleaner, General Purpose	42,881			
		• Cleaner, Heavy Duty Degreaser	8,790			
		• Cleaner, Toilet Bowl	6,891			
		• Clipboards/Padholders	381			
		• Detergent, Laundry	190,995			
		• Detergent-Disinfectant, Washroom Type	39,425			
		• Dishwashing Compounds	13,636			
		• Disinfectants	10,649			
		• Dispensers, Lotion and Soap	597,361			
		• Floor Stripper, Cleaners	48,553			
		• Hand Cleaner	9,017			
		• Hand Sanitizer	384,769			
		• Hand Sanitizer, Environmentally Certified	551,651			
		• Hand Soap	143,428			
		• Restock Fee CRP	12			
		• Sanitizing and Disinfecting Supplies, Janitorial, Environmentally Certified	518			
		• Service Awards, Specialty Type	16,080			
		• Sheet Lifters	23			
		• Spray Bottles, Plastic, for Cleaners	3,802			
	• Sunscreen	29,871				
14.	VRC Industries Austin State Supported Living Center 2203 West 35th Street	• Backup Horns	3,798	176,362	72	0
		• Binding, Wide Back Plastic	1,004			
		• Compact Discs, DVD, ROM, etc. and Sleeves	22,954			

	Austin, Texas 78703 (512) 374-6667	• Toothbrushes and Holders	148,606			
15.	Beaumont Products & Services, Inc. 1305 Washington Boulevard Beaumont, Texas 77705 (409) 838-2029	• Grounds Maintenance City of Beaumont	236,792	593,090	62	2
		• Litter Pickup City of Beaumont	339,872			
		• Litter Pickup Jefferson County	16,426			
16.	Opportunities for Deserving Individuals, Inc. 5925 Phelan Boulevard Beaumont, Texas 77706 (409) 835-3547	• Janitorial Maintenance Health and Human Services Commission	381,352	606,251	39	16
		• Janitorial Maintenance Texas Department of Motor Vehicles	39,031			
		• Janitorial Maintenance Texas Department of Public Safety	12,939			
		• Janitorial Maintenance Texas Department of Transportation	121,547			
		• Janitorial Maintenance Texas Juvenile Justice Department	48,612			
		• Janitorial Maintenance Texas Lottery Commission	2,770			
17.	Spindletop Center 655 South Eighth Street Beaumont, Texas 77701 (409) 784-5400	• Janitorial Maintenance Health and Human Services Commission	2,889	11,904	15	1
		• Janitorial Maintenance Texas Department of Transportation	9,015			
18.	West Texas Centers for MHMR 501 Birdwell Lane, Suite 28-F Big Spring, Texas 79720 (432) 264-2676	• Janitorial Maintenance Texas Department of Transportation	20,778	56,725	33	25
		• Picnic Area Maintenance Texas Department of Transportation	35,947			
19.	Center for Life Resources/ Janie Clements Industries Central Texas MHMR Center 408 Mulberry Street Brownwood, Texas	• Undergarments/Sleepwear, Women	344,039	637,987	27	9
		• Grounds Maintenance Texas Department of Transportation	6,556			
		• Janitorial Maintenance Texas Department of Transportation	212,657			

	76804 (325) 643-3526	<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	74,735			
20.	Junction Five-O-Five 4410 College Main Street Bryan, Texas 77801 (979) 846-3670	<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	64,507	96,153	10	0
		<ul style="list-style-type: none"> Recycling Maintenance City of Bryan 	31,646			
21.	SDR & Associates, Inc. 22281 State Highway 64 Canton, Texas 75103 (214) 405-9097	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	4,401	1,297,629	7	2
		<ul style="list-style-type: none"> Grounds Maintenance Texas Military Department 	462,923			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Military Department 	203,820			
		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	626,485			
22.	G & H EQUITAS Foundation 7413 Elizondo Drive Corpus Christi, Texas 78414 (361) 549-3434	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	67,623	142,072	12	2
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	74,449			
23.	Goodwill Industries of South Texas, Inc. 2961 South Port Avenue Corpus Christi, Texas 78405 (361) 884-4068	<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	1,648	548,632	30	3
		<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	308			
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	44,322			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	3,540			
		<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	230			
		<ul style="list-style-type: none"> Document Destruction Texas A&M University – Corpus Christi 	4,250			
		<ul style="list-style-type: none"> Document Destruction Texas A&M University – Kingsville 	504			
		<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	513			

		• Document Destruction Texas Animal Health Commission	84			
		• Document Destruction Texas Commission on Environmental Quality	123			
		• Document Destruction Texas Department of Insurance	344			
		• Document Destruction Texas Department of Motor Vehicles	76			
		• Document Destruction Texas Department of Public Safety	1,009			
		• Document Destruction Texas Department of Transportation	2,518			
		• Document Destruction Texas Juvenile Justice Department	7,544			
		• Document Destruction Texas Military Department	3,306			
		• Document Destruction Texas Parks and Wildlife Department	128			
		• Document Destruction Texas Workforce Commission	3,851			
		• Janitorial Maintenance Health and Human Services Commission	85,031			
		• Janitorial Maintenance Texas Department of Public Safety	305,044			
		• Janitorial Maintenance Texas Department of Transportation	28,965			
		• Janitorial Maintenance Texas Juvenile Justice Department	21,581			
		• Janitorial Maintenance Texas Parks and Wildlife Department	7,228			
		• Technical Assistance Texas Department of Transportation	26,485			
24.	Goodwill Industries of South Texas, Inc. Goodwill Temporary Services 2961 South Port Avenue	• Temporary Employment Services Department of Family and Protective Services	21,702	1,423,434	52	15
		• Temporary Employment Services Department of State Health Services	59,097			

	Corpus Christi, Texas 78405 (361) 884-4068	<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 81,733 Temporary Employment Services Office of the Attorney General 1,070,984 Temporary Employment Services Texas Department of Transportation 10,690 Temporary Employment Services Texas Division of Emergency Management 124,517 Temporary Employment Services Texas Juvenile Justice Department 54,711 				
25.	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 56,244 Litter Pickup Texas Department of Transportation 158,855 	215,099	9	2	
26.	South Texas Lighthouse for the Blind 4421 Agnes Street Corpus Christi, Texas 78405 (361) 883-6553	<ul style="list-style-type: none"> Air Freshener 16,161 Air Freshener, Environmentally Certified 18,489 Bag, Paper 1,275,265 Binder Sheets 3,770 Binders, Recycled 30,578 Bleach, Chlorine and Peroxide 28,807 Cleaner, General Purpose 53,398 Cleaner, Heavy Duty Degreaser, Environmentally Certified 96,057 Cleaner, Sewer, Septic Tank, Waste Pipe, Environmentally Certified 2,070 Cleaner, Toilet Bowl 80,564 Cleanser, Environmentally Certified 4,082 Compact Discs, DVD, ROM, etc. and Sleeves 16,738 Detergent, Laundry 397,230 Detergent-Disinfectant, Washroom Type 2,352 Dishwashing Compounds 30,631 Disinfectants 94,777 	9,902,474	18	2	

		• Drug Assay, Screening Test Kits	425,503			
		• Envelopes, Plain, Stock Size	46,745			
		• Fabric Softeners and Refreshers	74,318			
		• Floor Polishes, Waxes, Sealers	25,576			
		• Floor Stripper, Cleaners	5,631			
		• Graffiti Remover	509			
		• Index Tabs	19,548			
		• Label Sheets	149,805			
		• Locks, Key Blanks, Locksmith Tools	107,670			
		• Lunch Tray	1,208,447			
		• Metered Dispenser	1,067			
		• Mouse Pads, Computer	5,834			
		• Pencils, Including Lead/Erasers	38			
		• Restock Fee CRP	118			
		• Rug/Carpet Shampoo	156			
		• Sanitizing and Disinfectant Supplies, Janitorial	138,410			
		• Scale Remover, Environmentally Certified	6,095			
		• Service Awards, Specialty Type	848			
		• Stain and Spot Remover	331			
		• Toilet Tissue	4,185,220			
		• Trash Can Liners	1,349,636			
27.	The EB Foundation 4402 Crosstown Expressway Corpus Christi, Texas 78415 (361) 857-6633	• Grounds Maintenance Texas Historical Commission	9,585	757,728	37	19
		• Grounds Maintenance Texas Parks and Wildlife Department	2,686			
		• Janitorial Maintenance Texas Department of Public Safety	16,658			
		• Janitorial Maintenance Texas Department of Transportation	221,660			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	159,297			
		• Litter Pickup Texas Department of Transportation	267,312			
		• Picnic Area Maintenance Texas Department of Transportation	59,695			
		• Service Station Attendant Texas Department of Transportation	20,835			

28.	Woods Etc. Corpus Christi State Supported Living Center 902 Airport Road Corpus Christi, Texas 78405 (361) 883-1540	<ul style="list-style-type: none"> • Brooms, Brushes and Handles • File Folders, Regular, Legal and Letter • Folding Chairs, Tables • Shredder Oil • Janitorial Maintenance Texas Parks and Wildlife Department 	2,556	40,022	2	0
			5,298			
			22,770			
			8,487			
			911			
29.	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 • Litter Pickup Texas Department of Transportation • Picnic Area Maintenance Texas Department of Transportation 	32,015	1,616,911	17	7
			1,453,336			
			131,560			
30.	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 	987,240	987,240	3	0
31.	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 • Janitorial Maintenance Health and Human Services Commission • Janitorial Maintenance Office of the Attorney General • Janitorial Maintenance Texas Department of Public Safety • Janitorial Maintenance Texas Department of Transportation • Janitorial Maintenance Texas Juvenile Justice Department • Janitorial Maintenance Texas Workforce Commission • Janitorial/Grounds Maintenance Texas Department of Transportation 	58,045	1,787,575	121	21
			97,474			
			18,102			
			184,538			
			175,666			
			23,041			
			18,829			
			152,310			

		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	1,059,570			
32.	Achieve Citizens Development Center 880 Ambassador Row Dallas, Texas 75247 (214) 637-2911	<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	13,626	44,829	13	1
		<ul style="list-style-type: none"> Vehicle Maintenance Texas Department of Transportation 	31,203			
33.	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 	1,302,321	1,302,321	294	0
34.	Envision/ Dallas Lighthouse for the Blind 4306 Capitol Avenue Dallas, Texas 75204 (214) 420-9401	<ul style="list-style-type: none"> Batteries 	6,585	6,713,708	40	7
		<ul style="list-style-type: none"> Binders, Award 	18,263			
		<ul style="list-style-type: none"> Bottled Water 	294,610			
		<ul style="list-style-type: none"> Brackets and Holders, Sign 	140,069			
		<ul style="list-style-type: none"> Cleaners for Blackboard and Dry Erase, Environmentally Certified 	88			
		<ul style="list-style-type: none"> Dry Erase Markers 	30,863			
		<ul style="list-style-type: none"> Erasers, Cleaners for Blackboard and Dry Erase 	3,405			
		<ul style="list-style-type: none"> File Folders, Expanding, Hanging 	42,813			
		<ul style="list-style-type: none"> Fish 	2,929,713			
		<ul style="list-style-type: none"> Flags, Safety and Warning 	53			
		<ul style="list-style-type: none"> Hanging Wall Pocket 	1,253			
		<ul style="list-style-type: none"> Hats and Helmets, Safety 	123,423			
		<ul style="list-style-type: none"> Mailer, Padded 	5,173			
		<ul style="list-style-type: none"> Mailer, Paperboard 	616			
		<ul style="list-style-type: none"> Mailer, Poly Jacket 	395			
		<ul style="list-style-type: none"> Markers, Traffic 	47,375			
		<ul style="list-style-type: none"> Peanut Butter, Other Nut Butter 	243,319			
		<ul style="list-style-type: none"> Pens, Marker Types, Highlighter Types 	133,887			
		<ul style="list-style-type: none"> Safety Shirts 	1,335,722			
		<ul style="list-style-type: none"> Safety Sign 	802,129			
	<ul style="list-style-type: none"> Safety Trousers 	41,096				
	<ul style="list-style-type: none"> Service Awards, Specialty Type 	3,849				
	<ul style="list-style-type: none"> Toothpaste 	500,959				
	<ul style="list-style-type: none"> Vests, Safety 	8,050				

35.	Goodwill Industries of Dallas, Inc. 3020 North Westmoreland Dallas, Texas 75212 (214) 638-2800		No Sales in September 2020 - August 2021				
36.	Precious Gems Services, Inc. 7702 Los Gatos Drive Dallas, Texas 75232 (972) 224-5638	•	Landscape Maintenance Texas Military Department	7,000	207,868	19	1
		•	Litter Pickup Texas Department of Transportation	157,968			
		•	Mowing Maintenance Texas Military Department	42,900			
37.	Rising Star Resource Development 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	•	Janitorial Maintenance Department of Agriculture	2,250	1,478,818	52	19
		•	Janitorial Maintenance Health and Human Services Commission	604,709			
		•	Janitorial Maintenance Texas Animal Health Commission	8,990			
		•	Janitorial Maintenance Texas Department of Insurance	13,484			
		•	Janitorial Maintenance Texas Department of Public Safety	139,281			
		•	Janitorial Maintenance Texas Department of Transportation	637,760			
		•	Janitorial Maintenance Texas Lottery Commission	11,264			
		•	Janitorial Maintenance Texas Parks and Wildlife Department	3,202			
		•	Janitorial Maintenance Texas Workforce Commission	53,878			
		•	Moving Maintenance Texas Juvenile Justice Department	4,000			
38.	Rising Star Resource Development Temporary Services 4308 Bryan Street Dallas, Texas 75204 (972) 679-2965	•	Temporary Employment Services Office of the Attorney General	226,103	232,123	4	1
		•	Temporary Employment Services Texas Department of Public Safety	6,020			

39.	Tex-Spice Medina County Shelter Workshop 198 County Road 6702 Devine, Texas 78016 (830) 663-9248	<ul style="list-style-type: none"> Headphones Spices, Herbs, Seasonings 	597 886,306	886,903	22	6
40.	Frio County IDD Work Center Camino Real Community Services 509 Martin Branch Road Dilley, Texas 78017 (830) 965-4004	<ul style="list-style-type: none"> Chairs, Desk and Office Chairs, Side Arm and Guest Drafting Chairs and Stools Folding Chairs, Tables Posture Chairs, Ergonomic Wheelchairs 	41,099 2,735 1,131 1,838 29,395 629	76,827	2	0
41.	Maverick County IDD Work Center Camino Real Community Services 757 Rio Grande Street Eagle Pass, Texas 78852 (830) 752-1346	<ul style="list-style-type: none"> Dips, Sauces, Condiments Motivational Art Photographs Picture Frames, Framing Supplies 	165,740 367 2,510 25,629	194,246	15	0
42.	Aldersgate Enrichment Center 5001 Highway 183/84 East Early, Texas 76802 (325) 646-5608	<ul style="list-style-type: none"> Air Filters Grounds Maintenance Texas Department of Public Safety Grounds Maintenance Texas Department of Transportation Litter Pickup Texas Department of Transportation Picnic Area Maintenance Texas Department of Transportation 	4,465 1,535 174,117 407,907 46,482	634,506	21	4
43.	Goodwill Services, Inc. 9611 Acer Avenue El Paso, Texas 79925 (915) 778-3371	<ul style="list-style-type: none"> Bus Cleaning City of El Paso Document Destruction Comptroller of Public Accounts Document Destruction Health and Human Services Commission Document Destruction Office of the Attorney General Document Destruction Socorro ISD 	61,435 164 21,886 1,089 103	1,076,901	40	20

		<ul style="list-style-type: none"> Document Destruction Texas Alcoholic Beverage Commission 	105			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	1,213			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	12,295			
		<ul style="list-style-type: none"> Janitorial Maintenance City of El Paso 	427,466			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	35,280			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Alcoholic Beverage Commission 	13,936			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	56,140			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	157,800			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Juvenile Justice Department 	52,792			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Military Department 	184,256			
		<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	50,941			
44.	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 	30,186	350,300	8	14
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	317,219			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	2,895			
45.	PRIDE Industries 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 	409,276	409,276	19	13
46.	Readyone Industries 1414 Ability Drive El Paso, Texas 79936 (915) 858-7277	No Sales in September 2020 - August 2021				

47.	Xceed Resources Border TM Industries, Inc. 201 North Clark, Suite B El Paso, Texas 79905 (915) 779-6431	•	Grounds Maintenance Texas Department of Transportation	32,766	2,674,770	81	53
		•	Janitorial Maintenance Texas Department of Transportation	9,543			
		•	Landscape Maintenance City of El Paso	36,229			
		•	Landscape Maintenance Texas Department of Transportation	513,765			
		•	Litter Pickup City of El Paso	1,514,274			
		•	Litter Pickup Texas Department of Transportation	568,193			
48.	Wilson County IDD Work Center Camino Real Community Services 1323 Third Street Floresville, Texas 78114 (830) 216-7402	•	Dips, Sauces, Condiments	610,579	610,579	26	0
49.	ABG Fulfillment MHMR of Tarrant County 2716 Cullen Street Fort Worth, Texas 76107 (817) 569-4819	•	Sheet Protectors, All Types	696	696	0*	0
50.	Amplify Expanco, Inc. 3005 Wichita Court Fort Worth, Texas 76140 (817) 293-9486	•	Booster Cables	7,734	480,287	10	6
		•	File Storage	225,191			
		•	Personal Hygiene Kits	2,351			
		•	Restock Fee CRP	108			
		•	Document Destruction City of Dallas	2,932			
		•	Document Destruction City of Grand Prairie	8,148			
		•	Document Destruction Comptroller of Public Accounts	2,292			
		•	Document Destruction Department of Agriculture	331			
		•	Document Destruction Health and Human Services Commission	172,579			

		• Document Destruction Office of the Attorney General	5,998			
		• Document Destruction State Office of Administrative Hearings	432			
		• Document Destruction State Securities Board	115			
		• Document Destruction Texas Alcoholic Beverage Commission	621			
		• Document Destruction Texas Animal Health Commission	250			
		• Document Destruction Texas Department of Insurance	1,658			
		• Document Destruction Texas Department of Motor Vehicles	1,592			
		• Document Destruction Texas Department of Public Safety	1,082			
		• Document Destruction Texas Department of Transportation	2,766			
		• Document Destruction Texas Juvenile Justice Department	18,835			
		• Document Destruction Texas Military Department	14,680			
		• Document Destruction Texas Parks and Wildlife Department	80			
		• Document Destruction Texas Water Development Board	23			
		• Document Destruction Texas Workforce Commission	8,360			
		• Document Destruction University of Texas at Arlington	2,025			
		• Document Destruction University of Texas at Austin	104			
51.	Goodwill Industries of Fort Worth Goodwill Temporary Services 4005 Campus Drive Fort Worth, Texas 76119 (817) 332-7866	• Temporary Employment Services Department of Agriculture	8,031	3,855,230	128	53
		• Temporary Employment Services Department of Family and Protective Services	56,629			
		• Temporary Employment Services Department of State Health Services	447,636			

		<ul style="list-style-type: none"> Temporary Employment Services Health and Human Services Commission 	101,364			
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	1,733,826			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	1,948			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Public Safety 	1,502			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Transportation 	1,264,467			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Juvenile Justice Department 	81,529			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Woman's University 	16,243			
		<ul style="list-style-type: none"> Temporary Employment Services University of Texas at Arlington 	142,055			
52.	Growing New Generations 4500 Mercantile Plaza Drive Fort Worth, Texas 76137 (817) 821-5586	No Sales in September 2020 - August 2021				
53.	Liberty Proclaimed Ministry 5817 East Berry Street Fort Worth, Texas 76119 (817) 922-8238	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Transportation 	153,164	3,070,085	136	34
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Commission on Environmental Quality 	64,774			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Motor Vehicles 	64,679			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	145,786			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	109,433			
		<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	409,518			
		<ul style="list-style-type: none"> Litter Pickup City of Weatherford 	13,898			

		<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	2,001,680			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	107,153			
54.	Lighthouse for the Blind of Fort Worth Tarrant County Association for the Blind 912 West Broadway Avenue Fort Worth, Texas 76104 (817) 332-3341	<ul style="list-style-type: none"> Alcohol Prep Pads, Sterile 	8,211	4,219,338	19	0
		<ul style="list-style-type: none"> Bond Paper, Including Recycled 	4,081,295			
		<ul style="list-style-type: none"> Cable Ties 	7,183			
		<ul style="list-style-type: none"> Desk Accessories 	240			
		<ul style="list-style-type: none"> Drug Assay, Screening Test Kits 	54,800			
		<ul style="list-style-type: none"> Flashlights, Lanterns, Battery Type 	9,991			
		<ul style="list-style-type: none"> Flashlights, Spotlights, Security Type 	4,993			
		<ul style="list-style-type: none"> Glasses, Safety 	228			
		<ul style="list-style-type: none"> Insecticide, Herbicide, Spectracide 	10,965			
		<ul style="list-style-type: none"> Privacy Shield 	5,648			
		<ul style="list-style-type: none"> Restraints 	2,739			
		<ul style="list-style-type: none"> Syringes & Hypodermic Needles 	5,998			
		<ul style="list-style-type: none"> Target Shooting 	26,092			
		<ul style="list-style-type: none"> Traps and Snares, Animal 	24			
	<ul style="list-style-type: none"> Tubes, Mailing and Storage 	931				
55.	New Hope Academy of Fort Worth 6917 Battle Creek Road Fort Worth, Texas 76116 (817) 377-8094	<ul style="list-style-type: none"> Envelopes, Clasp, String 	145	176,576	1	0
		<ul style="list-style-type: none"> Envelopes, Plain, Stock Size 	169,115			
		<ul style="list-style-type: none"> File Folders, Expanding, Hanging 	5,957			
		<ul style="list-style-type: none"> Service Awards, Specialty Type 	1,359			
56.	Redirection Opportunities 361 South Riverdale Drive Fort Worth, Texas 76104 (817) 335-1000	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	10,077	10,077	6	0
57.	Woodcreek Outreach Rehabilitation Development 3575 FM 2434 Glidden, Texas 78943 (936) 661-0405	<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	82,145	188,252	7	2
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	36,364			
		<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	69,743			

58.	Center for Recovery and Wellness Resources 170 Heights Boulevard Houston, Texas 77007 (713) 819-0699	<ul style="list-style-type: none"> Carpet Cleaning Texas Department of Public Safety 	600	277,925	35	0
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	151,115			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	126,210			
59.	G & H Nutrition Centers of Texas, Inc. 14511 Falling Creek Drive, Suite 104 Houston, Texas 77014 (281) 580-8200	No Sales in September 2020 - August 2021				
60.	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 	981	2,281,685	51	25
		<ul style="list-style-type: none"> Temporary Employment Services Department of Family and Protective Services 	6,343			
		<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	72,948			
		<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	2,110,322			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Commission on Environmental Quality 	8,303			
		<ul style="list-style-type: none"> Temporary Employment Services Texas Department of Criminal Justice 	82,788			
61.	L&V Enterprise Resources Inc. 13100 Wortham Center Drive, Suite 319 Houston, Texas 77065 (832) 336-0126	No Sales in September 2020 - August 2021				
62.	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 	114,676	263,509	15	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	19,319			
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	22,708			

		• Janitorial Maintenance Texas Juvenile Justice Department	97,652			
		• Janitorial Maintenance Texas Workforce Commission	9,154			
63.	Lieutenant's House David & Ivory Ministries, Inc. 4728 Gunter Street Houston, Texas 77020 (713) 675-3823	• Janitorial Maintenance Texas Department of Transportation	130,302	1,970,714	281	0
		• Landscape Maintenance City of Bellaire	92,619			
		• Landscape Maintenance Texas Department of Transportation	60,406			
		• Litter Pickup Galveston County	87,850			
		• Litter Pickup Texas Department of Transportation	1,599,537			
64.	Link Labor and Construction 10101 Fondren Road #265 Houston, Texas 77096 (832) 202-4447	• Carpet Cleaning Texas Military Department	2,600	1,868,840	34	4
		• Grounds Maintenance City of Houston	24,822			
		• Grounds Maintenance Texas Juvenile Justice Department	8,822			
		• Grounds Maintenance Texas Military Department	27,456			
		• Janitorial Maintenance Health and Human Services Commission	24,465			
		• Janitorial Maintenance Texas Department of Public Safety	729			
		• Janitorial Maintenance Texas Juvenile Justice Department	10,135			
		• Janitorial Maintenance Texas Military Department	99,322			
		• Janitorial Maintenance Texas Parks and Wildlife Department	17,772			
		• Landscape Maintenance City of Houston	908,541			
		• Landscape Maintenance Health and Human Services Commission	3,480			

		<ul style="list-style-type: none"> • Landscape Maintenance Texas Military Department 	123,306			
		<ul style="list-style-type: none"> • Water Meter Installation City of Houston 	617,390			
65.	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 	297,571	8,639,309	180	77
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	109,020			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	71,507			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	550,810			
		<ul style="list-style-type: none"> • Litter Pickup City of Houston 	1,400,527			
		<ul style="list-style-type: none"> • Rest Area Maintenance Texas Department of Transportation 	6,209,874			
66.	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 Department of Agriculture 	300	311,274	9	7
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	43,440			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	45,753			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	102,474			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	12,913			
		<ul style="list-style-type: none"> • Moving Maintenance Health and Human Services Commission 	95,713			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Military Department 	3,986			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Parks and Wildlife Department 	6,695			
67.	Southeast Keller Corporation 12727 Featherwood Drive, Suite 130	<ul style="list-style-type: none"> • Janitorial Maintenance City of Bellaire 	246,218	2,027,386	23	3
		<ul style="list-style-type: none"> • Janitorial Maintenance City of Houston 	1,634,437			

	Houston, Texas 77034 (713) 640-2730					
		• Janitorial Maintenance Texas Department of Transportation	146,731			
68.	Southeast Vocational Alliance, Inc. 12727 Featherwood Drive, Suite 130 Houston, Texas 77034 (713) 996-8171	• Shipping Logistics Comptroller of Public Accounts	985	780,082	5	0
		• Shipping Logistics Department of Agriculture	2,593			
		• Shipping Logistics Department of Family and Protective Services	421			
		• Shipping Logistics Health and Human Services Commission	48,953			
		• Shipping Logistics Office of the Attorney General	7,372			
		• Shipping Logistics Texas Department of Motor Vehicles	428,053			
		• Shipping Logistics Texas Department of Public Safety	73,917			
		• Shipping Logistics Texas Department of Transportation	209,801			
		• Shipping Logistics Texas Education Agency	4,112			
		• Shipping Logistics Texas Lottery Commission	525			
		• Shipping Logistics Texas Parks and Wildlife Department	3,350			
69.	Texas House Texas Alcoholism Foundation, Inc. 2208 West 34th Street Houston, Texas 77018 (713) 956-6337	• Landscape Maintenance City of Houston	510,676	960,726	290	3
		• Landscape Maintenance Texas Department of Transportation	53,639			
		• Litter Pickup Texas Department of Transportation	396,411			
70.	The Homestead Community Development	• Janitorial Maintenance Texas Parks and Wildlife Department	426,688	444,402	7	8

	Corporation 10914 Bridlepark Circle Houston, Texas 77016 (713) 598-4803	<ul style="list-style-type: none"> Pest Control Texas Department of Public Safety 	12,917			
		<ul style="list-style-type: none"> Pest Control Texas Military Department 	1,972			
		<ul style="list-style-type: none"> Pest Control Texas Parks and Wildlife Department 	2,825			
71.	The Lighthouse for the Blind of Houston 3602 West Dallas Street Houston, Texas 77019 (713) 527-9561	<ul style="list-style-type: none"> Compact Discs, DVD, ROM, etc. and Sleeves 	124,188	1,388,880	23	0
		<ul style="list-style-type: none"> Disinfectants 	53,545			
		<ul style="list-style-type: none"> Flash Drive 	72,525			
		<ul style="list-style-type: none"> Hand Soap 	1,129,549			
		<ul style="list-style-type: none"> Scrubbing Devices 	1,969			
		<ul style="list-style-type: none"> Towel, Pre-Moistened Hand Cleaner 	7,104			
72.	The Phoenix Assembly 440 Louisiana Street, Suite 575 Houston, Texas 77002 (832) 659-4668	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	2,535	10,080	4	0
		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	7,545			
73.	Xtra Spark Cleaning Services 14101 Rio Bonito Road, Suite 292 Houston, Texas 77083 (646) 508-2710	No Sales in September 2020 - August 2021				
74.	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"> Concrete Repair Texas Parks and Wildlife Department 	9,945	2,539,340	93	24
		<ul style="list-style-type: none"> Graffiti Removal Texas Parks and Wildlife Department 	8,824			
		<ul style="list-style-type: none"> Grounds Maintenance City of Houston 	22,699			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	24,924			
		<ul style="list-style-type: none"> Grounds Maintenance Texas Parks and Wildlife Department 	3,564			
		<ul style="list-style-type: none"> Janitorial Maintenance City of Houston 	1,426,261			
		<ul style="list-style-type: none"> Janitorial Maintenance Health and Human Services Commission 	350,716			

		• Janitorial Maintenance Texas Department of Public Safety	107,583			
		• Janitorial Maintenance Texas Department of Transportation	34,022			
		• Janitorial Maintenance Texas Military Department	25,000			
		• Janitorial Maintenance Texas Parks and Wildlife Department	171,152			
		• Janitorial Maintenance Texas Workforce Commission	773			
		• Landscape Maintenance City of Houston	231,362			
		• Landscape Maintenance Health and Human Services Commission	24,500			
		• Landscape Maintenance Texas Department of Transportation	44,554			
		• Landscape Maintenance Texas Military Department	18,720			
		• Landscape Maintenance Texas Parks and Wildlife Department	16,382			
		• Tree Removal Texas Parks and Wildlife Department	15,610			
		• Vehicle Maintenance Texas Parks and Wildlife Department	2,749			
75.	ODJ, Inc. 11 Jacobs Street Huntsville, Texas 77320 (936) 296-9508	• Janitorial Maintenance Texas Department of Public Safety	8,280	12,743	2	0
		• Landscape Maintenance Health and Human Services Commission	4,463			
76.	RUCON, Inc. 7136 Highway 75 South Huntsville, Texas 77340 (936) 439-5271	• Debris Pickup Texas Department of Transportation	583,918	6,413,204	65	15
		• Grounds Maintenance Texas Department of Transportation	217,695			
		• Grounds Maintenance Texas Parks and Wildlife Department	7,870			
		• Landscape Maintenance City of Houston	534,213			

		• Landscape Maintenance Texas Department of Transportation	30,300			
		• Landscape Maintenance Texas State Library and Archives Commission	20,344			
		• Litter Barrel Pickup Texas Department of Transportation	22,156			
		• Litter Pickup Stephen F. Austin State University	17,375			
		• Litter Pickup Texas Department of Transportation	3,424,195			
		• Moving Maintenance Health and Human Services Commission	18,856			
		• Picnic Area Maintenance Texas Department of Transportation	612,666			
		• Right of Way Mowing Texas Department of Transportation	17,550			
		• Tire Debris Pickup Texas Department of Transportation	869,591			
		• Tree Pruning/Trimming Texas Military Department	4,678			
		• Tree Removal Texas Military Department	4,744			
		• Tree Removal Texas State Library and Archives Commission	27,053			
77.	Gateway Community Partners, Inc. 417 Southeast Loop 456 Jacksonville, Texas 75766 (903) 568-0437	• Delineator Replacement Texas Department of Transportation	291,094	549,769	28	8
		• Edging/Trimming Maintenance Texas Department of Transportation	27,622			
		• Grounds Maintenance Texas Department of Transportation	57,695			
		• Litter Pickup Texas Department of Transportation	18,952			
		• Picnic Area Maintenance Texas Department of Transportation	146,425			

		<ul style="list-style-type: none"> Right of Way Mowing Texas Department of Transportation 	7,981			
78.	Laceking Global Services, Inc. 27603 Sierra Willow Way Katy, Texas 77494 (281) 770-5498	No Sales in September 2020 - August 2021				
79.	NBT Public Services, Inc. 19646 Summerlin Drive Katy, Texas 77449 (832) 541-8176	<ul style="list-style-type: none"> Janitorial Maintenance Texas Military Department 	30,041	30,041	1	1
80.	Goodwill Industries of Lubbock Contract Services, Inc. 715 28th Street Lubbock, Texas 79404 (806) 744-8419	<ul style="list-style-type: none"> Document Destruction Comptroller of Public Accounts 	752	95,902	19	6
		<ul style="list-style-type: none"> Document Destruction Department of Agriculture 	498			
		<ul style="list-style-type: none"> Document Destruction Health and Human Services Commission 	73,634			
		<ul style="list-style-type: none"> Document Destruction Office of the Attorney General 	1,666			
		<ul style="list-style-type: none"> Document Destruction State Office of Administrative Hearings 	451			
		<ul style="list-style-type: none"> Document Destruction Texas Animal Health Commission 	95			
		<ul style="list-style-type: none"> Document Destruction Texas Commission on Environmental Quality 	405			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Insurance 	1,918			
		<ul style="list-style-type: none"> Document Destruction Texas Department of Transportation 	2,998			
		<ul style="list-style-type: none"> Document Destruction Texas Juvenile Justice Department 	11,713			
		<ul style="list-style-type: none"> Document Destruction Texas Workforce Commission 	1,772			
81.		Marian Moss Enterprises, Inc. 4001 Martin Luther King Jr Boulevard	<ul style="list-style-type: none"> Bags, Vinyl Litter 	112	1,350,882	36
	<ul style="list-style-type: none"> Litter Pickup Sticks 		2,546			
	<ul style="list-style-type: none"> Wall Clocks, Battery 		34,893			

	Lubbock, Texas 79404 (806) 763-1856	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	6,665			
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	146,849			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas A&M AgriLife Research 	7,089			
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	44,685			
		<ul style="list-style-type: none"> • Litter Pickup City of Lubbock 	136,340			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	317,621			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	546,368			
		<ul style="list-style-type: none"> • Roadside Maintenance Texas Department of Transportation 	107,714			
82.	Burke Center 2001 South Medford Drive Lufkin, Texas 75901 (936) 275-9645	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	132,602	1,062,324	107	15
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	6,000			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	96,954			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	10,400			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	3,648			
		<ul style="list-style-type: none"> • Litter Pickup Stephen F. Austin State University 	32,383			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	779,999			
		<ul style="list-style-type: none"> • Moving Maintenance Texas Parks and Wildlife Department 	338			

83.	Goodwill Industries of Central East Texas, Inc. 301 Hill Street Lufkin, Texas 75904 (936) 632-8838		<ul style="list-style-type: none"> Janitorial Maintenance Texas Parks and Wildlife Department 	4,881	4,881	1	0
84.	Goodwill Industries of Central East Texas, Inc. Goodwill Temporary Services 301 Hill Street Lufkin, Texas 75904 (936) 632-8838		<ul style="list-style-type: none"> Temporary Employment Services Department of Family and Protective Services 	30,473	248,954	10	7
			<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services 	126,638			
			<ul style="list-style-type: none"> Temporary Employment Services Office of the Attorney General 	39,733			
			<ul style="list-style-type: none"> Temporary Employment Services Stephen F. Austin State University 	52,110			
85.	Oak Creek Day Habilitation/Vocational Center 1514 West Frank Street Lufkin, Texas 75904 (936) 633-7480		<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety 	2,687	186,597	17	6
			<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	48,261			
			<ul style="list-style-type: none"> Landscape Maintenance Texas Department of Transportation 	44,950			
			<ul style="list-style-type: none"> Litter Pickup City of Lufkin 	2,832			
			<ul style="list-style-type: none"> Litter Pickup City of Nacogdoches 	47,632			
			<ul style="list-style-type: none"> Picnic Area Maintenance Texas Department of Transportation 	40,235			
86.	Squeaky Clean Solutions.org 28618 Hidden Cove Magnolia, Texas 77854 (281) 844-1687		No Sales in September 2020 - August 2021				
87.	Cen-Tex Association for Remarkable Citizens 104 East Main Street Mexia, Texas 76667 (254) 562-2891		<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Transportation 	38,589	176,739	15	0
			<ul style="list-style-type: none"> Janitorial/Grounds Maintenance Texas Department of Transportation 	10,402			
			<ul style="list-style-type: none"> Litter Pickup Texas Department of Transportation 	115,002			

		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	12,746			
88.	Midland Vocational Services Permian Basin Community Centers for MHMR 401 East Illinois Avenue, Suite 401 Midland, Texas 79701 (432) 570-3333	<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	85,133	284,194	16	0
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Motor Vehicles 	12,442			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	73,024			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	46,310			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	8,998			
		<ul style="list-style-type: none"> • Litter Barrel Pickup Texas Department of Transportation 	11,815			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	46,472			
89.		Vocational Opportunity Center of Northeast Texas, Inc. 3501 County Road 1200 Mount Pleasant, Texas 75455 (903) 572-2929	<ul style="list-style-type: none"> • Delineator Replacement Texas Department of Transportation 	91,048	361,098	25
	<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 		270,050			
90.	I Am Works Association 3630 Pioneer Parkway, Suite 114 Pantego, Texas 76013 (888) 542-1531	<ul style="list-style-type: none"> • Grounds Maintenance City of Ft Worth 	4,844	209,029	9	2
		<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	750			
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	54,510			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Workforce Commission 	17,128			
		<ul style="list-style-type: none"> • Janitorial/Grounds Maintenance Texas Department of Transportation 	55,689			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	76,108			

91.	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 	65,326	424,688	38	0
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	226,637			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	132,725			
92.	Lufkin State Supported Living Center 6844 Highway 69 North Pollok, Texas 75969 (936) 853-8350		No Sales in September 2020 - August 2021			
93.	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, Desk and Office 	83,062	101,056	11	0
		<ul style="list-style-type: none"> • Chairs, Side Arm and Guest 	2,551			
		<ul style="list-style-type: none"> • Drafting Chairs and Stools 	1,392			
		<ul style="list-style-type: none"> • Posture Chairs, Ergonomic 	14,051			
94.	Bluebonnet Trails Community Services Bluebonnet Trails Community MHMR Center 1009 Georgetown Street Round Rock, Texas 78664 (512) 255-1720	<ul style="list-style-type: none"> • Wiping Rags, All Types 	3,626	3,626	0*	0*
95.	West Texas Lighthouse for the Blind 2001 Austin Street San Angelo, Texas 76903 (325) 653-4231	<ul style="list-style-type: none"> • Appointment Books, Planners 	153,227	3,188,015	58	3
		<ul style="list-style-type: none"> • Automotive Emergency Kit 	993			
		<ul style="list-style-type: none"> • Badges, Convention 	27,943			
		<ul style="list-style-type: none"> • Bags, Rock Sample 	12,671			
		<ul style="list-style-type: none"> • Calendars 	314,302			
		<ul style="list-style-type: none"> • Caps, Baseball, TxDOT Award 	50,685			
		<ul style="list-style-type: none"> • Card Holders, All Types 	422			
		<ul style="list-style-type: none"> • Cleaners and Wipes, Eye Glass 	1,455			
		<ul style="list-style-type: none"> • Cleaners, Keyboards, Monitors, Diskettes, etc. 	31,365			
		<ul style="list-style-type: none"> • Clipboards/Padholders 	1,110			
		<ul style="list-style-type: none"> • Correction Fluid, Sheets, Tape 	56,850			
		<ul style="list-style-type: none"> • Desk Accessories 	2,143			
		<ul style="list-style-type: none"> • Desk Sets, Inkstands, Penholders 	13			
		<ul style="list-style-type: none"> • Envelope, Packing List 	146			

		• Flags, Safety and Warning	661			
		• Folders, Presentation	162			
		• Gloves, Driver	232,437			
		• Gloves, Food Service	6,026			
		• Gloves, Plastic, Latex, Vinyl	45,496			
		• Gloves, Safety	151,873			
		• Gloves, Work	67,758			
		• Gloves/Finger Cots, Medical Type	491,406			
		• Head, Ear, Eye and Face Protection	321,074			
		• Hospital Laundry Bag, Nylon	1,919			
		• Ice, Snow Removal Chemicals	1,965			
		• Identification Items, Individuals	20,264			
		• LED Light Bulbs	48,997			
		• Masks, Dust and Gas	1,172			
		• Measuring Tape	2,920			
		• Neck Lanyard	11,091			
		• Note Pad, Self Stick	127,784			
		• Office Supply Kit	483			
		• Pencils, Including Lead/Erasers	31,660			
		• Pens, General Writing Types	537,060			
		• Pens, Marker Types, Highlighter Types	49,913			
		• Personal Protective Equipment	30,034			
		• Restock Fee CRP	520			
		• Scissors	21,485			
		• Self Stick Flags	22,282			
		• Soft Drink Mix	106,816			
		• Sport Drink Mix	31,471			
		• Tape, Cellulose	45,412			
		• Tape, Detectable Marking	1,864			
		• Tape, Duct	3,267			
		• Tape, Filament	1,715			
		• Tape, Packing and Dispenser	36,670			
		• Tape, Safety Barrier	1,527			
		• Wastebaskets, Office, All Types	228			
		• Water Coolers	78,565			
		• WD-40	713			
96.	E.Q.U.I.P. Enterprises, Inc. 5726 West Hausman Road, Suite 115A San Antonio, Texas	• Janitorial Maintenance Health and Human Services Commission	134,083	6,855,805	168	31
		• Janitorial Maintenance Texas Department of Motor Vehicles	15,635			

	78249 (210) 520-4840					
		• Janitorial Maintenance Texas Department of Transportation	255,319			
		• Janitorial Maintenance Texas Military Department	68,677			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	1,298,324			
		• Rest Area Maintenance Texas Department of Transportation	5,083,767			
97.	Endeavors Unlimited, Inc. 535 Bandera Road San Antonio, Texas 78228 (210) 431-6466	• Carpet Cleaning Texas Department of Transportation	126	534,597	20	6
		• Grounds Maintenance Texas Department of Public Safety	58,670			
		• Grounds Maintenance Texas Department of Transportation	6,888			
		• Janitorial Maintenance Texas Department of Public Safety	6,323			
		• Janitorial Maintenance Texas Department of Transportation	194,176			
		• Janitorial Maintenance Texas Juvenile Justice Department	26,971			
		• Janitorial Maintenance Texas Military Department	129,487			
		• Janitorial Maintenance Texas Parks and Wildlife Department	3,062			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	52,581			
		• Landscape Maintenance Texas Department of Transportation	19,838			
		• Landscape Maintenance Texas Military Department	36,475			

98.	Goodwill Industries of San Antonio Contract Services Temporary Services 406 West Commerce Street San Antonio, Texas 78207 (210) 599-4997		No Sales in September 2020 - August 2021				
99.	HIP Healthy Innovative Processes 8415 Data Point, Suite 400B San Antonio, Texas 78229 (210) 271-3630		No Sales in September 2020 - August 2021				
100.	San Antonio Lighthouse for the Blind 2305 Roosevelt Avenue San Antonio, Texas 78210 (210) 533-5195		• Absorbent	756	62,642	35	0
			• Clamp Clips and Refills	466			
			• Door Closers, Holders, Hardware	192			
			• Pencils, Including Lead/Erasers	30,169			
			• Pens, General Writing Types	24,245			
			• Pens, Marker Types, Highlighter Types	5,397			
			• Spill Kits	1,417			
101.	San Antonio State Supported Living Center 6711 South New Braunfels Avenue San Antonio, Texas 78223 (210) 531-5151		• Picnic Area Maintenance • Texas Department of Transportation	10,778	10,778	5	1
102.	South Texas Housing and Community Development, Inc. 611 North Flores Street, Suite 200 San Antonio, Texas 78207 (210) 223-4088		No Sales in September 2020 - August 2021				

103.	Training Rehabilitation & Development Institute, Inc. 425 Soledad, Suite 800 San Antonio, TX 78205 (210) 736-6675		No Sales in September 2020 - August 2021				
104.	World Technical Services, Inc. 4903 Northwest Industrial Drive San Antonio, Texas 78238 (210) 333-1514		• Grounds Maintenance Texas Department of Public Safety	19,394	7,809,031	301	138
			• Grounds Maintenance Texas Department of Transportation	32,171			
			• Janitorial Maintenance Department of Agriculture	10,049			
			• Janitorial Maintenance General Land Office	5,191			
			• Janitorial Maintenance Health and Human Services Commission	2,781,983			
			• Janitorial Maintenance Texas A&M AgriLife Research	8,750			
			• Janitorial Maintenance Texas Alcoholic Beverage Commission	5,154			
			• Janitorial Maintenance Texas Animal Health Commission	10,320			
			• Janitorial Maintenance Texas Commission on Environmental Quality	22,868			
			• Janitorial Maintenance Texas Department of Insurance	11,113			
			• Janitorial Maintenance Texas Department of Motor Vehicles	101,747			
			• Janitorial Maintenance Texas Department of Public Safety	468,950			
			• Janitorial Maintenance Texas Department of Transportation	2,549,578			
			• Janitorial Maintenance Texas Facilities Commission	8,135			
			• Janitorial Maintenance Texas Juvenile Justice Department	120,278			
			• Janitorial Maintenance Texas Lottery Commission	6,605			

		• Janitorial Maintenance Texas Military Department	58,930			
		• Janitorial Maintenance Texas Parks and Wildlife Department	31,028			
		• Janitorial Maintenance Texas Workforce Commission	69,541			
		• Janitorial Maintenance University of Texas System	10,935			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	250,336			
		• Landscape Maintenance City of Houston	112,366			
		• Landscape Maintenance Texas Department of Transportation	27,908			
		• Litter Pickup Texas Department of Transportation	879,098			
		• Mowing Maintenance Texas Military Department	81,766			
		• Pest Control Texas Department of Public Safety	9,053			
		• Pest Control Texas Military Department	3,616			
		• Pest Control Texas Parks and Wildlife Department	4,649			
		• Picnic Area Maintenance Texas Department of Transportation	107,519			
105.	Daniel Pest Control and Professional Services St. Dominic of Silos Rehabilitation Services, Inc. 425 Oak Springs Drive Seguin, Texas 78155 (512) 925-4541	• Pest Control City of Austin	216,293	444,052	6	4
		• Pest Control Credit Union Department	543			
		• Pest Control Employees Retirement System of Texas	1,611			
		• Pest Control Health and Human Services Commission	19,900			
		• Pest Control Texas Commission on Environmental Quality	1,540			
		• Pest Control Texas Department of Motor Vehicles	14,160			

		<ul style="list-style-type: none"> • Pest Control Texas Department of Public Safety 	20,406			
		<ul style="list-style-type: none"> • Pest Control Texas Department of Transportation 	89,685			
		<ul style="list-style-type: none"> • Pest Control Texas Facilities Commission 	3,091			
		<ul style="list-style-type: none"> • Pest Control Texas Historical Commission 	3,720			
		<ul style="list-style-type: none"> • Pest Control Texas Military Department 	95			
		<ul style="list-style-type: none"> • Pest Control Texas Parks and Wildlife Department 	65,660			
		<ul style="list-style-type: none"> • Pest Control Texas Workforce Commission 	7,348			
106.	Goodwill Industries of Northeast Texas 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Public Safety 	5,470	85,788	21	4
		<ul style="list-style-type: none"> • Janitorial Maintenance Health and Human Services Commission 	27,048			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Public Safety 	14,254			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Department of Transportation 	9,124			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Juvenile Justice Department 	15,410			
		<ul style="list-style-type: none"> • Janitorial Maintenance Texas Parks and Wildlife Department 	14,482			
107.	Goodwill Industries of Northeast Texas Temporary Services 2206 East Lamar Street Sherman, Texas 75090 (903) 893-3145	<ul style="list-style-type: none"> • Temporary Employment Services Department of Family and Protective Services 	9,052	190,535	8	1
		<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	118,190			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Department of Public Safety 	5,933			
		<ul style="list-style-type: none"> • Temporary Employment Services Texas Juvenile Justice Department 	57,360			

108.	Andrews Diversified Industries Andrews Center 1411 South Bennett Avenue Tyler, Texas 75701 (903) 595-0404	<ul style="list-style-type: none"> • Grounds Maintenance Texas Department of Transportation 	26,968	401,959	31	3
		<ul style="list-style-type: none"> • Landscape Maintenance Texas Department of Transportation 	17,650			
		<ul style="list-style-type: none"> • Litter Pickup Texas Department of Transportation 	262,648			
		<ul style="list-style-type: none"> • Picnic Area Maintenance Texas Department of Transportation 	88,343			
		<ul style="list-style-type: none"> • Right of Way Mowing Texas Department of Transportation 	6,350			
109.	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 	136,312	2,666,257	20	6
		<ul style="list-style-type: none"> • Mailboxes and Supports 	354,733			
		<ul style="list-style-type: none"> • Markers, Traffic 	50,658			
		<ul style="list-style-type: none"> • Mat, Anti Fatigue 	3,456			
		<ul style="list-style-type: none"> • Paper Towels, Wipes, Disposable 	114,175			
		<ul style="list-style-type: none"> • Pneumatic Tool Accessories 	4,999			
		<ul style="list-style-type: none"> • Posts for Delineator Markers 	1,983,728			
		<ul style="list-style-type: none"> • Reflective Sheeting 	10,080			
		<ul style="list-style-type: none"> • Restock Fee CRP 	402			
		<ul style="list-style-type: none"> • Document Destruction Health and Human Services Commission 	6,080			
		<ul style="list-style-type: none"> • Document Destruction Office of the Attorney General 	54			
		<ul style="list-style-type: none"> • Document Destruction Railroad Commission of Texas 	540			
		<ul style="list-style-type: none"> • Document Destruction Texas Parks and Wildlife Department 	1,040			
110.	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 Department of State Health Services 	194,113	437,081	17	3
		<ul style="list-style-type: none"> • Temporary Employment Services Office of the Attorney General 	234,243			
		<ul style="list-style-type: none"> • Temporary Employment Services Railroad Commission of Texas 	8,725			
111.	Horizon Industries East Texas Lighthouse for the Blind	<ul style="list-style-type: none"> • Carbon Paper 	2,845	1,523,889	28	8
		<ul style="list-style-type: none"> • Chair Mats, Carpet Protectors, All Types 	85,329			

	500 North Bois D'Arc Avenue Tyler, Texas 75702 (903) 595-3444	<ul style="list-style-type: none"> Jacket, TxDOT Award Napkins, Dispenser Type Paper Towels, Wipes, Disposable Recycled Products, Decomposable Restock Fee CRP Safety Shoes and Boots Scrub Wipes Tech Wipes Towels, Paper Bath Wiping Rags, All Types 	56,078			
			5,567			
			343,817			
			30,816			
			346			
			878,162			
			97,132			
			603			
			339			
			22,855			
112.	Worship Anointed Ministries 508 Pat Booker Road, PMB 386 Universal City, Texas 78184 (830) 515-9719	<ul style="list-style-type: none"> Janitorial Maintenance Texas Department of Public Safety 	15,144	15,144	1	0
113.	Goodwill Contract Services, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337	<ul style="list-style-type: none"> Grounds Maintenance Texas Department of Public Safety Grounds Maintenance Texas Department of Transportation Litter Pickup Texas Department of Transportation Picnic Area Maintenance Texas Department of Transportation 	5,460	493,304	26	26
			64,469			
			172,245			
			251,130			
114.	Heart of Texas Goodwill Industries, Inc. 1700 South New Road Waco, Texas 76711 (254) 753-7337	<ul style="list-style-type: none"> Temporary Employment Services Department of State Health Services Temporary Employment Services Office of the Attorney General Temporary Employment Services Texas Department of Public Safety 	101,646	298,674	16	1
			194,559			
			2,469			
115.	RGG Construction Company 6700 North Mile 3-1/2 West Weslaco, Texas 78596 (956) 968-6773	No Sales in September 2020 - August 2021				
116.	RGR Industries, Inc. 6700 North Mile 3-1/2	<ul style="list-style-type: none"> Drain Inlet Cleaning 	109,070	4,453,772	28	5

	West Weslaco, Texas 78596 (956) 968-6773		Texas Department of Transportation				
			• Grounds Maintenance Texas Department of Transportation	15,761			
			• Guard Rail Repair Hidalgo County	13,800			
			• Guard Rail Repair Texas Department of Transportation	3,300,188			
			• Landscape Maintenance Texas Department of Transportation	154,737			
			• Litter Pickup Texas Department of Transportation	272,150			
			• Palm Tree Maintenance Texas Military Department	13,500			
			• Roadside Mowing Texas Department of Transportation	376,069			
			• Tree Pruning/Trimming Texas Department of Transportation	198,497			
117.	Texana Center 1017-1/2 Alabama Road Wharton, Texas 77488 (979) 532-5900		• Janitorial Maintenance Health and Human Services Commission	55,311	105,092	13	0
			• Janitorial Maintenance Texas Department of Public Safety	49,781			
118.	Beacon Lighthouse, Inc. 300 Seventh Street Wichita Falls, Texas 76301 (940) 767-0888		• Air Freshener	560	2,119,824	12	0
			• Auxiliary Light	9,026			
			• Cleaner, General Purpose	612			
			• Cleaner, Heavy Duty Degreaser	46			
			• Disinfectants	633			
			• Floor Maintenance Brushes and Pads	86,690			
			• Griddle Cleaning Pads	52,033			
			• LED Beacon	82,628			
			• Light Bars	889,246			
			• Rakes	15,290			
			• Scrubbing Devices	21,376			
			• Shovels	47,513			
			• Sign Material, Reflective	215,724			
			• Spray Bottles, Plastic, for Cleaners	180			

		• Toner Cartridges, Remanufactured	693,289			
		• Urinal Screen Kit	4,978			
119.	Work Services Corporation 1343 Hatton Road Wichita Falls, Texas 76302 (817) 766-3207	• Paper Clips, Clamps, Fasteners, Dispensers	7,774	7,035,350	153	122
		• Stakes - Engineers, Agricultural, etc.	6,279			
		• Grounds Maintenance Texas Department of Public Safety	12,945			
		• Grounds Maintenance Texas Department of Transportation	4,717			
		• Janitorial Maintenance Health and Human Services Commission	165,797			
		• Janitorial Maintenance Texas A&M AgriLife Research	18,095			
		• Janitorial Maintenance Texas Department of Motor Vehicles	32,671			
		• Janitorial Maintenance Texas Department of Transportation	35,580			
		• Janitorial Maintenance Texas Parks and Wildlife Department	2,758			
		• Janitorial/Grounds Maintenance Texas Department of Transportation	376,618			
		• Linen Folding Health and Human Services Commission	58,934			
		• Litter Pickup Texas Department of Transportation	377,112			
		• Picnic Area Maintenance Texas Department of Transportation	86,232			
		• Rest Area Maintenance Texas Department of Transportation	5,849,838			
		Total		196,883,927		6517

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