

# Recommendations to Community Leaders and Workforce System Stakeholders

The Texas State Data Center forecasts that the future labor force of Texas will be less well educated, less skilled, earn lower salaries and wages, and thus be in greater need of labor force training. However, the Center also notes that if socioeconomic differentials were reduced or eliminated, Texas' location and its younger, diverse population could provide it with a competitive advantage in the coming decades.

Steve H. Murock et al., Texas State Data Center, 2002. *A Summary of the Texas Challenge in the Twenty-First Century: Implications of Population Change for the Future of Texas.* <http://hsdc.tamu.edu/pubsrep/pubs/bxchal.php>

## Get Engaged

Making the workforce system work will require that all stakeholders – community leaders, community organizations, businesses, service providers, advocates and individuals – commit to expanding education and training opportunities and creating new jobs. The future economic prosperity of the state depends on it.

## Find Out How the Programs on the Workforce Map Are Delivered in Your Community

Use the Workforce Map in this publication as a guide for finding out about workforce development programs that may be available in your community. Most of the programs listed will have a local service delivery component or contact.

## Assess the Workforce Development Needs of Your Community

Local Workforce Development Boards, educational institutions, and chambers of commerce often compile detailed information about community-level workforce development needs and future employment or industry trends. This labor market information is invaluable for judging the relevance of current workforce efforts and planning for the future. Find out what's available.

## Monitor Your Local Workforce Development Board

This publication provides information about how to learn about your own Local Workforce Development Board. The meetings, proceedings, and decisions of these entities should be open to the public. Attend meetings, monitor policy and budget decisions, get to know the board members, advocate for workforce development efforts that build skills, and create pathways to good jobs.

## Get Appointed to the Local Workforce Development Board

Local board members are appointed by your county judges and mayors, and there are designated slots for business, labor, community organizations, and others. Find out if there are openings and get yourself or a colleague appointed to the Board.

The Center for Public Policy Priorities is a 501(c)(3), non-partisan, non-profit policy research organization committed to improving public policies and private practices to better the economic and social conditions of low- and moderate-income Texans.

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## Engage with the Community College System and Other Training Providers

Community and technical colleges are critical components of your local workforce system. Find out about the training they offer. Are their programs connected to the workforce development and economic development needs of the community? Are they working strategically to offer the kinds of programs that will build a skilled workforce and attract businesses?

## Find Out About Economic Development Plans

Your local chambers of commerce and economic development authorities are planning right now for the future development of your community. Find out about their plans. Do they include workforce development components? Are they targeting the areas of your community most in need of economic growth? Do they include strategies for attracting good jobs, with high wages and benefits? Do any tax abatements or business incentives have specific job creation and wage-level requirements?

## Demand High Performance Standards

Request performance and outcome data for the workforce programs in your area. Are the programs measuring the right things – wage gains and job retention for example? Are the programs targeting high-wage job opportunities and skill building?

## Make Workforce Development a Public Policy Priority

Join with other stakeholders to advocate for workforce development policies that truly build economic opportunity. Monitor federal and state policy and funding decisions that could affect your local workforce programs. Make workforce development a priority for your political leadership at the local, state, and national level.

## Acknowledgments

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For more information about Texas workforce development issues, see another new report by CPPP, *Texas at Work Today and Tomorrow: The Case for Sound Workforce Investment Policies*, available at [www.cppp.org](http://www.cppp.org).

# Local Workforce Development Boards

A central component of the workforce development system in Texas is the Texas Workforce Commission (TWC) and its partnership with Local Workforce Development Boards (LWDBs) across the state. The vast majority of programs under the control of TWC are block-granted to these local management entities. The state is divided into 28 Workforce Development Areas, each served by its own workforce board. This network provides access to an array of workforce programs and services for individuals and businesses through more than 270 Texas Workforce Centers.

The adjacent map identifies how Texas counties fall into each workforce development area. For more information about your Local Workforce Development Area, its Board, and its Workforce Centers, see this link on the TWC website:

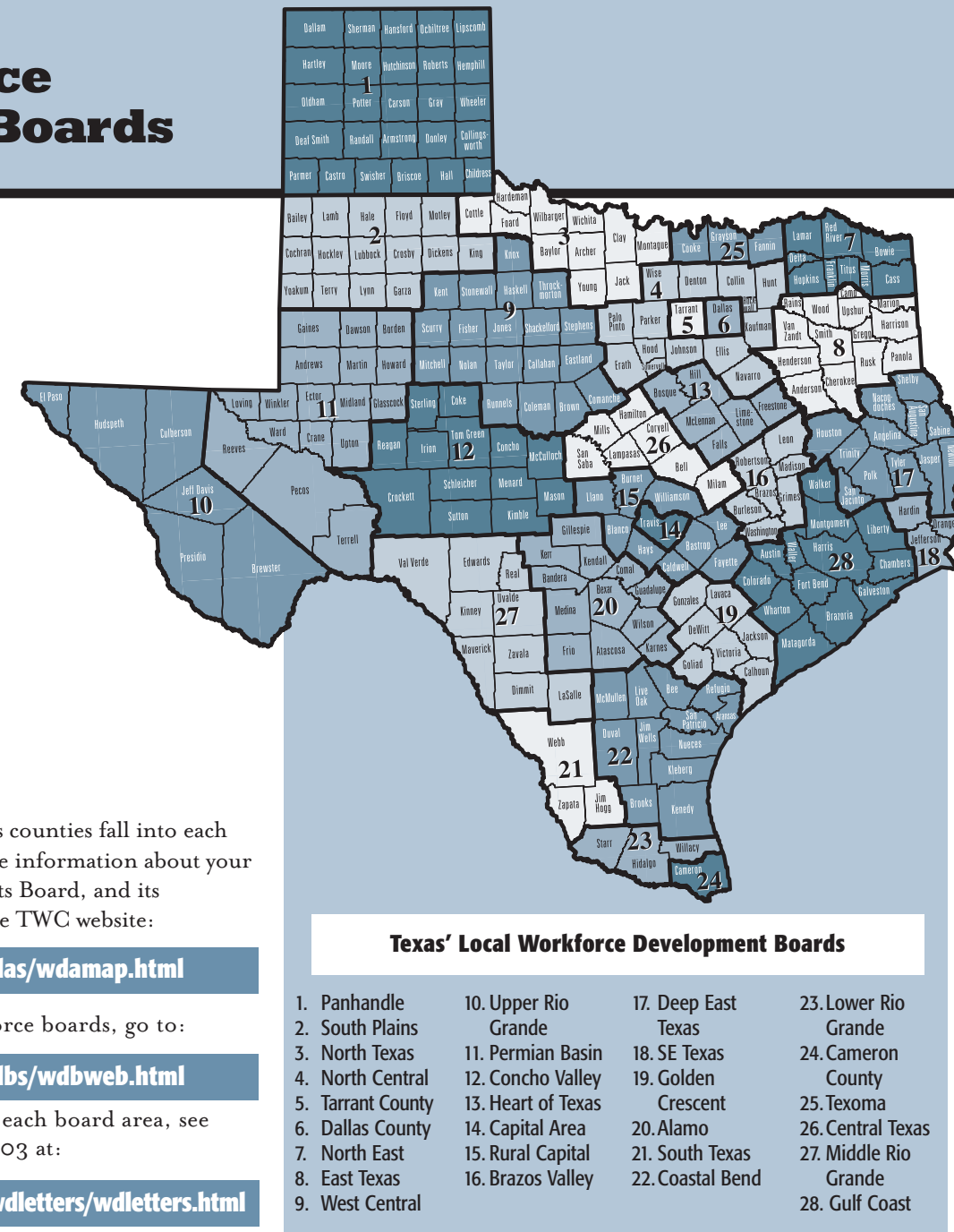
<http://www.twc.state.tx.us/dirs/wdas/wdamap.html>

For the websites of individual workforce boards, go to:

<http://www.twc.state.tx.us/dirs/wdbs/wdbweb.html>

For FY 2004 funding allocations to each board area, see Workforce Development Letter #25-03 at:

<http://www.twc.state.tx.us/boards/wdletters/wdletters.html>



## Local Workforce Development Board (LWDB) Governance and Management

Chief Elected Officials (Mayors and County Judges)	Appoint individuals to the Local Workforce Development Board.
Local Workforce Development Board	Membership of each board consists of a majority of members from the business community, and other members who represent labor, education, community organizations, economic development, vocational rehabilitation, public employment, and human services agencies. At least one of the members must also have expertise in child care issues and another in veterans issues.
Texas Workforce Centers and Service Delivery	Local Workforce Boards are responsible for planning and oversight of services – not direct delivery. Boards contract with private non-profit and for-profit contractors for the operation of the Workforce Centers and management of specific programs. Additionally, state staff of TWC are collocated at the Workforce Centers for certain programs.
LWDB Clients	Employers seeking qualified job applicants. Individuals seeking employment, education and training, and work support services. Communities seeking labor market information and strategic linkages between workforce and economic development.

2003



# Workforce Development

## The Key to Creating Opportunity and Building Prosperity in Texas

*The impact of globalization, changing business practices and technological change have intersected with an economic slowdown . . . to create an economic climate radically different from what Texas has known for the past decade. Once-dominant agricultural and mining sectors in Texas have now been surpassed by growth in knowledge industries like telecommunications, semiconductor processing, and a wide array of service-oriented businesses. A decade-long economic expansion in the state has finally come to an end, but opportunities to assure future prosperity lie on the horizon. For Texas, meeting these challenges means addressing the education and training of our workforce, from upgrading the skills of our current labor force to educating a future generation with the knowledge and skills necessary to thrive in the 21st century.*

## Making Workforce Development a Priority

The Strategic Economic Development Plan for Texas (1998-2008) lists as its first goal making "education and training the state's number one economic development priority."<sup>2</sup> This unequivocal statement places the state's workforce development system squarely at the helm as the state seeks to navigate an economic future that will benefit all Texans. The prosperity of more than 22 million people, the communities in which they live, and indeed, the entire state, depends on how well the workforce development system responds to this challenge.

Current trends raise serious concerns about Texas' commitment to its strategic plan. Significant socioeconomic challenges are emerging, but state policy and budget decisions are not rising to meet them. Despite clear indications that the future competitiveness of the state depends principally on new and significant investments in the education, training, and skill development of Texas' low-income and minority populations, the recent legislature actually reduced its level of commitment to these efforts. The latent promise of a young, diverse, and growing labor force will be wasted without a major change in direction and priority.

## The Texas Workforce Development "System"

As this publication presents, the Texas Workforce Development System encompasses more than 38 different programs across 12 state agencies. While the visual map of this "system" represents a complex and dispersed state effort, the Texas system is in fact more consolidated and coordinated than most. The Texas Workforce Commission (TWC) and its network of 28 Local Workforce Development Boards are responsible for nearly half of all the programs presented. Of the \$2.6 billion flowing through this system, nearly \$1 billion is controlled by TWC alone. Vocational training through the public education and post-secondary systems makes up another \$1.3 billion. Despite these large-sounding amounts, all the funding together makes up only 4-5% of the total state budget for FY 2002.

The challenge facing Texas is to make its workforce development system the essential tool for economic prosperity that it must become. This will require a commitment to expanding training opportunities, improving program coordination, connecting with employers, and linking directly to economic development efforts. Given Texas' indisputable demographic trends, particular attention must be given to creating pathways through this system for minorities and low-income individuals. Upon their success lies the future economic viability of the state.

This publication is an effort to help build a broader understanding of Texas' workforce development efforts. It is our hope that better understanding will lead to a broadly shared commitment to making this system work for all Texans.

# Recommendations to Policymakers

The top priority for Texas is building its workforce – a challenge that requires action at all levels of the state's educational and workforce training institutions. A knowledgeable and skilled workforce is the greatest economic development tool the state can acquire, and will rank Texas favorably with other internationally competitive regions.

Texas Strategic Economic Development Planning Commission, *Texas Strategic Economic Development Plan, 1998-2008*, Austin, Texas, October 1998

## Demand High Wage, High Skill Outcomes

All workforce programs should have not only job placement as a required performance outcome but also specific wage goals adequate to lift workers and their families out of poverty and into economic security. Funding incentives should flow to programs that result in targeted wage gains for program participants.

## Reward Businesses That Help Build the Workforce

Business is both a primary customer of the workforce system and a driving force. Texas can strengthen this partnership by creating or expanding incentives for businesses to invest in their workers by offering on-the-job training and continued educational and advancement opportunities.

## Make Lower-Wage Jobs Livable

For workers who are not yet earning family-supporting wages, the workforce system should ensure they are connected to work supports and public and private benefits to help meet basic needs. Specific strategies for improving skills, wages, and job stability must accompany any placement in lower-wage work.

## Expand Access to Education and Training

Texas should increase the share of WIA funding dedicated to education and training and provide direct access to these services for all low-wage workers. Education and training should be offered as allowable work activities for TANF recipients – to the full extent allowed under federal law.

## Increase Funding to Successful Training Programs

Funding allocations to the Skills Development and Self-Sufficiency Funds should be doubled during the next biennium. Additionally, outreach efforts should ensure that more low-wage workers are aware of, and have access to, training programs funded through Skills Development and Self-Sufficiency Funds.

## Recognize and Support the Critical Role of Community Colleges and Technical Schools

Despite the essential role of community and technical colleges in building the state's workforce, state funding is not keeping pace with need. The state share of funding for these institutions should be doubled in the next biennium with specific outreach and recruitment efforts targeted to reach low-income and minority communities. State-funded financial aid must also increase to make these programs accessible.

## Workforce System Goals

- A Better Educated and Skilled Workforce
- More Competitive Employers
- More and Better Jobs
- Higher Per Capita Earnings

(as developed by the Ray Marshall Center for Workforce Leadership of Texas)

## Make Adult Education and Literacy Efforts a Higher Priority

Texas ranks last in the resources it dedicates to adult basic education and literacy efforts, despite its abysmal levels of literacy and educational attainment. The state must dramatically expand adult education and literacy programs with specific workplace literacy strategies and efforts targeted to reach those with limited English proficiency.

## Create New Work Experience and Public Job Opportunities

Economic development and community development projects are a great opportunity to offer public work experience jobs that can help workers gain marketable skills. Texas should develop and test a "community jobs" model in areas where the state is investing in economic development (such as along the Texas-Mexico border).

## Require Specific Workforce Development Goals for Economic Development Incentives

Texas should require that all state or local tax abatements or other business development incentives be tied directly to specific employment and wage targets designed to improve the economic security of workers and their communities.

## Use the Enterprise Fund for Workforce Development

The governor's new Enterprise Fund explicitly lists job training as one of its potential uses. With more than \$200 million at his disposal to promote economic development, the governor could easily double funding for the Skills Development Fund and significantly expand other education and training opportunities in the state.

## Improve Performance Measures and Make Program Information Accessible

Performance measures for all workforce programs should be aligned, with clear and explicit goals for the system. Performance measures and other program information should be made readily accessible and easily understood.

## For information about this publication:

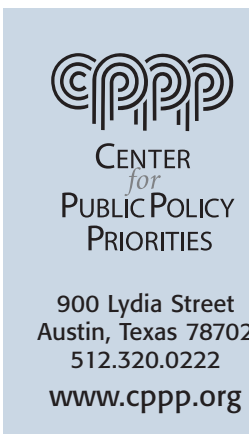
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<sup>1</sup>From the Texas Workforce Commission Strategic Plan for FY 2003-2007

<sup>2</sup>Texas Strategic Economic Development Planning Commission, *Texas Strategic Economic Development Plan, 1998-2008*, Austin, Texas, October 1998





# Workforce Development in Texas

System Strategic Planning and Evaluation

Umbrella Agency

State Agency

Program

FY 2002 Total Funding **\$2,581,716,752**

State Funding **\$1,436,611,782**

Federal Funding **\$1,145,104,970**

Local Management Entity or Secondary Agency

Providers

Services

Target Population

Participants

Texas Workforce Investment Council (TWIC)														
Texas Workforce Commission (TWC)														
Workforce Investment Act (WIA)	Choices Program (TANF Employment Services)	Food Stamp Employment & Training (FSE&T)	Welfare-to-Work (4)	Skills Development Fund	Self Sufficiency Fund	Employment Services	Texas Commission on Volunteerism & Community Service (5)	Trade Adjustment Assistance (TAA) and NAFTA-TAA	Project Re-Integration of Offenders (RIO)	Veterans Employment and Training	Senior Community Service Employment Program	Apprenticeship Program	Child Care Services	State-Level Monitoring, Support, and Information (6)
\$0	\$0	\$4,804,294	\$5,733,569	\$12,370,579	\$0	\$3,151,102	\$1,482,794	\$0	\$8,311,033	\$0	\$540,876	\$1,746,421	\$88,859,129	\$6,409,719
\$255,125,179	\$71,090,599	\$14,535,077	\$0	\$0	\$2,930,359	\$40,663,895	\$13,820,340	\$12,196,941	\$0	\$6,746,777	\$4,819,621	\$0	\$340,303,235	\$45,219,280
LWDBs	LWDBs	LWDBs	LWDBs	TWC in Coordination with LWDBs	TWC in Coordination with LWDBs	TWC in Coordination with LWDBs		TWC in Coordination with LWDBs	TDCJ, TYC, & TWC	TWC in Coordination with LWDBs	Senior Texans Employment Program			LWDBs
Contractors/CBOs	Contractors/CBOs	Contractors/CBOs	Contractors/CBOs	CBOs/Community Colleges/Technical Colleges	CBOs/FBOs Community Colleges/Technical Colleges	TWC	Local AmeriCorps programs CBOs/FBOs	TWC	Contractors, state agency staff	TWC		Registered Apprenticeship Programs	Contractors	
Job Search Education & Training	Job Search Education & Training	Job Search Education & Training	Job Search Education & Training	Education & Training	Education & Training	Job Search		Job Search Education & Training	Job Search Education & Training	Job Search	Education & Training	Education & Training		
			Work Experience			Work Experience					Job Placement	Job Placement		
Job Retention Work Supports	Job Retention Work Supports	Job Retention Work Supports	Job Retention Work Supports		Work Supports			Work Supports	Work Supports		Job Placement	Job Placement	Work Supports	
Universal Designated Services for Some Populations	TANF Recipients	Food Stamp Recipients	Hard-to-Serve TANF Recipients	Universal	TANF Recipients, Low-Income Individuals At-Risk of TANF	Unemployed and Dislocated Workers	AmeriCorps - Youth & Adults 17 & Older	Individuals Displaced by Industry Changes Due to Foreign Imports	Incarcerated Individuals/Ex-Offenders	Veterans	Low-Income Seniors Over Age 55	Universal	TANF Recipients, Low-Income Working Families	
91,634 Participants Served	158,911 Recipients Served	20,901 Clients Served	38,894 Recipients Served	13,821 Trainees	1,231 Clients Served	2,097,919 Participants Served	2,131 Participants	3,471 Participants	28,779 Participants Served	170,516 Served	706 Participants Employed	3,493 Apprentices Served	110,425 - Avg. Number of Children Served per day	

**Legend**

Available at One-Stop Workforce Centers

Some Co-Location with Workforce Centers

CBOs - Community-Based Organizations  
FBOs - Faith-Based Organizations  
LWDB - Local Workforce Development Board  
TANF - Temporary Assistance for Needy Families

**Notes**

This map presents 38 different program strategies across 12 different state agencies. Information about funding levels and the numbers of program participants is for state Fiscal Year 2002. Program categories mirror program strategies and subcategories in state agency budgets, as reflected in official fiscal reports. All information is the best available as of July 2003 and was gathered from publicly available documents, state agency publications and websites, and interviews with agency and program staff. Major budget reductions in the FY 04-05 state budget will directly affect some of the programs in this map as will the planned restructuring of health and human services agencies.

It is worth noting that the map does not represent every single workforce development effort or program operating in the state. There are some initiatives administered directly by the federal government and others operated by local municipalities or community organizations. The map also does not include the array of proprietary schools operating in the state that do provide training to a significant number of individuals. These schools are monitored, but not funded directly, by the state.

**Footnotes**

(1) Formerly the Texas Council on Workforce and Economic Competitiveness, name change as of September 1, 2003. (2) Significant reorganization of state health and human services agencies over the next several years will change the structure and location of programs under HHSC. (3) Does not include general administrative budget strategies or the Unemployment Insurance (UI) Program. (4) Welfare-to-Work funds expire in FY 2004. (5) Funding information reflects the entire budget of the Commission, but other program information refers only to the AmeriCorps component. (6) Includes state-level technical assistance to LWDBs, enforcement, certification, contract monitoring, labor market and career information, and the Work and Family Clearinghouse. (7) "State Funds" for Career and Technology Education at TEA includes some local formula funding. (8) 200% of the federal poverty level for a family of three is \$30,520 a year (2003). (9) This is an unduplicated count of individuals who received any Choices service in FY 2002. The monthly average number of TANF recipients required to participate in work activities was about 45,696.

The map below offers a visual summary of the major workforce development programs in Texas. The agencies and programs represented here were selected because they make up the major state efforts to build a skilled workforce. From job search and job placement to education, training, and work supports, this system offers services for job seekers and employers alike.

Together with the state's public education system, the array of programs in this matrix offer the essential tools for building a vital economic future for Texans, Texas communities, and Texas itself. The priority that the Texas places on these efforts in terms of supportive public policies and adequate state funding is a direct measure of its commitment to the future prosperity of the state.

Texas Education Agency (TEA)															Texas Health and Human Services Commission (2)									
Texas Higher Education Coordinating Board (THECB)			Texas Department of Criminal Justice (TDCJ)		Texas Youth Commission (TYC)	Texas Department of Human Services (DHS)		Texas Rehabilitation Commission (TRC)		Texas Commission for the Blind (TCB)		Texas Commission for the Deaf and Hard of Hearing (TCDHH)	Texas Community and Junior Colleges	Texas State Technical Colleges	Texas Engineering Extension Service (TEEX)									
Adult Education and Family Literacy	Windham School District (WSD)	Career and Technology Education (7)	Technical/Vocational Programs	TANF Scholarship Program	Texas Correctional Industries	Academic - Vocational Training	Education & Workforce Programs	Barriers Initiative	Refugee Assistance	Rehabilitation Services	Extended Rehabilitation	Vocational Rehabilitation	Business Enterprises for the Blind	Training and Education	Vocational/Technical Education	Vocational/Technical Education	Public-Sector Training	Industrial-Sector Training	Pre-Employment Training					
\$8,885,700	\$71,115,423	\$647,210,130	\$0	\$225,000	\$75,808,908	\$7,625,902	\$25,846,426	\$0	\$0	\$33,745,798	\$3,894,314	\$6,057,313	\$1,203,287	\$378,225	\$317,882,506	\$74,847,145	\$20,461,635	\$6,709,251	\$1,305,303					
\$57,683,188	\$0	\$51,103,300	\$41,789,818	\$0	\$0	\$0	\$4,256,562	\$5,127,878	\$6,630,882	\$130,809,635	\$0	\$29,136,146	\$809,957	\$0	\$0	\$0	\$9,844,849	\$461,452	\$0					
Adult Education Cooperatives	Windham School district Regional Superintendents	Local School Districts			TDCJ			Local DHS offices/LWDBs						Regional Specialists										
School Districts, Community Colleges, CBOs/FBOs	WSD Teachers in Conjunction w/ TDCJ Facilities & Programs	Local School Districts & Contractors	Public Community and Technical Colleges		TDCJ	TDCJ with Contracted Services from Colleges & Universities	TYC, Contractors, CBOs, Local School Districts	Local DHS Staff/ Contractors/CBOs/FBOs	Contractors/CBOs/FBOs	Local TRC Staff, Contractors	Local TRC Staff, Contractors	Local TCB Staff, Contractors		Contractors	Community and Junior Colleges	TSTCs	TEEX	TEEX	TEEX					
Basic Education	Education & Training	Education & Training	Education & Training	Education & Training	Education & Training	Education & Training	Education & Training	Job Search Limited Education & Training	Job Search Education & Training	Job Search Education & Training		Job Search Education & Training		Training	Education & Training	Education & Training	Training	Training	Training					
												Work Experience												
												Job Placement	Job Placement	Job Placement	Job Placement	Job Placement	Job Placement	Job Placement						
								Job Retention Work Supports	Work Supports	Work Supports	Work Supports	Work Supports	Work Supports	Work Supports	Work Supports	Work Supports	Work Supports							
Individuals in Need of Basic Education and Literacy Skills	Incarcerated Adults	Middle School and High School Students	Universal	TANF Recipients Seeking Post-Secondary Education	Incarcerated Adults	Incarcerated Adults	Incarcerated and Ex-Offender Youth Ages 10 Through 21	Current and former TANF Recipients and Those At-Risk of TANF Under 200% of Poverty	Refugees and Asylees	Adults with Physical or Mental Disabilities	Texans with Disabilities Who Need Ongoing Support to Obtain and Maintain Employment	Persons Who are Blind or Visually Impaired	Persons Who are Blind or Visually Impaired	Individuals Who are Deaf or Hard of Hearing	Universal	Universal	Public-Sector Employees	Industrial-Sector Employees	Individuals Seeking New Careers					
149,163 Individuals Served	83,300 Enrolled	802,356 Enrolled			7,269 Inmates	18,553 Inmate Students Enrolled	5,672 Average Daily Attendance	2,608 Average Clients Served Per Month	6,070 Clients Served	124,070 Clients Served; 23,900 Clients Employed	1,404 Clients Employed	11,022 Consumers Served	104 Consumers Employed	1,144 Individuals Trained		13,450 Enrolled	74,229 Public-Sector Employees Trained	45,953 Industrial-Sector Employees Trained	2,002 Individuals Trained					

**Resources**

**TANF Choices (TWC)** [www.twc.state.tx.us/welref/welrefinfo.html](http://www.twc.state.tx.us/welref/welrefinfo.html) or your LWDB

**Food Stamp Employment and Training (TWC)** [www.twc.state.tx.us/welref/welrefinfo.html](http://www.twc.state.tx.us/welref/welrefinfo.html) or your LWDB

**Skills Development Fund (TWC)** 512-463-8844 [www.twc.state.tx.us/svcs/funds/sdfintro.html](http://www.twc.state.tx.us/svcs/funds/sdfintro.html)

**Self-Sufficiency Fund (TWC)** 512-463-8844 [www.twc.state.tx.us/svcs/funds/ssintro.html](http://www.twc.state.tx.us/svcs/funds/ssintro.html)

**Texas Commission on Volunteerism and Community Service (TWC)** 512-463-1814 or 800-489-2627 [www.bsserve.org](http://www.bsserve.org)

**Trade Adjustment Assistance (TAA) and NAFTA-TAA (TWC)** 512-463-3181 [www.twc.state.tx.us/svcs/taa/taahp.html](http://www.twc.state.tx.us/svcs/taa/taahp.html)

**Project Reintegration of Offenders (TWC)** 800-453-8140 [www.twc.state.tx.us/svcs/rio.html](http://www.twc.state.tx.us/svcs/rio.html) or your LWDB

**Veterans Employment Program (TWC)** <http://www.twc.state.tx.us/svcs/vetsvc/vetemtrain.html> or your LWDB

**Senior Community Service Employment Program (TWC)** <http://www.stepr.org> 254-776-7002 or [www.twc.state.tx.us/svcs/scsep/scsep.html](http://www.twc.state.tx.us/svcs/scsep/scsep.html)

**Apprenticeship Program (TWC)** 713-718-3696 [www.twc.state.tx.us/svcs/apprentice.html](http://www.twc.state.tx.us/svcs/apprentice.html)

**Child Care (TWC)** Your LWDB or 512-936-3137 [www.twc.state.tx.us/svcs/childcare/ccinfo.html](http://www.twc.state.tx.us/svcs/childcare/ccinfo.html)

**Adult Education and Family Literacy (TEA)** 512-463-9294 [www.tea.state.tx.us/adult/aedflitprog1.html](http://www.tea.state.tx.us/adult/aedflitprog1.html)

**Technical and Vocational Programs (THECB)** 512-427-6101 [www.thecb.state.tx.us/CTC/perkins](http://www.thecb.state.tx.us/CTC/perkins)

**Refugee Assistance (TDHS)** 888-834-7406 [www.dhs.state.tx.us/programs/refugee/services.html](http://www.dhs.state.tx.us/programs/refugee/services.html)

**Vocational Rehabilitation Services (TRC)** 512-424-4000 [www.rehab.state.tx.us/services.html](http://www.rehab.state.tx.us/services.html)

**Vocational Rehabilitation for the Blind (TCB)** 800-252-5204 [www.tcb.state.tx.us/voc\\_rehab.asp](http://www.tcb.state.tx.us/voc_rehab.asp)

**Business Enterprise for the Blind (TCB)** 800-252-5204 [www.tcb.state.tx.us/BET/default.asp](http://www.tcb.state.tx.us/BET/default.asp)

**Training and Education for the Deaf and Hard of Hearing (TCDHH)** 512-407-3250, 512-407-3251 TTY

**Vocational/Technical Education through Community Colleges** 512-467-2572 [www.tacc.org](http://www.tacc.org)

**Training through the Texas Engineering Extension Service** 877-833-9638 <http://teexweb.tamu.edu/>

Contact information for your LWDB at <http://www.twc.state.tx.us/dirs/wdas/wdamap.html>