



## Welcome

Welcome to the 26th Annual Texas Workforce Conference Employer Awards Luncheon. The Texas economy is moving forward, driven toward tomorrow by more than 639,000 Texas employers. Each year we are pleased to honor employers whose innovation, hard work, and investment in the Texas workforce system contribute to the state's thriving economy and its more than 11.5 million workers.

These outstanding employers show how successful Texas Workforce Solutions can be when we work together. Their commitment to engage with the community, job seekers, and workforce partners yields achievements through a shared vision of workforce and economic development. Each nominee embodies TWC's mission to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.



The Veteran-Friendly Employer of the Year Award recognizes an employer whose efforts to recruit and hire veterans have had a significant benefit to veterans in the local workforce development area as well as across the state.

### **Akima Support Operations**

#### ***Workforce Solutions of Central Texas***

Akima Support Operations (ASO) provides logistic support services at Fort Cavazos. Through its partnership with Workforce Solutions of Central Texas, ASO hired 106 veterans in 2022 and boasts an impressive 70 percent veteran employee population.

ASO actively participates in hiring events hosted by agencies that support veterans, such as TWC's Texas Veterans Leadership Program, the Texas Veterans Commission, and the US Department of Labor's Transition Assistance Program.

With the goal of attracting veterans, ASO employs a targeted marketing strategy using social media, translating military occupations to civilian positions in open job descriptions, using billboards as advertisement, and offering a \$245 referral bonus.

ASO's commitment to hiring veterans has garnered many honors, as the company is the recipient of the 2022 American Legion Large Employer of the Year Award, the Workforce Solutions of Central Texas Torch Award for Employer of the Year, and Special Congressional Recognition from US Representative John R. Carter.





### **USAA**

*Workforce Solutions Alamo*

### **Nucor Steel**

*Workforce Solutions Brazos Valley*

### **Samsung Austin Semiconductor**

*Workforce Solutions Capital Area*

### **Home Depot**

*Workforce Solutions Concho Valley*

### **Lockheed Martin**

*Workforce Solutions Deep East Texas*

### **East Texas Veterans Community Council**

*Workforce Solutions East Texas*

### **The Geo Group Inc.**

*Workforce Solutions for South Texas*

### **L3 Harris**

*Workforce Solutions for the Heart of Texas*

### **Sonepar**

*Workforce Solutions Greater Dallas*

### **McAllen Careers Institute**

*Workforce Solutions Lower Rio Grande Valley*

### **Akima Support Operations**

*Workforce Solutions of Central Texas*

### **Airforce Turbine Services**

*Workforce Solutions of the Coastal Bend*

### **STACCATO 2011**

*Workforce Solutions Rural Capital Area*

### **Troop Industrial**

*Workforce Solutions Southeast Texas*



The HireAbility Employer of the Year Award recognizes an employer for its commitment to hiring individuals with disabilities and for the employer's efforts to create an inclusive workforce.

### **H-E-B**

#### ***Workforce Solutions of Central Texas***

The H-E-B story began more than 110 years ago as a family-owned store in Kerrville and has grown to more than 350 stores. H-E-B Gatesville partnered with Workforce Solutions of Central Texas (Central Texas) and the TWC Vocational Rehabilitation (VR) program to focus the company's efforts in hiring from a diverse talent pool. H-E-B Gatesville staff members were exceptionally accommodating to job candidates and ensured that the VR participants were guided throughout the recruitment, application, and interview process. Job coaches were allowed on-site for individuals who needed extra assistance. All individuals placed at H-E-B Gatesville through Central Texas or VR continue to work at the site.

H-E-B uses targeted social media campaigns to support hiring efforts and community initiatives. Such campaigns include the development of the podcast Here Everyone Belongs. Through the H-E-B Bridges program, talented individuals with disabilities are connected to career opportunities at H-E-B. The Gatesville store's collaborative efforts include partnering with Gatesville Independent School District to provide work experience for special education students, participating in and sponsoring community events, serving as a worksite for students with disabilities, and serving as mentors and coaches for individuals with disabilities. H-E-B is the recipient of the Lex Frieden Employment Award from the Governor's Committee on People with Disabilities.





**Accenture**

*Workforce Solutions Alamo*

**Peak Performers**

*Workforce Solutions Capital Area*

**Elijah's Retreat**

*Workforce Solutions East Texas*

**Walgreens Distribution Center**

*Workforce Solutions for North Central Texas*

**Big Lots**

*Workforce Solutions for South Texas*

**Aramark**

*Workforce Solutions Greater Dallas*

**Ruby Red Hospitality**

*Workforce Solutions Lower Rio Grande Valley*

**Backdoor Theatre**

*Workforce Solutions North Texas*

**H-E-B**

*Workforce Solutions of Central Texas*

**Subway**

*Workforce Solutions of the Coastal Bend*

**Northwest Texas Healthcare System**

*Workforce Solutions Panhandle*

**Stable-Spirit**

*Workforce Solutions Southeast Texas*



The Texas Workforce Solutions Employer of the Year Award recognizes private-sector employers that are actively involved with their local Workforce Solutions Office and, as a result, have benefitted other employers, workers, and the community.

Local Workforce Development Boards nominate employers whose partnership exemplifies the economic success that can be achieved through private-sector collaboration with the public sector.

Three small employers are recognized for excellence, operational results, and the benefits that employers, workers, and the local community have gained. From these three exemplary finalists, one small employer will be selected as the 2023 Texas Workforce Solutions Small Employer of the Year.

### **G&H Towing Company**

#### ***Workforce Solutions of the Coastal Bend***

Since 1934 G&H Towing, the third-largest tug fleet in the United States, has provided harbor ship escorts as well as docking and undocking services in the ports of Galveston, Houston, Texas City, Corpus Christi, and Freeport.

G&H Towing is the driving force in raising awareness of maritime career pathways to the region's future workforce. G&H Towing contributed training models for five local independent school districts (ISDs) and actively participates in their career days. The company is the top sponsor of an inaugural Maritime Career Expo and Job Fair. G&H served on the planning committee; invested more than 1,000 volunteer hours; and contributed more than \$10,500 toward the expo, which attracted 12 ISDs, 280 youth, and 70 job seekers. The event resulted in 28 of the 36 participating employers opening new WorkInTexas.com accounts, 28 job offers, and 21 job seekers hired with an average wage of \$19.75 an hour.

The company offers individuals without a college degree a starting annual salary of \$60,000, which represents one of the highest entry-level salaries in the region. G&H Towing is also a proud recipient of TWC's We Hire Vets recognition for its efforts in the goal of a workforce that is composed of at least 10 percent veterans.



# **G&H TOWING**



### S & D Plumbing

#### *Workforce Solutions Rural Capital Area*

S & D Plumbing is a family-owned and -operated residential plumbing company that has played a significant role in the state's workforce system. Recognizing the importance of skills development, S & D Plumbing invests in its employees' growth and training by offering weekly training for all employees as well as career advancement coaching in every position offered by its strategic partner, Nexstar.

Through on-the-job training and continuing education programs, S & D Plumbing ensures that its workforce possesses the necessary knowledge and expertise to deliver high-quality plumbing services throughout Central Texas. S & D Plumbing collaborates with local schools and trade organizations to promote plumbing as a viable and lucrative career choice.

In collaboration with its sister company, Coppera Plumbing, S & D Plumbing recently launched a signing day for plumbing pre-apprenticeship and Registered Apprenticeship Programs. Additionally, S & D Plumbing's participation in local career fairs and job placement events, such as Taylor Trades Day, helps inspire individuals to consider rewarding careers in the plumbing industry.





### **Hartmann's Inc.**

#### ***Workforce Solutions of West Central Texas***

Hartmann's was established in 1955 as a small mechanical repair shop with the sole goal of always meeting or exceeding customer requirements. Hartmann's is a family- and woman-owned business.

Hartmann's has been a vital contributor to the engineering program at the Abilene Independent School District's Academy of Technology, Engineering, Math, and Science (ATEMS) by serving on the Engineering Advisory Board, supporting curriculum development, and actively encouraging students to pursue careers in manufacturing. Hartmann's partnered with ATEMS and Workforce Solutions of West Central Texas to develop a student internship program and host classes for local universities to provide students and instructors hands-on learning experiences in manufacturing and machining.

Additionally, Hartmann's is developing a machining course, scheduled to begin in 2024, with Texas State Technical College in West Texas. Hartmann's pledged to donate the use of their facility and equipment for students during evening classes. Through its talent pipeline development efforts, which include presentations at schools, industry and facility tours, manufacturing event sponsorships, teacher and student work-based learning, and sector partnerships, Hartmann's is creating a supply of informed, trained candidates to fill middle skills jobs in manufacturing.

Hartmann's is the recipient of the 2023 Small Business Exporter of the Year Award from the Small Business Association's South Central region, which covers five states, and the Governor's Small Business Award.







**Tejas Pediatric Dentistry**  
*Workforce Solutions Alamo*

**Axis Pipe & Tube, Inc.**  
*Workforce Solutions Brazos Valley*

**Southern Industrial Careers Center**  
*Workforce Solutions Cameron County*

**Aspire Digital**  
*Workforce Solutions Capital Area*

**Reece Albert, INC**  
*Workforce Solutions Concho Valley*

**Shady Acres Health and Rehabilitation**  
*Workforce Solutions Deep East Texas*

**Motor City Fastener**  
*Workforce Solutions East Texas*

**Polyguard Products**  
*Workforce Solutions for North Central Texas*

**Charlie Clark Hyundai**  
*Workforce Solutions for South Texas*

**123 Builders Co.**  
*Workforce Solutions for Tarrant County*

**JAG Aviation Inc.**  
*Workforce Solutions for the Heart of Texas*

**Ocado**  
*Workforce Solutions Greater Dallas*

**SYNERGY HomeCare of Sealy**  
*Workforce Solutions Gulf Coast*



### **World Atlantic Airlines**

*Workforce Solutions Lower Rio Grande Valley*

### **D6 Inc.**

*Workforce Solutions Northeast Texas*

### **Reynolds Consumer Products**

*Workforce Solutions of Central Texas*

### **G & H Towing Company**

*Workforce Solutions of the Coastal Bend*

### **Hartmann's Inc.**

*Workforce Solutions of West Central Texas*

### **ORREX Plastics**

*Workforce Solutions Permian Basin*

### **S & D Plumbing**

*Workforce Solutions Rural Capital Area*

### **Levelland Chamber of Commerce**

*Workforce Solutions South Plains*

### **M & D Supply**

*Workforce Solutions Southeast Texas*



## Large Employer of the Year

The Texas Workforce Solutions Employer of the Year Award recognizes private-sector employers that are actively involved with their local Workforce Solutions Office and, as a result, have benefitted other employers, workers, and the community.

Local Workforce Development Boards nominate employers whose partnership exemplifies the economic success that can be achieved through private-sector collaboration with the public sector.

Three large employers are recognized for excellence, operational results, and the benefits that employers, workers, and the local community have gained. From these three exemplary finalists, one large employer will be selected as the 2023 Texas Workforce Solutions Large Employer of the Year.

### **CHRISTUS St. Michael Health System**

#### ***Workforce Solutions Northeast Texas***

CHRISTUS St. Michael is one of the largest employers in the greater Texarkana region, with 1,958 employees and 238 contracted employees and a payroll of more than \$124 million.

CHRISTUS St. Michael is heavily invested in helping students prepare for a successful career in health care. CHRISTUS St. Michael participates in Workforce Solutions Northeast Texas career exploration events, including the LEAP Expo for 8th grade students, and serves as an employer panelist for Future Forward, which connects high school seniors with career pathway resources. CHRISTUS St. Michael offers internships, volunteer programs, and job shadowing for area students to learn about career opportunities in health care. CHRISTUS St. Michael is also an active participant in the Workforce Solutions Northeast Texas Externships for Teachers program.

The hospital supports its existing workforce with tuition assistance for both full-time and part-time employees. The CHRISTUS St. Michael Clinical Education department prioritizes upgrading worker skills. CHRISTUS St. Michael employees have a wide range of programs to help them advance their careers, including a mentorship program and an emerging leadership program, among other programs.



**CHRISTUS<sup>®</sup> ST. MICHAEL**  
Health System



### **Baylor Scott & White Health** *Workforce Solutions Capital Area*

Baylor Scott & White Health has been known for its exceptional patient care for more than a century. The Baylor Scott & White Health system includes 48 hospitals, more than 900 patient care sites, and 48,000 employees.

In 2019, a partnership was formed between Baylor Scott & White Health, Workforce Solutions Capital Area (Capital Area), and Austin Community College to develop an apprenticeship program that provides accelerated curriculum to upskill low-wage frontline Baylor Scott & White Health employees. The curriculum was developed with funding from the Texas Workforce Commission Apprenticeship Texas grant, and the program is registered with the US Department of Labor. Baylor Scott & White Health assisted Capital Area in developing four additional apprenticeship programs to address severe shortages in the certified medical assistant, patient care technician, and MRI technician fields. Since 2019, Capital Area has enrolled 220 apprentices. In 2022, Capital Area enrolled 120 apprentices and completed 115 apprenticeships in the health care field.

Baylor Scott & White Health helped develop an online training apprenticeship program to recruit new talent and grow certified medical assistant graduates in Austin. The online apprenticeship program began in 2022, and Baylor Scott & White Health hired 66 apprentices during the first year. This earn-and-learn model has been highly successful and allowed Baylor Scott & White Health to fill much-needed certified medical assistant positions in numerous clinics in Central Texas.





### Emerson Process Management Fisher Controls

#### *Workforce Solutions Texoma*

Emerson Process Management Fisher Controls has been the premier manufacturer in Texoma since 1976. Based on local area needs for middle skills workers, the director of operations chaired the Texoma Workforce Initiative to create a pipeline for the manufacturing and health care sectors. The initiative includes youth and parent industry tours, in which Emerson Process Management Fisher Controls promotes an awareness campaign to educate students, parents, and teachers about viable career options. Emerson Process Management Fisher Controls leads the tours, which includes allowing students to have lunch with plant managers, supervisors, and workers for a more personal understanding about manufacturing. This successful initiative has resulted in tours for more than 15,000 youth.

As a result of the Texoma Workforce Initiative, five local schools offer a manufacturing career pathway through the Advanced Manufacturing Program (AMP). Students complete a Level I Manufacturing Technology Certificate before they graduate and may attain the Level II Certificate after graduation (upon completion of two additional courses). Emerson Process Management Fisher Controls made a commitment to raise funds for tuition and books for the youth who participate in AMP. No student is turned away due to the cost of the program.



# EMERSON™



### **Boeing**

*Workforce Solutions Alamo*

### **Kent Moore Cabinets**

*Workforce Solutions Brazos Valley*

### **Baylor Scott & White Health**

*Workforce Solutions Capital Area*

### **Shannon Medical Center**

*Workforce Solutions Concho Valley*

### **Whataburger**

*Workforce Solutions Deep East Texas*

### **Eastman Chemical Company**

*Workforce Solutions East Texas*

### **L3Harris Technologies**

*Workforce Solutions for North Central Texas*

### **Bell**

*Workforce Solutions for Tarrant County*

### **L3Harris Technologies**

*Workforce Solutions for the Heart of Texas*

### **McKesson**

*Workforce Solutions Greater Dallas*

### **Mission Regional Medical Center**

*Workforce Solutions Lower Rio Grande Valley*

### **Deployed Services**

*Workforce Solutions Middle Rio Grande*



**CHRISTUS St. Michael Health System**

*Workforce Solutions Northeast Texas*

**Kiewit Offshore Services**

*Workforce Solutions of the Coastal Bend*

**International Aerospace Coatings**

*Workforce Solutions Panhandle*

**Diamondback Energy**

*Workforce Solutions Permian Basin*

**TASUS Texas Corporation**

*Workforce Solutions Rural Capital Area*

**GCA Services Group Inc.**

*Workforce Solutions South Plains*

**Valero Energy Corporation**

*Workforce Solutions Southeast Texas*

**Emerson Process Management Fisher Controls**

*Workforce Solutions Texoma*



The Texas Workforce Solutions Local Employer of Excellence Award is presented to 28 local employers that support the Texas workforce system's goal of ensuring that both employers and workers have the resources and skills that Texas needs to remain competitive in the global economy.

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### **JW Marriott San Antonio Hill Country Resort & Spa** *Workforce Solutions Alamo*

A key leader in the San Antonio hospitality industry, JW Marriott San Antonio Hill Country Resort & Spa creates jobs for the community year-round by supporting the recruitment and advancement of individuals from all backgrounds and cultures. With more than 950 associates employed at any given time, the resort takes pride in hiring new employees while building up internal candidates for career advancement. This approach establishes a workforce of talented employees who are passionate about their work and its impact on the greater community. JW Marriott San Antonio hosts recruitment events throughout the year, typically with more than 350 candidates in attendance. In 2022, the resort welcomed 161 Afghan and two Ukrainian refugees to the team in its effort to provide job opportunities as well as cultural and translation support to populations facing barriers to participating in the workforce.

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### **KinderCare Learning Centers** *Workforce Solutions Borderplex*

KinderCare Learning Centers operates child care and early childhood education facilities. The company provides educational programs for 57 Child Care Services children from six weeks to 12 years old. KinderCare ensures that children are nurtured in a safe and supportive environment. Its team comprises qualified and dedicated staff members who are not only experienced but also trained on a regular basis to meet high standards of early childhood education. Furthermore, by strictly adhering to Texas Rising Star (TRS) guidelines, the four-star TRS facility guarantees a benchmark of quality and accountability in its operations, underscoring its commitment to offering outstanding services to both children and parents.

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### **P. A. Smith Hotel** *Workforce Solutions Brazos Valley*

P. A. Smith Hotel, known as the "Crown Jewel of Navasota," is the oldest hotel operating in Navasota. The hotel's management team works with the local Workforce Solutions Office, which recruits job seekers and hosts hiring events on-site in partnership with Workforce Solutions Brazos Valley. To date, there have been three on-site hiring events at the Navasota Workforce Solutions Office and one at the hotel itself, resulting in three hires. P. A. Smith Hotel operates Hamer's Speakeasy, Red Board Tavern & Table, and Louisa's Cache Café and Bar, venues that hire employees and provide them the opportunity to have not only a job but also a career. The hotel's dedication to the Navasota community is evident in their execution of a work experience agreement, which increases the employment skills of job seekers who will benefit from diverse work experiences.





### **Kuye Medical Group**

#### ***Workforce Solutions Cameron County***

Kuye Medical Group has been nominated by Workforce Solutions Cameron County (Cameron County) for its exceptional contributions to the Texas workforce system's goal of fostering resources and skills for a competitive workforce. With multiple medical clinics in Cameron County, Kuye Medical Group has built a team of competent internal medicine associates and highly skilled medical practitioners. Collaborating with Cameron County, the health provider actively promotes both subsidized work-based training and on-the-job training, equipping applicants with the resources and skills necessary for success. Kuye Medical Group's dedication to developing highly skilled patient care technicians has led to a significant amount of direct hires, which benefits the clinics as well as the Cameron County workforce.

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### **Applied Materials**

#### ***Workforce Solutions Capital Area***

Applied Materials developed one of the first Registered Apprenticeship Programs for semiconductor manufacturing in Texas while partnering with Workforce Solutions Capital Area (Capital Area), the National Institute for Innovation and Technology, and Austin Community College. Applied Materials regularly provides feedback to the no-cost Certified Production Technician training programs that the Central Texas Manufacturing Partnership offers. The company participated in three hiring events with Capital Area, including the annual Make It Movement: Build Your Future event to showcase manufacturing and skilled trades. Applied Materials also participated in Capital Area's summer Externships for Educators Program in 2022.

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### **1st Community Federal Credit Union**

#### ***Workforce Solutions Concho Valley***

On June 8, 2023, 1st Community Federal Credit Union (FCU) celebrated 70 years since the first location opened at Goodfellow Air Force Base. 1st Community FCU's community involvement includes volunteering on several occasions to conduct classes on financial literacy, the importance of establishing credit, and basic banking practices. 1st Community FCU understands the significance of such knowledge, especially for local youth, and has been involved in at least one youth fair to date. 1st Community FCU participates in local events as well as events held in the surrounding rural areas.



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### **Southeast Texas Industries, Inc.** *Workforce Solutions Deep East Texas*

Since 1978, Southeast Texas Industries, Inc. has served the chemical refining, petrochemical, oil and gas production, drilling, energy, power generation, and pulp and paper industries, among others. The company is creating more jobs in East Texas as it expands its footprint with a new facility in Angelina County. In partnership with Workforce Solutions Deep East Texas (Deep East Texas), Southeast Texas Industries, Inc. has proven to be instrumental in the success of the 2021, 2022, and 2023 Teacher Externship Programs.

Southeast Texas Industries, Inc. regularly advises the Deep East Texas Board on industry workforce needs. Southeast Texas Industries, Inc. CEO, serves on several independent school district (ISD) advisory boards to help the ISDs develop their manufacturing programs in order to meet industry needs in many areas, such as welding. Southeast Texas Industries Inc. is pursuing further partnerships with Texas Workforce Commission through various skills training grant opportunities.

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### **Goodwill Industries of East Texas** *Workforce Solutions East Texas*

Goodwill Industries of East Texas has a long-standing alliance that serves workers with disabilities as well as unemployed individuals and underemployed workers. Through the nonprofit's vast array of employment services, Goodwill Industries of East Texas trains youth and adults with significant disabilities and plays a vital role as an employer in East Texas. Goodwill Industries of East Texas is a proven partner in the community and is unwaveringly present when called upon to serve. The nonprofit partnered with Workforce Solutions East Texas in multiple ways, including holding mass hiring events, attending job fairs, and participating in work experience programs, in addition to offering the GoodTech Academy Registered Apprenticeship Program.

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### **Qarbon Aerospace Manufacturing** *Workforce Solutions for North Central Texas*

Qarbon Aerospace Manufacturing is an industry leader in workforce development and a true community partner in the North Central Texas region. The manufacturer collaborates with Red Oak Independent School District to create internship opportunities for graduating seniors. Additionally, the company has served as a contributing partner in developing the new aviation technology curriculum and pre-apprenticeship program. Additionally, Qarbon Aerospace Manufacturing partners with Texas State Technical College–Red Oak and Navarro College on a Skills Development Fund application to increase their employees' skills. Using a forward-thinking approach in building its workforce, the company is creating numerous opportunities for local community members. Qarbon Aerospace Manufacturing will continue to develop and foster partnerships with local workforce, education, and community partners.



### **Fuel America/Pump-N-Shop**

#### ***Workforce Solutions for South Texas***

Fuel America/Pump-N-Shop created 78 job openings in 2022, and 40 percent of those positions were filled with candidates referred by Workforce Solutions for South Texas (South Texas). With nine locations in South Texas, the employer provides job opportunities for cashiers, cooks, bay attendants, and other team members. Job seekers from various backgrounds, including individuals with barriers to employment, can achieve secured employment. Additionally, Fuel America/Pump-N-Shop conducts on-the-spot interviews and hiring, ensuring a quick and efficient hiring process. All hires are reported to South Texas, further strengthening the partnership between the two organizations.

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### **Bell**

#### ***Workforce Solutions for Tarrant County***

Headquartered in Fort Worth, Bell employs approximately 5,400 employees in Tarrant County. Bell is a pioneer in the aerospace industry—from breaking the sound barrier to developing the tiltrotor. The company has reimagined the experience of flight for more than 85 years. Bell is a long-standing partner of Workforce Solutions for Tarrant County and was a founding member of the Dallas–Fort Worth Regional Aerospace Consortium. Bell has been instrumental in the development of aerospace training programs and career awareness campaigns for growing the future pipeline and providing subject matter experts to identify workforce gaps.

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### **Packaging Corporation of America**

#### ***Workforce Solutions for the Heart of Texas***

Packaging Corporation of America (PCA) has been delivering containerboard and packaging solutions for more than 150 years. One way that PCA invests in the future Texas workforce is by focusing on key youth initiatives in partnership with Workforce Solutions for the Heart of Texas (Heart of Texas). PCA also partners with Heart of Texas and the Waco Independent School District's Greater Waco Advanced Manufacturing Academy to support the Student Welding Internship Program for high school students. Additionally, PCA has supported teacher externships and the YES! Expo, a career exploration event for youth. Together these efforts connect more than 1,900 youth directly with industry.



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### **Tejas Production Services**

#### ***Workforce Solutions Golden Crescent***

Headquartered in Victoria and serving energy operators worldwide for more than 25 years, Tejas Production Services has excelled in supporting its stakeholders. Having grown from 26 to 140 employees since 2018, Tejas is actively involved with Workforce Solutions Golden Crescent, participating in all job fairs, career exploration events, and other sponsored activities. As a trusted and integral industry partner in the community, Tejas has worked with the Victoria Independent School District for several years by providing a manufacturing practicum worksite for students and summer interns to practice and hone their skills. Through this partnership, Tejas enhances the community by adding skilled graduates to the local workforce. Tejas leads a regional second-chance employment program for individuals involved in the criminal justice system.

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### **Ocado**

#### ***Workforce Solutions Greater Dallas***

In partnership with Kroger, the Ocado opened a new customer fulfillment center, representing a tremendous investment in South Dallas. Ocado uses automation technology to source, package, and prepare grocery products for direct delivery to customers throughout Dallas. Ocado has partnered with Workforce Solutions Greater Dallas at two hiring events to help with their initial hiring plans and have used WorkInTexas.com to post jobs located at the South Dallas location. This partnership continues to bring high-quality jobs to Dallas, such as e-commerce specialists, supply chain specialists, data scientists, product managers, robotics, and engineers, while allowing for expanded grocery delivery services.

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### **United Airlines**

#### ***Workforce Solutions Gulf Coast***

United Airlines is a distinguished corporate partner deeply committed to enhancing Workforce Solutions Gulf Coast's (Gulf Coast) workforce development system. The United Airlines' Calibrate Registered Apprenticeship Program, in conjunction with the International Brotherhood of Teamsters, has achieved remarkable success in training and employing a diverse pool of candidates. This transformative program not only paves the way for careers in aviation maintenance and manufacturing but also contributes significantly to the prosperity of the local economy. Additionally, United Airlines guarantees interviews to graduates of the Teamsters Aviation Basics course—the apprenticeship readiness program that serves as the on-ramp for Gulf Coast customers.



### **Chick-fil-A Rio Grande City**

#### ***Workforce Solutions Lower Rio Grande Valley***

Embracing Texas' business-friendly environment, Chick-fil-A Rio Grande City is a family-owned franchisee and the first Chick-fil-A in the rural community of Starr County. Chick-fil-A Rio Grande City hosts a 40-hour leadership training course for employees interested in promotions and offers other types of training and opportunities. Investing in tomorrow's skilled workforce, Chick-fil-A Rio Grande City established a scholarship fund to support employees interested in pursuing postsecondary education and is currently assisting eight scholarship recipients. In its effort to achieve the Texas workforce system's goal of remaining competitive in the global market, Chick-fil-A Rio Grande City employed 83 individuals in 2022.

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### **PFS Group**

#### ***Workforce Solutions Middle Rio Grande***

Based in Houston, PFS Group manages accounts receivable for more than 25 of the nation's leading health systems. As a community member, PFS has successfully provided jobs, leading to an expansion of the company's presence in Texas with the construction of a new management and training center at the industrial park in Uvalde. PFS then hired approximately 30 new employees. The company partnered with Workforce Solutions Middle Rio Grande with the goal of hiring qualified candidates. To achieve this goal, PFS uses the Workforce Solutions Office in Uvalde to hold four-week training programs for new employees. PFS strives to retain employees through its PFS University, which offers online and in-person training and certifications.

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### **Royal Estates of Wichita Falls**

#### ***Workforce Solutions North Texas***

Royal Estates of Wichita Falls provides round-the-clock health and rehabilitation services to seniors ages 62 and older. The facility has 32 employees, 13 percent of whom are veterans. Royal Estates of Wichita Falls partners with Workforce Solutions North Texas (North Texas) and other community entities to provide on-the-job training and internships for local youth. Their high school work-study program helps students focus on developing job skills and provides the participants firsthand workplace experience. As a result of ongoing recruitment support and customer service from North Texas, Royal Estates of Wichita Falls welcomed the invitation to become a host site for multiple Summer Earn and Learn (SEAL) participants who have thrived under their guidance every year.



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### **Southwestern Electric Power Company**

#### ***Workforce Solutions Northeast Texas***

Southwestern Electric Power Company (SWEPCO) is an electric utility company operating in three states, including Texas. The company participates in Workforce Solutions Northeast Texas career exploration events for youth. The SWEPCO American Electric Power's Teacher Vision Grant program provides funding for area teachers to purchase Science, Technology, Engineering, and Mathematics (STEM) materials for their students. Additionally, SWEPCO has partnered with Texas State Technical College (TSTC) to support the Electrical Lineworker & Management Technology program. As part of this effort, the American Electric Power Foundation provided funds to TSTC for tuition assistance, with the goal of helping students finish their degree or certificate program. SWEPCO also partnered with Texas A&M University–Texarkana to construct a computer-aided design lab for engineering and technology students.

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### **Baylor Scott & White Health**

#### ***Workforce Solutions of Central Texas***

Baylor Scott & White Health locations in Central Texas are home to more than 8,500 workers. To support its workforce demand, Baylor Scott & White Health uses the Skills Development Fund and its own training funds to create next-level training for employees who are paid while in training. For example, during their work shift, employees are trained in such occupations as clinical medical assistant, patient care technician, medical terminology, and customer service for health care professionals. In 2022 and 2023, Baylor Scott & White Health actively supported eight local hiring events and several career fairs specifically targeting the local veteran population. By supporting the local workforce system and promoting education partnerships, Baylor Scott & White Health locations in Central Texas have achieved a net positive growth of 600 employees during 2022–2023.

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### **Goodwill Industries of South Texas**

#### ***Workforce Solutions of the Coastal Bend***

The founding model of Goodwill Industries is the resale of goods and clothing with the goal to hire and train the less fortunate. Goodwill Industries of South Texas continues to help those in need by providing counseling and training. The nonprofit partnered with Workforce Solutions of the Coastal Bend (Coastal Bend) to establish a Job Connections Center within the retail space of Goodwill in Aransas County, offering employment and career services. The programs target second-chance job seekers, veterans, individuals experiencing homelessness, and individuals with disabilities. Another successful collaboration is the PATHS initiative. Additionally, Goodwill Industries of South Texas provides worksites for the Summer Earn and Learn (SEAL) program and offers opportunities for adult populations to attain skills, employment, and promotion in the workplace. Coastal Bend proudly supports the mission of Goodwill Industries of South Texas by working with the nonprofit to improve the lives of individuals in the community.



### **Hartmann's Inc.**

#### ***Workforce Solutions of West Central Texas***

Hartmann's is a family-owned business that has grown from a small machine shop into an engineering house and original equipment manufacturer. The business has been named one of the top machine shops in the United States for four years and recently embarked on a 100,000-square-foot facility expansion with an estimated 10-year total impact of \$334 million. Hartmann's delivers career exploration, curriculum development, industry tours, student and teacher training, and work-based learning to cultivate a pipeline of quality candidates. As a member of the Big Country Manufacturing Alliance and partner of Workforce Solutions of West Central Texas, Hartmann's supports the growth of manufacturing across West Central Texas.

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### **Cacique Foods**

#### ***Workforce Solutions Panhandle***

Cacique Foods, a Hispanic foods producer in Amarillo, has made a significant impact on the Texas Panhandle by creating up to 200 jobs and expects to create approximately 500 jobs through their recent \$88 million investment in a state-of-the-art dairy processing facility. Cacique Foods collaborates with Workforce Solutions Panhandle to host informational sessions for job seekers interested in food manufacturing jobs. The active engagement in training programs and partnerships with educational institutions showcases the company's commitment to equipping the workforce with necessary skills and resources.

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### **Curb Side Bistro**

#### ***Workforce Solutions Permian Basin***

Local restaurateur celebrity Alejandro Barrientos—owner of Curb Side Bistro in Odessa—is a staunch supporter of Workforce Solutions Permian Basin's endeavors and advocates to provide work experience to youth with disabilities through the Summer Earn and Learn (SEAL) program. He appeared on Beat Bobby Flay in 2021 and won the \$10,000 prize on Chopped! in 2023. An active member of the community, Mr. Barrientos is instrumental in creating opportunities for local youth. Since the inception of the partnership with Workforce Solutions Permian Basin in 2021, he has steadfastly introduced youth to what being an entrepreneur, and, specifically, a restaurateur, entails. Mr. Barrientos is a strong activist for justice-involved individuals.



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### **TASUS Texas Corporation**

#### ***Workforce Solutions Rural Capital Area***

TASUS Texas Corporation has been an employer for more than 17 years in Georgetown. TASUS Texas has created more than 150 positions over the years. TASUS Texas strongly believes in growing leaders from within and helping each employee achieve success for themselves and for the company. The corporation invests in employee training and emphasizes employee education, such as offering comprehensive training programs and creating apprenticeship programs. TASUS Texas Corporation's partnership with Workforce Solutions Rural Capital Area helps employees develop new skills and knowledge that they can use to advance their careers at the company.

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### **University Medical Center**

#### ***Workforce Solutions South Plains***

During the last 40 years, University Medical Center (UMC) Health System has become the region's trusted source for quality health care. UMC has more than 4,600 employees and has partnered with Workforce Solutions South Plains (South Plains) to help with its recruiting efforts. The collaboration includes weekly hiring events to recruit recently unemployed individuals and provide work experience programs. Additionally, the partnership extends to UMC's active participation in South Plains' Student HireAbility Navigator activities. Throughout the semester, an advisory group meets to assess the progress of current participants and to conduct interviews to place future participants. UMC has offered full- and part-time employment to the participants.

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### **Chevron Phillips Chemical Co**

#### ***Workforce Solutions Southeast Texas***

Chevron Phillips Chemical Co plans to build a world-class integrated polymers facility in Orange. The \$8.5 billion project is expected to create approximately 4,500 construction jobs and 500 permanent positions. Recruiting local talent in the area is key to the project. The company implemented a "best in class" recruiting model: Local First. Additionally, Chevron Phillips Chemical Co donated \$200,000 to Workforce Solutions Southeast Texas to expand workforce development efforts in the Golden Triangle region through the creation of an online database. The database includes available jobs and the primary companies carrying out engineering, procurement, and construction work.

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### **Emerson Process Management Fisher Controls**

#### ***Workforce Solutions Texoma***

Emerson Process Management Fisher Controls has been a premier manufacturer in Texoma since 1976. Through industry tours for youth and parents, Emerson Process Management Fisher Controls promotes an awareness campaign for local industries to educate students, parents, and teachers about viable careers. The manufacturer has led the way for such activities. After a study of local employer needs indicated a shortage of middle skills workers, Emerson Process Management Fisher Controls offered to serve on the task force to implement programs that increase the labor force. Emerson The company often hosts 240 students for Workforce Solutions Texoma's Manufacturing Day. Emerson Process Management Fisher Controls employees lead tours, which allow students to have lunch with plant managers, supervisors, and workers to learn more about manufacturing.