2026 TEXAS WORKFORCE DEVELOPMENT GRANT GUIDE

TEXAS MUTUAL COMMUNITY GRANTS

ABOUT TEXAS MUTUAL

At Texas Mutual Insurance Company, we care for hardworking Texans. We do that every day by protecting businesses, promoting safe working environments and helping ensure Texas employees get home safely to their families. Our mission is to create a stronger, safer Texas and our community grants are a direct extension of that mission.

Over the past decade, Texas Mutual has invested more than $120 million to strengthen Texas communities, support businesses and help working families thrive.

About our 2026 Funding Commitment

In 2026, we are committing $8 million across two focused community grant initiatives designed to strengthen workforce participation, stability and economic opportunity for working Texans.

This guide outlines the purpose, priorities and application expectations for the **Texas Workforce Development Grant** that will begin accepting applications in August 2026.

For more information, visit our community funding page.

Our Philanthropic Approach

Texas Mutual's community funding is guided by a commitment to thoughtful, strategic philanthropy.

We aim to:

- Clearly describe the outcomes we hope to advance in partnership with our nonprofit grantees
- Focus our investments in areas where we believe we can contribute to meaningful and lasting progress
- Provide transparent guidance so organizations can determine alignment and apply with confidence

We recognize that strengthening communities is complex work, and nonprofit partners bring deep expertise, lived experience and trusted relationships to this effort. Our goal is to support organizations whose work helps strengthen the Texas workforce and Texas businesses.

GRANT PURPOSE

Fortifying Texas business resilience and promoting a skilled workforce.

Texas is strong when Texas businesses are strong, and that happens best when Texans have opportunities to engage in and develop within the workforce. That's why we're investing in initiatives that ensure Texans can reconnect to workforce and education pathways, earn postsecondary credentials that align to living wage middle-skill jobs, and support small business resilience.

Through this grant cycle, **Texas Mutual seeks to fortify the state's workforce and economy by equipping Texans and Texas businesses with skills and opportunities that drive growth and shared prosperity.**

FOCUS AREAS & PRIORITY OUTCOMES

Applicants must align their proposal to **one focus area** below. Strong proposals clearly articulate how project activities lead to measurable outcomes and desired impact.

Focus Area 1: Developing a Skilled Workforce

Preparing Texans for high-demand, living wage middle-skill jobs through completion of apprenticeships or postsecondary credentials of value

Expected Outcomes

Aligned projects will influence at least one of the following outcomes:

- Increased number of Texans earning credentials needed to meet middle-skill workforce projections
- Increased number of Texans earning enough income to sustain a living wage

Priority Focus

Competitive proposals may include:

- Demonstrated completion of recognized credentials of value, apprenticeships or industry-recognized credentials
- Alignment with current and future living wage middle-skill careers
- Alignment with employer and workforce needs
- Focus on populations that were not previously earning a living wage
- Upskilling or reskilling adult learners
- Demonstrated persistence to completion amongst individuals served

Trackable Outputs

Applicants will be required to provide projections and track outputs in at least one of the following areas:

- Number of individuals earning an associate degree aligned with in-demand middle-skill occupations
- Number of individuals that complete a pre-apprenticeship or apprenticeship program aligned with in-demand middle-skill occupations
- Number of individuals who earn a short-term industry-recognized credential aligned with in-demand middle-skill occupations

Not a Fit: Projects that do not adequately define alignment to state workforce projections and living wage jobs

Glossary

- **Credentials of value:** Credentials that align to strong career trajectories, provide economic return by improving individual earnings, and align with in-demand jobs (For more information, visit THECB DataBridge)
- **Middle-skill jobs:** Jobs that require some education or training beyond high-school, yet do not require a 4-year degree

Applicants are encouraged to reference credible labor market data sources, such as local workforce boards or the Texas Workforce Commission's Report on Growth Occupations, when demonstrating alignment to high-demand, living wage careers.

Focus Area 2: Empowering Small Businesses

Supporting initiatives that promote small business resilience and the facilitation of new job growth

Expected Outcomes

Aligned projects will influence at least one of the following outcomes:

- Increased capacity for small businesses to facilitate new job opportunities
- Increased capacity for small businesses to build resilience and sustain long-term growth

Priority Focus

Competitive proposals may include:

- Enabling small businesses to generate and sustain stable, living wage job opportunities
- Strengthening established small businesses to stabilize operations and scale
- Strengthening small businesses that are addressing regional economic needs
- Providing capacity-building supports such as training, technical assistance, financial assistance, etc.

Trackable Outputs

Applicants will be required to provide projections and track outputs in at least one of the following areas:

- Number of small businesses participating in business support programming
- Number of new jobs created by small businesses participating in business support programming

Not a Fit:

- Business case pitch competitions
- Requests that will primarily fund resilience or capacity-building of the requesting organization's own business

Focus Area 3: Reconnecting the Disengaged Workforce

Connecting opportunity youth to supportive career pathways as a means of expanding the available labor force

Expected Outcomes

Aligned projects will influence at least one of the following outcomes:

- Increased workforce or education participation among opportunity youth
- Increased number of Texans earning enough income to sustain a living wage

Priority Focus

Competitive proposals may include:

- Programs intentionally designed to serve the opportunity youth population
- Paying opportunity youth while they are engaged in programming
- Providing workforce and education pathway programming that offers participants access to supportive services
- Helping opportunity youth feel a stronger sense of purpose, meaning and belonging

Trackable Outputs

Applicants will be required to provide projections and track outputs in at least one of the following areas:

- Number of opportunity youth enrolled in workforce or education pathway programming
- Number of opportunity youth that complete a high school diploma/GED
- Number of opportunity youth that complete a postsecondary credential
- Number of opportunity youth that enter the workforce

Not a Fit: School dropout prevention programs or programs for youth that are not disconnected from education and employment

Glossary

- **Opportunity youth:** Young adults, ages 16-24, who are not engaged in education or employment (For more information, visit Texas Opportunity Youth Network)

WHO THIS GRANT IS DESIGNED TO SERVE

Texas Mutual prioritizes initiatives that ultimately benefit **current and future working Texans**. While not all individuals served must be currently employed, proposals should demonstrate a clear connection between project outcomes and desired impact to increase:

- Workforce participation
- Job stability or retention
- Economic mobility for working households

We are particularly interested in projects serving Texans who are earning below a sustainable living wage or those who lack access to opportunities.

Texas Mutual is also committed to supporting organizations serving rural and under-resourced communities across Texas. We recognize that organizational scale and infrastructure vary by geography and encourage strong, aligned proposals from organizations of all sizes.

ELIGIBILITY REQUIREMENTS

Organizations applying for funding through the Texas Mutual 2026 Texas Workforce Development Grant must meet the following eligibility criteria:

- Be recognized by the Internal Revenue Service as a 501(c)(3) public charity
  - Organizations holding 501(c)(6) status are not eligible to apply directly. However, a separately registered nonprofit organization with 501(c)(3) status, including a foundation affiliated with a 501(c)(6) entity, would be eligible to submit an application.
- Deliver services within the state of Texas and operate in a manner that does not discriminate on the basis of legally protected characteristics

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FUNDING PARAMETERS

- Requests should not exceed 10% of the organization's current operating budget.
- Recipients will be awarded a grant between $25,000–$100,000.
- Only one Texas Mutual community grant may be awarded per organization per calendar year.
- Funding is awarded as a **one-year project grant**; multi-year requests are not eligible. Please ensure alignment with the grant agreement timeline to ensure your project can report on outcomes within the established timeframe.

WHAT WE FUND

Texas Mutual prioritizes:

- Clearly defined projects rather than general operating support
- Existing or ongoing initiatives positioned for expansion or strengthening
- Projects with a plan for sustainability beyond the grant period

Administrative costs may be included but should not comprise the majority of the request.

APPLICATION TIMELINE & SUPPORT

Applications must be submitted through the online application portal during the published submission window.

Texas Workforce Development Grant	
Date	Activity
August 10 at 8 a.m. CT	Grant application opens
August 19 at 11 a.m. CT	Informational webinar (Register)
September 11 at 11:59 p.m. CT	Grant applications due
September 14 – October 27	Proposals evaluated
By October 30	Final award decisions communicated
December 2026 - December 2027	Grant agreement period
July 2027	Mid-year report due
January 2028	Final report due

Texas Mutual will host an informational webinar during the application period to review priorities and answer questions. Additional support is available from our community affairs team, that can be reached at communityaffairs@texasmutual.com.

CLOSING NOTE

Texas Mutual is grateful for the role nonprofit partners play in strengthening Texas communities. As our strategy evolves, our commitment remains focused: investing in projects that reduce barriers for working Texans and contribute to a stronger, safer Texas workforce.

2026 TEXAS WORKFORCE DEVELOPMENT GRANT FAQS

TEXAS MUTUAL COMMUNITY GRANTS

These frequently asked questions provide additional guidance for applicants to the 2026 Texas Workforce Development Grant.

BEFORE YOU APPLY CHECKLIST

Organizations are encouraged to review the questions below prior to beginning an application. Competitive proposals can confidently answer "Yes" to each item.

Consideration	What to Ask Yourself	Yes
Focus Area Alignment	Does the proposed project clearly align to *one* primary focus area within the Texas Workforce Development Grant?	☐
Defined Outputs	Can we track and report on at least one required output identified in the grant guide for our selected focus area?	☐
Targeted Impact	Does our project clearly influence Texans' workforce participation, job stability and economic mobility?	☐
Funding Range	Is our request between $25,000 and $100,000 and within 10% of our operating budget?	☐
Project-Based Request	Is this request for a defined project or program rather than general operating support?	☐
Sustainability	Can the project continue beyond the one-year grant period without relying solely on Texas Mutual funding?	☐

Projects that do not align with most of the considerations above may be less competitive in this grant cycle.

GENERAL APPLICATION QUESTIONS

How do I apply?

Applications must be submitted through the online application portal during the published submission window. Applicants should create or log in to their account and complete all required sections before submitting.

Applications will be accepted from 8 a.m. CT on Monday, August 10 through 11:59 p.m. CT on Friday, September 11. Late or incomplete applications will not be considered.

Do I need to be invited to apply?

No. This is an open, competitive grant opportunity. Organizations do not need to be invited to apply. When creating a new account in our grant portal, you may be asked if you were invited to apply, but this does not impact eligibility.

Can my organization apply for more than one grant cycle?

Organizations may apply for both community grants within the same year; however, Texas Mutual will only award one community grant per organization per calendar year (January–December).

Organizations may only submit one grant application per grant cycle.

Can we apply for multi-year funding?

No. Community grants are awarded as one-year project grants.

ELIGIBILITY QUESTIONS

Are private companies eligible?

Grants are only awarded to nonprofit organizations. Texas Mutual welcomes collaborative proposals between nonprofit and private partners; however, funding must be awarded to an eligible nonprofit fiscal sponsor.

Do applicants need to be Texas Mutual policyholders?

No. These grant opportunities are open to all eligible nonprofit organizations.

Can we apply if we received funding in previous years?

Yes. Organizations may be funded in consecutive years, provided the proposed project aligns with the current funding priorities.

FUNDING & BUDGET QUESTIONS

How do we know what amount of funding to request?

Grant requests must fall between $25,000 and $100,000. The applicant should determine a request amount that is appropriate based on project needs, confirmed funding sources and organization capacity. Please ensure the amount requested aligns with the submitted project budget and needs. As a general guideline, requests should not exceed 10% of the organization's current operating budget.

Grant funds may not be used for expenses incurred outside of the contract period.

Can funding support general operating expenses?

Texas Mutual prioritizes clearly defined projects with measurable outcomes. While administrative costs may be included, funding should primarily support direct program activities.

Can funding support new programs?

Applicants are encouraged to seek support for existing or ongoing initiatives that are ready to scale or strengthen. Because grants are one-year awards, entirely new initiatives without demonstrated readiness may not be competitive.

REVIEW & SELECTION

How are proposals reviewed?

Proposals are reviewed by Texas Mutual employees from across the state. Competitive proposals:

- Are grounded in data and local context
- Clearly articulate how project activities align with Texas Mutual's desired impact
- Have pre-established methods of tracking and reporting project outputs
- Balance measurable impact with compelling narrative

Final funding decisions are made following a multi-level review process.

REPORTING REQUIREMENTS

What is required if we are awarded a grant?

Grant recipients must submit:

- One mid-year progress report
- One final report detailing outputs and outcomes achieved

Reporting templates and guidance will be provided in advance of deadlines.

TECHNICAL ASSISTANCE & APPLICATION PLATFORM SUPPORT

I am experiencing technical issues with the application platform. What should I do?

Applicants are encouraged to consult the SurveyMonkey Apply platform's help resources for account or submission troubleshooting. If issues persist, applicants may contact the community affairs team for guidance by emailing communityaffairs@texasmutual.com.

If you cannot retrieve a forgotten account password, you'll need to contact the SurveyMonkey Apply support team directly.

Helpful resources may include:

- General Account FAQs
- Completing an Application FAQs
- Contact the SurveyMonkey Apply Support Team

How do I add a collaborator to my application?

Collaborators can edit the application, but only the designated application owner may submit the final application. You can add multiple collaborators.

1. Log in to your SurveyMonkey Apply account and open the application.
2. Select **Add Collaborator**.
3. Enter the collaborator's email address.
4. Assign appropriate permissions (**View Only** or **View & Edit**).
5. The collaborator must accept the email invitation to gain access.

How do I transfer ownership of an application?

If the original application owner is leaving the organization, you'll need to transfer ownership of the application to ensure continued access and submission.

1. Add the new user as a collaborator.
2. Locate the collaborator's name within the application settings.
3. Select the option to transfer or assign ownership.

ADDITIONAL SUPPORT

Texas Mutual will host an informational webinar during the application period to review priorities and answer applicant questions. A recording will be posted on our Community Funding page following the session.

For additional questions, please contact us at communityaffairs@texasmutual.com.

Texas Mutual is grateful for the work of nonprofit organizations strengthening Texas communities. We look forward to reviewing proposals aligned with our shared goal of reducing barriers for working Texans and building a stronger, safer Texas.

TexasMutual®
WORKERS' COMPENSATION INSURANCE