



THE H.A.B.I.T.S. GROUP LLC

**Healing, Assisting, and Bridging Individuals That Served and
Need Services**

Cedar Creek, Bastrop County, Texas
National Apprenticeship Week 2026 · April 26 – May 2, 2026

A PROCLAMATION IN SUPPORT OF NATIONAL APPRENTICESHIP WEEK 2026

***Establishing The H.A.B.I.T.S. Group LLC as the Industry Standard for
Veterans and Underserved Communities Entering the Construction and
Logistics Workforce***

WHEREAS, The United States Department of Labor established National Apprenticeship Week to celebrate the registered apprenticeship system and its role in expanding access to high-quality career pathways that meet the needs of industry and deliver meaningful economic opportunity to American workers; and

WHEREAS, The construction and logistics industries represent two of the most critical sectors driving American infrastructure, economic development, and national security — and both face a widening skills gap that threatens project timelines, community investment, and workforce stability across the nation; and

WHEREAS, Veterans, HUBZone residents, formerly incarcerated individuals, individuals experiencing homelessness, and other historically underserved populations possess untapped talent, discipline, and determination that, when properly channeled through structured apprenticeship programs, can transform lives and communities simultaneously; and

WHEREAS, The H.A.B.I.T.S. Group LLC (Healing, Assisting, and Bridging Individuals That Served and Need Services), a Service-Disabled Veteran-Owned Small Business headquartered in Cedar Creek, Bastrop County, Texas, was founded upon the principle that workforce development and human dignity are inseparable — and that the construction industry is one of the most powerful vehicles for economic mobility available to the people who need it most; and

WHEREAS, The H.A.B.I.T.S. Group holds the distinction of operating a DOL-registered Craft Construction Laborer Apprenticeship Program that is dual-accredited by the National Center for Construction Education and Research (NCCER) as both an Assessment Center and Education Center — a credential held by fewer organizations in the state of Texas — and has been recognized as the Construction Training Program of the Year; and

WHEREAS, Since its founding, The H.A.B.I.T.S. Group has trained over 1,000 workers, with every graduate earning a minimum wage of \$21 per hour upon program completion, generating measurable economic impact in communities across Central Texas and beyond; and

WHEREAS, The H.A.B.I.T.S. Group currently supports 39 active apprentices at the Austin Bergstrom International Airport expansion and 25 active apprentices at the Austin Convention Center — in partnership with employer partners Austin Commercial, Baker Construction, J.E. Dunn Construction, MasTec, and Turner Construction — demonstrating the scalable, employer-aligned model this program has built; and

WHEREAS, The H.A.B.I.T.S. Group has developed and maintained a 151-service GSA Schedule catalog, SBA 8(a) certification, HUBZone certification, Minority Business Enterprise (MBE), Disadvantaged Business Enterprise (DBE), and Texas VetHUB designation — making it one of the most comprehensively certified workforce development and construction services firms in the country; and

WHEREAS, Under the educational leadership of Dr. Shereena Johnson, Ed.D., Vice President of Education, The H.A.B.I.T.S. Group has developed curriculum, compliance infrastructure, and employer partnership frameworks that stand as a model for what a modern, veteran-first, community-centered apprenticeship program should look like; and

WHEREAS, National Apprenticeship Week 2026 presents a critical moment to publicly affirm the role that mission-driven organizations like The H.A.B.I.T.S. Group play in bridging the gap between federal workforce policy and on-the-ground impact for the communities that need it most;

NOW, THEREFORE, BE IT PROCLAIMED

by Dr. Zacharias Johnson, Ed.D., CEO and Founder of The H.A.B.I.T.S. Group LLC, on behalf of our organization, our apprentices, our veterans, and our community partners:

SECTION I.

RECOGNITION OF NATIONAL APPRENTICESHIP WEEK. The H.A.B.I.T.S. Group LLC hereby formally recognizes and celebrates National Apprenticeship Week 2026, April 26 through May 2, 2026, as a time to amplify the transformative power of registered apprenticeship programs — particularly for veterans, people of color, and individuals from underserved communities — as a proven pathway to sustainable, family-sustaining careers in construction and logistics.

SECTION II.

COMMITMENT TO VETERAN-FIRST WORKFORCE DEVELOPMENT. The H.A.B.I.T.S. Group reaffirms its commitment to prioritizing Service-Disabled Veterans, post-9/11 veterans, and military spouses in every apprenticeship cohort we facilitate. We believe that those who served this nation deserve first access to the economic opportunities that apprenticeship programs create — and we will continue to build programs, partnerships, and pipelines that honor that commitment.

SECTION III.

ESTABLISHMENT AS INDUSTRY STANDARD. The H.A.B.I.T.S. Group LLC declares its intention to serve as the industry standard model for veteran-focused construction and logistics workforce development in the United States of America. We commit to continuing to develop, refine, and share our program model — our curriculum, our employer partnership framework, our DOL compliance infrastructure, and our community outreach approach — so that other organizations across the country may replicate and build upon what we have created in Texas.

SECTION IV.

CALL TO EMPLOYERS. We call upon every construction employer, general contractor, and subcontractor in the State of Texas — and across the nation — to recognize their role in closing the construction workforce gap. Companies awarded City of Austin contracts exceeding \$10 million are encouraged to partner with The H.A.B.I.T.S. Group to establish compliant, impactful DOL-registered apprenticeship programs that not only fulfill contractual workforce requirements, but genuinely change lives.

SECTION V.

ECONOMIC COMMITMENT. We reaffirm that every worker who completes a H.A.B.I.T.S. Group apprenticeship program earns no less than \$21 per hour — a wage floor that represents our belief that workforce development without livable wages is not development at all. We challenge the industry to adopt this standard and commit to measuring the economic impact of every worker trained.

SECTION VI.

GRATITUDE TO PARTNERS. We express our deepest gratitude to Austin Commercial, Baker Construction, J.E. Dunn Construction, MasTec, and Turner Construction — our employer partners who believed in this mission before the numbers were this large. We also recognize the Department of Labor, the National Center for Construction Education and Research, the Small Business Administration, and the City of Austin for creating the frameworks, certifications, and investment vehicles that make programs like ours possible.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of The H.A.B.I.T.S. Group LLC to be affixed this day, in the City of Cedar Creek, County of Bastrop, State of Texas.

Dr. Sherena Johnson, Ed.D. The H.A.B.I.T.S. Group LLC
President of Education

The H.A.B.I.T.S. Group LLC

SBA 8(a) · SDVOSB · HUBZone · MBE · DBE · Texas VetHUB · NCCER Dual-Accredited · DOL-Registered · GSA #47QSWA22D0086

The H.A.B.I.T.S. Group LLC · Cedar Creek, Bastrop County, Texas · 512-789-3108 · thehabitsgroup.net