

ANNUAL IMPACT REPORT



workforce
SOLUTIONS

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A COLLECTION OF HIGHLIGHTS FROM FISCAL YEAR (FY) 2021



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SERVING HIDALGO, STARR, AND WILLACY COUNTIES



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／ A Message from the CEO ／

With more than 27 workforce system programs and 200+ employees serving the communities of Hidalgo, Willacy, and Starr counties, our greatest asset is our people – our staff, community partners, and customers.

In 2021, the Coronavirus Pandemic (COVID-19) continued to impact the local economy affecting regional employers, and creating an increased demand for skilled workers. Workforce boards across the State of Texas had to re-assess, adjust, adapt, and modify service delivery models to support and enable employers and job seekers to interact in a virtual environment. Workforce Solutions (WFS) staff came together to develop strategies to mitigate the spread of COVID-19 and offer a continuity of services. Strategies deployed included, but were not limited to:

- Deploying work safety protocols and processes to protect staff, community partners and customers.
- Providing virtual services to include workforce orientations, services, and job fairs.
- Facilitating customer interaction by integrating a software program that helps customers customize appointments by quickly finding available times.



Francisco Almaraz

WFS remains committed to maximizing resources and examining the most effective tools while maintaining the health and well-being of our staff, community partners, and customers.

On behalf of the WFS Board of Directors (Board) and our staff, thank you for your ongoing support and partnership.

Who We Are

WFS is one of 28 workforce development boards in the State of Texas operating in coordination with the Texas Workforce Commission (TWC) and led by the WFS Board.

The Board is comprised of 25 members representing private sector businesses, education, and community-based organizations. Through the ongoing support of community stakeholders and local partners, WFS works diligently to align and consistently provide a wide range of services to employers and job seekers in Hidalgo, Starr, and Willacy counties.

WFS Mission: Provide job seekers the skills, and business the talent, they need to be successful. Moreover, WFS is guided by three **Key Strategic Imperatives:**

1.
Understand the needs of the business community to ensure a demand-driven system.

2.
Prepare a job-ready workforce and foster external partnerships that promote educational and skill attainment.

3.
Build strategic partnerships to leverage resources for our customers.

OUR CORE VALUES

INTEGRITY

INNOVATION

INCLUSION

IMPACT



Leadership

CHIEF ELECTED OFFICIALS



2021 Lead Chief Elected Official
Honorable Richard Cortez
Hidalgo County Judge



Honorable Javier Villalobos, McAllen City Mayor



Honorable Aurelio 'Keter' Guerra,
Willacy County Judge



Honorable Eloy Vera,
Starr County Judge

BOARD OFFICERS



Sonia Falcon
Board Chair, City of McAllen



Dr. Roy Sheneman
Board Vice Chair, Willacy County



Federico Lopez
Secretary, Starr County



Dalinda L. Guillen
Treasurer, Starr County

	HIDALGO COUNTY	
BOARD MEMBERS	SECTOR	MEMBER SINCE
Dr. Ida Acuña-Garza	Literacy	2011
Dr. Luis Daniel Buentello	Labor	2016
Marissa Cano	Community Based Organization	2021
Anabel Chavez	Private Sector	2018
Kane Dawson	Private Sector	2021
Araceli De La Garza	Private Sector	2021
Dr. Ricardo Gonzalez	Private Sector	2019
Rebeca Hernandez	Public Assistance	2016
Polo Leal	Public Employment	2021
Francisco Lugo, Jr.	Private Sector	2017
Lorissa Luna	Vocational Rehabilitation	2019
Leo Saenz	Education	2021
Laura Treviño	Adult Basic Education	2016

	STARR COUNTY	
BOARD MEMBERS	SECTOR	MEMBER SINCE
Noel Benavides, Jr.	Private Sector	2016
Rose Benavidez	Education	2008
Cesar Vera	Private Sector	2016

	WILLACY COUNTY	
BOARD MEMBERS	SECTOR	MEMBER SINCE
Martha Rebeles	Private Sector	2016
Ricardo Salinas	Community Based Organization	2018

	CITY OF MCALLEN	
BOARD MEMBERS	SECTOR	MEMBER SINCE
Lorena Castillo	Private Sector	2018
Rebecca Guerra	Private Sector	2014
Maurice Welton	Private Sector	2021



Workforce Snapshot

968,336

POPULATION

398,160

LABOR FORCE

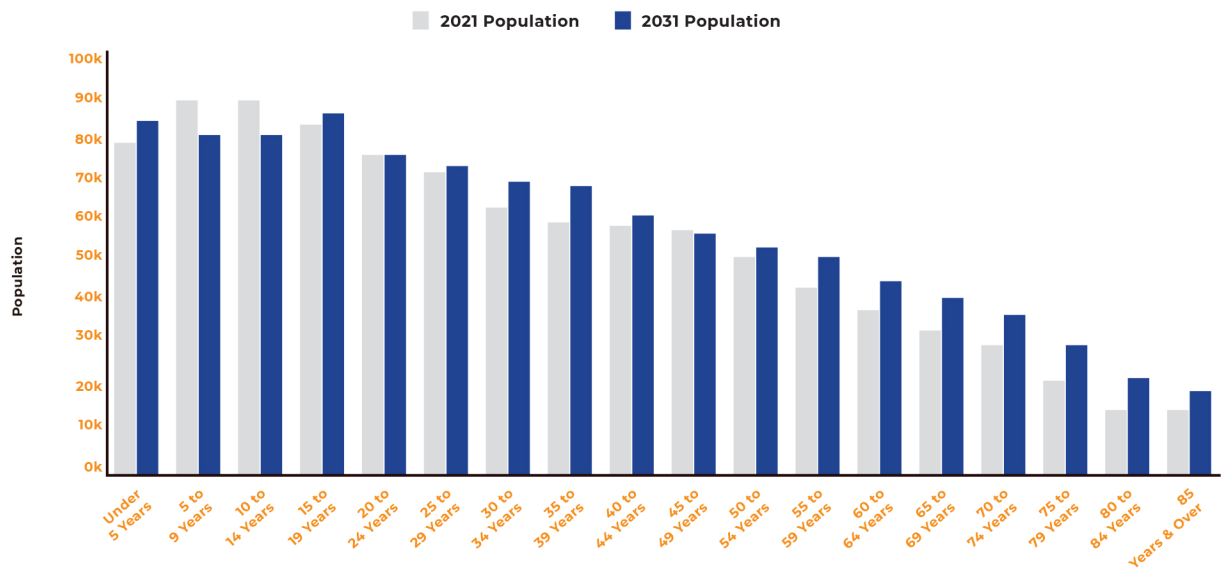
328,451

EMPLOYED

FY 2021 (October 2020-September 2021)

Over the past five years, the Workforce Development Board (WDB) area population has grown by 35,131 individuals thus, amounting to 968,336 in FY 2021.

In 2021, Hidalgo County had a population of 882,426; Starr County, 64,724; and Willacy County, 21,186. The population is expected to increase by 3% between 2021 and 2026, adding 33,256 individuals to the population. The following graph shows population for the WDB area by age ranging from Under 5 Years to 85 Years and Over.



Source: Economic Modeling Specialist International, 2021



Educational Attainment

The graph below indicates the educational attainment by population of WDB area's residents 25 years of age and older. The categories are broken down from Less Than 9th Grade to Graduate Degree and higher. Based upon the data below, 23.1% of the population combined have an Associate's Degree or Higher, while 34.2% have Less Than 9th Grade, and 9th Grade to 12th Grade level of educational attainment.

EDUCATIONAL ATTAINMENT



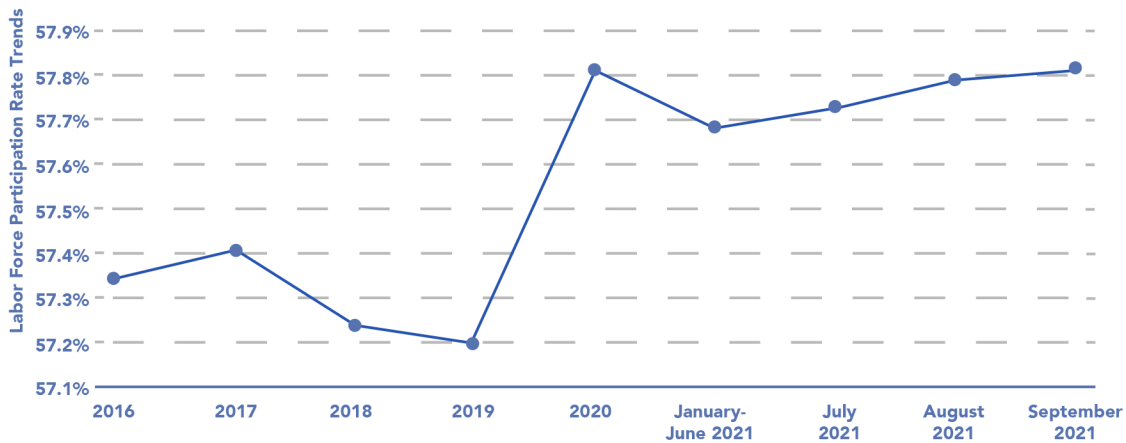
	% of Population	Population
Less Than 9th Grade	20.8%	114,501
9th Grade to 12th Grade	13.4%	73,534
High School Diploma	24.0%	132,208
Some College	18.7%	102,718
Associate's Degree	4.8%	26,361
Bachelor's Degree	12.9%	71,056
Graduate Degree and Higher	5.4%	29,868

Source: Economic Modeling Specialist International, 2021

Labor Force

The civilian labor force (CLF) in the WDB area totaled 398,160 individuals in September of 2021. The number has been increasing after taking a small decline in May 2021. The CLF has increased by 5,000 individuals since September 2020 with its highest peak in February 2021. In FY 2021, the September CLF participation rate reached 57.82%, slightly surpassing the 2020 peak of 57.81%.

Labor Force Participation Rate Trends

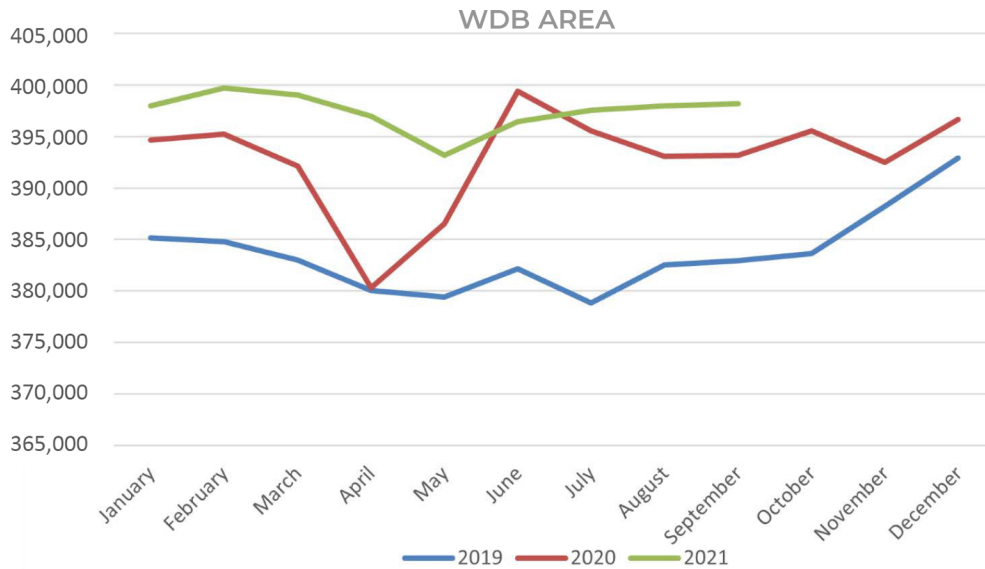


Source: Economic Modeling Specialist International, 2021



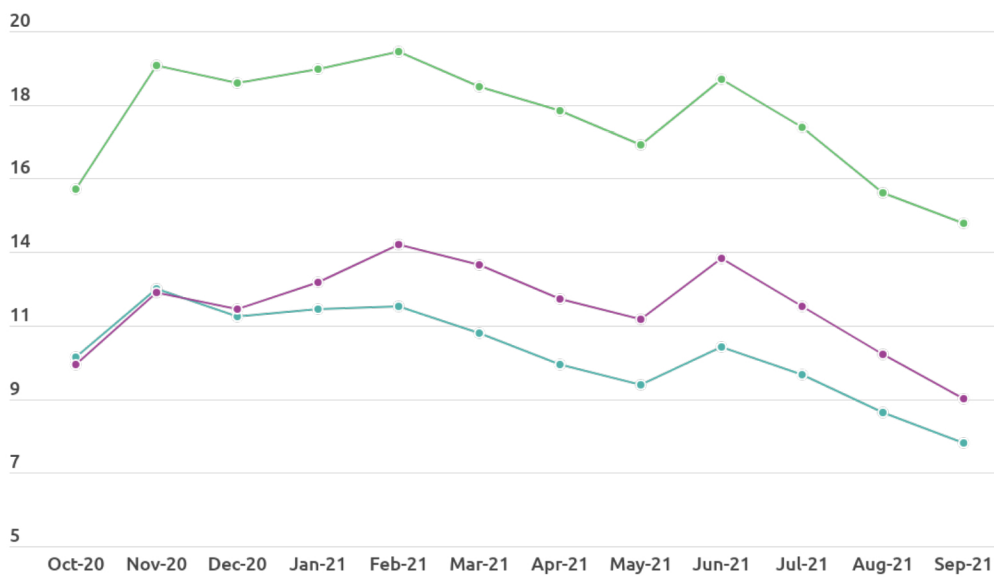
Employed

The September 2021 Labor Market Report for the WDB area shows the CLF of 398,160 individuals with an unemployment rate of 8.4%.



Unemployment Rate

Unemployment rates, like most measures of labor market activity, often vary significantly across economic and demographic characteristics, such as income, age, sex, and education. In FY 2021, the unemployment rate for Hidalgo County was 8.0%, Starr County had a rate of 14.4% and Willacy County had 9.3%.



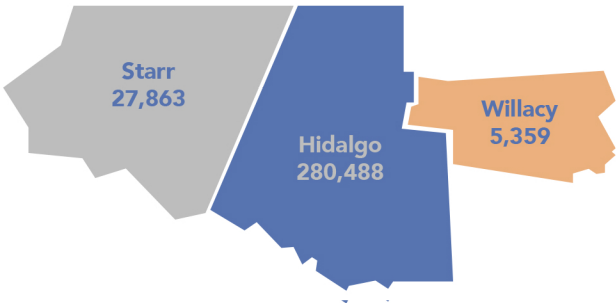
Source: Economic Modeling Specialist International, 2021

Texas Workforce Commission UI Claimant Report, 2021

Unemployment Insurance Claims

WFS had a total of 321,440 Unemployment Insurance (UI) Claims for the period of March 2020 to September 2021. Of the total UI claims, Hidalgo County had 280,488, Starr County had 27,863, Willacy County had 5,359 and 7,730 were not reported to a specific county location. UI claims reported in the WDB area reached its peak in April 2020 with 42,834 claims submitted.

Unemployment Insurance Claims by County

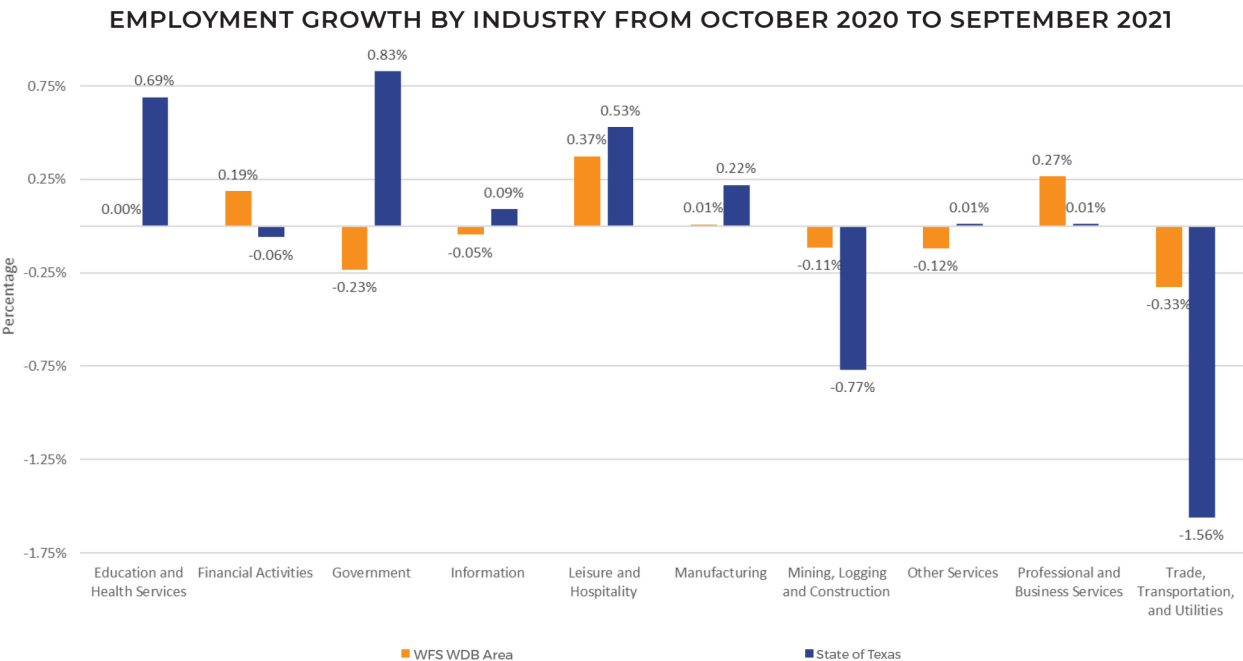


Projected Employment Growth

Although employment numbers declined during the early months of the pandemic, local employment numbers continued to grow throughout 2021 in the WDB area similar to the State of Texas and the Nation. The WFS service area job growth increased by 1.9%, from 322,444 in 2020 to an estimated 328,500 in 2021 with a projected employment growth of 13.1%, from 328,546 jobs in 2021 to 371,542 jobs in 2031.

Employment Growth by Industry

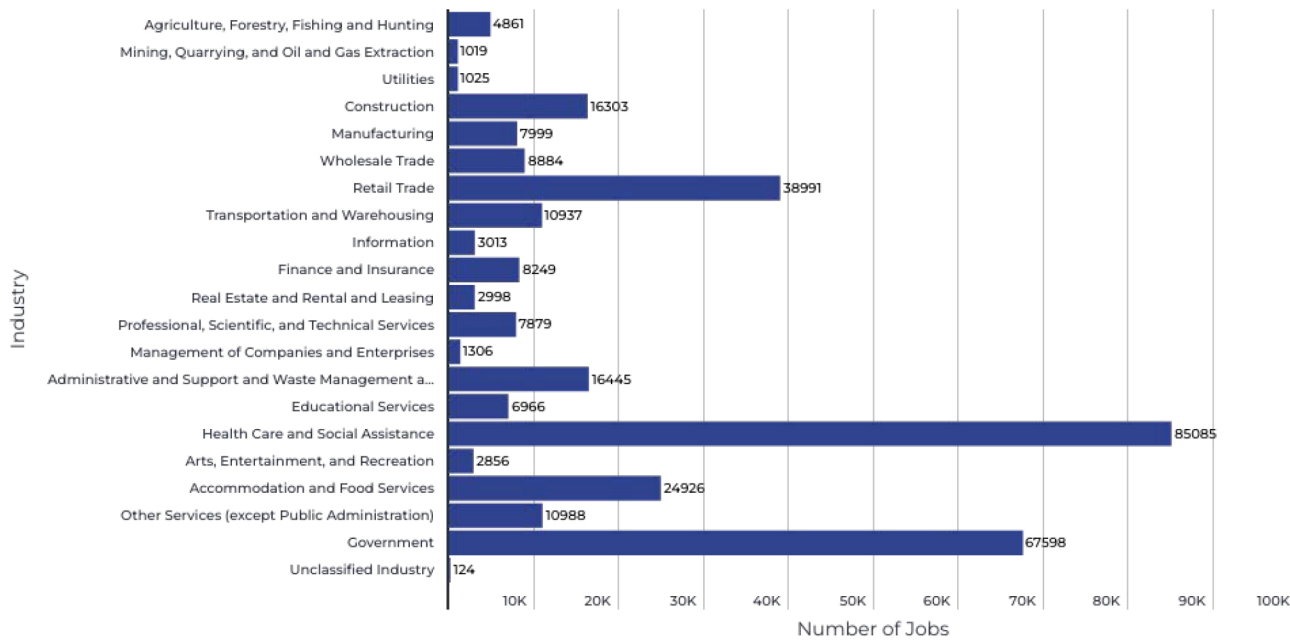
The following chart compares the changes in employment growth by industry between the WDB area and the State of Texas. Most of the industries in the WDB service area followed similar to trends as the State of Texas, except for the Financial Activities and Government industries.



Source: Economic Modeling Specialist International, 2021

The following graph shows the number of jobs per industry. Health Care and Social Assistance accounted for the largest group with 85,085 jobs. The next largest industry is Government with 67,598 jobs followed by Retail Trade with 38,991 jobs.

INDUSTRY EMPLOYMENT FROM OCTOBER 2020 TO SEPTEMBER 2021



Source: Economic Modeling Specialist International, 2021



Target Occupations

WFS has identified specific jobs within the WDB area that pay a self-sufficient wage, require a training or educational component, and have a substantial number of job openings in the region. Featured below are the 10 fastest-growing Target Occupations in Hidalgo, Starr, and Willacy counties.

Target and In-Demand Occupation lists are approved by the WFS Board of Directors. For the latest data and other useful resources on the fastest-growing regional occupations and associated trainings for each, visit the WFS Workforce Intelligence page online.

Source: Economic Modeling Specialist International, 2021

1. REGISTERED NURSE

INDUSTRY: HEALTHCARE

10 YEAR JOB GROWTH: 1,682

AVERAGE HOURLY WAGE: \$31.93



2. LICENSED PRACTICAL & VOCATIONAL NURSES

INDUSTRY: HEALTHCARE

10 YEAR JOB GROWTH: 708

AVERAGE HOURLY WAGE: \$22.71



3. HEAVY & TRACTOR TRAILER TRUCK DRIVERS

INDUSTRY: TRANSPORTATION, TRADE

10 YEAR JOB GROWTH: 627

AVERAGE HOURLY WAGE: \$17.72



4. ELEMENTARY SCHOOL TEACHERS

INDUSTRY: EDUCATION

10 YEAR JOB GROWTH: 614

AVERAGE HOURLY WAGE: \$26.77



5. MEDICAL ASSISTANTS *CERTIFIED

INDUSTRY: MEDICAL

10 YEAR JOB GROWTH: 571

AVERAGE HOURLY WAGE: \$12.33



6. SECONDARY SCHOOL TEACHERS

INDUSTRY: EDUCATION

10 YEAR JOB GROWTH: 501

AVERAGE HOURLY WAGE: \$27.39



7. TEACHING ASSISTANTS

INDUSTRY: EDUCATION

10 YEAR JOB GROWTH: 402

AVERAGE HOURLY WAGE: \$10.63



8. MEDICAL SECRETARIES AND ADMINISTRATIVE ASSISTANTS

INDUSTRY: ALL

10 YEAR JOB GROWTH: 340

AVERAGE HOURLY WAGE: \$12.64



9. MIDDLE SCHOOL TEACHERS

INDUSTRY: EDUCATION

10 YEAR JOB GROWTH: 307

AVERAGE HOURLY WAGE: \$26.47



10. POLICE AND SHERIFF PATROL OFFICERS

INDUSTRY: LAW ENFORCEMENT

10 YEAR JOB GROWTH: 292

AVERAGE HOURLY WAGE: \$23.39



Business Services

The WFS Business Service Representatives (BSR) Team

In FY 2021, WFS BSRs assisted 5,561 unique employers within the WDB area.

Employers relied on BSRs to provide services such as recruitment assistance, candidate referrals, and/or Work In Texas assistance. WFS built a strong rapport with employers by increasing accessibility during these difficult times. BSRs made themselves available via phone, email, and web conferencing platforms when appropriate. Through these means, BSRs continued to assist employers with staffing goals, provide information on potential funding opportunities, and assist with setting up virtual hiring events.



The Business Relations Representatives (BRR) Team

With the re-opening of the economy and the continued need for skilled workers to meet the demands of employers, WFS BRRs continued to assist businesses.

The BRR team utilizes a consultative business service approach to assist with business recruitment, training, and labor market needs. By way of working relationships with businesses and industries, the BRR team is able to gain vital insights and work towards bridging gaps and leveraging resources to assist the business community.



Responding to Business Needs Amidst COVID-19

Focused on getting Texans back to work, WFS continued to assist businesses with hiring needs by hosting numerous job fairs and shifted towards in person hiring events. In August, WFS hosted eight hiring events with 119 participating employers and 1,101 job seekers, resulting in 321 hires.

To address the impacts of COVID-19 and support Texas' continued economic recovery, our partners at TWC approved funding to support a new child care program to help workers in TWC-specified service industries.

The Service Industry Recovery (SIR) child care program offers 12 months of child care services to individuals employed in a targeted service industry. While TWC is targeting aspects of the service sector with SIR child care, all families continue to have access to WFS' regular income-based child care program.



COVID-19 Safety Trainings for Businesses

As part of a statewide response to COVID-19, a total of \$218,750 was invested towards COVID-19 Safety Protocol Related trainings. Approximately 981 small business owners in Hidalgo, Starr, and Willacy counties participated in the trainings throughout the first quarter of 2021. The trainings gave employers the capability to ensure

their staff was prepared to render services during these unique times. Trainings covered topics related to Customer Service and Social Distancing, Emotional Well-being and Stress Management, and Sanitizing and Disinfecting.

COVID-19 Employer Personal Protective Equipment (PPE) Safety Kits

Maintaining daily operations during COVID-19 required that businesses have the necessary supplies to keep staff and customers safe. In 2021, WFS distributed 385 PPE Safety Kits to employers from Hidalgo, Willacy, and Starr counties to support the re-opening of businesses while providing a safe work environment for staff and customers.

Each kit was worth approximately \$700, with an estimated total of \$413,775 invested towards PPE Safety kits. PPE Safety kits included but were not limited to the following: cleaning, sanitizing and disinfecting supplies, and signage.



COVID-19 Skills Development Fund Grant Initiative: Healthcare Industry

The TWC COVID-19 Skills Development Fund (SDF) grant initiative assisted businesses in training their workforce to meet industry demands. In response to COVID-19, the rapidly growing healthcare industry, and the need for skilled healthcare professionals, TWC awarded WFS with COVID-19 SDF funding to assist with healthcare industry training needs of new and existing workers in vital healthcare occupations. As a result, WFS collaborated with industry employers to upskill their workforce and create a talent pipeline.

The continued surge of COVID-19 brought forth emerging occupations in the areas of safety, sanitation, and contact tracing. The training provided skills related to planning methodologies and protocols needed for businesses to develop and implement enhanced safety adjustments to operations. WFS and Virtual Learning and Development Coalition partnered with Life Choices Unlimited on a COVID-19 SDF grant in the amount of \$12,600 to train approximately 18 supervisors. WFS also partnered with the Weslaco Rehabilitation Hospital on a \$36,750 SDF grant to train 35 healthcare employees, and with the Salazar Insurance Group on a \$12,600 SDF grant to train 12 employees.

Due to COVID-19 and increased vaccination efforts, there continues to be a need for middle skilled healthcare professionals. To assist with the increased demand, TWC awarded the partnership of WFS and DHR Health Urgent Care Center a \$10,000 SDF grant to train five Nurse Practitioners in Occupational Health.

COVID-19 Skills Development Fund Grant Initiative: Electrical Contractors

Electrical contractors were experiencing a skill shortage on addressing the electrical needs of hospitals, educational institutions, and businesses during the period of COVID-19. In the fall of 2020, a \$70,000 grant request involving three local companies (MWI Inc, Scott Electric Co., and S.T Electric, LLC) was approved to upskill their employees. A total of 35 employees were trained following safety protocols in National Center for Construction Education and Research (NCCER), Cardiopulmonary Resuscitation (CPR,) and Occupational Safety and Health Administration (OSHA).

In Spring of 2021, \$48,000 in grant funds were approved to train a new cohort of 25 unemployed or laid-off journeyman electricians. Initially, the COVID-19 SDF Initiative funds requested through applications from business owners to upskill their employees. However, TWC made an update allowing furloughed and unemployed individuals to receive training through grant funds.

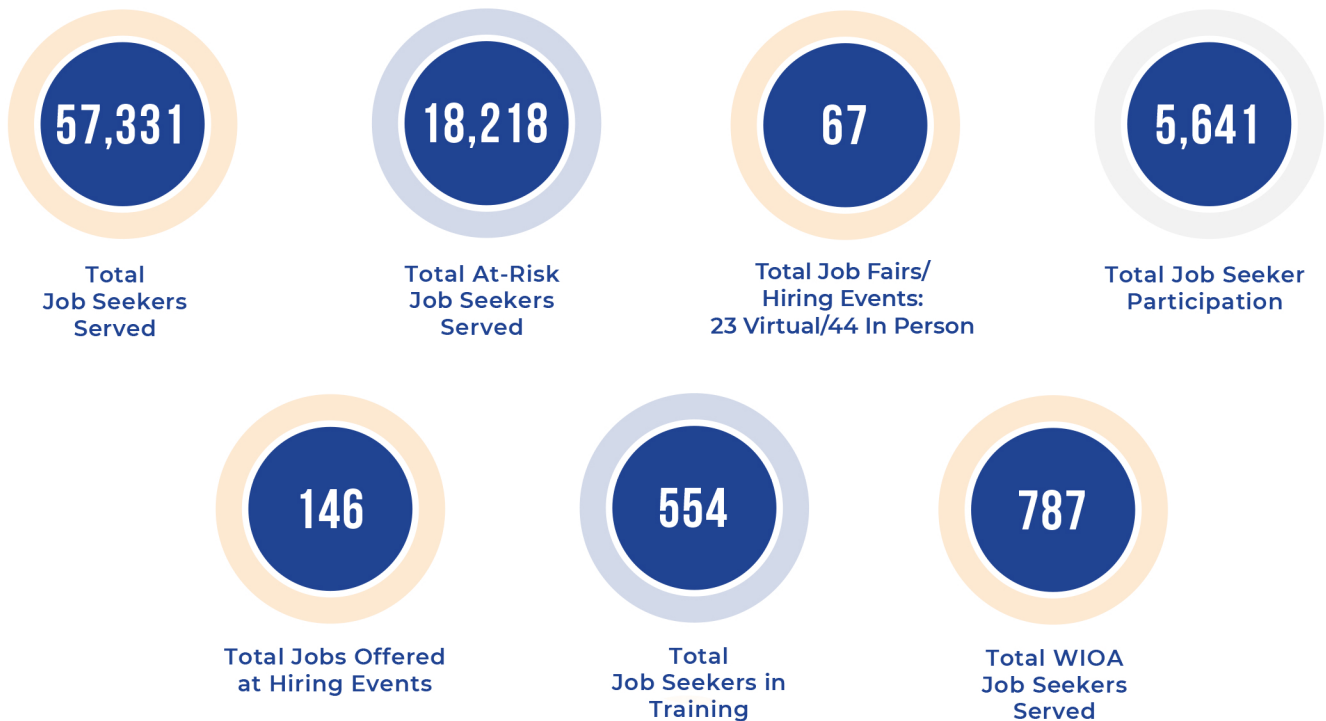
The COVID-19 SDF Initiative is a major milestone for business partnerships in the state and directly impacted workforce training, education, and funding in the region. In total, the COVID-19 SDF Initiative served 11 employers, providing \$183,950 in training to 114 employees. It will serve as a model to other employers throughout the state and across the nation.



Job Seeker Services

The WDB area provided a variety of comprehensive services and programs such as job search and resume workshops, job fairs and referrals, and training to job seekers at no cost. In response to COVID-19, WFS continued to prioritize services through in-person delivery and enhanced virtual experience.

Virtual services included, but were not limited to: job interviews, job fairs, and program orientations. In FY 2021, the following services, both in-person and virtual, were provided:



TARGET POPULATIONS SERVED



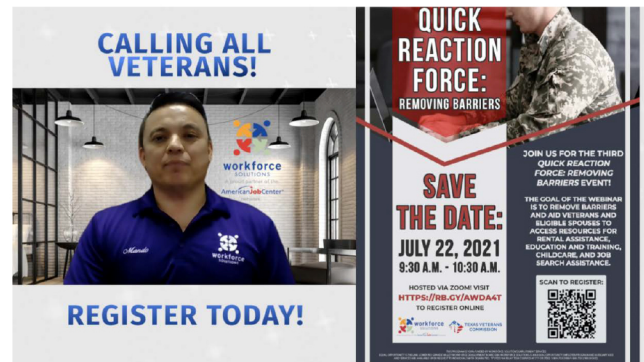
Veteran Services

First and foremost, if you are a Veteran - WFS thanks you for your service! WFS provides priority of service to job seekers who are Veterans, or spouse of a Veteran upon arrival at a WFS center. Throughout FY 2021, WFS served 1,326 eligible veterans and provided approximately 23,862 services in the WDB area. Below are some of the veteran initiatives led by WFS:

QUICK REACTION FORCE: REMOVING BARRIERS

In 2020, WFS partnered with the Texas Veterans Commission (TVC) to assist veterans facing barriers. WFS and TVC convened community agencies and employers that offer services such as assistance with applications, job searches, free certified trainings, vocational rehabilitation services, rental assistance, education resources, and child care services to help remove barriers.

As a result, WFS along with TVC held the first of four Quick Reaction Force (QRF) "Removing Barriers" webinars. The goal of the webinars is to remove barriers and aid veterans and eligible spouses successfully transition to work. To date, over 85 veterans have registered and attended the webinars. The webinars were livestreamed on Facebook Live and have approximately 1,000 views.



HIRING RED, WHITE & YOU! JOB FAIR

On November 4, 2021, the 10th Annual Hiring Red, White, & You! (HRW&Y) was held at the McAllen Convention Center in McAllen, Texas. The event hosted 95 employers representing every industry providing opportunities to veterans and eligible spouses. A total of 452 job seekers participated of which 92 were veterans, 5 eligible spouses and 355 were general public individuals.



Source: Texas Workforce Commission, 2021
Workforce Solutions, 2021

Funding

TWC administers and provides funding to local workforce boards such as WFS. Below is the total expenditure of funds received for the implementation of program services and other workforce initiatives throughout FY 2021.

Child Care Services	\$48,710,758
Workforce Innovation Opportunity Act	\$ 10,168,553
Temporary Assistance for Needy Families	\$ 2,475,005
Supplemental Nutrition Assistance Program	\$ 823,539
Rapid Employment	\$ 607,140
Vocational Rehabilitation Services	\$ 577,582
Non-Custodial Parents	\$ 428,114
Wagner Peyser - Employment Services	\$ 419,588
National Dislocated Worker	\$ 284,942
Other	\$ 1,958,630
Total	\$ 66,453,851

Source: Unaudited Expenditures FY Ended 9/30/2021

Child Care Services

CHILD CARE PROVIDERS

WFS provides continuous professional development training to child care providers through the Child Care Services program for the purpose of enhancing the quality of child care programs and better equip child care providers. Throughout FY 2021, a network of 414 child care providers participated in professional development trainings such as the Texas Rising Star (TRS) Exclusive Virtual Conference and the 2021 Virtual Child Care Conference. The

conferences provided child care providers the tools, resources, and knowledge they need to better serve children in their care.



CHILD CARE LOCAL MATCH

The Child Care Local Match Program provides participating school districts and public entities the opportunity to help maximize federal funding for child care subsidies for eligible low-income families. In FY 2021, \$2,370,759 in local match funds were secured by WFS through certified expenditures from 77 partners: school districts and public entities. The partnership resulted in \$4,620,378 in federal match funds for the amount certified, enabling WFS to expand subsidized child care and maximize resources for the community.

Source: CCLM Running Balancing Spreadsheet, Sept. 17, 2021

TEXAS RISING STAR (TRS)

Studies have shown that at-risk children who attend higher quality child care programs are more prepared for school entry than children who do not. Within the WFS service area, a total of 70 child care providers are TRS certified. Committing themselves to a higher quality of standard, the TRS child care providers participate in quality child care-based trainings, one-on-one mentoring and provide quality child care for children in their care.

The TRS program is a quality rating and improvement system for Texas early childhood programs. All center-based and home-based child care providers in Texas can apply to participate in TRS. To learn more about the TRS Certification Guidelines visit the WFS Texas Rising Star Certification page.



**Texas
Rising Star**

70

Total # of Texas Rising
Star Providers Served

414

Total # of Child Care
Providers Served



TOTAL # OF CHILDREN SPONSORED IN CHILD CARE: 13,540

UNDULICATED # OF CHILDREN SERVED PER DAY		
COUNTY	HIDALGO	12,844
	STARR	513
	WILLACY	183
	Grand Total	13,540
FUNDING	Direct Child Care Allocation (CCF)	4,034
	Service Industry Recovery (SIR)	103
	Child Care Local Match (CCM)	8,899
	Texas Dept of Family & Protective Services (DFPS) Child Care (CCP)	149
	CCC Direct Care Allocation (CCC)	355
	Grand Total	13,540
AGE GROUP	1-Infant (0-17mths)	1,177
	2-Toddler (18mths-2yrs)	2,041
	3-Preschool (3yrs-4yrs)	4,435
	4-School Age (5yrs-12yrs)	5,887
	Grand Total	13,540

Source: (TWIST Web Report 245 – Child Care Paid Claims, thru service month Sept. 2021)

UNDULICATED # OF FAMILIES		
COUNTY	HIDALGO	6,256
	STARR	286
	WILLACY	97
	Grand Total	6,639
FUNDING	Direct Child Care Allocation (CCF)	1,666
	Service Industry Recovery (SIR)	56
	Child Care Local Match (CCM)	4,683
	Texas Dept of Family & Protective Services (DFPS) Child Care (CCP)	74
	CCC Direct Care Allocation (CCC)	160
	Grand Total	6,639

Source: (TWIST Web Report 245 – Child Care Paid Claims, thru service month Sept. 2021)

NON-CUSTODIAL PARENT (NCP) CHOICES PROGRAM

The Non-Custodial Parent (NCP) Choices program is a collaborative effort between the Office of the Attorney General of Texas, family court judges, and WFS. The program assists low-income, unemployed or underemployed, non-custodial parents overcome substantial barriers to employment and career advancement. Additionally, the goal of the program is to help non-custodial parents become economically self-sufficient, enabling them to make consistent child support payments.

Out of the 1,787 NCPs ordered by the State of Texas, WFS outreached 235 NCPs by connecting them to workforce employment services and opportunities enabling them to meet their financial obligations. These efforts resulted in the collection of \$372,257 in outstanding child support payments.

Source: NCP Choices Statewide Report



Youth Career Exploration

To accommodate student participation and address school districts' safety concerns, WFS Outreach Specialist (WOS) hosted two virtual youth career conferences held in the Spring and Fall of 2021. As part of the strategy to maintain and increase accessibility to information, the virtual youth conference was streamed live via YouTube and Facebook Live and recorded for future access.

Approximately 872 participants representing students, teachers, and parents from 15 school districts attended. Attendees had the option of selecting tailored learning tracks intended for each audience. The learning tracks included: Career Exploration (CE), Soft Skills (SS), and Parental Engagement (PE).

The CE learning track aimed at improving student's knowledge on career options, encouraging them to develop and work towards educational and career goals while in high school. The track provided insights to LMCI data enabling students to have a better understanding on Target and Demand Occupations in the State of Texas and the Rio Grande Valley. The track also offered students access to the WFS Employer Video Library, consisting of 50 recorded interviews from

local industries such as Healthcare, Education and Law Enforcement. In addition, local employers joined the conference to engage in dialogue with conference attendees for a Question & Answer session.

The SS learning track was designed as a response to industry feedback and the need to have a work ready talent pipeline. The track aimed at equipping and preparing students for the workforce by focusing on expanding student's ability to understand and develop the skills employers are looking for. Attendees benefited from presented topics such as Interview Skills, Active Listening, Resume Writing and Financial Literacy, all of which are transferable skills across industries.

The PE learning track helped educate parents on becoming a support system for their school-aged children. The track included presentations on available resources such as Adult Education, Transition for Individuals with Disabilities and Financial Aid. Also in efforts to engage our Spanish speaking community, WFS procured interpreter services to help translate the track in real time.



Increasing Access and Opportunities

Driven by our core value, Inclusion, WFS has placed a great importance on developing, implementing, and sustaining an inclusive workforce system. The Student HireAbility Navigators (SHNs), in partnership with like-minded community organizations, have organized efforts and formalized the WFS Transition Coalition.

The Coalition convenes on a quarterly basis to network and share information for the purpose of increasing collaboration and developing solutions for transition barriers experienced by people with disabilities.

In efforts to support an inclusive workforce system,

SHNs strategically developed a series of capacity building training opportunities for employers, workforce system partners and WFS Center staff. Trainings included, but were not limited to disability sensitivity training, using and maximizing assistive technology, cross agency introductions and referral system, and phone script and messaging trainings.

In addition, SHNs conduct quarterly WFS Center visits to monitor accessibility stations, verify proper operation of equipment and software and provide in-person guidance on the effective usage to workforce system partners and WFS Center staff.



Community Partners

Our community partners are a crucial part of the way we operate and serve not only our customers, but our community. Together, we create a positive impact to support the citizens of the Rio Grande Valley. Thank you local businesses and organizations for your continued support and contributions towards our mission.



AARP FOUNDATION
ADVOCACY RESOURCE CENTER FOR HOUSING
ALABAMA-COUSHATTA INDIAN TRIBAL COUNCIL
ALAMO ECONOMIC DEVELOPMENT CORPORATION
ATTORNEY GENERAL NONCUSTODIAL PARENT PROGRAM
CESAR CHAVEZ FOUNDATION
CITY OF MCALLEN MAYOR'S OFFICE
COMMUNITIES IN SCHOOLS OF HIDALGO COUNTY
EASTER SEALS
EDINBURG ECONOMIC DEVELOPMENT CORPORATION
EDINBURG HOUSING AUTHORITY RESIDENT COUNCIL
ENTRAVISION
GARY JOB CORPS
HIDALGO COUNTY HEAD START PROGRAM
HIDALGO COUNTY JUDGE'S OFFICE
HIDALGO COUNTY JUVENILE PROBATION OFFICE
HIDALGO COUNTY PUBLIC LIBRARY
iHEART RADIO

KGBT-TV
KRGV-TV
KVEO-TV

LOWER RIO GRANDE VALLEY DEVELOPMENT COUNCIL
MCALLEN INDEPENDENT SCHOOL DISTRICT
MCALLEN PUBLIC LIBRARY
MERCEDES MEMORIAL LIBRARY
METRO MCALLEN
MISSION ECONOMIC DEVELOPMENT CORPORATION
MOTIVATION EDUCATION TRAINING
MUJERES UNIDAS
NORTH SAN JUAN COMMUNITY RESOURCE CENTER
PHARR ECONOMIC DEVELOPMENT CORPORATION
PSJA INDEPENDENT SCHOOL DISTRICT
RAYMONDVILLE CHAMBER OF COMMERCE
RAYMONDVILLE ECONOMIC DEVELOPMENT CORPORATION
REBER MEMORIAL LIBRARY
REGION ONE EDUCATION SERVICE CENTER
RGV COUNCIL
RGV DEVELOPMENT COUNCIL
RGV FOCUS
RGV LEAD
RGV LITERACY CENTER

RIO GRANDE VALLEY GUARDIAN
RIO GRANDE VALLEY PARTNERSHIP
RIO SOUTH TEXAS ECONOMIC COUNCIL
RIO GRANDE CITY ECONOMIC DEVELOPMENT CORPORATION
RIO GRANDE CITY PUBLIC LIBRARY
RIO GRANDE VALLEY ELECTRICAL
SAN JUAN ECONOMIC DEVELOPMENT CORPORATION
SER-JOBS FOR PROGRESS NATIONAL
SOCIAL SECURITY ADMINISTRATION
SOUTH ALAMO COMMUNITY RESOURCE CENTER
SOUTH TEXAS COLLEGE
SOUTH TEXAS LITERACY COALITION
SOUTH TEXAS MANUFACTURING ASSOCIATION
STARR COUNTY INDUSTRIAL FOUNDATION
STARR COUNTY JUDGE'S OFFICE
STARR COUNTY PUBLIC LIBRARY
STARR COUNTY SELF HELP CENTER
TELEMUNDO 40
TELEVISA
TEXAS A&M UNIVERSITY-COLONIAS PROGRAM
TEXAS ARMY NATIONAL GUARD
TEXAS COMMISSION FOR THE BLIND
TEXAS DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES
TEXAS DEPARTMENT OF HEALTH AND HUMAN SERVICES
TEXAS JUVENILE JUSTICE DEPARTMENT
TEXAS STATE TECHNICAL COLLEGE
TEXAS VETERANS COMMISSION
TEXAS WORKFORCE SOLUTIONS-VOCATIONAL REHABILITATION SERVICES
TEXAS YOUTH COMMISSION
THE GREATER MISSION CHAMBER OF COMMERCE
THE MONITOR
TROPICAL TEXAS BEHAVIORAL HEALTH
UNITED WAY
UNIVERSITY OF TEXAS RIO GRANDE VALLEY
VALLEY ASSOCIATION FOR INDEPENDENT LIVING
VALLEY METRO
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WESLACO ECONOMIC DEVELOPMENT CORPORATION
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WORKFORCE SOLUTIONS CAMERON

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