



2022

Annual Impact Report

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A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Workforce Solutions (WFS) collaborates with education, business, and community leaders to take strategic action towards achieving a common goal of fostering an educated and skilled workforce that contributes to the economic prosperity of the Lower Rio Grande Valley (LRGV).

This year, the most pressing challenges facing the workforce included skill gaps, labor participation, and limited access to support services that could remove employment barriers. Committed to the communities it serves, WFS has taken on an increasingly significant role in solving the challenges it faces to fulfill its mission.

Our Annual Impact Report for Fiscal Year (FY) 2022 shares data, insights, and highlights initiatives characterized by integrity, quality, and attention to detail. The report demonstrates the collective work WFS and partners continue to do in the communities to promote a workforce development system that supports economic growth and creates opportunities for businesses, employees, and job seekers.

We value our partnerships and encourage you to stay informed about our continued work by connecting with us via Facebook and LinkedIn.

Francisco Almaraz

Workforce Solutions
Chief Executive Officer

Enhancing Regional Economic Growth Through Industry-Driven Partnerships

The collaboration between the WFS Healthcare and Information Technology (IT) Industry Sector Task forces in FY 22 was a significant step towards addressing the workforce needs in their respective industries. The partnership brought together various stakeholders, including business leaders, educational partners, and community organizations to ensure priority needs and skill gaps in the service delivery area were addressed.

Key Outcomes

- Improved alignment between education/training programs and the needs of employers
- Increased access to training and education resources for workers
- Enhanced communication between industry leaders and policy makers
- Increased awareness of the workforce needs and skill gaps in the healthcare and IT industries



Top Industry Sector Strategic Partnerships

Healthcare

Collaborated with Healthcare industry partners to submit three proposals to access more than **\$239k** in funding through the Healthcare Apprenticeship Expansion grant.

Information Technology

Teamed up with Mission Economic Development Corporation (EDC) for the first annual Information Technology Job Fair in the region. Over a dozen employers and more than **70** candidates attended.

Manufacturing

Invested **\$31k** through the Skills Development Fund initiative in partnership with the Texas Manufacturing Assistance Center (TMAC) and business partners.



(Photo courtesy of South Texas College)

Initiatives to Mitigate Healthcare Personnel Shortages

On May 5, 2022, Francisco Almaraz, WFS CEO, participated in the Emerging Healthcare Round Table Discussion led by South Texas College President Dr. Ricardo Solis and Nursing & Allied Health Dean Jayson Valerio. The meeting was attended by hospital officials, state leaders from the Texas Workforce Commission (TWC), and healthcare industry partners, including South Texas Health System, Valley Regional Medical Center, and Valley Baptist Hospital. Discussions centered around the critical issue of healthcare staffing.

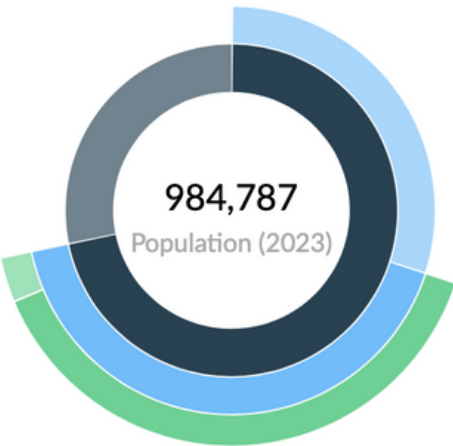
On May 31, 2022, TWC voted to suspend several program rules that previously limited Skills Development Fund grants to private industries only allowing private sector apprenticeships. The agency cited public necessity for the suspension due to the severe healthcare worker shortage. These changes enabled TWC to provide funds to train apprentices and other employees in public sector healthcare occupations that were previously excluded from participation.

The Statewide Healthcare Registered Apprenticeship initiative, spearheaded by TWC, presented a groundbreaking opportunity for employers to efficiently and effectively recruit and train upcoming nursing and healthcare personnel. The program expands learning pathways for students seeking a career in Registered Nursing certification or other healthcare fields.

Our Community Overview

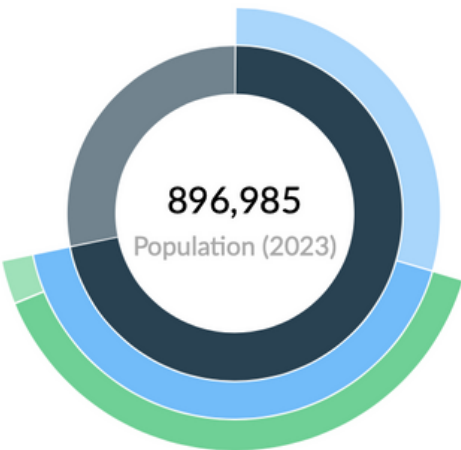
From 2017 to 2022, jobs **increased by 7.7%** in three Texas Counties from 304,541 to **328,122**. The change **outpaced the national growth rate of 3.4% by 4.3%**. As the number of jobs increased, the **labor force participation rate increased from 57.6% to 58.3%**.

Tri-county Demographics



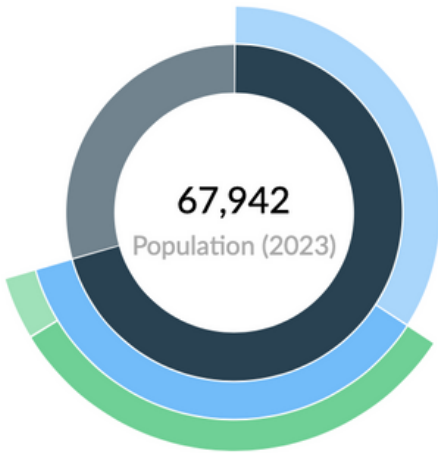
	Population
16+ Civilian Non-Institutionalized Population	706,077
Not in Labor Force (16+)	294,574
Labor Force	411,503
Employed	381,054
Unemployed	30,449
Under 16, Military, and institutionalized Population	278,709

Hidalgo County Demographics



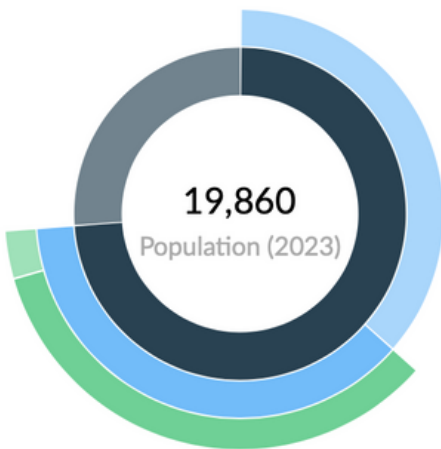
	Population
16+ Civilian Non-Institutionalized Population	643,524
Not in Labor Force (16+)	264,170
Labor Force	379,354
Employed	352,469
Unemployed	26,885
Under 16, Military, and institutionalized Population	253,461

Starr County Demographics



	Population
16+ Civilian Non-Institutionalized Population	47,900
Not in Labor Force (16+)	23,166
Labor Force	24,734
Employed	21,826
Unemployed	2,908
Under 16, Military, and institutionalized Population	20,043

Willacy County Demographics



	Population
16+ Civilian Non-Institutionalized Population	14,654
Not in Labor Force (16+)	7,239
Labor Force	7,415
Employed	6,759
Unemployed	656
Under 16, Military, and institutionalized Population	5,206



The area has a low retirement risk (ages 55 or older). The national average for an area this size is **287,345** with **193,797** in the RGV.



The area has 191,657 **millennials** (ages 25-39). The national average for an area this size is **197,468**.

Business Services

WFS is a highly effective provider of business services, recognized by TWC as the top performer in Texas for Service to Business. WFS delivers comprehensive business solutions to meet the needs of local businesses for a skilled workforce, while also creating opportunities for workers to develop skills and enter well-paying careers. The provision of services ensures a productive network between workforce development, county, and the business community, promoting economic prosperity.



29,052

Job Seekers helped with
business-related services



8,523

Employers served



4,898

Individuals gained
employment.



108

Individuals received Rapid
Response orientations



43

Businesses helped with On-
The-Job Training programs



Workforce Initiatives Fostering Career Advancement

WFS coordinated hiring events tailored to meet the specific hiring needs of individual employers as well as job fairs to assist multiple employers in their search for potential candidates. **Approximately 40% of attending job seekers were connected to new employment opportunities.**



191

Hiring events and job fairs



838

Employers seeking to recruit top talent



5,950

Job Seekers looking for opportunities



23,306

Job openings



2,315

New hires after attending hiring and job fair events



Pharr Hub Job Fair

In March 2022, Pharr EDC and Pharr Chamber of Commerce sponsored the Pharr Hub Job Fair where WFS provided information to local businesses about its comprehensive range of services.



38

Employers



230

Job Seekers

Second Chance Job Fair

On April 11, 2022, the Second Chance Job Fair was held in partnership with the Choose to Change Foundation, Texas Department of Criminal Justice Parole Office, County of Hidalgo Adult Probation, and the Office of Attorney General. The job fair was designed to connect committed individuals with employers and resources that can help them rebuild their lives.



SECOND CHANCE JOB FAIR



29

Employers



100

Job Seekers



Monday, April 11, 2022



9:00 AM - 12:00 PM



The Door Christian Fellowship Church

2724 N. McColl Road
McAllen, Texas 78501



956-519-4300

Leave your past behind,
there is always a
second chance.



EQUAL OPPORTUNITY IS THE LAW
Lower Rio Grande Valley Workforce Development DBA Workforce Solutions is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities. TTY/TDD via RELAY Texas service at 711 or (TDD) 1-800-735-2989/1-800-735-2988



RGV H.I.R.E.S.

RGV H.I.R.E.S. (Helping Individuals Reach Exponential Success) Job Fair offered an all-inclusive networking and job hiring opportunity for both students and adults with disabilities. It enabled job seekers to meet with RGV employers who are at the forefront of diversity, equity, and inclusion initiatives. **Over 20 employers took part, and the event saw more than 120 individuals with disabilities in attendance.**

Aaron Demerson, TWC Commissioner Representing Employers, and Julian Alvarez III, TWC Commissioner Representing Labor, graced the occasion and hosted an Employer Round Table during the job fair. Over 10 employers participated in the round table, with Mr. Francisco Almaraz, WFS's CEO, joining the conversation. Topics discussed ranged from transportation barriers to addressing employers' hesitancy to hire individuals with disabilities.

The TWC Commissioners Representing Employers and Labor recognized three employers whose **Texas-based workforce included at least 10% individuals with disabilities.** The recognized organizations were Mori/Kumori Sushi Teppanyaki, Advocates Searching for Independence (A.S.I.), LLC., and A&V Lopez Supermarket (Cameron County).



A&V
LOPEZ
SUPER **Meat** MARKET



A.S.I.
Advocates
Searching for
Independence LLC



[K-U-M-O-R-I]
sushi & teppanyaki

DEVELOPING MEASURES TO MITIGATE SKILL DEFICIENCIES



As a result of ongoing technological advancements in the workplace, there is a significant increase in demand for individuals with middle skills. The term refers to workers who possess some education beyond high school but do not hold a four-year degree. To address the growing need, WFS implemented various strategies, such as virtual reality technology, to facilitate career exploration, short-term training for parents of children enrolled in TWC childcare programs, advanced trades/manufacturing training and certifications, and work-based learning opportunities such as apprenticeships, internships, and on-the-job learning. Our ultimate objective is not only to address current skill gaps, but also develop tomorrow's workforce today.

303 Labor Market & Career Information presentations provided to **9,887** students and **1,294** adults across **21** independent school districts (ISDs).



If you're looking to enhance your skill set and increase your marketability for in-demand industries, WFS provides access to over 6,000 complimentary online courses covering a range of occupations through the SkillUp Lower Rio Grande Valley program, powered by the Metrix Portal.

(<https://wfsrgv.skillupamerica.org/>)

Establishing Strong and Effective Educational Partnerships

Because WFS understands that early exposure to training opportunities play a crucial role in preparing the future workforce for success, it partnered with the University of Texas Rio Grande Valley (UTRGV) on their Talent Search Program. In March 2022, a Senior Enrichment Day was hosted by the **UTRGV Talent Search Program**, where over **90 students** were presented with soft skills curriculum, on topics such as interview tips, dress for success, and workplace etiquette.



2022 Youth Career Conference "Multiverse of Careers"

WFS hosted the FY 22 Youth Career Conference, "Multiverse of Careers" welcoming students in grades 6th through 12th to explore a diverse range of career possibilities. The conference included nine sessions focusing on topics such as resume writing, interview skills, emotional intelligence, and self-awareness. The event featured onsite employers offering applications and seeking to fill vacancies at their respective locations. Exhibitors were also present to discuss various career pathways within their organizations, and college departments provided enrollment and curriculum information. **A total of 783 registered students attended the conference representing 17 campuses from nine school districts (Edinburg, Hidalgo, La Joya, Lasara, Mercedes, Monte Alto, Pharr-San Juan-Alamo (PSJA), Vanguard, and Weslaco).**





Sustainable Opportunities for Advancement and Recruitment (SOAR)

In its pursuit of promoting change and inclusivity, WFS collaborated with the UTRGV Office of Sustainability, UTRGV Robert C Vackar College of Business and Entrepreneurship, UTRGV Enactus students, and Team Mario to support the Sustainable Opportunities for Advancement and Recruitment (SOAR) project. **The program aims to equip its participants with the necessary knowledge and skills to secure summer internships or jobs.** WFS provided work-based learning opportunities and UTRGV Enactus students deployed a curriculum that provided young adults with autism professional and social skills through various activities, classes, and field trips.



ALLOCATING RESOURCES TOWARDS FACILITATING INDIVIDUALS' TRANSITION TO SELF-SUFFICIENCY

The provision of early care and education is crucial for the optimal development of children. To support eligible families in this regard, WFS offers Early-Learning Child Care Tuition Scholarships through federal, state, and local funding. Additionally, WFS provides professional development opportunities for early care and education providers. Families in search of work, those already employed, and individuals seeking to train for high-demand careers can benefit from the child care assistance offered by WFS.



**Average cost WFS pays on
child care per month**

\$627

Parent share of
child care cost

\$134



**Professional development
hours**

102,480

Child care providers attended
30 training sessions to improve
the quality of child care services.

439



**Child care providers that met
the funds designation criteria.**

75



Children served
Average of **9,212** children
per day.

14,242

Helping Veterans Reach Their Career Goals

WFS and The Texas VeteransCommission (TVC) collaborated on the 4th Quick Reaction Force (QRF): Removing Barriers webinar. **The QRF webinar was developed to facilitate the successful transition of veterans and eligible spouses into the workforce by providing a platform for community agencies that offer services such as rental, tuition, and utility assistance.** The event featured esteemed guests, including Congressman Vicente Gonzalez (TX-15), Hidalgo County Judge Richard Cortez, UTRGV Veterans Service Director Elda Arriaga, and Assistant Hidalgo County Service Officer and Marine Corps Veteran Jose Trevino, who provided veterans' resources and assisted with applications for Veterans Affairs.



ALL JOB SEEKERS INVITED!

Hiring Red, White & You! Job Fair is a statewide in-person and virtual hiring event that connects veterans, transitioning military members, and military spouses to employers across Texas. **WFS prepped veterans for the event by hosting a Job Readiness Workshop that covered topics such as job readiness, virtual job fairs, interviews, and resumes.**

97
Veterans
Attended

335
Job Seekers
In Attendance

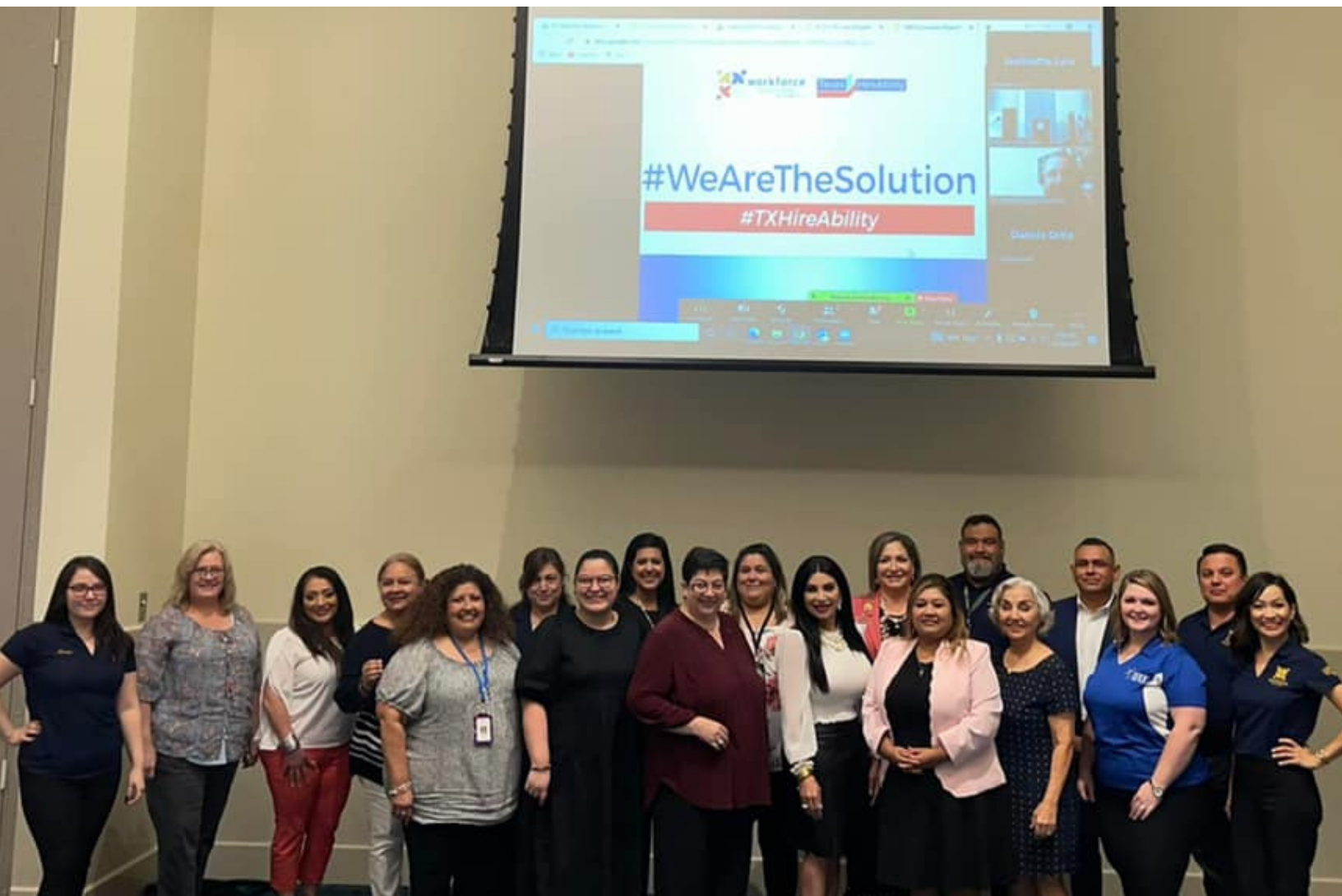
94
Employers
Participated

A blue and white graphic for a webinar. At the top, it says 'ATTENTION VETERANS! SAVE THE DATE!' in bold white letters. Below that, 'QUICK REACTION FORCE: REMOVING BARRIERS' is written in white on a blue background. The text 'JOIN US FOR THE NEXT QUICK REACTION FORCE: REMOVING BARRIERS WEBINAR!' is in bold. A paragraph describes the goal: 'The goal of the webinar is to remove barriers and aid veterans and eligible spouses to successfully access the resources they need. The webinar brings together Congressman Vicente Gonzalez (TX-15), Hidalgo County Judge Richard Cortez, Hidalgo County Service Officer Jose Trevino and UTRGV Veterans Service Director Elda Arriaga to offer services such as veterans' resources and application assistance for Veterans Affairs.' The date and time 'JANUARY 27, 2022 9:30 A.M. - 10:30 A.M.' are listed, along with the registration link 'REGISTER ONLINE: HTTPS://RB.GY/NSLRIC'. A QR code is provided with the text 'SCAN TO REGISTER:'. Logos for 'workforce SOLUTIONS' and 'TEXAS VETERAN COMMISSION' are at the bottom right. Small text at the bottom left states: 'THIS PROGRAM IS 100% FUNDED BY WORKFORCE SOLUTIONS EMPLOYMENT SERVICES. EQUAL OPPORTUNITY IN THE WORKPLACE: WORKFORCE SOLUTIONS EMPLOYMENT SERVICES IS AN EQUAL OPPORTUNITY EMPLOYER PROGRAM AND ALL SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES. TEXAS VETERAN COMMISSION SERVICE: 711 (TOLL FREE) 1-800-735-0888 (TDD/VOICEMAIL)'.



Impactful Initiatives that Foster Human Development

The WFS Transition Coalition held an in-person meeting, with a hybrid format allowing for both in-person and virtual attendance. The Disability Rights Texas and Assistive Technology Department of Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VRS) delivered presentations on various assistive technology items available to employers. In addition, the Student HireAbility Navigators (SHNs) showcased virtual reality (VR) headsets, providing Coalition members an opportunity to experience them firsthand. **"By incorporating technology into our workforce services, we can enhance our ability to connect job seekers with employers, provide remote job training and education, and offer more efficient and effective solutions to the community's employment needs," said Francisco Almaraz, WFS CEO.** A total of 22 individuals attended representing a range of organizations, including IDEA Public Schools, PSJA ISD, Rio Grande City ISD, Sharyland ISD, Region One Education Service Center, A.S.I., LLC, CAM Transition and Employment Consulting, Disability Rights Texas, S&S Behavioral Consultants, Valley Association for Independent Living (VAIL), WFS Business Relations Representatives, and regional and local staff from TWS-VRS.



Lunch & Learn Series: Solutions for A Changing Economy

WFS initiated its inaugural Lunch & Learn Series, titled "**Solutions for a Changing Economy.**" The primary goal of the series is to provide economic development corporations and chamber of commerce personnel with the necessary tools to effectively serve their community business customers. Solutions offered through the program include access to online training and certification resources, TWC employer initiatives that leverage funding and resources, and strategies for talent acquisition and retention.



(Photo courtesy of South Texas College)

Employer Recognition & Accolades

Small Employer of the Year Award

Honors a small private-sector employer (fewer than 500 employees) whose efforts and initiatives have an extraordinary effect on the State of Texas, workers, other employers, and the communities in which the employer does business.

Recipient: FPS Staffing

FPS Staffing was established by Johnathan and Crystal Fewell as a family-run enterprise in a small office in Harlingen, TX later expanding to McAllen, TX in the Rio Grande Valley (RGV). Drawing from their upbringing in business-owning families, they learned to appreciate the importance of hard work and the risks of entrepreneurship. Their early exposure to the value of employment instilled a commitment to promoting these values among their staff. **FPS Staffing's philosophy is centered on the belief that employees are a company's most valuable asset.** To that end, the organization is dedicated to facilitating optimal matches between employers and their personnel.

Employer of Excellence Award

Honors one private-sector employer in each local workforce development area (workforce area) whose efforts and initiatives, in relationship with the Texas workforce system, had a positive effect on workers, the community, and other employers.

Recipient: DLP Services

Gabriel and Gabriela De La Paz, founders of DLP Services, obtained a federal contract to provide janitorial services in the RGV and sought assistance from WFS for recruitment. WFS hosted seven hiring events at the WFS Career Centers in Weslaco and Mission from January to February 2022. DLP Services also had the opportunity to speak to job seekers at workforce-related orientations during their time at WFS facilities every Monday. **Over 200 job seekers were interviewed, and approximately 180 people were hired, with a starting salary of \$15 per hour and the potential to increase to \$18-\$19 per hour.**



Funding

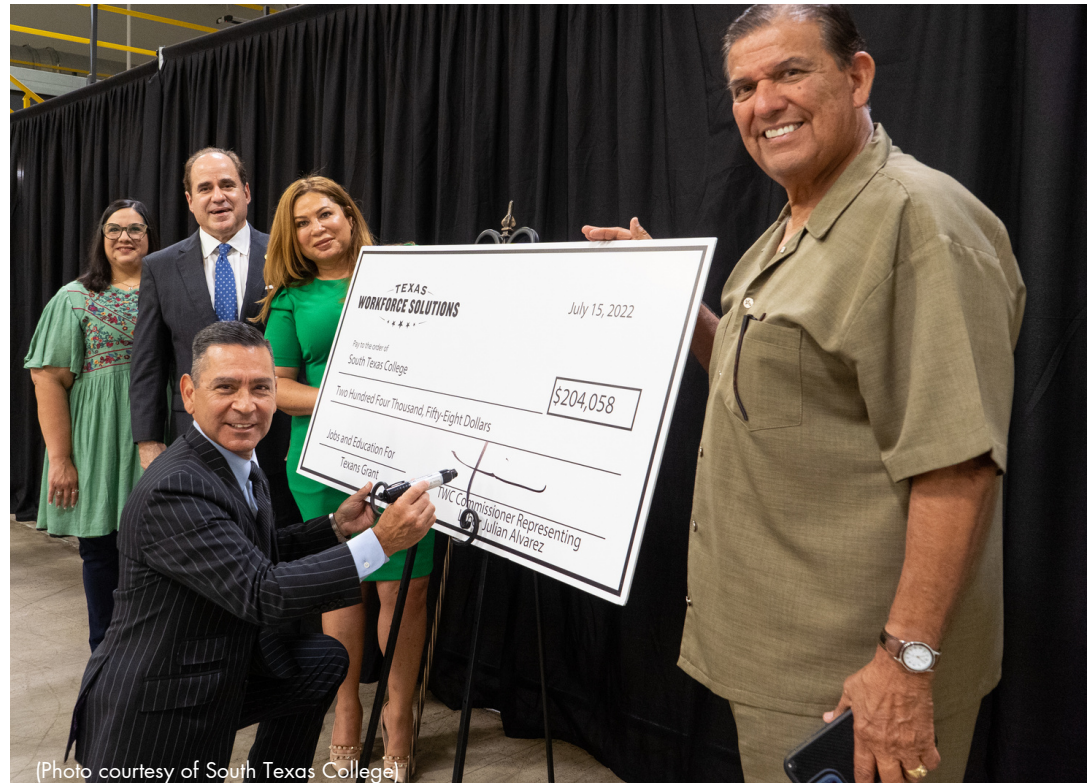
TOTAL FUNDING: \$105,647,138

CHILD CARE SERVICES	\$82,659,643
WORKFORCE INNOVATION AND OPPORTUNITY ACT - YOUTH	\$7,213,582
WORKFORCE INNOVATION AND OPPORTUNITY ACT - ADULT	\$4,684,648
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES	\$3,670,495
WORKFORCE INNOVATION AND OPPORTUNITY ACT - DISLOCATED	\$2,231,820
SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM	\$1,719,442
COMPETITIVELY PROCURED GRANTS	\$652,318
NONCUSTODIAL CHOICES PROGRAMS	\$467,139
TWC VOCATIONAL PROGRAMS	\$1,513,818
WAGNER PEYSER EMPLOYMENT SERVICE	\$437,689
REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT	\$396,544
ADDITIONAL FUNDING: \$9,291,772	
CHILD CARE	\$7,635,940
TEXAS SCHOOL READY	\$153,275
SUMMER EARN AND LEARN	\$361,122
EXTERNSHIP FOR TEACHERS	\$129,603
TXII-WFSC TX INTERSHIP	\$8,000
TEXAS INTERNSHIP INITIATIVE	\$7,000
NATIONAL DISASTER GRANT (NDW)	\$226,312
NDW - WINTER STORMS	\$351,857
WORKFORCE COMMISSION INITIATIVE	\$405,662
VETERANS	\$13,001

Jobs & Education for Texans (JET) Grant Presentation

The JET program, funded by TWC, provides grants to eligible entities to acquire and install equipment necessary for the development of career and technical education courses or programs that lead to a license, certificate, or post-secondary degree in a high-demand occupation. Eligible entities include public junior, state, or technical colleges, Texas ISDs, open-enrollment charter schools in partnership with a public junior, state, or technical college, and Windham School District.

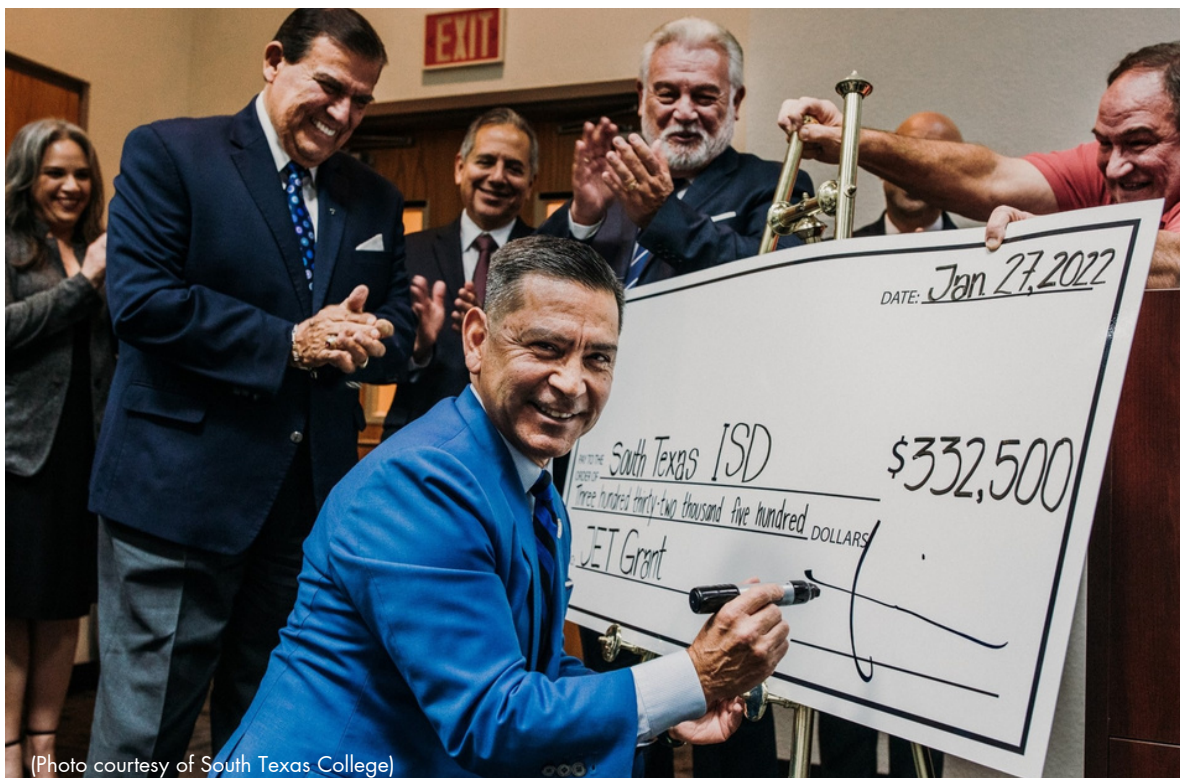
On July 15, 2022, the WFS CEO and Board staff attended the JET grant presentation at South Texas College (STC), where **STC was awarded \$204,058 for the purchase of equipment for the Architectural and Drafting program.** TWC Commissioner Representing Labor Julian Alvarez, III and TWC JET Grant representative Lori Knight were also present at the event.



(Photo courtesy of South Texas College)

In a separate presentation, TWC Commissioner Representing Labor Julian Alvarez, III awarded a JET grant to South Texas ISD to help train students in the welding industry. Upon completion of their curriculum, South Texas ISD students will earn a National Center for Construction Education & Research or American Welding Society credential, preparing them for immediate entry into the workforce.

“Skilled labor is in high demand in Texas, and programs like South Texas ISD’s are helping students get a jump start into a successful career,” said TWC Commissioner Representing Labor Julian Alvarez, III. **“By providing an opportunity to earn industry-recognized credentials, South Texas ISD is putting the future of our state’s workforce on a path toward success.”**



(Photo courtesy of South Texas College)

Words of Gratitude

On behalf of WFS Board of Directors and Chief Executive Officer, we would like to express our deepest gratitude to Mr. Julian Alvarez, III for his many years of service as Texas Workforce Commissioner Representing Labor. Your passion to set things in motion and making them happen reflects your hard work and commitment to the people of Texas. We commend you for your many accomplishments and triumphs during your tenure.

Your efforts to develop a skilled workforce and enhance the economic prosperity in the Lower Rio Grande Valley through education, grants, and programs have been truly remarkable. We are proud to have had you not only as part of our team but as an exceptional leader. We are certain the great work you have done in our community will continue to have lasting impacts.

We wish you all the best in your future endeavors.

Sincerely,

Workforce Solutions
Board of Directors
and Chief Executive Officer





Our Vision, Mission, and Core Values

Vision: An educated and skilled workforce enriching the Lower Rio Grande Valley (LRGV) economic prosperity.

Mission: To provide job seekers the skills, and business the talent, they need to be successful.

Purpose: Leading Change, Connecting People, Improving Potential.

Core Values: Integrity, Innovation, Inclusion, and Impact.

Leadership

Chief Elected Officials



City of McAllen
Mayor Javier Villalobos
(Lead CEO)



Willacy County
Judge Aurelio Guerra



Starr County
Judge Eloy Vera



Hidalgo County
Judge Richard Cortez

Board Executive



Dr. Roy Sheneman
Board Chair



Dr. Ricardo R. Gonzalez
Vice Chair



Lorissa K. Luna
Treasurer



Dalinda L. Guillen
Secretary



Sonia A. Falcon
Past Chair

Board of Directors

Hidalgo County

Dr. Ida H. Acuña-Garza
Marissa Y. Cano
Kane Dawson
Araceli De La Garza
Dr. Ricardo R. Gonzalez
Marsha Gonzalez
Katherine Karshis
Jaime Longoria
Francisco Lugo, Jr.
Lorissa K. Luna
Jose A. Ortiz
Leo D. Saenz
Dr. Judith M. Solis

Starr County

Rose Benavidez
Rosa E. Gonzalez
Dalinda L. Guillen
Federico "Fred" Lopez
Amando Peña, III

City of McAllen

Lorena Castillo
Sonia A. Falcon
Rebecca Guerra
Maurice Welton

Willacy County

Martha Rebeles
Ricardo Salinas
Dr. Roy Sheneman

OFFICE LOCATIONS

Edinburg Office

2719 W. University Dr.
Edinburg, TX 78539
Tel: (956) 380-0008
Fax: (956) 316-2626

McAllen Office

2101 S. 2nd St.
McAllen, TX 78503
Tel: (956) 302-0800
Fax: (956) 627-5239

Weslaco Office

2290 W. Pike Blvd, Ste. 100
Weslaco, TX 78596
Tel: (956) 969-6100
Fax: (956) 969-6190

Starr County Office

5408 Brand St., Ste. 1
Rio Grande City, TX 78582
Tel: (956) 487-9100
Fax: (956) 487-9190

Mission Office

901 Travis St., Ste. 7
Mission, TX 78572
Tel: (956) 519-4300
Fax: (956) 519-4388

Willacy County Office

700 FM 3168, Ste. 3
Raymondville, TX 78580
Tel: (956) 689-3412
Fax: (956) 690-0285

Corporate Office

3101 W. Business 83
McAllen, TX 78501
Tel: (956) 928-5000
Fax: (956) 664-8987



WFS Website



WFS Facebook



Available Jobs



Jobs Facebook



WFS Intel



www.wfsolutions.org



[@wfsolutions](#)

#WFS #WFSLRGV



@WFSolutionsRGV





Equal Opportunity Is The Law

Lower Rio Grande Valley Workforce Development Board Dba Workforce Solutions Is An Equal Opportunity Employer/Program And Auxiliary Aids And Services Are Available Upon Request To Individuals With Disabilities. Tty/TddVia Relay Texas Service At 711 Or (Tdd) 1-800-735-2989/1-800-735-2988 (Voice).