



workforce
SOLUTIONS

A proud partner of the AmericanJobCenter® network

2024

**ANNUAL
REPORT**

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A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Dear Friends and Colleagues,
I'm excited about our journey in workforce development. We're in a constantly changing world, so it's extremely important to continue striving for excellence and seeking innovative solutions. Our mission to provide job seekers with resources and essential skills they need and businesses with the exceptional talent necessary for their success has been our driving force that empowers individuals and strengthens our community.

At Workforce Solutions, we understand the transformative power of investing in people. Each day, we witness the resilience, determination, and potential within our workforce. At the heart of our mission lies the belief that investing in people is the most powerful tool we have to combat poverty and create lasting change. By providing individuals with the resources, support, and opportunities they need to develop their skills and realize their full potential, we can break the cycle of poverty and build a more equitable society. Together, let us work tirelessly to empower individuals, families, and communities to overcome adversity and thrive.

As we look to the future, I am filled with a sense of optimism and possibility. Together, we can shape a brighter, more inclusive future for all as we work towards building a more resilient workforce for generations to come.

Respectfully,

Francisco Almaraz

Workforce Solutions
Chief Executive Officer

VISION & MISSION

Vision

To pioneer workforce solutions that drive prosperity and growth for all in the Rio Grande Valley.

Mission

To provide the job seekers with resources and essential skills they need and businesses with the exceptional talent necessary for their success.

Purpose

Leading Change, Connecting People, Improving Potential.

Core Values

Integrity, Ingenuity, Inclusion, and Inspirational.



How We Do It

Program Funding Overview

Workforce Solutions received close to \$100 million in funding to support a variety of programs that help families, job seekers, and employers in our region. These funds come from federal and state sources and are used to provide services such as child care assistance, job training, employment support, and services for veterans and individuals with disabilities.

The chart below shows how the funding is distributed across our programs:

Grant / Contract	Funds Expended
Child Care Services	\$77,599,782
Workforce Innovation and Opportunity Act	\$13,923,716
Temporary Assistance for Needy Families / Choices	\$3,289,794
Supplemental Assistance Nutrition Program Employment & Training	\$700,152
Non-Custodial Parent Choices Program	\$446,967
Employment Services	\$444,223
Reemployment Services and Eligibility Assessment	\$1,181,820
TWC Vocational Rehabilitation Services	\$1,491,216
Workforce Commission Initiatives	\$48,899
Veterans Services	\$13,001
Competitive Grant Awards	\$788,485
Total	\$99,928,055

(source: Audit for period ending September 30, 2024)

WHAT WE DO

Empowering Employers and Job Seekers

Workforce Solutions has demonstrated its dedication to supporting local businesses by engaging with 2,105 employers through 57,903 workforce services in the program year. These services include employer outreach, job order creation, and in-person visits, all aimed at forging strong partnerships and meeting workforce needs. Additionally, Workforce Solutions Lower Rio is committed to helping individuals find jobs and build better futures by offering free services such as resume assistance, job searches, and career advice. This year, 75,739 individuals received job search assistance, leading to 9,505 confirmed hires, underscoring the organization's impact on fostering economic independence and stability for families.

2,105

Employers Served

47,865

Job Seekers Served

35,947

Career & Training
Participants

6,758

Unemployed Claimants
Served

19,872

At Risk Customers
Served

992

Veterans Served

441

Youth Served

1,797

Justice Involved
Served

494

Training
Assistance
Participants

346

Work Experience
Participants

30

Interns Served

585

Job Seekers
Sponsored In
Training

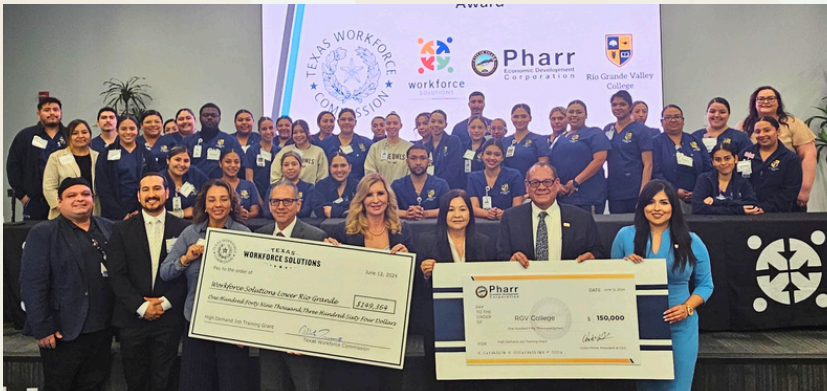
PARTNERSHIPS & INNOVATION

Building Pathways to Infrastructure Careers

WFS Cameron and WFS Lower Rio were jointly awarded nearly \$2 million through the U.S. Department of Labor's Building Pathways to Infrastructure Jobs grant program, aimed at creating equitable workforce pathways into high-quality infrastructure careers.



As one of only 34 grantees nationwide, this five-year initiative focuses on underserved populations, including women in nontraditional trades, veterans, people with disabilities, and justice-impacted individuals.



Healthcare Sector Forum

We organized the Healthcare Industry Sector Partnership Forum, and hosted the TWC High Demand Job Training Grant award presentation in collaboration with Pharr Economic Development Corporation (Pharr EDC) and Rio Grande Valley College (RGV College).

This partnership resulted in a \$300,000 grant aimed at training 50 students in Vocational Nursing, Pharmacy Technician, or Medical Assistant certifications at RGV College.

College Signing Day

Over 200 students, parents, educators, and community stakeholders were present to recognize and celebrate high school seniors and 18+ program students with disabilities within the Hidalgo, Starr, and Willacy counties for their plans of continuing education after high school.



This Workforce Solutions initiative helped students with disabilities and their support networks be aware of the opportunities and resources available to them beyond high school.

Impact in the Community

Total Direct Child
Care Payments

\$53,865,864

Total Amount Spent

Return on Investment

345%

*345% is more than three
times the investment.*

Workforce Solutions pays local Child Care Providers directly to help parents pay for the cost of quality childcare.

Average Monthly
Parents Earning Total

\$15.5 MILLION

Average Yearly Parents
Earning Total

\$186.1 MILLION

Investment in Human Capital

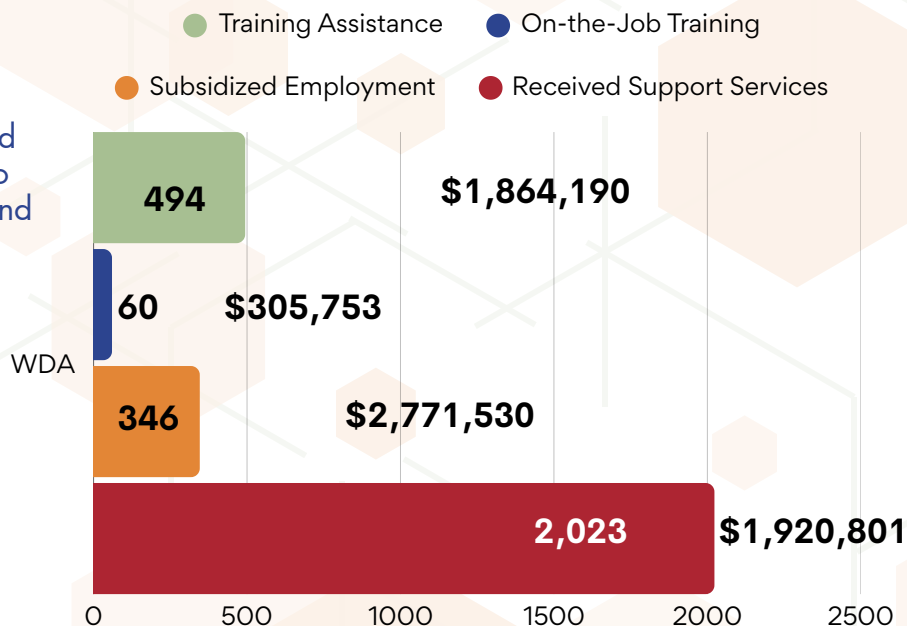
Texas Workforce Commission provides funding to Workforce Solutions for training, on-the-job training, work experience (subsidized employment), and support services to help customers upgrade their skills and find employment to become self-sufficient for a better quality of life.

\$6,862,274

Total Amount Spent

\$788,485

Additional Funding Through
Competitive Grants



Connecting Employers and Job Seekers

Workforce Solutions partnered with businesses to address their hiring needs by hosting **192 hiring events** with **453 participating employers** and **6,005 job seekers** in attendance, resulting in **2,721 hires**.

192

Hiring Events

453

Employers
Participated

6,005

Job Seekers
Attended

2,721

Hires

CHILD CARE SERVICES

12,899
Children Served

6,137
Families Served

442
Providers Served

178
Texas Rising Star
Providers Served

\$1,211,000
Texas Rising Star
Staff Retention
Initiative

Investing in Quality Early Childhood Education

The Texas Rising Star (TRS) program is a powerful driver of excellence in early childhood education across our region. As Texas' official quality rating system, TRS empowers child care providers to elevate classroom environments, enrich teacher-child interactions, and enhance overall program standards — giving young children the strong foundation they need for school success and lifelong learning.

Supporting Quality Through Workforce Stability: Texas Rising Star Staff Retention Incentive Initiative

Recognizing the need to retain skilled and experienced early childhood educators, the Texas Rising Star Staff Retention Incentive Initiative was created to strengthen workforce stability within high-quality child care programs. By helping reduce turnover, the initiative ensures that children continue to receive consistent, nurturing care from trained professionals.

In Fiscal Year 2024, Workforce Solutions Lower Rio invested **\$1,211,000** to support **587 child care staff** across the region. This funding was directed toward training, professional development, and retention incentives—key strategies that not only improve program quality but also help educators stay engaged and supported in their roles.



PREPARING STUDENTS AND FAMILIES FOR THE FUTURE

Workforce Outreach Specialists and the Student HireAbility Navigator work collaboratively to ensure all students—including those with disabilities—are equipped with the knowledge and resources they need to make informed decisions about their futures. Together, they help students explore career paths, understand local job market opportunities, and build essential life skills such as communication, teamwork, and financial literacy. By working in schools and communities, these roles create inclusive and supportive pathways that empower all students to achieve long-term success.

Workforce Outreach Specialists helped students and families across the region learn more about career options and how to get ready for life after high school.

21

**School
Districts**

28,600

**Students
Participated**

3,700

**Parents
Involved**

1,174

**Students
Sessions**



Student HireAbility Navigator Program

Workforce Solutions' Student HireAbility Navigators (SHNs) play a critical role in supporting students with disabilities as they transition from high school to post-secondary education or employment. Through presentations and outreach efforts, SHNs promote disability awareness, career exploration, and self-advocacy, helping students identify and pursue their chosen career paths.

5,098

**Individual
Connections**

2,936

Students

2,162

Adults

124

Presentations

CUSTOMERS SHARE SUCCESSES

JOSE RIOS JR.

WIOA ADULT

Jose Rios Jr. came to Starr County Workforce Solutions seeking a fresh start and support in launching a career in the transportation industry. After learning about available programs through the WIOA Adult Program, he was enrolled and received financial assistance to pursue his Commercial Driver's License (CDL) at Texas CDL Institute. With help covering transportation and auto repair, Jose completed his training and earned his CDL just over a month later. By August 1, 2024, he secured full-time employment with Spirit Truck Lines, where he now works as a professional truck driver. Jose is grateful for the support that helped him overcome barriers and build a more stable future for himself and his family.

PABLO RIOS JR.

WIOA DW

After 20 years with RGV Sugar Growers, Pablo Rios Jr. was unexpectedly laid off and faced uncertainty about his future. He turned to the Willacy Workforce Solutions Center, where he learned about the WIOA Dislocated Worker Program and received guidance from a career counselor to pursue a new path. With WIOA's support, Pablo enrolled in A-Plus CDL Training Center and earned his Commercial Driver's License, receiving transportation assistance along the way. On August 15, 2024, he secured a position with Lyford ISD as a Bus Driver and Maintenance Worker, earning \$16.25 per hour plus a sign-on bonus. Pablo's journey reflects the resilience and impact of workforce programs that help individuals rebuild and thrive.



ALEXIS M. MUNGUIA

WIOA YOUTH PROGRAM

At just 20 years old, Alexis M. Munguia came to the Mission Workforce Solutions Center determined to pursue a career as a Licensed Vocational Nurse. Referred by a friend, she enrolled in the WIOA Youth (E3) Program and began vocational nursing training at South Texas College with full support for tuition and program costs. Despite financial barriers, Alexis remained committed, successfully completing her training and passing the NCLEX exam to become a licensed LVN on September 18, 2024. She continues to work closely with her career counselor as she seeks employment in the healthcare field. Alexis's journey is a testament to how the WIOA Youth Program helps young adults overcome challenges and achieve their career goals.



LEADERSHIP

Chief Elected Officials



Willacy County
Judge Aurelio Guerra
(Lead CEO)



Starr County
Judge Eloy Vera



Hidalgo County
Judge Richard Cortez



City of McAllen
Mayor Javier Villalobos

Board Executive



Dr. Ricardo R. Gonzalez
Board Chair



Araceli De La Garza
Vice Chair



Lorissa K. Luna
Treasurer



Dalinda L. Guillen
Secretary

Board of Directors

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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

Willacy County

Ricardo Salinas
Patrick J. McDonnell
Criselda M. Santana

City of McAllen

E. Rubi Cantu
Lorena Castillo
Sonia A. Falcon
Maurice Welton

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



Available Jobs



WFS Intel

 www.wfsolutions.org    [@wfsolutions](https://www.instagram.com/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/Tdd Via Relay Texas Service At 711 Or (Tdd) 1-800-735-2989/1-800-735-2988 (Voice).

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