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# Workforce Solutions

**Business Services**

**&**

**Grant Funding**

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# Guiding Principles



"Our goal is to equip RGV students of all abilities with knowledge to help guide them in the right pathway, whether that is a 4-year college, a technical school, a trade school or transitioning to the world of work."

**Francisco Almaraz - CEO**  
Lower Rio Workforce Development Board

## Vision

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

## Mission

To equip job seekers with the resources and skills they need, while providing businesses with the top talent essential for their success.

## Core Values

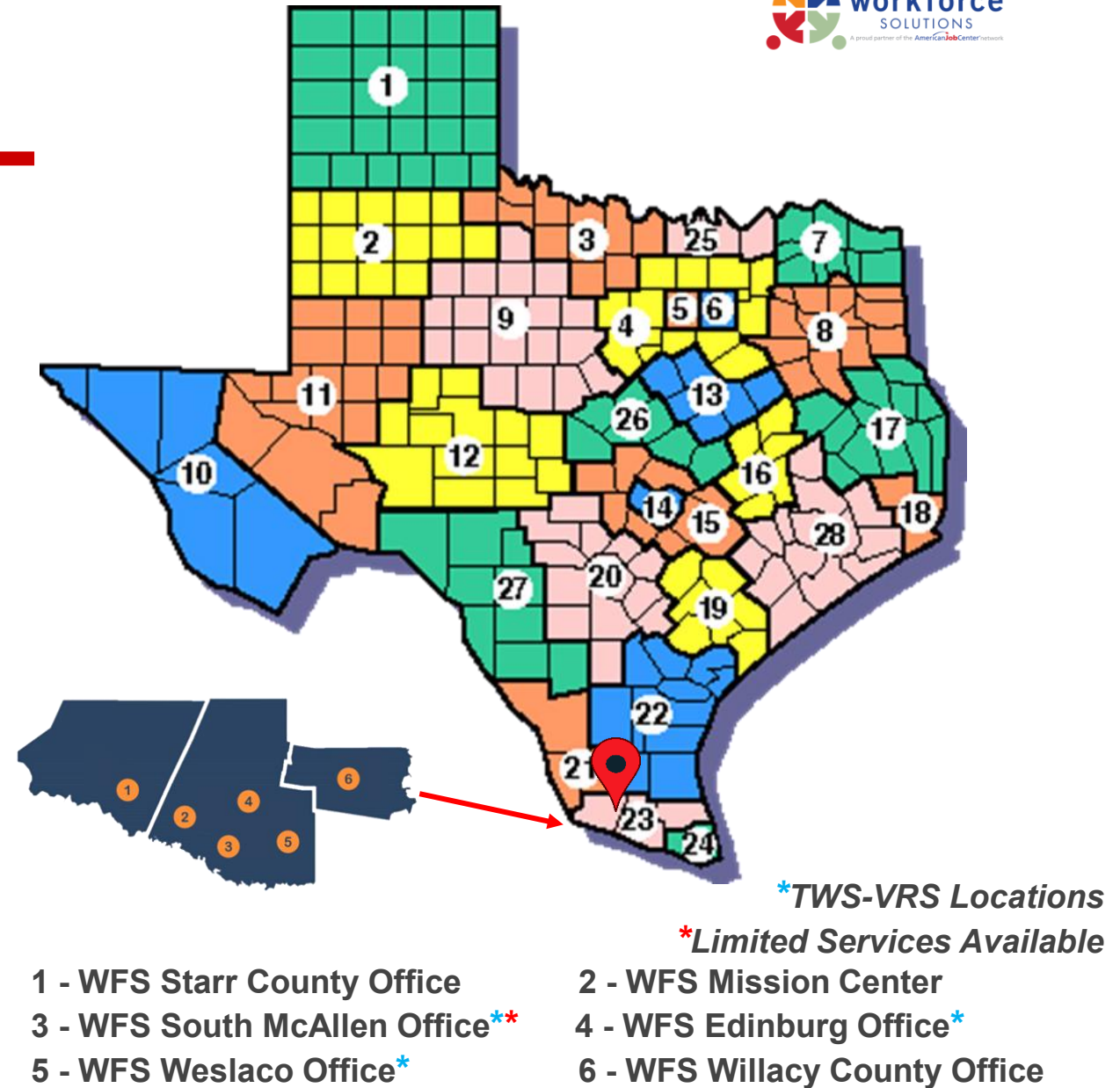
Integrity, Ingenuity, Inclusion, and Inspirational.

# Board Areas

There are 28 local workforce development boards in the State of Texas

Workforce Solutions - Lower Rio is identified as board #23

There are six (6) Career Centers that serve Hidalgo, Starr, and Willacy counties.



# Who We Are

## Texas Workforce Commission

### Texas Workforce Solutions-Vocational Rehabilitation Services



(TWS-VRS) formally known as DARS.

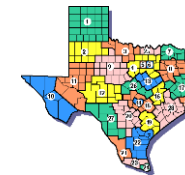
TWS-VRS supports people with disabilities to prepare for, obtain and advance in meaningful employment by providing of range of services based on an individual's employment goals.

### Unemployment Insurance



Unemployment benefits are part of an employer-paid program that provides temporary, partial income replacement to qualified individuals who are unemployed through no fault of their own.

### Workforce Development Boards



Workforce Solutions Offices offer one-on-one services that help workers find and keep good jobs, and help employers hire the skilled workers they need to grow their businesses.

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# Workforce Solutions Business Services

# HR Avatar

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By connecting with a Business Solutions Representative, employers can get free access to HR Avatar, a software that offers virtual interviews and assessments for over 200 job titles.



## Employment Tests

Comprehensive, science-backed employment tests that assess job-related skills, personality traits, abilities and more.



## Video Interview Tools

Recorded & live interviews that provide valuable insights into candidates' communication skills and professionalism.





***Tap into a Talent Pool of 75,000+ Job Seekers in Hidalgo, Starr, and Willacy Counties!***  
***WorkinTexas.com Makes Hiring Simple and Effective.***

**Post Job Openings**

Create detailed job listings with essential skills and requirements, ensuring you attract the right talent.



**Search & Review Resumes**

Use advanced search features to find resumes that match your specific needs – from location and experience to skills and salary expectations.



**Automate Candidate Searches**

Set up automated searches to keep you updated on new candidates that fit your criteria, so you never miss a great match.



**Evaluate Applicants**

Assess candidates against your job requirements, assign ratings, send messages, and keep track of your top choices.







# What is WorkInTexas.com AI Assist?

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- A free, AI-powered tool built into [WorkInTexas.com](https://www.WorkInTexas.com) by the Texas Workforce Commission.
- Designed to support **job seekers** and **employers** with smarter, faster tools.

## Key Features:

-  **Personalized Job Matching** – AI suggests jobs based on your skills and profile.
-  **Resume Builder** – Instantly builds or improves your resume.
-  **AI Chatbot Assistant** – 24/7 help navigating the platform and finding work.
-  **Career Guidance** – Recommends career paths and certifications.



**Recruitment Services - Job Order System**

Use this folder to manage your Job Orders. By clicking the *Add New Job Order* button you may enter Job Orders (employment ads) that can be viewed online by local job seekers. Click on a Job Order title in the table below to view its details.

[\[ Employer Portfolio \]](#)

Employer Profiles
 Work Opportunity Tax Credit
 Human Resource Plan

[Job Orders](#)
[Job Order Templates](#)
[Application Questions](#)
[Job Skill Sets](#)
[Tools and Technology](#)

Add New Job Order

[Job Filter Criteria](#)

Results View: [Summary](#) | [Detailed](#)

To sort on any column, activate a column title.

#	Job Title	Employer Job Status (learn more)	On-line Status	System Status	Created	Inactive After	Actual Close Date	Views	Applicants	Action	Select
10584008	<a href="#">Chef</a>	<a href="#">Expired</a>	offline	Expired	3/29/2024	5/28/2024 12:00:00 AM	05/29/2024	1	<a href="#">0</a>	<a href="#">Copy</a> <a href="#">Edit</a>	<input type="checkbox"/>

Job Orders Tab and Add New Job Order Button

**Job Order Creation Options**

**Manual**

- ☐
**Basic**  
 Minimal Data entry will use some default settings.  
 ⌚ 2 - 31 min(s) estimated
- ☐
**Custom**  
 Build your Job Order using a step-by-step data entry process. More Flexibility and custom settings.  
 ⌚ 2 - 31 min(s) estimated

**Automatic**

☒
**AI Assisted**  
 Leverage advanced Artificial Intelligence to create a job order within just a few steps.  
 ⌚ 2 - 31 min(s) estimated

**Copy**

- ☐
**Copy Existing Job Order**  
 Build your new Job Order by transferring the information from an existing Job Order (quickest)  
 ⌚ 2 - 31 min(s) estimated
- ☐
**Create from Template**

Creating a New AI-Assisted Job Order

## Job Title

Please accurately describe the position in the job title as this will be searched by individuals using keywords. As you are entering the job title, you may see a list of common job titles similar to what you are entering. If you see your job title in the list, select it.

\* Job Title:

## Job Occupation

Please select the occupation that best matches your job title. You may either select from the Suggested Occupations drop-down list, which is populated based on the job title above, or you can search for an occupation using the search link.

Suggested occupation(s):

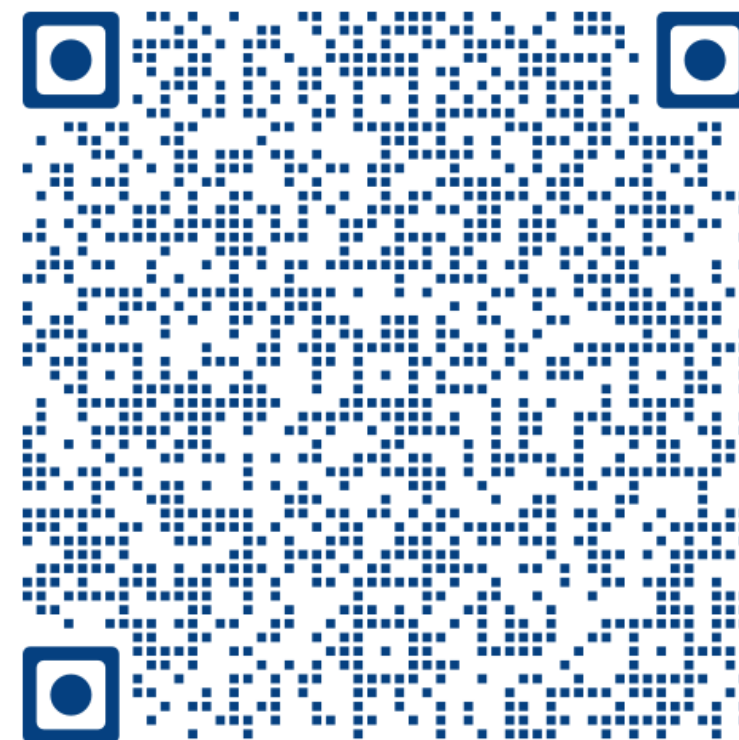
[\[ Search for an occupation \]](#)

\* Job Occupation: **Software Developers**

# Why It Matters & How to Get Started

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- Saves time with smarter searches
- Improves resume and interview readiness
- Supports veterans, new grads, and career changers
- **Benefits for Employers:**
  - Faster hiring with better candidate matches
  - AI-enhanced screening and job posting tools
- **Get Started:**
  - Visit **WorkInTexas.com**
  - Create or update your profile
  - Launch **AI Assist** from your dashboard
  - Contact your local **Workforce Solutions** office for help



# Work Experience

Work Experience is an excellent opportunity for your business to host participants and help them gain real-world experience.

This program offers training opportunities that last 3 - 6 months. The participants you host would be new to the workforce, changing careers, or simply needing extra support to overcome barriers to employment. While they're with you, they'll develop key skills like:

- **Attendance and punctuality**
- **Quality of work**
- **Learning to follow Instructions**
- **Learning How to Participate and Contribute to Working Relationships**
- **Dependability**
- **Personal Behavior**
- **Personal Appearance**

The best part? Workforce Solutions employs the participants, so we take care of their wages and handle any liability in case of accidents or injuries during their time with you.

This short-term program is designed to prepare them for long-term employment, and it give you the chance to make a real difference in their future success.

# On the Job Training (OJT)

On-the-Job (OJT) gives your business a valuable opportunity to hire and develop skilled workers, with the added benefit of wage reimbursement.

The OJT program offers you financial support while you train employer in the specific skills business needs. During this period, you can be reimbursed for a portion of the wages.

## **Employer Advantages:**

### **Targeted training:**

You create the training plan, ensuring workers learn the essential skills for their role.

### **Reduced training Costs:**

Get reimbursed 50% to 75% of employee wages for up to 6 months, easing the expense of training.

OJT ensures that while your employees learn on the job, your business benefits from skilled workers without the full financial burden of training.



## Veterans Services

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Workforce Solutions offers a variety of services to support veterans in their transition from military to civilian careers, helping them find employment and access training and resources. The key services they provide to veterans include:

- Veteran Resources and Support
- Training and Education
- Hiring Events & Job Fairs



# Hiring Events & Job Fairs

- Workforce Solutions hosts and participates in veteran-focused job fairs and hiring events where veterans can meet potential employers and learn about job openings in a range of industries.
- These events often feature employers committed to hiring veterans, offering networking opportunities and on-the-spot interviews.



**Hiring Red, White & You!**

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**Join Us for Our Biggest Job Fair of the Year!**

**Wednesday Nov 13th, 2024**

**Mission Event Center**  
200 N Shary Rd,  
Mission, TX 78572

**8:30AM - 9:30AM Veterans Priority Access**  
**9:30AM - 12:30PM General Public**

**SCAN QR CODE TO REGISTER NOW FOR THIS FREE EVENT!**

Join the Texas Workforce Commission, Workforce Solutions Lower Rio Grande Valley, and Texas Medical Center for the 13th Annual Hiring Red, White, & You! Statewide Hiring Event designed to connect veterans, military and their spouses with employers. The event is completely FREE and open to the general public.

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice). twc.texas.gov For State fiscal year 2024 (9/1/2023-8/31/2024), TWC funds 100% of Hiring Red, White & You! activities from \$407,860 of federal funds.

Language services, including the interpretation/translation of this document, are available free of charge upon request. Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud. Tài liệu này có thông tin quan trọng về các yêu cầu, quyền hạn, quyết định, và hoặc trách nhiệm để sử dụng các dịch vụ của hệ thống nhân lực. Các dịch vụ trợ giúp ngôn ngữ, bao gồm thông dịch/chuyển ngữ tài liệu này, có sẵn miễn phí khi quý vị yêu cầu.



# TWC Employer Resources



TWC's Office of the Commissioner Representing Employers produces a handy reference book entitled Especially for Texas Employers to provide information on important workplace issues. The content includes chapters on: the basic legal issues relevant to hiring, pay and policy, work separation, post-employment problems, and employment law-related websites.

<b>Especially for Texas Employers Handbook</b>	<b>Request a print version</b>	<b>TWC Employer Hotline</b>
	<a href="mailto:tax.statuesptxemp@twc.state.tx.us">tax.statuesptxemp@twc.state.tx.us</a>	1-800-832-9394



# Labor Market Report

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**Subscribe to our Monthly Labor Market Report**

# Social Media

## MAXIMIZE YOUR RECRUITMENT REACH WITH OUR FACEBOOK PROMOTION SERVICES

### Promote Your Job Openings on Our Facebook Page

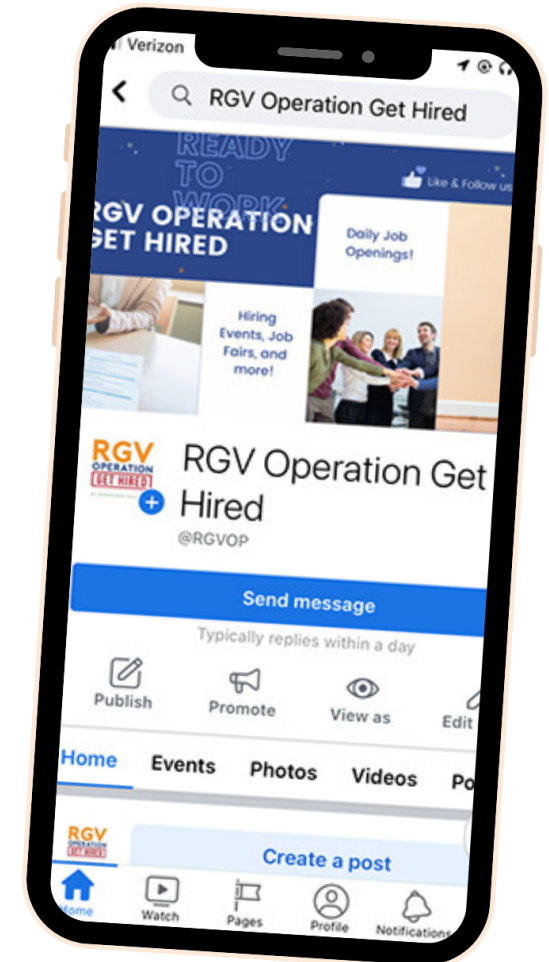
- Advertise your vacancies to a large audience of active job seekers.

### Engage with Over 51,108 Followers

- Gain visibility among a diverse and engaged talent pool.

### Customized Flyers and Graphics Available

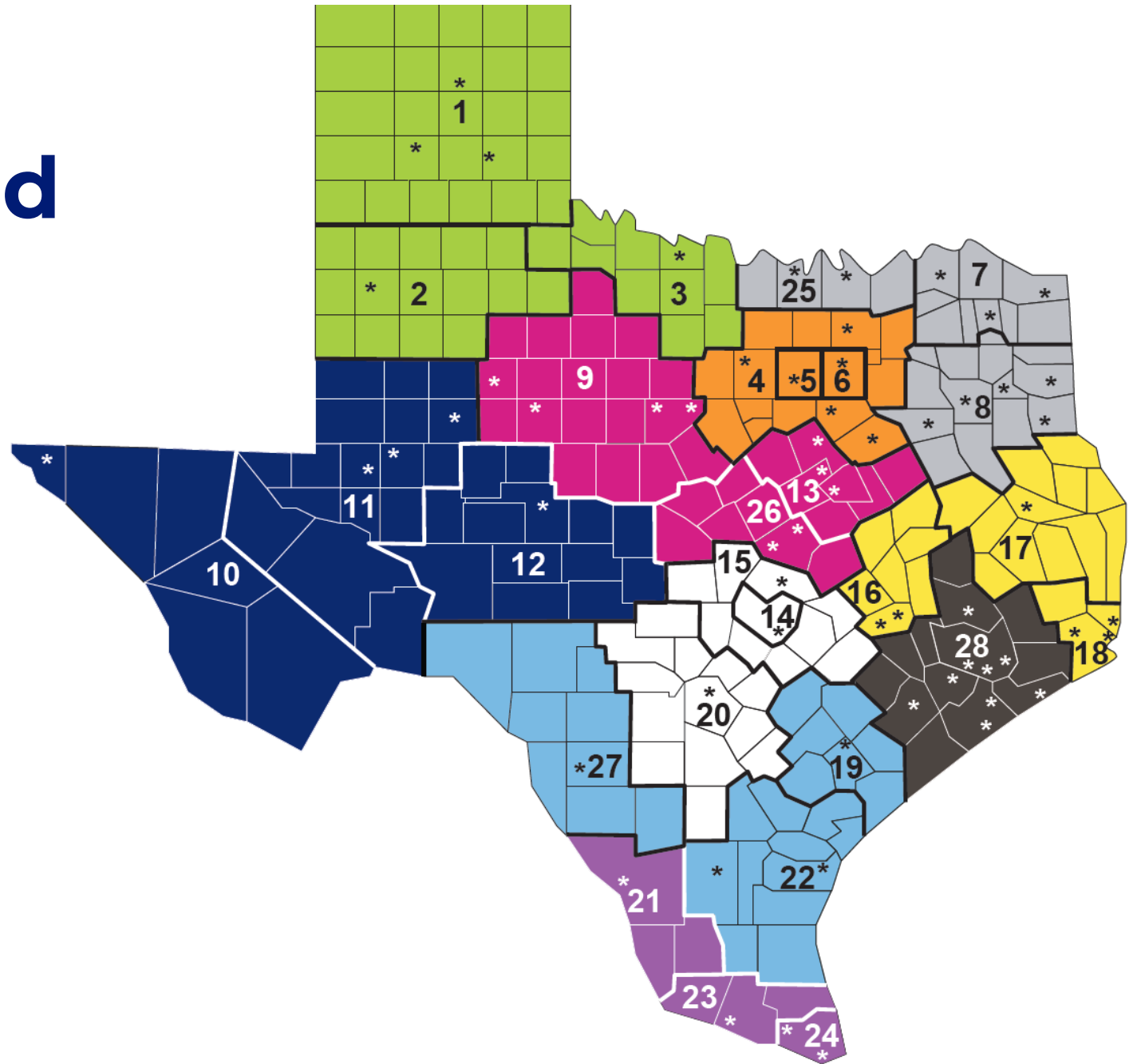
- Let us support you in creating professional materials to showcase your positions.





# Employer Engagement and Community Outreach Programs

# Employer Engagement and Community Outreach Team



# Invest in Your Employees

## **Skills training...**

- Increases competitiveness
- Enhance your business operations
- Upgrades new and incumbent employee skills
- Retain employee talent
- Prepares newly hired employees for job requirements



# Training for New and Incumbent Workers

**TEXAS**  
**WORKFORCE SOLUTIONS**

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# Customized Training for Texas Employers



**SKILLS**  
Development Fund

Skills Development Fund is Texas' premier upskilling program since 1996 and has provided training to more than **4,800 employers** to upgrade or support the creation of **more than 435,000 jobs**.

- SDF grants fund the design and implementation of customized job-training programs
- Eligible applicants include community and technical colleges, workforce development boards and Texas A&M Extension Services (TEEX)
- **Perfect for businesses that need technical training for their employees**

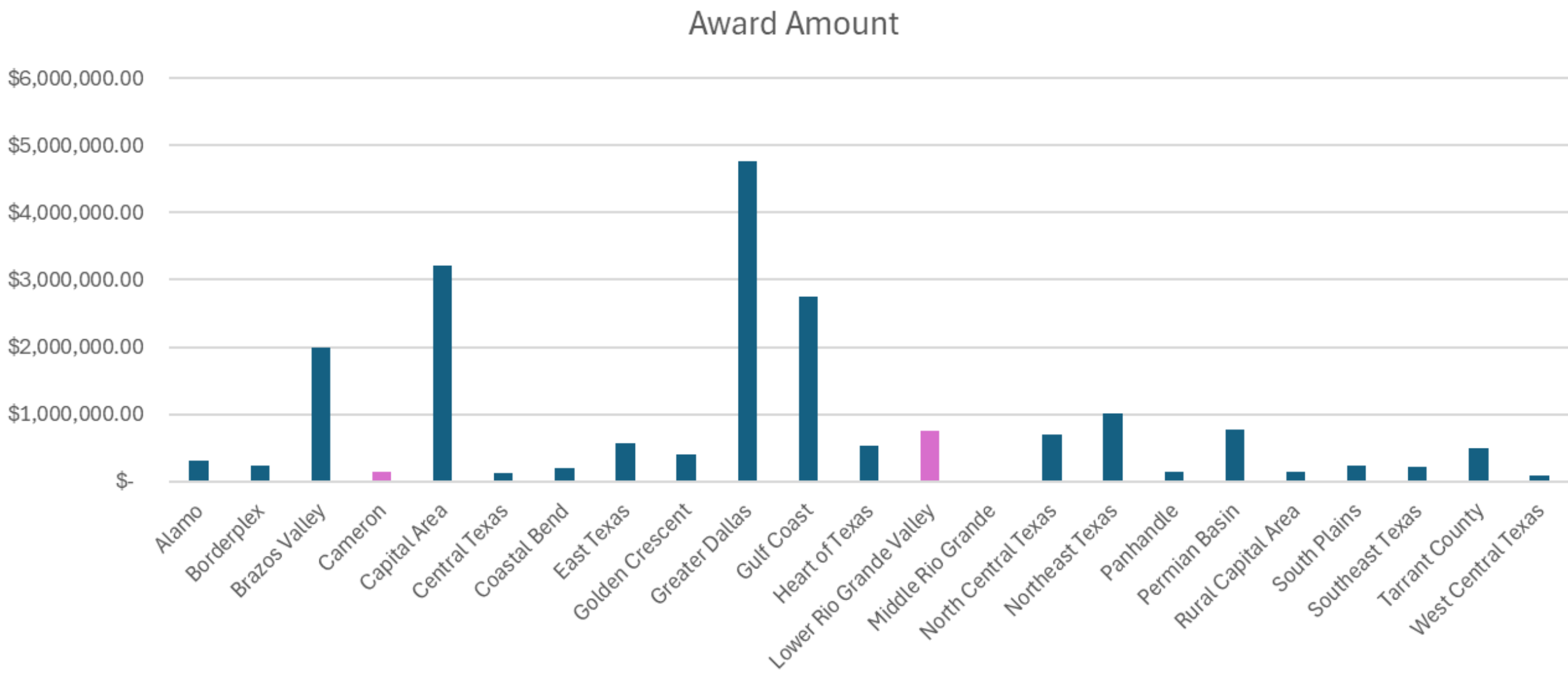
# Customized Training for Texas Employers



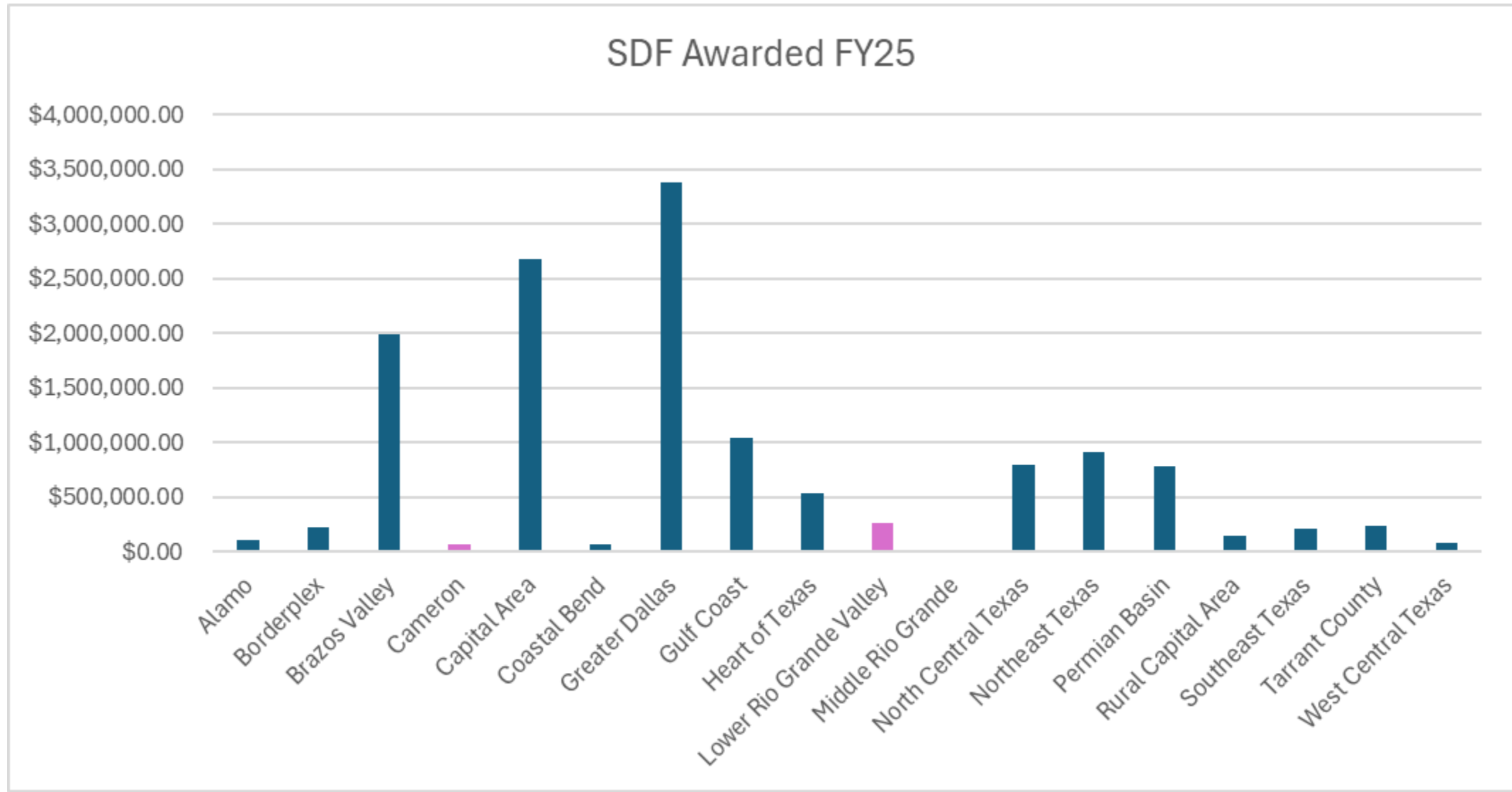
**SKILLS**  
Development Fund

- Single-business project can be **up to \$500,000**
- Average target cost **per trainee of \$2,400**
- **Customized training** to fit business's needs
- Training **for full-time employees**
- Third party training allowed
- Employees must meet prevailing wage
- Equipment costs for training purposes may be allowed for multiple business projects
- Some SOC code limitations

# Grant Programs by Region FY25



# Skills Development Fund by Region FY25





- Training for businesses with fewer than 100 full-time employees- **Childcare facilities are also eligible**
- Tuition and fees up to **\$2,000 for new employees and up to \$1,000 for existing workers** per 12-month period
- Select courses from catalogs for public community or technical colleges, or TEEX – **NO Third-Party Trainers**
- Trainees must earn prevailing wage
- Courses do not have to be business related
- Businesses can apply online on the TWC website

**Easy and QUICK opportunity for businesses to invest in their employees**



**Texas  
Industry  
Partnership**



**High  
Demand  
Job Training**

- Local workforce boards, economic development organizations, private employers, corporate foundations, and most 501(c)6 organizations work as partners to support their community
- Funds are available **up to \$150,000** and the designated partner matches this amount dollar for dollar
- **\$2 million is available** to fund equipment and training for FY 2025
- Training must focus on **high demand targeted occupations** determined by the Governor's Office or the local workforce board target occupations.





# Training for Unemployed or UNDER employed

**TEXAS**  
**WORKFORCE SOLUTIONS**

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# Lone Star Workforce of the Future Fund



Lonestar Workforce of the Future Fund was designed to increase the supply of qualified workers for entry-level to mid-level jobs in high demand occupations.

- Target participants are **unemployed or under-employed**
- Eligible applicants are community and technical colleges, TEEX, and non-profit organizations
- Training must be for **high demand target occupations** – statewide list on webpage
- Funds may be used to support instructor fees and curriculum development, work-based experience stipends, training materials, administrative costs, **and wraparound services**
- The state will fund 60% of the total project and the balance of **40% must come from a revenue source other than state government funds**
- Eligible entities may apply for **up to \$250,000**, and **individual training costs can be up to \$7,500**



# Work-Readiness Skills Pilot Program

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**SKILLS**  
for Success

The is a new **Pilot Program** with Texas State Technical College (TSTC) to help employers by funding workforce training in essential skills such as communication, organization, teamwork, problem-solving, critical thinking, digital literacy, conflict resolution, and time management.

**Easy opportunity for businesses  
to invest in their employees**



# SKILLS for Success

- Training for employees of a private employer
- Tuition and Fees up to \$2,000 per participant for a 12-month period
- Select courses from Texas State Technical College's (TSTC) list of Accelerated Training Soft Skill courses
- Trainees must earn prevailing wage
- Simple process includes completing an online application with trainee information and selected courses
- Grant will only cover the eligible courses via TSTC



**What keeps you  
up at night?**

**TEXAS**  
**WORKFORCE SOLUTIONS**

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# How do I know if these grants are for me?

- How much do I currently spend on technical training whether in-house or private vendor?
- Would upskilling my employees be beneficial to my bottom line?
- If the state paid for the technical training, how much could I then direct funding for soft skill training?
- Would investing in training my employees help with retention?
- Would training enhance my recruitment efforts?

# Additional Information

[TWC Website](#)

[Skills Development Fund](#)

[Self Sufficiency Fund](#)

[Skills for Small Business](#)

[High Demand Job Training](#)

[Texas Industry Program](#)

[Gov's Small Business Summit 2025](#)

[Texas Conference for Employers](#)

[TWC Website](#)

[Apprenticeship](#)

[Internships](#)

[GRACE Conference](#)

[Annual Workforce Conference](#)

[TWC Event Page](#)

[Upskill Texas](#)

[Lone Star Workforce of the Future](#)





# **Employer Engagement & Community Outreach Department Texas Workforce Commission**



**Skills Development Fund**



**Gov Delivery Sign Up**



**Workforce Training  
Grant Opportunities**



# Contact Information

**Nestor Lopez**

[Nestor.Lopez@twc.texas.gov](mailto:Nestor.Lopez@twc.texas.gov)



# Questions & Answers

**Connect With Us:**



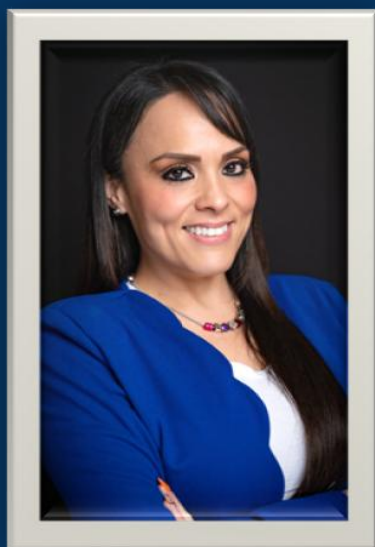
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BusinessRelations@wfsolutions.org

**Facebook:** /WFSolutions and /RGVOP



# Business Relations Services



**Brenda Martinez**  
**Senior Business Relations  
Representative**  
Lower Rio Workforce Development Board  
[brenda@wfsolutions.org](mailto:brenda@wfsolutions.org)  
**956-638-7224**

**John Hershey**  
Business Relations &  
Information Manager Lower Rio  
Workforce Development Board  
[john@wfsolutions.org](mailto:john@wfsolutions.org)



**Paloma Castro-Romero**  
**Business Relations Representative**  
Lower Rio Workforce Development Board  
[paloma@wfsolutions.org](mailto:paloma@wfsolutions.org)  
**956-483-0952**

