

WORKFORCE
SOLUTIONS

CAMERON

2014-2015 ANNUAL IMPACT REPORT

MOVING FORWARD

UT-RGV School of Medicine



ADAPTING TO ECONOMIC OPPORTUNITIES

VISIONARY LEADERSHIP



This publication is meant to highlight the many good things happening at Workforce Solutions Cameron over the past year. Many parties share the wealth of successes we have enjoyed, including our visionary Board of Directors, our County and City elected officials, our many partner organizations, our dedicated Board staff, and the hard-working staff of our service delivery contractor for both our Workforce Centers and our Child Care operations--Southwest Key Workforce Development, LLC. All working together, we have demonstrated to the rest of the state that WFS Cameron is a successful, winning workforce development agency. Just this past year at the Texas Workforce Commission (TWC) state conference WFS Cameron was honored with three distinguished state-wide awards totaling \$130,000 in additional funding for our clients.

In addition to winning awards, WFS Cameron has consistently met or exceeded all of the TWC performance measures, and has initiated a number of innovative projects detailed in this publication that improve and/or expand the level of helpful services to the variety of distinct client groups that we serve. We are duly proud of this success and will strive to accomplish even more to the benefit of our constituency in the future.

Looking to the future, our Board of Directors has challenged the staff to make new inroads into making sure that the maximum number of employers and job seekers avail themselves of our many services. To accomplish this challenge, Board and contractor staff had developed a series of strategies to more fully explore ways to expand the goals of the Board's 2012-2018 Strategic Plan. We envision increasing our social media presence to potential millennial clients, increasing our traditional media presence to the general public, and expanding our collaborations, partnerships, and formal presentations to employers, school districts, and community organizations throughout Cameron County. We optimistically anticipate continuous improvement of our organizational processes and our service delivery mechanisms, and fully intend to be judged by our Board, our clients, and our peers as one of the premier workforce boards in the great state of Texas.

Sincerely,

A handwritten signature in black ink, appearing to read 'Pat Hobbs', with a stylized flourish at the end.

PAT HOBBS
Executive Director, Workforce Solutions Cameron

BOARD OF DIRECTORS



VISION "Workforce Solutions Cameron is the premier, proven provider of high quality workforce resources for Cameron County"

MISSION

"Workforce Solutions Cameron is the local workforce partnership organization devoted to promoting and supporting a workforce structure that provides employers and individuals of Cameron County the opportunity to achieve and sustain economic prosperity."



COMMENTS FROM THE BOARD OF DIRECTORS CHAIRPERSON

As the Chair of the Workforce Solutions Cameron Board of Directors, I am proud and honored to serve with the visionary leaders who work on our Board and on our committees, and our exemplary WFS Cameron staff. With their genuine and selfless input, our Board has risen from among the ranks of the 28 state Boards to become a recognized leader in meeting or exceeding all Texas Workforce Commission performance measures. Our agency is also a recognized partner and leader in working with a variety of educational, economic development, and collective impact groups to make improvements to our educational and workforce systems to positively impact the quality of our workforce.

It is recognized that our Cameron County economy is a "service" economy—with the vast majority of our jobs being within the health care, retail/hospitality, government, and education sectors. WFS Cameron believes that part of our responsibility is to continue working with our educational, EDC, and industry partners to help build a more highly-trained technical workforce that will attract new industries that will bring with them more and better paying jobs to improve the overall quality of our workforce. There are already some exciting prospects on the horizon—such as Space X, LNG facilities, a machining and foundry operation, and increased bi-national trade and manufacturing projects, to name a few—and WFS Cameron is at the table to assist in the development of these opportunities and more.

You will note in this publication the myriad of partnerships we have developed and the high volume of clients we serve with the many programs and support services that we offer. I am continually impressed with the high quality effectiveness of the work being done by WFS Cameron. Continuing to work together in partnerships for the good of the agency is a priority for even greater accomplishments in the future, and I am confident we can make it happen for Cameron County.

Sincerely,

Ms. Sonia Walsh
Board Chair, Workforce Solutions Cameron Board of Directors



WORKFORCE BOARD OFFICERS

Sonia Walsh
Board Chair
Private Sector

Nancy Domingo
Secretary
Private Sector

Rudy Martinez
Board Vice Chair
Private Sector

Osiel De La Cruz
Parliamentarian
Private Sector

WORKFORCE BOARD MEMBERS

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Private Sector

Polo Leal
Employment Services

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ABE

Mark Moore
Labor

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Paulino Muñoz
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Ron Rogers
Public Assistance

Cledia R. Hernandez
Education

Celeste Sanchez
Literacy

David Kowalski
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Baldomero Treviño
Private Sector

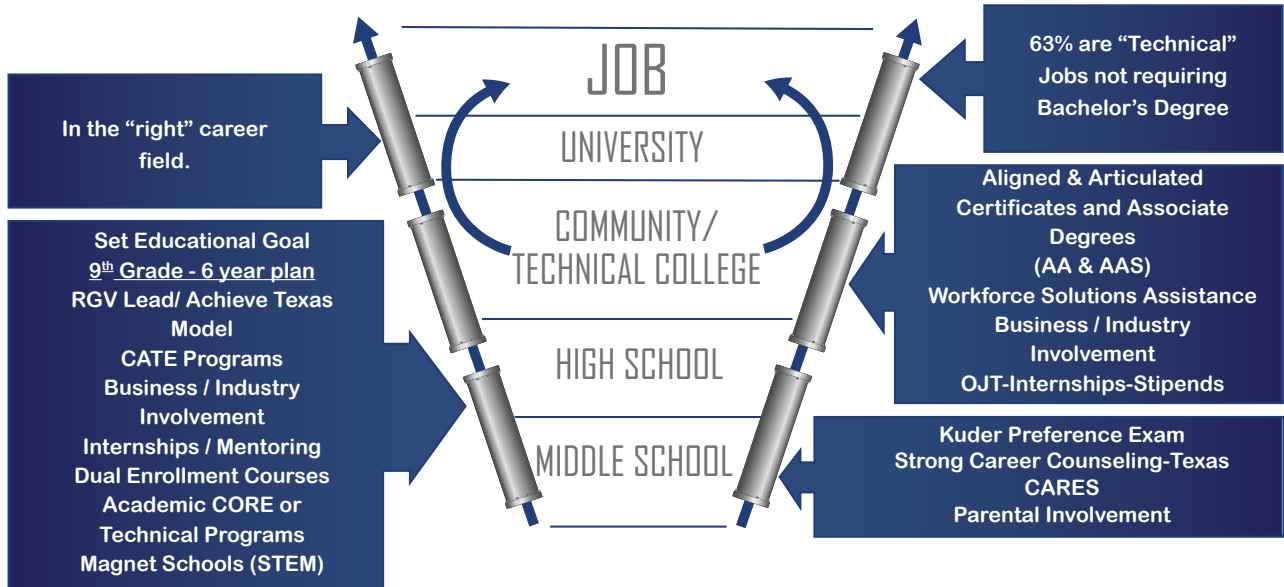
Dr. J. Gilbert Leal
Economic Development



1. Increase presence and linkages with Employers.
2. Increase presence and image while building community relationships.
3. Improve the quality of workforce services to Employers and Job Seekers.
4. Ensure accountability and transparency in all matters and actions.

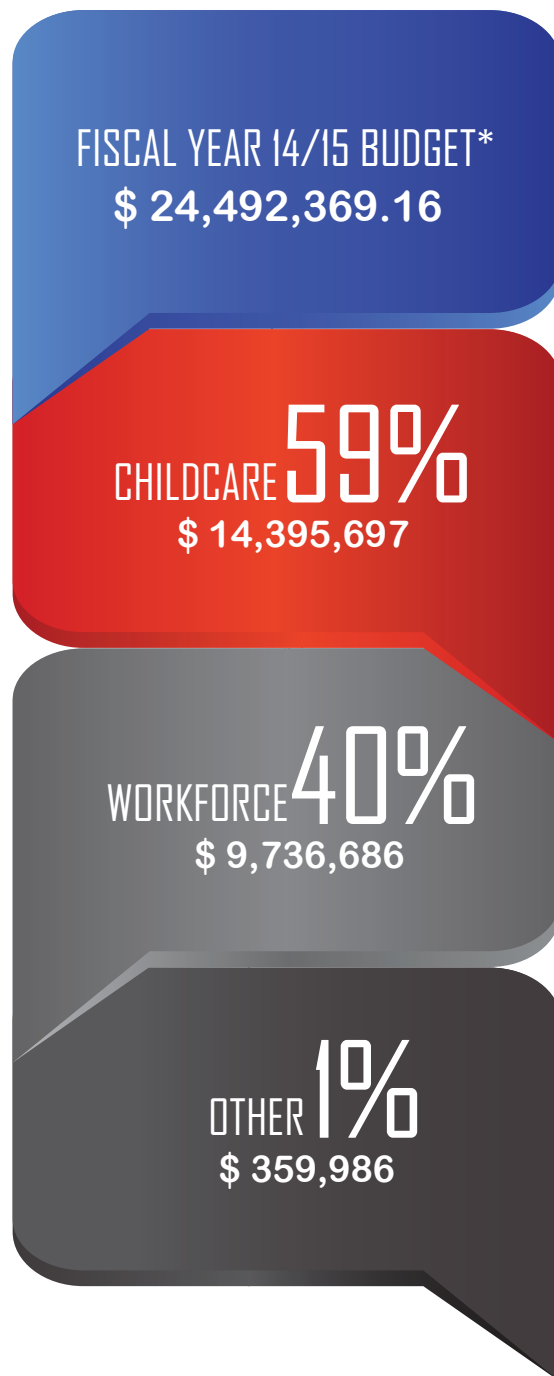
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"THE WORKFORCE PIPELINE"



"GUIDED EDUCATION IS THE KEY"

"This Workforce Pipeline chart depicts a constant and overriding message to our community partners from WFS Cameron Workforce Board. We use it in almost every WFS Cameron formal presentation to constantly remind the public that a healthy, high quality workforce is forever dependent on an efficient and effective educational system. Only if guided educational goals and career choices are set by parents and students at the middle school level, and enhanced with aligned and articulated high school CTE and college certificate and associate degrees and participation from industry can we expect to fulfill the workforce needs of the future."



*Funding allocated to Workforce Solutions Cameron is provided primarily through federal and state funds. Additional funds may be secured through public and private grants.

JOB SEEKERS

EMPOWERING INDIVIDUALS

32,383

JOB SEEKERS SERVED

Through access to up-to-date and relevant information, our job seeker customers are empowered to make well-informed decisions regarding choices and opportunities that exist for employment, education, and training. This past year, Workforce Solutions Cameron served 32,383 job seekers through a variety of services. Of those, 60%, or 19,719, job seekers successfully gained and retained employment.

19,719

JOB SEEKERS
ENTERING EMPLOYMENT

4,769

UI-CLAIMANT RE-EMPLOYMENT
WITHIN 10 WEEKS

This past year, Workforce Solutions Cameron maximized its utilization of resources to assist 4,769 Unemployment Insurance (UI) claimants gain employment within their initial 10 weeks of receiving UI benefits. This resulted in a positive return on our investment by saving the State of Texas Unemployment Insurance Fund over 9 million. The services provided to UI claimants included job matching and referrals, job search and employability workshops, and information on training, education and community resources.

\$9,241,630*

TRUST FUNDS SAVINGS
FOR LAST YEAR

*Office of the Attorney General.



YOUTH
246 SERVED



100% Youth Attainment of Degree/Certificate
87.5% Youth Placement in Employment

Workforce Solutions Cameron partners with local school districts, colleges and career schools, UTRGV and regional education partners such as RGV LEAD to assist youth in achieving educational and employment goals that will prepare them for successful careers. This past year we provided a variety of services for both in/out-of-school low-income youth, it designed to prepare them for employment and post-secondary education through strong linkages between academic and occupational learning. Services included tutoring, paid and unpaid work experiences, leadership development activities, comprehensive guidance and counseling, financial literacy education, labor market and career information, and post-secondary preparation and transition activities.

NON-CUSTODIAL PARENT PROGRAM



Workforce Solutions Cameron operates a Non-Custodial Parent (NCP) program in close partnership with the Texas Office of the Attorney General (OAG) and local child support enforcement courts. The NCP program works with unemployed and underemployed non-custodial parents (NCPs) of children who are current or recent recipients of public assistance, and who are behind on their child support payments by providing employment services and child support compliance monitoring to all NCP participants.



During this past year, WFS Cameron worked with over 200 court-ordered NCPs, placing 74% of participants in employment averaging over \$11 million per hour. Since the inception of the NCP program in 2008 the Office of the Attorney General in collaboration with WFS Cameron has collected over \$11 million in outstanding child support payments. The collections were made possible through WFS Cameron’s employment services provided to NCP clients. This past year alone, the OAG collected over \$3 million.

**Data obtained through the Office of the Attorney General*

VETERANS SERVICES 1,759 VETERANS SERVED

From October 2014 to September 2015, Workforce Solutions Cameron served a total of 1,759 veterans. Sixty-seven percent (67.6%) of veterans entered employment, and the employment retention rate was 83.5%. In addition, 211 disabled veterans were served with 75% entering employment, with an employment retention rate of 84%. Workforce Solutions Cameron takes pride in its service to our armed forces Veterans. Veterans receive priority services at Workforce Solutions Cameron, with staff helping Veterans maximize employment opportunities as they transition into civilian life. Services include job placement, job search resources, training programs, résumé and application assistance, career development assistance, and information on transition assistance and benefits.



COMMITMENT TO QUALITY OUTCOMES

During the 2015 fiscal year, 89.5% of customers in Adult/Dislocated Worker Programs who successfully completed training sponsored by Workforce Solutions Cameron entered employment related to the training. With all locally-sponsored training being in demand and growing occupations, Workforce Solutions Cameron is maximizing the return on investment of training dollars to meet local employer needs in jobs that will be sustained for years to come.

89.5% Adults/Dislocated Worker Entered Employment Related to Training





In 2015, Workforce Solutions, along with RGV Lead, served as the coordinator for the 13th Annual Career & Education Expo held at the Casa de Amistad in Harlingen, TX. Over 1,400 students from 26 schools throughout the Valley registered for the event. This event brings together educational institutions, businesses, and community leaders to help juniors and seniors in the Rio Grande Valley prepare for success in college and beyond.

1,400 YOUTH ATTENDED



YOUTH CAREER EXPO

Workforce Solutions Cameron partnered with the La Feria, Rio Hondo and Santa Maria Independent School Districts to host a Youth Career Pathways EXPO for 8th Graders. The EXPO was held on September 25, 2015 at the La Feria High School. Over 500 8th graders from the ISD's attended. Beginning in the 2014–2015 school year, Texas House Bill 5 requires that students entering high school must select and earn an “endorsement” in one of five categories - (1) STEM (2) Business and Industry (3) Public Services (4) Arts and Humanities (5) Multidisciplinary, in order to graduate with a high school diploma. The goal of the EXPO was to introduce 8th graders in attendance to the various career pathways available within the five endorsements to help them make a more informed choice for their high school endorsement.

25 EMPLOYERS representing healthcare, law enforcement, energy, advanced manufacturing, finance and law were on hand to talk to students about careers. Educational providers were also on hand to share career and education information with the students. Workforce Solutions Cameron also sponsored a Texas Alliance for Minorities in Engineering “Trailblazer”, which is a mobile trailer that provides hands-on exhibits that teach students about energy, space, weather, biotechnology, and aerodynamics while also introducing them to educational and career opportunities in STEM. Through the Workforce Solutions Cameron Mobile Resource Lab, students were also able to explore careers using online career information tools.



RED WHITE & YOU! JOB FAIR

500 JOB SEEKERS ATTENDED



November 2015 marked our fourth annual Hiring Red, White, & You ! Job Fair, held at the Brownsville Events Center. We attracted over 50 employers with over 500 job seekers. The Hiring Red, White, & You! Job Fair is a Texas Workforce Commission state-wide joint initiative supported by the Office of the Governor, the Texas Medical Center and the Texas Veterans Commission. Our goal is to connect veterans and their spouses in Texas with employers who are seeking veterans' exceptional skills.

MOBILE RESOURCE UNIT



This year the Mobile Lab served **1,497** students, job seekers and employers at a variety of different Cameron County locations. Through the Mobile Lab, middle and high school students and teachers from La Feria, Santa Maria, Rio Hondo, and Brownsville school districts were able to explore career and post-secondary education opportunities, helping them prepare to become our future workforce. The Mobile Lab also partnered with the Brownsville ISD to offer literacy and other educational services to the families of students through a 21st Century grant. In addition, the Mobile Lab participated in numerous job fairs/hiring events including the new Toyota dealerships in Brownsville and Harlingen, new Walmart stores in Brownsville and Los Fresnos, Congressional Veterans Summit Job Fair and Red, White & You.

Mobile Lab services/features include:

- Work registration through Work In Texas
- Online Job search and job matching services
- Handicap accessible, including a wheelchair lift and handicap accessible workstation equipped with Job Access with Speech (JAWS)
- ZoomText
- Adult Education & Literacy
- Braille printer
- Wi-Fi access
- Mobile Lab offers space for on-site interviewing for employers and job seekers
- Printer/copiers

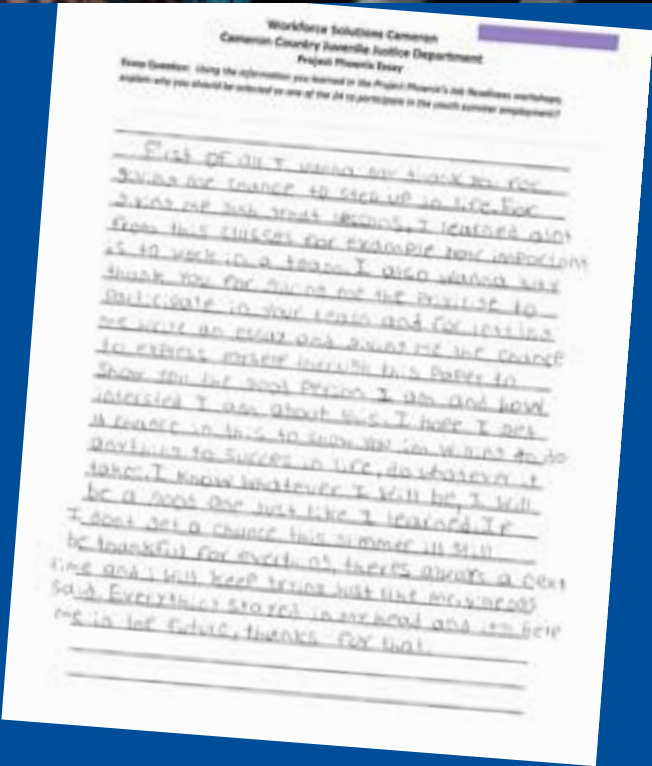


PROJECT PHOENIX

107 STUDENTS ATTENDED



Workforce Solutions Cameron partnered with the Cameron County Juvenile Justice Department (CCJJD) for Project Phoenix, a career development and employment training program for at-risk youth. 107 students attended soft skills and job readiness workshops. After completing this portion of the program, students had the opportunity to compete in an essay writing competition for the chance to participate in a job placement program. 24 students were selected and placed with employers throughout Cameron county. Through this collaboration students gained work experience that would help them become career ready.



CCJJD participant: “First of all, I wanna say thank you for giving me chance to step up in life. For giving me such great lessons. I learned a lot from this class, for example how important it is to work in a team. I also wanna say thank you for giving me the privilege to participate in your team and letting me write an essay and giving me the chance to express myself. I hope I get a chance in this to show you I’m willing to do anything to success in life, do whatever it takes. I know whatever I will be, I will be a good one just like I learned. If I don’t get a chance this summer I’ll still be thankful for everything....everything stayed in my head and it’ll help me in the future, thanks for that.”

BUSINESS SERVICES UNIT

1819 EMPLOYERS RECEIVING WORKFORCE ASSISTANCE

The goals of Workforce Solutions Cameron with respect to our employer customers are to develop new and innovative ways to support the retention and expansion of existing businesses, by assisting them in identifying their workforce challenges, providing solutions to their needs and to ensure quality pre-screening and referrals to their job openings. Last year, we served over 1,800 employers using the above goals as service parameters. Services provided included recruitment & pre-screening for qualified job applicants, on-line job listings for local, state and national recruitments, matching qualified applicants to job openings, customized trainings, and testing of applicants for specific job skills & computer program knowledge. Services also included outplacement services for employees affected by downsizing, and dedicated resources to help employers hire Veterans and people with disabilities.



To improve our services to employers, we renovated our offices in Brownsville and Harlingen and now offer available space for interviews, meetings and employee training. Our interview rooms offer telephone and Wi-Fi to enable employers the opportunity to conduct phone and virtual interviews. Our expanded employer service areas also offer printer/copier/fax, computers, Wi-Fi and on-demand access to our Business Service Unit staff. We continue to offer space for hiring events, enabling employers and job seekers to connect in a one-stop environment.

DOING MORE THROUGH PARTNERSHIPS



RGV FOCUS, in collaboration with Educate Texas, is a collective impact initiative centered on improvement of the region’s educational system. Their goal is that all RGV learners will graduate high school college ready, transition to postsecondary programs within a year, receive a degree or credential on time, and be gainfully employed within 6 months. The group is made up of most high school districts in our 4-county area, higher education officials from all institutions, and the workforce Boards of Cameron and Lower Rio. WFS Cameron and Lower Rio provide the group with labor market information and insights into what occupations the institutions should be targeting for their programs of study.



The All In Project, centered with the United Way of Southern Cameron County, was originally funded by the Gates Foundation as partners for Post Secondary Success (PPS), with a goal of doubling the number of students with post-secondary credentials with labor market value by the year 2030. WFS Cameron has served for the last three years on the Leadership Team of this group of dedicated secondary and post-secondary educators, business, and workforce professionals, who are having a positive impact on Brownsville’s educational achievement metrics. Better educational achievement by more students will result in a higher quality workforce for improved economic development potential and more and better jobs.



The Rio South Texas Economic Council is another collective impact initiative with economic development flavor that concentrates a large part of its efforts on the public relations and business-attracting quality of life issues of our region. WFS Cameron and Lower Rio serve on the Board of Directors for this organization, and provide them with labor market information they can use to develop their messaging.



United Brownsville is a collective impact group working to develop bi-national industrial growth in the Lower Valley through targeted initiatives that positively impact education, trade, and workforce development. WFS Cameron serves on the Board of Directors of this group and provides insight and direction concerning workforce development matters, as well as providing labor market information for their decision-making processes.



Texas School Ready (TSR) is a collaboration with the University of Texas at Houston Health Science Center that promotes high quality educational activities in the Pre-K levels, which are seen as critical determinates of future educational success for young children. TSR provides a team of skilled child care professionals to work with school districts to improve the teaching and learning in these grades across the county. The team is administered by WFS Cameron, but funded by UT.

DOING MORE THROUGH PARTNERSHIPS



TSTC Harlingen is part of the state's technical college system; with the regional goal of providing high-tech educational programs that will produce Certificates or Associates of Applied Science Degrees to area residents in fields of study that have state-wide demand. Fortunately for the Rio Grande Valley, TSTC Harlingen is also able to offer an Academic Core of general education courses that can be transferred to any state university, similar to what a community college can offer. WFS Cameron provides TSTC with TWC, DOL, and DOE grant opportunities that are determined to be within the realm of the college's scope, mission, and capabilities, and assists them with the development of the grant applications by providing demographic LMI data, collaboration opportunities with other WFS Cameron partners, and workforce rationales and initiatives to fit the grant parameters. Successful grant funding can increase the colleges' ability to offer students more programs with less strain on local resources.



Texas Southmost College (TSC) has just recently ended its 20-year partnership with UT Brownsville, and has this year attained its separate, new community college accreditation. It is now poised to play its very critical role as a full standing community college for the Brownsville area, offering the array of technical certificates, associate degrees, and academics that will provide area businesses with the workers they need. As with TSTC, WFS Cameron provides TSC with TWC, DOL, and DOE grant opportunities that are determined to be within the realm of the college's scope, mission, and capabilities, and assists them with the development of the grant applications by providing demographic LMI data, collaboration opportunities with other WFS Cameron partners, and workforce rationales and initiatives to fit the grant parameters. Successful grant funding can increase the colleges' ability to offer more students more programs with less strain on local resources.

SCHOOL DISTRICT COLLABORATION

WFS Cameron has worked closely with the school districts to encourage adoption of initiatives that are proven to produce more engaged students, with advanced knowledge of career pathways selection based on labor market information. WFS Cameron has provided Career & Technical Education (CTE) departments with our Soft Skills Course to be infused into their CTE programs, encouraged the mandatory use of the Kuder Preference Exam and TWC website programs for career awareness training. WFS Cameron have funded teacher internship programs to make counselors and teachers more aware of business/industry careers in the real world work environment.

ECONOMIC DEVELOPMENT ORGANIZATIONS

WFS Cameron serves on the Board of the Brownsville EDC, and is a member of the Harlingen, San Benito, Port Isabel, and South Padre Island EDC's. It is our expressed goal to provide these groups with labor market information that will assist them in determining their initiatives and goals, and to give them the accurate LMI for inclusion in DOL and/or TWC grant opportunities that come along. WFS Cameron is a working partner with EDC's who need to analyze and grow their respective human capital through talent chain development efforts.

DOING MORE THROUGH PARTNERSHIPS



The youthful, fast-growing, bi-cultural, bi-national population of the Lower Rio Grande Valley has the potential to develop into a globally competitive workforce that will attract and retain economic development and better jobs. Positioned as an intermediary organization, RGV LEAD facilitates communication across domains—public education, higher education, business/industry, government, and workforce development—to facilitate partnerships that effectively address the region’s challenges and help students set and achieve college and career goals. WFS Cameron serves on the Board and helps RGV LEAD gather the labor market information used to produce their annual Labor Market Information Report that is widely distributed throughout the Valley. We will also be a part of their new initiative to help build an industry-driven workforce through new Industry Cluster Academies.



On the Child Care side of our agency, WFS Cameron strongly supports and strongly funds the growth in the number of child care facilities that meet the stringent requirements of the Texas Rising Star (TRS) Program sponsored by TWC. TRS centers will have more highly qualified staff, with CDA credentials, better curriculums, better training aids, better equipment, and therefore the ability to deliver a quality learning experience for Pre-K to Kinder children rather than just serve as a baby-sitting facility. WFS Cameron considers Pre-K and Kinder education to be a primary concern for improvement in the making of a higher quality workforce in the future of the Valley. Centers striving for TRS status are assisted by WFS Cameron mentors and monitors, are funded for professional development, curriculum aids, and playground equipment, and are paid a higher rate for child care when they attain TRS status.

REGIONAL TRANSPORTATION ADVISORY PANEL

The panel provides a platform for collaborative approaches to transit planning for seamless and efficient movement of people in the region. The RTAP does not directly implement transportation services, but rather provides coordinated support to the numerous agencies that provide these services. Members of this planning organization include state, regional, and local organizations such as MPOs, TXDOT, and Public Transportation Providers. Some of the outcomes of the RTAP include a regional transit plan and a 2015 grant award from TXDOT to implement a Bus Transit Training Academy.

LOWER RIO GRANDE VALLEY P-16 COUNCIL

P-16 Regional Councils are very significant civic structures that exist to meet the goal of the state’s higher education plan. Membership in each Council includes leaders from regional education service centers, public school districts, community colleges, at least one public or private four-year institution of higher education, business representatives who are members of local workforce boards or chambers of commerce, and representatives from civic and/or community organizations. P-16 Councils advance regional efforts to target, design and implement systemic actions to establish college-going habits and traditions in middle and high schools. They were also created to increase awareness of College and Career Readiness Standards.



TODAY'S CHILDREN, TOMORROW'S WORKFORCE

Begins with a quality foundation

3,700

AVERAGE CHILDREN SERVED PER DAY

EARLY CHILDHOOD CONFERENCE

600 PARTICIPANTS



Workforce Solutions Cameron hosted a Provider Conference at South Padre Island on October 3 & 4, 2014. The theme was “Today’s Children, Tomorrow’s Workforce!” The two day event provided networking and training for more than 600 participants. The event encompassed sessions by nationally acclaimed speakers such as Holly Bruno, Carol Kranowitz, Kimberly Johnson, Mathew Gollub, TSR/Coaches and the Learning Station. Participants received training on Managing Legal Risks, Social & Emotional Development, Creating Motivated Learners, Team Building, Cognitive and Language Development and Special Needs topics to **enhance their knowledge of quality care for our children.**

TEXAS RISING STAR



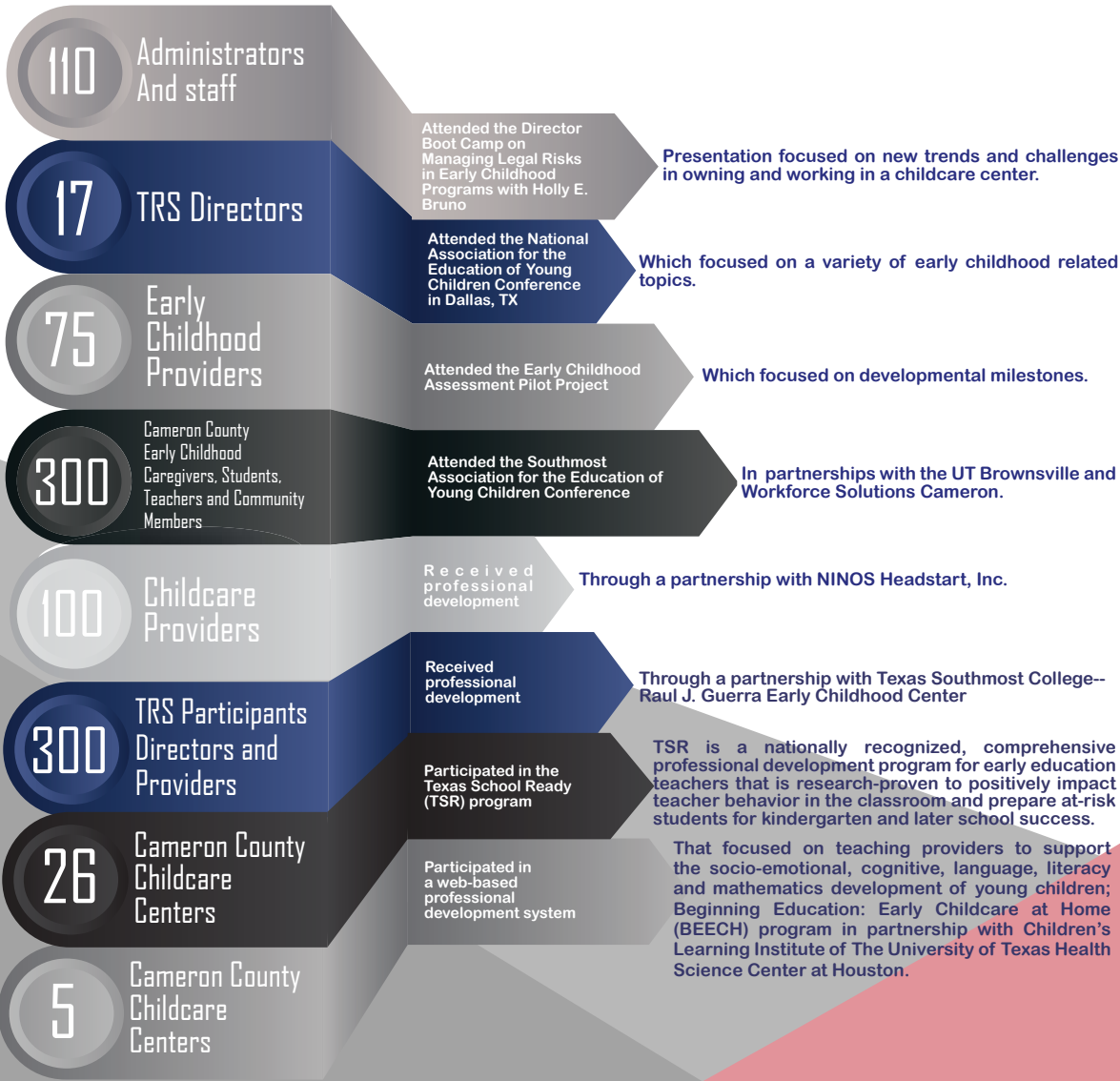
On March 21, 2015 the WFS Cameron childcare Team facilitated an all-day TRS Training in which directors were given the new TRS Provider Certification Guidelines and minimum requirements to achieve a 2-star certification or better. WFS Cameron board staff provided guidance on the application process well as the five categories to be assessed: Director and Staff Qualifications and Training, Caregiver-Child Interactions, Curriculum, Nutrition and Indoor/Outdoor Activities and Parent Education and Involvement.

After all their hard work and dedication, the Texas Rising Star providers were recognized at our annual event, “Exceeding Expectations Today, to Create Brighter Stars for Tomorrow!” conference. TRS Directors were honored and recognized during a special evening banquet. They received their new banners and seals with their accomplished TRS certifications: 5 facilities received a 4-star, 24 facilities received a 3 star and 4 facilities received a 2- star certification. We also honored caregivers who received a nomination for “Caregiver of the Year” and “Caretaker of the Year” Award. In total 320 TRS participants attended the two day conference which **focused on early childhood education to enrich the quality of childcare.**



CHILDCARE TRAINING OPPORTUNITIES

Throughout the year the Child Care Team focused on collaborating with community partners and local institutions to provide ongoing professional development, and thereby improving the quality of care.



COMMITMENT TO EXCELLENCE



In December, students from Hanna High School interviewed Pat Hobbs, Executive Director, and Ashley Guzman, Project Manager, as part of a new initiative designed to expose students to the world of philanthropy. Each of the six high schools in Brownsville researched four non-profit organizations in the community. Part of this research included an interview with each of the organizations. During the interview, Mr. Hobbs and Ms. Guzman described the services offered by Workforce Solutions and how these services impacted the community. At a reception, held later in the month, each of the schools awarded one organization with a \$2,500 grant. Workforce Solutions Cameron was proud and honored to be selected as the recipient of the grant from the Hannah High School group. This unrestricted fund will be used too support LMI and Career Awareness training of high school and middle school counselors and CTE faculty across the country.

ACKNOWLEDGMENT AT TEXAS WORKFORCE COMMISSION STATE CONFERENCE



YOUTH INSPIRATION & CAREER AWARENESS AWARD - \$100,000 AWARD PROJECT PHOENIX TAKES FLIGHT

Project Phoenix was launched by Workforce Solutions Cameron to provide career awareness, job-readiness workshops, and work experience opportunities to at-risk youth. With the use of the mobile resources lab, Cameron facilitated job-readiness and soft skills workshops to youth in the juvenile justice system. A total of 107 participants successfully completed workshops and received career awareness services. After a competitive essay contest by Cameron, 24 individuals were given the opportunity for summer employment based on their essays.



PERFORMANCE INCENTIVE AWARD - \$30,000 AWARD WIA ADULT/DISLOCATED WORKER TRAINING-RELATED EMPLOYMENT

Workforce Solutions Cameron achieved the highest percent of Adults/DWs who entered employment using a substantial portion of the skills taught in training. This is the 2nd time in 3 years that WFSC has won this award.

STAFF RECOGNITIONS

20
AND UP

Years of Service

Carmen Pequeno
BOARD STAFF
Marisa Almaraz
BOARD STAFF
Sally Perez
BOARD STAFF
Belia Zamora
TWC STAFF
Susie Marchan
TWC STAFF
Henry Castillo

Mera Champion
Ana Rodriguez
Jorge Sandoval
Sofia Serbin

15
TO
19

Years of Service

Rosie Alatorre BOARD STAFF	Nelly Reed
Iracema Banda TWC STAFF	Jose Chavez
Jaime Escamilla TWC STAFF	Yvonne Vela
Claudia Cisneros	Mary Casey
Maria Avalos	Uvaldina Cisneros
Alfia Alaniz	Diana Garcia
Maria Llamas	Blanca Huratdo-Rivera
Jose Lopez	Rosario Montalvo
Celia Suarez	Belinda Olivarez
Michelle Esparza	Idalia Torres
Max Franco	Estela Treviño
Juanita Saldana	Erica Garcia
Ruben Villegas	Lorinda Villarreal
Rosen Salazar	Maria Orozco
Maria Cabrera	

10
TO
14

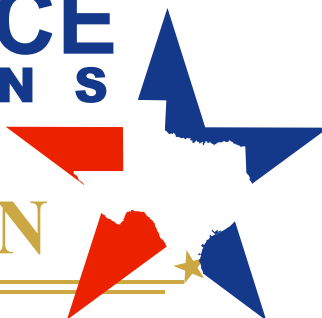
Years of Service

Laura Longoria
BOARD STAFF
Andrea Tafolla
BOARD STAFF
Hazel Quintero
BOARD STAFF
Erica Campos
TWC STAFF
Elsa Gutierrez

Glorisela Garcia
Robert Vasquez
Magdalena Salinas
Alejandro Alvarado
Yadira Espinoza
David Silva
Patricia Goodge
Fred Aguilar
Ma. Elena Gomez

WORKFORCE SOLUTIONS

CAMERON



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