



WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

PO Box 760 ~ 216 W Main ~ Uvalde ~ Texas ~ 78802 ~ 830-591-0141 ~ 830-591-0004 fax

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Workforce Solutions Middle Rio Grande Board of Directors Meeting Thursday, June 12, 2025 @ 1:00 p.m. Workforce Board Room 216 Main Street, Uvalde Texas 78801

Board of Directors
Executive
Committee

Christopher Hiller
Chairperson
Private Sector

Laura Lopez
Vice Chairperson
Private Sector

Jesus Martinez, Jr.
Secretary
Private Sector

Myrta Garcia
Treasurer
CBO

Rodrigo Jaime
Parliamentarian
Private Sector

Rosie Lozano
Executive Director

I. Call Meeting to Order

II. Invocation

III. Roll Call

IV. Introduction of Guest

V. Public Comment

VI. Approval of Minutes for:

- a. March 19, 2025 – Executive Committee, pg. 1 - 2
- b. April 10, 2025 – Board of Director's Meeting, pg. 3-9
- c. April 29, 2025 – Executive Committee, pg. 10-11

VII. Old Business

VIII. New Business

A. Executive Committee – Christopher Hill, Board Chairman Action Items:

- 1. Ratification of Review/Approve – Lease agreement for Eagle Pass office for a five-year term with a potential extension of additional 5 years, pg. 12
- 2. Release of RFP for Independent Fiscal Monitoring Services, pg. 13

Information Items:

- 1. Update - Crystal City office
- 2. Update - Board Membership, pg. 14-15
- 3. Subrecipient Monitoring Exit Report, pg. 16-19

B. Finance and Audit Committee – Myrta Garcia, Chair Action Items:

- 1. Review/Approve April 2025 WFSMRG Fiscal Agent Expenditure report, pg. 20-23
- 2. Financial & Data Analyst monitoring report, pg. 24-25

Information Items: None

C. Child Care Committee – Margot Mata, Chair Action Items:

1. Child Care Quality purchases, pg. 26

Information Items:

1. Child Care report, pg. 27-28

D. Monitoring & Oversight Committee – Juan Martinez, Chair
Action Items:

1. Board Monitoring Reviews: February – March 2025

- a. SNAP, pg. 29-33
- b. Choices, pg. 34-37
- c. WIOA, pg. 38-40
- d. RESEA, pg. 41-43

2. Policies:

- a. MSFW01 Referring Temporary Jobs, pg. 44
- b. MSFW02 Fingerprint Logs, pg. 45
- c. MSFW03 Self-Monitoring MSFW, pg. 46
- d. ALL19 Filing Employment Services and Migrant Seasonal Farmer Worker Complaint, pg. 47
- e. ALL14 Chg. 2 Priority of Service, pg.48-49
- f. ALL20 Data Validation, pg. 50

Information Items:

1. WFS Program Reports, pg. 51 - 54
2. VOS Greeter Report, pg. 55
3. Student Navigator Report, pg. 56
4. Youth Coach Report, pg. 57

E. Economic Development Committee – Laura Lopez, Chair
Action Items: None

Information Items:

1. Middle Rio Grande Labor Local Area Employment Statistics, pg. 58
2. Middle Rio Grande Labor Market Information, pg. 59

F. Executive Director's Report – Rosie Lozano, pg. 60

G. MRGDC Executive Director's Report – Michelle Garcia,
pg.61

H. Other Business

IX. Election of Officers

X. Adjournment

Note: To sign up for Public Comment please call Board Office at 830-591-0141

Meeting Notice Closed or Executive Session

If during the course of the meeting covered by this Notice, the Board should determine that a closed or executive session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.071-551.084, inclusive, of the Open Meetings Act, including, but not limited to:

- a) Section 551.084 - For the purpose of excluding witnesses or witnesses from a hearing during the examination of another witness.
- b) Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.
- c) Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.
- d) Section 551.073 - For the purpose of considering a negotiated contract for a prospective give or donation.
- e) Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
- f) Section 551.076 - To consider the deployment, or specific occasions for implementation of security personnel or devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such a closed or executive meeting or session, then such final action, final decision, or final vote shall be at either:

- a) the open meeting covered by this notice upon the reconvening of this public meeting, or
- b) at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

**Workforce Solutions is an Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to
individuals with disabilities.**

WORKFORCE SOLUTIONS MIDDLE RIO GRANDE
Executive Committee Meeting
MINUTES

Workforce Solutions
401 W. Zavala St. Ste B
Crystal City, Texas 78839

Wednesday, March 19, 2024
5:00 p.m.

MEMBERS PRESENT:

Laura Lopez
Jesse Martinez, Jr.
Rodrigo Jaime
Myrta Garcia

MEMBERS ABSENT:

Christopher Hiller

WORKFORCE STAFF:

Rosie Lozano
Marisa Cervantes

I. CALL TO ORDER –

Laura Lopez called the Executive Committee meeting of the Middle Rio Grande Board to order at approximately 5:05 p.m.

II. ROLL CALL – DETERMINATION OF QUORUM

The Executive Committee convened on Wednesday, March 19, 2025. A quorum was established with four (4) members present. The following business was discussed.

III. INTRODUCTION OF GUESTS

None

IV. NEW BUSINESS

A. Executive Committee – Laura Lopez, Vice-Chairperson

Action Item:

1. Approval of the State Plan

Rosie Lozano explained that the State Plan must be submitted every four years. Richard Rogers was hired to draft the plan at a cost of \$5,700. The

plan remains unchanged from its initial presentation at the Board Meeting.

The State Plan outlines targeted occupations, labor market information, unemployment rates, and details on partnered organizations. The plan was open for public comment but received none. Modifications can be made in two years if necessary.

Rodrigo Jaime inquired about the submission deadline. Rosie confirmed that the plan is due March 21, 2025, and must be submitted to the legislature by May 1, 2025. Prior approval is required from the County Judges (C.E.O.). Final approval is expected in June or July.

Rodrigo Jaime motioned to approve the State Plan and Myrta Garcia seconded. **Motion carried.**

Information Items:

None

V. ADJOURNMENT

A motion to adjourn the meeting was made by Rodrigo Jaime at approximately 5:17 p.m. Myrta Garcia seconded. Motion carried.

Jesse Martinez, Jr.
Secretary

Date

Workforce Solutions Middle Rio Grande Board

MINUTES

BOARD OF DIRECTORS' MEETING

In Person / Virtual
April 10, 2025,

Workforce Solutions Board Room
Thursday 1:00 PM

OFFICERS PRESENT:

Christopher Hiller, Chairperson, Private Sector, Eagle Pass
Rodrigo Jaime, Parliamentarian, Private Sector, Carrizo Springs
Myrta Garcia, Treasurer, CBO, Cotulla
Jesse Martinez, Jr., Secretary, CBO, Carrizo Springs
Laura Lopez, Vice-Chair, Private Sector, Crystal City

MEMBERS' PRESENT:

Ernest Flores
Margot Mata
Juan Carlos Vázquez
Rogelio Gonzales
Juan Martinez
Arturo Gonzales
Monica Gonzales
Lydia Seiple
Dana Johnson
Shelly Collins
Romelia Aranda
Larry Martin
Wendall Sansom
J.J. Suarez
James Glasscock
Nancy Rodríguez

MEMBERS ABSENT:

Timothy Grant
Jesse Rizo
Michael Grooms
Jesse Rizo
Michael Grooms

Cecil Snowden
Blanca Larson
Jose Barajas
Sergio Diaz
Sara Rivas
Yolanda Ramon
Dora Garza Velásquez
Jorge Ramon
Aracely Castle
Aaron Valdez

OTHERS PRESENT:

Rosie Lozano
Nereida Santos
Barbara Lopez
Roxanne Gonzalez
Marisa Cervantes
Michelle García
Betsy Prado
Bobby Castillo
Max Pereda

I. CALL TO ORDER

The meeting was called to order by Board Chair Christopher Hiller at approximately 1:02 PM.

II. INVOCATION

Juan Martinez delivered the invocation.

III. ROLL CALL

Roll was called by Nereida Santos, confirming the presence of twenty-one (21) board members, thereby establishing a quorum.

IV. INTRODUCTION OF GUEST (S)

Ruben Martinez- Garza/Gonzalez & Associates
Judge Jesse Gonzalez- Zavala County

V. Public Comments

No public comments were received.

VI. APPROVE MINUTES FOR: February 13, 2025

Rodrigo Jaime motioned to approve the minutes and Arturo Gonzales seconded the motion. Motion carried.

VII. Old Business

No old business was discussed.

VIII. New Business

A. Executive Committee – Christopher Hiller, Board Chairman

1. Ratification – Review/Approve Workforce Board 2025-2028 State Plan

Corrections to the State Plan included updating the name of Southwest Texas Junior College to Southwest Texas College. Additionally, a year-to-date MPR was provided.

Myrta Garcia motioned to approve the State Plan, and Juan Martinez seconded the motion. Motion carried.

2. Review/Approve – Lease agreement for Eagle Pass office for a five-year term with a potential extension of additional 5 years

The lease for the Eagle Pass office is set to expire at the end of April. Cano & Company, the contracted broker, was tasked with identifying potential office spaces. A handout summarizing Cano & Company's findings was provided, with a recommendation to continue leasing the current office space.

Romelia Aranda inquired whether a list of properties considered by Mr. Cano had been provided. Max Pereda stated that it had not been shared but would follow up with the broker to obtain the list. During the meeting, Rodrigo Jaime requested that Max call the broker to retrieve the list. He also asked whether Mr. Cano had agreed to a 3% fee, to which Rosie confirmed he had. Due to insufficient information for an informed decision, Myrta Garcia recommended tabling the item and scheduling a special meeting.

Juan Martinez motioned to table the action item for a later date, and Ernest Flores seconded the motion. Motion carried.

3. Review/Approve – Renewal lease with Transfr Inc. for Career Exploration Headsets for a 3-year lease in the amount of \$116,004.00

Rosie provided a brief overview, explaining that the lease includes 20 headsets used in schools to offer students virtual reality career exploration programs.

Dana Johnson motioned to approve the three-year lease, and Juan Carlos Vasquez seconded. Motion carried.

4. Review/Approve renewal of the JCA Law, PLLC for year 2 of a 3-year contract; April 13, 2025-April 12, 2026

Juan Martinez motioned to approve the contract and Myrta Garcia seconded. Motion carried.

Information Item:

1. Update on Lease Agreements –Crystal City Office

Mr. Lopez, the landlord, is conducting weekend repairs to ensure the Crystal City office meets ADA compliance by the end of May.

2. Approval of H1 Budget from TWC

3. Update on Board Membership

A. New Appointments – None

B. Resignations – Mr. Manuel Estrada

C. Reappointments – None

D. Vacancies – 2 Vacancies

B. Finance and Audit Committee -Myrta Garcia, Chairperson

Action Item:

1. Review/Approve February 2025 WFSMRG Fiscal Agent Expenditure

Juan Martinez motioned to approve the expenditure, and Juan Carlos Vasquez seconded. Motion carried.

2. Review/Approve WFSMRG Board Mid-Year Budget

Betsy provided a brief overview of the Mid-Year Budget report included in the board packet. Romelia Aranda motioned to approve the budget, and Juan Martinez seconded. Motion carried.

3. Review/Approve Garza/Gonzales & Associates annual Workforce Board Audit for year ended Sept. 30, 2024

Ruben Martinez presented the board with the audit report for the fiscal year ending September 30, 2024, which was included in the board packet. He noted that the report contained a summary of the audit findings.

Juan Martinez motioned to approve the audit, and Arturo Gonzales seconded. Motion carried.

4. Review and/or Approve Workforce Contracts:

- A. 2725WPA – Wagner-Peyser Employment Services – March 1, 2025 – December 31, 2025, \$7,032.

Rodrigo Jaime motioned to approve Workforce Contracts and Juan C. Vasquez seconded. Motion carried.

5. Review/Approve WFB Fiscal Policies:

- a. FISCAL21 Chg. 1 – Procurement/Purchase Order
- b. FISCAL002 Chg. 2 – Financial Monitoring

Audit Resolution required to make changes to FISCAL21, ensuring that all purchased software meets TX Ramp certification requirements. Updates to FISCAL002 include enhanced monitoring of micro-purchases and cost price analysis. Changes are highlighted in the policy provided in the board packet.

Arturo Gonzales motioned to approve the policies, and Dana Johnson seconded. Motion carried.

6. Board Financial & Data Analyst monitoring report

There were no questions regarding the report.

Rodrigo Jaime motioned to approve the report, and Ernest Flores seconded. Motion carried.

Information Items:

None

C. Child Care Committee – Margot Mata, Chair

Action Item:

1. Child Care Quality purchases

A. Multicultural Kits – \$10,905.20

B. Child Development Associate (CDA) Scholarships \$75,125.00

The kits will be distributed to 20 providers, while CDA scholarships are designated for 25 individuals.

Rodrigo Jaime motioned to approve the purchases, and Juan C. Vasquez seconded. Margot Mata and Nancy Rodriguez abstained.

Information Items:

1. Child Care Report

There were no questions regarding the report.

D. Monitoring and Oversight Committee -Juan Martinez, Chairperson

Action Items:

1. Board Monitoring Reviews: December 2024 & January 2025

A. SNAP

B. Choices

C. WIOA

D. Childcare

Rosie noted that this is the second occurrence of findings. If issues persist, it will be up to the board to determine appropriate sanctions.

Arturo Gonzales motioned to approve, and Rodrigo Jaime seconded the motion. Motion carried.

Information Items:

1. WFS program Report

2. PIA(s):

a. Adult Q2 Employed

b. Adult Q4 Employed

c. Youth Employed/Enrolled Q2

d. Youth Employed/Enrolled Q4

e. Youth Credential

3. February 2025 Virtual One Stop-VOS Greeter Report

4. Student Navigator Report

Rosie provided a brief overview of the reports included in the board packet.
There were no questions.

E. Economic Development Committee-Laura Lopez, Chairperson

Action Items:

None

Information Items:

1. Middle Rio Grande Labor Local Area Employment Statistics Report
2. Middle Rio Grande Labor Market Information

There were no questions.

F. Executive Director's Report - Rosie Lozano

Rosie provided a brief overview of her report included in the board packet. She stated that she is working with Our Health Clinic to establish an apprenticeship program, which will support the hiring of new employees for the clinic. She also shared that the Military-to-Civilian Employment grant application was denied but was encouraged to resubmit it. Additionally, the TWC Monitoring team is on-site this week. The SEAL program is being reduced to 11 participants. Board members inquired about sponsorship and donations to support the program. Juan Martinez pledged a \$500 donation, and board members expressed interest in receiving more information about the initiative.

G. Executive Director's Report - Michelle Garcia

Michelle provided a brief overview of her report included in the board packet.
There were no questions.

H. Other Business

None

I. Adjourn

Rodrigo Jaime motioned to adjourn the meeting, and Juan Martinez seconded.
Motion carried. The meeting adjourned at 2:44 PM.

Jesse Martinez, Jr.
Secretary

Date

WORKFORCE SOLUTIONS MIDDLE RIO GRANDE
Executive Committee Meeting
MINUTES

Workforce Solutions
1200 Ferry Street
Eagle Pass, Texas 78852

Tuesday, April 29, 2025
5:30 p.m.

MEMBERS PRESENT:

Laura Lopez
Jesse Martinez, Jr.
Myrta Garcia
Christopher Hiller

MEMBERS ABSENT:

Rodrigo Jaime

WORKFORCE STAFF:

Rosie Lozano
Marisa Cervantes

OTHER GUEST:

Betsy Prado
Max Pereda

VI. CALL TO ORDER –

Christopher Hiller called the Executive Committee meeting of the Middle Rio Grande Board to order at approximately 5:35 PM.

VII. ROLL CALL – DETERMINATION OF QUORUM

The Executive Committee convened on Wednesday, April 29, 2025. Following a roll call, four members were confirmed present, establishing a quorum. The following business was then discussed.

VIII. INTRODUCTION OF GUEST

None

IX. NEW BUSINESS

A. Executive Committee – Christopher Hiller, Vice-Chairperson

Action Items

1. Review/Approval- Lease agreement for Eagle Pass office for a five-year term with a potential extension of an additional 5 years.

Betsy provided an overview of the buildings considered for lease in Eagle Pass, as detailed in the board packet. She noted that the broker reported an inability to find a suitable space.

Myrta Garcia expressed concerns regarding cost and space, stating she was uncomfortable making a decision with limited time and information. Laura Lopez questioned why the board was receiving this information only days before the current lease expires.

Since the board had previously agreed to contract a broker, an RFQ was not required. Myrta recommended leasing the current building on a month-to-month basis, rather than committing to a five-year lease. Laura Lopez inquired about the rent at the existing location, and Betsy confirmed it was \$10,395 per month. Rosie explained that TWC does not permit month-to-month leasing.

The broker will receive 3% of the total lease amount for the five-year term, equating to \$18,711. Myrta Garcia asked whether the landlord would be willing to agree to a one-year lease instead.

Christopher Hiller expressed dissatisfaction with the broker's presentation, describing it as lacking sufficient research given the amount he is being paid. Myrta inquired about any issues with the current building, and Rosie noted that Maverick County, as the landlord, had renovated the facility four years ago.

Jesse stated he wished the board had more time to make a decision. Laura Lopez suggested returning to an RFQ process for future lease agreements. Rosie briefly explained that the decision to contract a broker was based on past experiences, in which bids for office space had been issued but received no responses.

Laura Lopez motioned to approve the action item, and Jesse seconded. Motion carried.

Information Items:

None

X. ADJOURNMENT

Myrta Garcia motioned to adjourn the meeting at approximately 6:03 PM. Jesse Martinez Jr. seconded the motion. Motion carried.

Jesse Martinez, Jr.
Secretary

Date

Workforce Solutions Middle Rio Grande Board

Executive Committee

June 12, 2025

Action Item

Lease Agreement for Eagle Pass Workforce Center

PURPOSE

Provide the Board with an update of the lease agreement for Eagle Pass Workforce Center.

DISCUSSION

Ratification - The Eagle Pass Workforce Center lease will expire on April 30, 2025. Cano & Company was contacted to provide us with a cost analysis of square footage and a recommendation regarding office space.

ACTION: Ratification of approval of lease agreement for Eagle Pass Workforce Center.

Workforce Solutions Middle Rio Grande Board

Executive Committee

June 12, 2025

Action Item

PURPOSE

Authorization for the procurement of the Independent Fiscal Monitoring Services.

DISCUSSION

WFSMRG is responsible for conducting financial monitoring of the Workforce Solutions Middle Rio Grande Board's subcontractors, programs, and services. This process ensures fiscal integrity, reviews financial performance, assesses compliance with applicable laws and regulations, and identifies effective methods that enhance fiscal responsibility through continuous improvement.

The contract term will be up to four years, with the option to renew for three additional periods, contingent upon the monitor's satisfactory performance and the availability of funds.

ACTION

Recommendation: Approval of the authorization for the procurement of Independent Fiscal Monitoring Services for a period of up to four years, with the potential for renewal for up to three additional years.

Workforce Solutions Middle Rio Grande Board

June 16, 2025

Information Item

Update on Board Members Membership

PURPOSE

To update the Board on the CEO appointed WFSMRGB members and vacancies, submitted as of May 28, 2025.

DISCUSSION

The following counties have members whose terms will expire in June 2025:

Appointments:

1. Uvalde (Cody Smith)
2. Zavala (Harry McHazlett)

Reappointments (pending TWC Approval):

1. Kinney (Sara Rivas)
2. LaSalle (Myrta Garcia)
3. Real (Wendall B. Sansom, Jr.)
4. Uvalde (2) (Ernesto Flores, Jesus R. Suarez)
5. Zavala (2) (Laura Lopez, Jesse Martinez, Jr.)
6. State Appointment (Melissa Hayman)

Resignation:

Rogelio Gonzalez

Pending Appointments:

Val Verde County:

- 3 - Private Sector
- 1 - Economic Development
- 1 - Education

Maverick County:

- 2 - Private Sector
- 1 - Child Care

Action: Non

WFS MRG Board Membership Matrix
CEO Distribution by County as of June 12, 2025

	Firstname	LastName	Category	Term Ends
Dimmit County - Judge Gomez-Ponce				
1	Vacant		CBO	
2	Rodrigo	Jaime	Private Sector	6/30/2027
3	Lydia	Seiple	CBO	6/30/2027
Edwards County - Judge Shanklin				
4	Michael D.	Grooms	Private Sector	6/30/2026
5	James	Glasscock	CBO	6/30/2026
Kinney County - Judge Schuster				
6	Sara	Rivas	Literacy	6/30/2025
7	Dana	Johnson	Private Sector	6/30/2027
La Salle County - Judge Martinez				
8	Cecil Tye	Snowden	Private Sector	6/30/2026
9	Myrta	Garcia	CBO	6/30/2025
Maverick County - Judge Cantu				
10	Larry B.	Martin	Private Sector	6/30/2027
11	Yolanda	Ramon	Private Sector	6/30/2026
12	Romelia	Aranda	Private Sector	6/30/2026
13	Dora Alicia	Garza Velazquez	CBO	6/30/2027
14	Christoper	Hiller	Private Sector	6/30/2025
15	Aaron	Valdez	Private Sector	6/30/2025
16	Nancy	Rodriguez	Private Sector	6/30/2025
Real County - Judge Rubio				
17	Wendall B.	Sansom, Jr.	Private Sector	6/30/2025
18	Shelly	Collins	Private Sector	6/30/2027
Uvalde County - Judge Mitchell, Lead CEO				
19	Margot	Mata	ABE	6/30/2026
20	Jesse	Rizo	Labor	6/30/2027
21	Juan	Martinez	Private Sector	6/30/2026
22	Vacant		Private Sector	
23	Jesus R. (J.J.)	Suarez	Education - Post	6/30/2025
24	Ernesto	Flores	CBO	6/30/2025
Val Verde County - Judge Owens				
25	Sergio	Diaz	Private Sector	6/30/2027
26	Vacant		Private Sector	
27	Vacant		Education - Sec.	6/30/2025
28	Blanca G.	Larson	Private Sector	6/30/2025
29	Vacant		Econ. Dev.	6/30/2027
30	Juan Carlos	Vazquez	Private Sector	6/30/2025
Zavala County - Judge Martinez-Rivera				
31	Jose Luis	Barajas	Private Sector	6/30/2026
32	Arturo	Gonzales	CBO	6/30/2026
33	Laura	Lopez	Private Sector	6/30/2025
34	Jesse	Martinez, Jr.	Private Sector	6/30/2025
State Appointments				
35	Monica	Gonzales	Voc. Rehab.	6/30/2026
36	Aracely	Castle	Public Asst.	6/30/2027
37	Timothy L.	Grant	Public Empl.	6/30/2025

Membership Expiring June 30, 2025

Update

6/3/2025

Workforce Solutions Middle Rio

Exit Conference Report

Project #25.27.0001

To: Board's Staff, Other Representatives, & TWC Monitoring Team
From: Lanette McHazlett Sanchez, Project Manager
Date: 4/17/2025
Time: 1:30pm
RE: Exit Conference Report with the Workforce Solutions Middle Rio

I. Introductions & Sign-In:

Please enter your name, title, and department in Teams "Chat Box" section. Please distinguish between Board or subrecipient.

II. Scope

The scope of this review encompassed the program year beginning January 1, 2024, through January 31, 2025.

III. Issues and Documentation

Disbursements

In one transaction, the Board did not use the GSA lodging rate, which may result in questioned costs.

Financial Reporting

The fiscal agent could not explain the reason for the variance between CDER expenditures and general ledger expenditures for the month of November 2024. Documents from the financial reporting reconciliation done in December 2024 were provided, but it was determined that those contained a variance as well, and none of the documents tied to each other. Additionally, the fiscal agent provided multiple versions of the subrecipient general ledger. This was a concern noted in the FY23 review. It was stated that there was an issue with MIP pulling complete information in FY23, and it was still an issue in FY25. Although there are now ongoing discussions with MIP and how the fiscal agent needs to fix the issue, there is a high risk of unreliable reports.

Procurements

The procurement for legal services did not include evaluation criteria, the contract does not contain the same terms outlined in the RFQ, and there were no conflict of interest forms.

Property

Property records did not include equipment purchased within the scope of the review.

Personally Identifiable Information (PII)

The Carrizo Springs workforce center had documents with sensitive personal information (SPI) stored in cardboard boxes in an inadequately secured location with only one barrier in place to prevent unauthorized access. Additionally, some of the documents were maintained by the subrecipient past the retention schedule.

Priority of Service

The following issues were noted during the walkthrough conducted at the Carrizo Springs workforce center location:

- Required Eligibility Triage Forms are not used
- No Foster Youth option selection in the Virtual One Stop system
- Board Policies do not adhere to TWC Guidelines
- Signage posted at reception desk, but signs include language for migrants as a prioritized population

Reemployment Services and Eligibility Assessment (RESEA) Program

Workforce Solutions Middle Rio Exit Conference Report Project #25.27.0001

In six of 25 (24%) files reviewed, it was not documented in case notes that all three required methods of communication were used.

In 23 of 23 (100%) applicable files reviewed, the work search logs for the prior two weeks were not uploaded to the customer's profile.

In six of 23 (26%) applicable case files, the Individual Reemployment Plan was not complete and did not contain all the goals outlined in the guide.

In 1 of 2 (50%) applicable files, the WF-42 was not sent in a password or encrypted protected email.

Agency Board Agreement (ABA) Policy and Procedure Uploads

As required by the ABA, and detailed in FDCM Letter 02-2023, Board, subrecipient, and fiscal agent policies and procedures must be uploaded to the designated SharePoint folder. The following policies/procedures, including all applicable attachments, were not uploaded prior to the review:

- All12 Chg. 5 Access and Data Security for Workforce Applications
- ALL08 WorkInTexas Data Integrity Process
- Benefits Policy (Does not contain an implementation date, title, page number, name of document, or any other identifying documentation to show where this policy is from.)

It is also noted that there are no other Board or subrecipient policies or procedures uploaded for SNAP.

These are prior year findings that are currently in Audit Resolution:

Ensure Choices Sanctions are Requested within the Required Time Frame

Ensure SNAP E&T Program Requirements are Followed

Ensure SNAP Sanctions are Requested Within the Required Time Frame

Issues and potential questioned costs identified in this report may require additional research regarding the status as findings and the final amount of costs. Therefore, we will continue communications with Board staff, as necessary, after the exit. If circumstances warrant, an issue may be removed from this review and addressed in a subsequent special review. Findings from previous reports that are still in process with TWC Audit Resolution may be included in this year's report as a prior year issue.

IV. Reporting Process:

You will receive a report of our findings, if any, upon completion of our fieldwork. The Executive Director (or appropriate representative for non-Board reviews) will be provided a courtesy copy of the final report five days prior to its dissemination. The five day embargo period allows the Board to provide a response to each individual finding. The Board's response will be included in the final report. If no response is received, SRM will state that no response was received in the report. (FDCM Letter 05-2024). If the review results in no issues identified, a management letter will be issued, and the review closed. (40 T.A.C. 802.65(a))

V. Resolution Process:

After issuance of the monitoring report, TWC Audit Resolution will issue you an Initial Resolution Notification regarding administrative findings and questioned costs noted in the report. The monitored entity will have 45 calendar days from the issuance of the Initial Resolution Notification to respond. (40 T.A.C. 802.65(b)(1) and (2)).

Administrative Findings: If administrative findings are resolved based on the responses to the Initial Resolution Notification, a monitoring closure letter is issued. (40 T.A.C. 802.65(b)(1)(A)). Unresolved administrative findings remain open; TWC's Audit Resolution Department will continue to work with the monitored entity until the next scheduled review

Workforce Solutions Middle Rio Exit Conference Report Project #25.27.0001

to ensure follow-up. ((40 T.A.C. 802.65(b)(1)(B))

Questioned Costs: If questioned costs are resolved based on the responses to the Initial Resolution Notification, a monitoring closure letter is issued. (40 T.A.C. 802.65(b)(2)(A)). Unresolved questioned costs will result in the issuance of an Initial Determination. (40 T.A.C. 802.65(b)(2)(B)).

VI. Special Requests:

Special requests for or any of the following areas can be facilitated by the Subrecipient Monitoring Department or in conjunction with other departments.

- A. Monitoring Technical Assistance – For monitoring tools, procedures and training: informal or formal.
Contact person is Alma I. Gonzalez, Training Coordinator/Monitoring TA
Telephone: ((512) 755-5546 (C);
Email or Microsoft Teams: alma.gonzalez2@twc.texas.gov
- B. Fiscal Technical Assistance – For answers to financial questions, you may email TWC fiscal technical assistance workgroup at Fiscal.ta@twc.texas.gov
- C. Program Technical Assistance Requests:

Applicable Grant Manager:
Janice Henschen janice.henschen@twc.texas.gov

Workforce Policy & Program Assistance:
Email wfpolicy.clarifications@twc.texas.gov

VII. Customer Service

The Subrecipient Monitoring Department strives to continually improve our processes and procedures. As such, a *Customer Satisfaction Survey* will be provided to the Executive Director. We would greatly appreciate your time in completing the survey and returning it to:

Mary Millan
Deputy Director
Fraud Deterrence and Compliance Monitoring Division
Email: mary.millan@twc.texas.gov

VIII. Closing Remarks & Questions

**Workforce Solutions Middle Rio
Exit Conference Report
Project #25.27.0001**

IX. Acknowledgement

The purpose of the exit conference report is to provide monitored entities, upon completion of the on-site review, a written record of potential issues and questioned costs which could be included in the monitoring report. It also documents one of our primary goals; assurance that entities we monitor are provided daily feedback, verbally and/or in writing as requested by the entity, throughout the duration of the on-site review.

Signatures below acknowledge that the TWC team gave frequent verbal and written updates on the status of the monitoring visit. It also acknowledges that the Board understands that the issues identified may be written as findings in the TWC Monitoring Report. ***The signature below does not acknowledge agreement or disagreement with the issues noted, merely that the issues and potential questioned costs were communicated during the course of the review.***

Executive Director or Designee

Date

Larette McHazzlett Sanchez

4/16/2025

TWC SRM Project Manager

Date

Charles E. Ross, Jr.

Date

Charles E. Ross, Jr.

Director, Division of Fraud Deterrence and Compliance Monitoring
Texas Workforce Commission



WORKFORCE SOLUTIONS MIDDLE RIO GRANDE BOARD

October 1, 2024 - September 30, 2025

Fiscal Year 2024-25

SUMMARY STATEMENT OF EXPENDITURES

COST CATEGORIES	2024-2025 Budget	April Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	648,770	45,469	318,709	330,061	49%
FRINGE BENEFITS	248,883	16,392	114,963	133,920	46%
INCENTIVE ADJUSTMENTS	27,042	0	27,042	0	0%
ACCOUNTING & AUDITING	37,500	0	17,424	20,076	46%
PROF. FEES/CONTRACTUAL	62,500	0	44,855	17,645	72%
BOARD TRAVEL - I / R	10,000	642	2,570	7,430	26%
BOARD TRAVEL - O / R	4,500	0	4,500	(0)	100%
TRAVEL - I / R	35,000	1,845	19,454	15,546	56%
TRAVEL - O / R	48,000	1,936	27,098	20,902	56%
SPACE - BOARD	54,000	4,449	31,142	22,858	58%
SPACE - COLOCATION	400,000	32,618	163,215	236,785	41%
UTILITIES	7,500	768	4,067	3,433	54%
SUPPLIES/MATERIALS	60,000	693	40,749	19,251	68%
EQUIPMENT PURCHASES	5,000	0	0	5,000	0%
EQUIPMENT / LEASE / MAINT.	34,510	0	25,673	8,837	74%
PRINTING / ADVERTISING	5,000	0	5,000	(0)	100%
INSURANCE / BONDING	3,000	0	3,000	0	100%
POSTAGE	2,500	0	640	1,860	26%
SUBSCRIPTION / DUES	5,000	418	5,000	(0)	100%
COMMUNICATIONS	10,000	1,474	8,739	1,261	87%
FISCAL ENTITY FEE	109,000	6,705	66,983	42,017	61%
IT FEE	74,294	2,489	24,862	49,432	33%
TRAVEL ALLOWANCE	12,000	1,200	0	12,000	0%
STAFF TRAINING	10,000	0	0	10,000	0%
Childcare Quality Supplies/Materials	1,873,800	75,250	361,835	1,511,965	19%
NETWORK UPGRADES	120,671	0	110,671	10,000	92%
SUBTOTAL	3,908,470	192,348	1,428,191	2,480,279	37%
INDIRECT	0	0	0	0	0%
GRAND TOTAL	3,908,470	192,348	1,428,191	2,480,279	37%
				Percentage of Fiscal Year 2024-25	58%

WORKFORCE SOLUTIONS MIDDLE RIO GRANDE BOARD

October 1, 2024 - September 30, 2025

Fiscal Year 2024-25

WORKFORCE ADMINISTRATION

STATEMENT OF EXPENDITURES

COST CATEGORIES	2024-2025 Budget	April Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	648,770	45,469	318,709	330,061	49%
FRINGE BENEFITS	248,883	16,392	114,963	133,920	46%
INCENTIVE ADJUSTMENTS	27,042	0	27,042	0	0%
ACCOUNTING & AUDITING	37,500	0	17,424	20,076	46%
PROF. FEES/CONTRACTUAL	62,500	0	44,855	17,645	72%
BOARD TRAVEL - I / R	10,000	642	2,570	7,430	26%
BOARD TRAVEL - O / R	4,500	0	4,500	(0)	100%
TRAVEL - I / R	35,000	1,845	19,454	15,546	56%
TRAVEL - O / R	48,000	1,936	27,098	20,902	56%
SPACE	54,000	4,449	31,142	22,858	58%
UTILITIES	7,500	768	4,067	3,433	54%
SUPPLIES	60,000	693	40,749	19,251	68%
EQUIPMENT PURCHASES	5,000	0	0	5,000	0%
EQUIPMENT / LEASE / MAINT.	34,510	0	25,673	8,837	74%
PRINTING / ADVERTISING	5,000	0	5,000	(0)	100%
INSURANCE / BONDING	3,000	0	3,000	0	100%
POSTAGE	2,500	0	640	1,860	26%
SUBSCRIPTION / DUES	5,000	418	5,000	(0)	100%
COMMUNICATIONS	10,000	1,474	8,739	1,261	87%
FISCAL ENTITY FEE	109,000	6,705	66,983	42,017	61%
IT FEE	74,294	2,489	24,862	49,432	33%
TRAVEL ALLOWANCE	12,000	1,200	0	12,000	0%
STAFF TRAINING	10,000	0	0	10,000	0%
Childcare Quality Supplies/Materials	1,873,800	75,250	361,835	1,511,965	19%
NETWORK UPGRADES	120,671	0	110,671	10,000	92%
SUBTOTAL	3,508,470	159,730	1,264,976	2,243,494	36%
INDIRECT	0	0	0	0	0%
GRAND TOTAL	3,508,470	159,730	1,264,976	2,243,494	36%
				Percentage of Fiscal Year 2024-25	58%

WORKFORCE SOLUTIONS MIDDLE RIO GRANDE BOARD

October 1, 2024 - September 30, 2025

Fiscal Year 2024-25

CO-LOCATION RENT

STATEMENT OF EXPENDITURES

COST CATEGORIES	2024-2025 Budget	April Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	0	0	0	0	0%
FRINGE BENEFITS	0	0	0	0	0%
INCENTIVE ADJUSTMENTS	0	0	0	0	0%
ACCOUNTING & AUDITING	0	0	0	0	0%
PROF. FEES/CONTRACTUAL	0	0	0	0	0%
BOARD TRAVEL - I / R	0	0	0	0	0%
BOARD TRAVEL - O / R	0	0	0	0	0%
TRAVEL - I / R	0	0	0	0	0%
TRAVEL - O / R	0	0	0	0	0%
SPACE	400,000	32,618	163,215	236,785	41%
UTILITIES	0	0	0	0	0%
SUPPLIES	0	0	0	0	0%
EQUIPMENT PURCHASES	0	0	0	0	0%
EQUIPMENT / LEASE / MAINT.	0	0	0	0	0%
PRINTING / ADVERTISING	0	0	0	0	0%
INSURANCE / BONDING	0	0	0	0	0%
POSTAGE	0	0	0	0	0%
SUBSCRIPTION / DUES	0	0	0	0	0%
COMMUNICATIONS	0	0	0	0	0%
FISCAL ENTITY FEE	0	0	0	0	0%
IT FEE	0	0	0	0	0%
TRAVEL ALLOWANCE	0	0	0	0	0%
STAFF TRAINING	0	0	0	0	0%
Childcare Quality Supplies/Materials	0	0	0	0	0%
NETWORK UPGRADES	0	0	0	0	0%
SUBTOTAL	400,000	32,618	163,215	236,785	41%
INDIRECT	0	0	0	0	0%
GRAND TOTAL	400,000	32,618	163,215	236,785	41%

Percentage of Fiscal Year 2024-25 58%

+

Fiscal Year 2024-2025

WORKFORCE PROGRAMS DIVISION
STATEMENT OF EXPENDITURES

COST CATEGORIES	2024-2025 Budget	April Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	1,509,915	121,521	844,569	665,346	56%
ONE TIME INCENTIVE PAY	99,583	0	91,667	7,916	0%
FRINGE BENEFITS 46.37%/46.28%	700,147	47,640	342,527	357,620	49%
ACCOUNTING & AUDITING	24,475	0	0	24,475	0%
PROF. FEES/CONTRACTUAL	60,000	0	6,222	53,778	10%
TRAVEL - I / R	96,204	2,138	18,788	77,416	20%
TRAVEL - O / R	27,000	0	12,976	14,024	48%
SPACE	54,794	950	23,068	31,726	42%
UTILITIES	36,325	6,411	32,706	3,619	90%
SUPPLIES	84,022	0	49,273	34,749	59%
EQUIPMENT PURCHASES	0	0	0	0	0%
EQUIPMENT / LEASE / MAINT.	56,621	16,404	38,863	17,758	69%
PRINTING / ADVERTISING	9,463	224	511	8,952	5%
INSURANCE / BONDING	20,882	0	10,257	10,625	49%
POSTAGE	23,000	546	4,277	18,723	19%
SUBSCRIPTION / DUES	12,500	33	914	11,586	7%
COMMUNICATIONS	75,827	7,504	52,558	23,269	69%
STAFF TRAINING	46,266	0	0	46,266	0%
FISCAL ENTITY FEE	211,092	14,244	153,076	58,016	73%
IT FEE	94,004	5,287	56,818	37,186	60%
NETWORK UPGRADES	46,266	214	47,187	(921)	102%
SUBTOTAL	3,288,386	223,116	1,786,257	1,502,129	54%
INDIRECT 10.0000%/9.1836%	221,006	16,249	112,651	108,355	51%
GRAND TOTAL	3,509,392	239,365	1,898,908	1,610,484	54%
			Percentage of Fiscal Year 2024-25		58%
NON-OPERATIONAL/PASSTHRU	10,757,706	785,755	5,488,772	5,268,934	51%

Workforce Solutions Middle Rio Grande Board

Finance and Audit

June 12, 2025

Action Item

Financial & Data Analyst Monitoring and Oversight

PURPOSE

Provide the Board with Monitoring and Oversight of the Fiscal Entity.

DISCUSSION

Bank Reconciliation

Date of Scope: December 2024 & January 2025

Sample Size: 5 files

Error Rate: 0%

Reviewed the MRGDC & WFB Consolidated, Staff Payroll, and Client Payroll.

Disbursements

Date of Scope: December 2024 & January 2025

Same Size: 25 files

Error Rate: 4%

Review the MRGDC Workforce, Child Care, and MRGDC pool funds. Overall, only one file will be submitted that has an invoice date before the requisitions and purchase order.

Child Care Provider Monitor

Date of Scope: May 2025

Sample Size: 8 Centers

Error Rate: 0%

The Board's Financial and Data Analyst reviewed the remaining childcare providers, who were not monitored during the last review. All files were entered and filed correctly.

CORRECTIVE ACTION

Note: To have staff retrained on submission of requisitions following the FISCAL21 Procurement policy.

BOARD RECOMMENDATION

To Approve Financial & Data Analyst Monitoring and Oversight of the Fiscal Entity.

Workforce Solutions Middle Rio Grande Board

Child Care Committee

June 12, 2025

Action Item

Child Care Quality Expenses

PURPOSE

Provide an update on Child Care Quality expenditures.

DISCUSSION

- \$10,905.20 for Multicultural Kits aiding 20 child care programs in meeting Texas Rising Star requirements.
- \$38,500 Infant/Toddler indoor/outdoor kits aiding 15 child care programs in meeting Texas Rising Star requirements.
- \$60,000 Outdoor materials for aiding 20 child care programs in meeting Texas Rising Star requirements

ACTION: Recommend approval of these expenditures to support programs in achieving Texas Rising Star standards.

BCY25 CHILD CARE PERFORMANCE MEASURES:

Performance

Timeframe	# of Units	BCY25 Target
Year to Date (YTD) Average Kids Per Day (10/01/24 - 09/30/25)	1372	1383

MONTH/YEAR	YTD Goal	Actual YTD Units	%t of Goal	Monthly Expenditures
October 2024	1,383	1,442	104%	\$ 840,982
November 2024	1,383	1,414	102%	\$ 743,711
December 2024	1,383	1,372	99%	\$ 755,883
January 2025	1,383	1,442	104%	\$ 819,650
February 2025	1,383	1,397	101%	\$ 719,225
March 2025	1,383	1,412	102%	\$ 721,078
April 2025	1,383	1,420	103%	\$ 758,852
May 2025	1,383	1,363	99%	\$ 685,329
June 2025	1,383		0%	\$ -
July 2025	1,383		0%	\$ -
August 2025	1,383		0%	\$ -
September 2025	1,383		0%	\$ -
October 2025	1,383		0%	\$ -

Expenditure by County Month of April 2025

Expenditures

Dimmit	\$ 41,795
La Salle	\$ 6,303
Maverick	\$ 339,261
Real	\$ -
Uvalde	\$ 80,977
Val Verde	\$ 264,655
Zavala	\$ 42,725
Edwards	\$
Kinney	\$

****Note**** includes all children enrolled under Child Care Funding & Child Care Protective Services

Child Care Centers As of May 2025	TRS Child Care Centers	Child Care Centers waiting assessment	Entry Level Child Care Centers
43	17	12	12

Programs by County	Providers	TRS
Dimmit	3	3
La Salle	1	1
Maverick	17	4
Real	1	0
Uvalde	6	6
Val Verde	12	3
Zavala	3	0
Edwards	0	0
Kinney	0	0

TRS Expenditures:

October 2024-May 2025 expenditures for Child Care Quality is \$244,725. Expenditures are for professional development training and materials that have been purchased for the providers.

Purchases will continue as the Texas Rising Star mentors continue to assess what classroom materials are needed in order for programs to meet the Texas Rising Star Criteria.

Child Care Advisory Committee:

The Child Care Advisory Committee met on May 1, 2025. The agenda included updates on the Texas Workforce Registry (TECPDS) and discussions regarding licensing representatives' access to training for reviewing child care provider records in the database.

Additionally, CDA classes commenced on April 7, 2025, with 25 participants. New multicultural and diversity materials were purchased to support child care providers in meeting Texas Rising Star criteria. Next meeting is scheduled for July 10, 2025.

Workforce Solutions Middle Rio Grande Board

Monitoring & Oversight Committee

June 12, 2025

Action Item

Workforce Programs Board Monitoring Report for SNAP for February and March 2025

PURPOSE

Provide an update on all Workforce Programs Monitoring and Oversight.

DISCUSSION

The following is the report for February and March 2025 SNAP Monitoring:

SNAP Performance Review Summary					
Date of Scope:		February and March 2025			
Attribute		Total # of files reviewed			12
Eligibility	Error Rate	Yes	No	N/A	Total Y+N
Establish initial monthly eligibility in timely manner and uploaded in WIT	8.33%	11	1	0	12
Outreach done timely and letter contains all pertinent information. Effective 10/1/2024 only have to outreach HHSC mailing address	8.33%	11	1	0	12
Assessment	Error Rate	Yes	No	N/A	Total Y+N
Assessment initial/reassessment documented in case notes including TABE, WIT, Notification of Discrimination, Rights to Appeal and uploaded in WIT	16.67%	10	2	0	12
Assessment of Good Cause, entered in Case notes and WIT Timely	0.00%	0	0	12	0
Was follow-up done while Good Caused? Was it documented on case notes	0.00%	0	0	12	0

Support Services	Error Rate	Yes	No	N/A	Total Y+N
Support Services requested/updated documented & reconciled correctly and entered in WIT, transportation, child care, incentives, etc. All information uploaded in WIT	0.00%	10	0	2	10
WIT Data Entry	Error Rate	Yes	No	N/A	Total Y+N
Case notes are detailed and updated, including WIT and TIERS eligibility, Reason for Reconsideration (1817 with employment information), Date of Non Compliance and reflect 2 way communication entered within 7 days	25.00%	9	3	0	12
Was Reconsideration entered in the Good Cause tab	0.00%	2	0	10	2
Did Program Detail remain open while Good Caused (Reconsideration)	0.00%	0	0	12	0
Non Compliance	Error Rate	Yes	No	N/A	Total Y+N
Penalty Initiated Appropriately	28.57%	5	2	5	7
Initiation of penalty done timely	14.29%	6	1	5	7
Employment Plan	Error Rate	Yes	No	N/A	Total Y+N
Employment Plan is complete with signature, allowable activity, correct/detailed required hrs of participation and when doc is due	0.00%	12	0	0	12
ABAWD enrolled in 4 weeks of Job Search	0.00%	12	0	0	12
Notification	Error Rate	Yes	No	N/A	Total Y+N
H1822 completed, submitted to HHSC timely, uploaded in WIT and documented in Case notes	8.33%	11	1	0	12
Form H1817 for Reconsideration completed, justification for request (employment entered on form) and submitted to HHSC appropriately	0.00%	2	0	10	2

and uploaded in WIT (was PD closed?)					
1816 reconsideration request recorded in WIT Good Cause tab , uploaded in WIT and Case notes	0.00%	0	0	12	0
Participation	Error Rate	Yes	No	N/A	Total Y+N
All participation hours including Work Activities in WIT are supported with documentation and uploaded in WIT	25.00%	3	1	8	4

Findings:

Eligibility- TIERS eligibility for March was missing

B-105: Monthly SNAP eligibility verification-It is essential that individuals receiving regular SNAP E&T or job retention services are eligible SNAP recipients. To ensure that SNAP E&T funds are not used for individuals who are not receiving SNAP benefits monthly SNAP eligibility verification is required for all individuals who: are, or who will be, enrolled in SNAP E&T services, or have requested SNAP E&T job retention services, support services or both.

Outreach letter was not uploaded into WIT

B-104: SNAP E&T outreach-outreach attempts must be made by the letter generated by WorkinTexas.com

Assessment - Orientation to complaint and appeal form was not uploaded

B-106.b: Employment Planning Meeting Overview of SNAP E&T Service Requirements. During the employment planning meeting, the SNAP recipient is provided with an overview of SNAP E&T, which may include: and explanation of the appeals process and the SNAP recipient's right to appeal, and materials and handouts with information on the right to appeal and when to file an appeal.

EPS case note does not mention WIT registration

B-106: Employment and Planning-The employment planning and assessment meeting, which is intended to determine appropriate E&T activity placement,

must include-registration in WorkInTexas.com, job search techniques, and job referrals

WIT Data Entry - Case note did not explain why EPS was rescheduled

B-306.c: Monitoring Participation-Boards must ensure that Workforce Solutions Office staff enters comprehensive information into WorkInTexas.com within one week of the service provision or contact.

TIERS eligibility was not documented for March

B-306.a: Boards must ensure that Workforce Solutions Office staff verifies that the individual is eligible for SNAP benefits each month. Documentation in WorkInTexas.com must indicate: whether the individual is eligible for SNAP benefits and date Workforce Solutions Office staff verified eligibility.

EPS case notes incorrect regarding dependents

B-306.c: Monitoring Participation-Boards must ensure that Workforce Solutions Office staff enters comprehensive information into WorkInTexas.com within one week of the service provision or contact.

Date of non-compliance was not incorrect

B-113 Noncooperation with SNAP E&T Requirements-Boards must ensure that Workforce Solutions Office staff documents in WorkInTexas.com-the date the penalty was initiated.

Non Compliance - Incorrect date of non-compliance

B-113: Non Cooperation with SNAP E&T Requirements-Boards must ensure that by close of business on the fourth calendar day from the date of the missed appointment or participation, the SNAP E&T participant either meets one of the following conditions or a penalty must be initiated.

Sanction was not applied appropriately

B-113: Noncooperation with SNAP E&T Requirements-when a mandatory work registrant fails to respond to outreach, notifies staff that he or she does not wish to participate, or fails to cooperate with SNAP E&T requirements, Boards must ensure that Workforce Solutions Office staff initiates a sanction request.

Sanction was not entered timely

B-113: Non Cooperation with SNAP E&T Requirements-Boards must ensure that by close of business on the fourth calendar day from the date of the

missed appointment or participation, the SNAP E&T participant either meets one of the following conditions or a penalty must be initiated.

Notification - 1822 was not documented timely on case notes

B-306.c: Monitoring Participation-Boards must ensure that Workforce Solutions Office staff enters comprehensive information into WorkInTexas.com within one week of the service provision or contact.

Participation - Job search hours were entered incorrectly in WIT

B-306.c: Monitoring participation-Boards must ensure that Workforce Solutions Office staff: enters daily hours of participation into WorkInTexas.com-all entries in WorkInTexas.com must support actual participation in allowable SNAP E&T services

Corrective Action:

Noncompliance and Participation are repeated findings from previous monitoring-The Board will have one-on-one training with the contractor's Quality Assurance team to determine the weaknesses in quality reviews. (Eligibility is less than 10%)

Assessment, and WIT Data entry are repetitive findings from previous monitoring: The Board staff will present to the Board of Directors a recommendation that the contractor be put on a probationary period, with conditions to be set by the Board of Directors. (Notification is less than 10%)

Board Recommendation

Documentation of Corrective Action needs to be provided to the Board 10 days after the Board meeting. Assessment, WIT Data Entry, Noncompliance and Participation are areas that are in most need of re-training for staff.

Workforce Solutions Middle Rio Grande Board

Monitoring & Oversight Committee

June 12, 2025

Action Item

Workforce Programs Board Monitoring Reports for Choices for February and March 2025

PURPOSE

Provide an update on all Workforce Programs Monitoring and Oversight.

DISCUSSION

The following is the report for Choices Monitoring for February and March 2025:

Choices Performance Review Summary					
Date of Scope:		February and March 2025			
Attribute		Total # of files reviewed			8
	Error Rate	Ye s	N o	N/ A	Total Y+N
Eligibility					
Establish initial monthly eligibility in timely manner	12.50%	7	1	0	8
Outreach done timely and letter contains all pertinent information	0.00%	5	0	3	5
Did outreach include phone calls and home visits? Was it documented?	0.00%	0	0	8	0
Assessment	Error Rate	Ye s	N o	N/ A	Total Y+N
Assessment initial/reassessment documented in counselor notes including TABE, WIT, Notification of Discrimination, Rights to Appeal	20.00%	4	1	3	5
Assessment of Good Cause, entered in Cnotes and WIT timely	50.00%	1	1	6	2
Support Services	Error Rate	Ye s	N o	N/ A	Total Y+N
Support Services requested/updated documented & reconciled correctly and entered in WIT, transportation, child care, incentives, etc.	0.00%	1	0	7	1

WIT Data Entry	Error Rate	Ye s	N o	N/ A	Total Y+N
Cnotes are detailed and updated within 7 days, including WIT and TIERS eligibility, Date of Non Compliance and reflect 2 way communication	50.00%	4	4	0	8
Non Compliance	Error Rate	Ye s	N o	N/ A	Total Y+N
Penalty Initiated Appropriately	25.00%	3	1	4	4
Timely and Reasonable Attempt made and documented	50.00%	2	2	4	4
Sanctions entered in a timely manner	50.00%	2	2	4	4
Employment Plan	Error Rate	Ye s	N o	N/ A	Total Y+N
Employment Plan consistent with Work 1st approach and has correct and detailed required hours of participation and other information	0.00%	8	0	0	8
Family Work Requirement is signed and completed with how the required of participation will be distributed	0.00%	0	0	8	0
Notification	Error Rate	Ye s	N o	N/ A	Total Y+N
Provide HHSC employment information timely and uploaded in WIT	0.00%	1	0	7	1
Participation	Error Rate	Ye s	N o	N/ A	Total Y+N
All participation hours including Work Activities in WIT are supported with documentation	75.00%	1	3	4	4

Findings:

Eligibility - TIERS eligibility was not verified timely for the month of March; TIERS eligibility was not uploaded in WIT for March

A-301.d Workforce Solutions Office staff Responsibilities-Boards must ensure that Workforce Solutions Office staff: verifies monthly eligibility through TIERS and WorkinTexas.com

Assessment - Participant claimed a good cause, but good cause was not given

B-304.a Good Cause- Boards must ensure that good cause determinations for Choices participants are; based on individual and family circumstance

B-304.b Reasons for Good Cause-The following circumstances may constitute a reason for good cause: Temporary Illness or incapacitation

WIT registration was not noted on EPS case note

A-301.d Workforce Solutions Office staff Responsibilities-Boards must ensure that Workforce Solutions Office staff: ensures complete registration in WorkinTexas.com

WIT Date Entry - WIT & TIERS eligibility not entered timely in case notes

A-301.d Workforce Solutions Office staff Responsibilities-Boards must ensure that Workforce Solutions Office staff: verifies monthly eligibility through TIERS and WorkinTexas.com

Communication was not done weekly

B-201: Case Management-it is recommended that Boards require Workforce Solutions Office staff to have weekly contact with Choices participants.

Date of non-compliance was entered incorrectly

B-803 Timely and Reasonable attempt for failure to meet participation-Boards must ensure that Workforce Solutions Office staff documents the following: the date of non compliance.

Non-compliance - Client was not outreached with preferred method of contact

B-803 Timely and Reasonable attempt for failure to meet participation requirements-Leaving a voice mail message for the participant or sending a text message is considered appropriate indicated during the EPS that a voice mail or text message was his or her preferred method of contact must be documented in case notes.

Sanction was not added timely

B-803 Timely and Reasonable attempt for failure to meet participation requirements-by the seventh calendar day from the date of noncompliance, the Choices participant is required to be either fully participating, been granted good cause, or a penalty has been initiated.

Time and reasonable attempt was not made timely

B-803 Timely and Reasonable attempt for failure to meet participation requirements-the date of timely and reasonable attempt, which be no more than two days from the date of non-compliance, to contact the Choices participant on case notes.

Participation - Job search log incomplete; Participation hours are incorrect for March; Missing Time and Attendance for February

B-601: Documentation and verification of participation activities-Boards must ensure that Workforce Solutions Office staff members document and verify all participation activities in accordance with this guide and enter the documentation and verification into the WorkinTexas.com attendance tracker.

Corrective Action:

Repeat findings from previous monitoring for Eligibility, Assessment, Noncompliance and Participation-The Board will have a one-on-one training with the Contractor's Quality Assurance team to determine the weaknesses in quality reviews.

WIT Data Entry is a repetitive finding: The Board staff will present to the Board of Directors a recommendation that the Contractor be put on a probationary period, with conditions to be set by the Board of Directors.

Board Recommendation:

Documentation of Corrective Action needs to be provided to the Board 10 days after the Board meeting. Eligibility, Assessment, WIT Data Entry, Noncompliance, and Participation are areas that are in most need of re-training for staff.

Workforce Solutions Middle Rio Grande Board

Monitoring & Oversight Committee

Action Item

June 12, 2025

Workforce Programs Board WIOA Monitoring Reports for February and March 2025

PURPOSE

Provide an update on all Workforce Programs Monitoring and Oversight.

DISCUSSION

The following is the WIOA February and March 2025 Monitoring report:

WIOA Performance Review Summary					
Date of Scope:		February and March 2025			
Attribute		Total # of files reviewed			
					10
Eligibility		Error Rate	Yes	No	Total Y+N
Client Eligible for WIOA (tested as a single element with income, barriers, lay off notice, etc.)		0.00%	10	0	0
Verification of Age, Residency, Social Security number uploaded in WIT		0.00%	10	0	0
Authorization to work in US uploaded in WIT		10.00%	9	1	0
Selective Services uploaded in WIT		0.00%	7	0	3
Assessment		Error Rate	Yes	No	Total Y+N
Assessment/reassessment documented in counselor notes including TABE, WIT, Employability Development Plan and 203 Comprehensive Objective Assessment is done		0.00%	10	0	0
Notification of Equal Opportunity and Rights to Appeal signed and dated uploaded in WIT		0.00%	10	0	0
Support Services		Error Rate	Yes	No	Total Y+N
Support Services requested/updated documented & reconciled correctly and entered in WIT, transportation, child care, post employment services, incentives, etc.		0.00%	1	0	9

WIT Data Entry	Error Rate	Yes	No	N/A	Total Y+N
Cnotes are detailed and updated and reflect 2 way communication and are entered within 7 days	50.00%	5	5	0	10
Employment Plan	Error Rate	Yes	No	N/A	Total Y+N
Employment Plan is signed and up to date with activities/services that client is enrolled in	10.00%	9	1	0	10
Financial	Error Rate	Yes	No	N/A	Total Y+N
ITA/LON information uploaded in WIT	0.00%	7	0	3	7
Internship or Employment Experience Agreement and WorkStation form uploaded in WIT	66.67%	1	2	7	3
Participation	Error Rate	Yes	No	N/A	Total Y+N
Participation hours are completed correctly and uploaded in WIT	0.00%	6	0	4	6
Performance outcome is documented in WIT correctly with proper back up documentation	0.00%	1	0	9	1
Employment outcome is documented in WIT correctly with proper back up documentation	0.00%	0	0	10	0

Findings:

Eligibility - Authorization to Work is not uploaded in WIT

Basic Career Services-Determinations of whether the individual is eligible to receive assistance from the adult, dislocated worker, or youth programs. Outreach, intake (including worker profiling), and orientation to information and other services available through the Texas workforce system.

Data Entry - Case note for Employment Internship Agreement has conflicting information; No documentation when attendance was received is noted on case notes; No 2 way communication noted for February and March

WD Letter 6-13, change 1 – Boards must ensure that Workforce solutions Office staff is in direct, two-way contact with participants at least monthly. For this purpose, the following applies: Monthly means during each calendar month, with no more than approximately 30 days between contacts. Direct, two way contact requires communication between the parties involved, for example in person, videoconferencing, email, text, phone call, or fax. This

may require a participant to provide documentation or other evidence of participation beyond verbal acknowledgement. Automated responses, such as an outgoing voice mail message or out of office notification, do not qualify.

Employment Plan - IEP did not specify when timesheets were due

Individualized Career Services – Development of an individual employment plan to identify the employment goals appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the of, and information regarding eligible training providers

Financial - Internship Agreements were not uploaded in WIT; Internships and Work Experiences

Internships and work experiences are planned, structured learning experiences that take place in a workplace for a limited period of time. Work experience may be paid or unpaid, as appropriate. An internship or work experience may be arranged within the private sector, the nonprofit sector, or the public sector.

Corrective Action:

First time finding for Eligibility -Mandatory one-on-one training by the Contractor with case manager. Documentation must be submitted to the Board with an agenda, sign-in and date of training.

WIT Data Entry, Financial and Employment Plan are repeat findings: The Board will have a one-on-one training with the Contractor's Quality Assurance team to determine the weaknesses in quality review.

Board Recommendation:

Documentation needs to be provided to the Board 10 days after the Board meeting. The Contractor will need to notify the Board on training that will be conducted to over areas of findings (WIT Data Entry, Employment Plan, and Financial).

Workforce Solutions Middle Rio Grande Board

Monitoring & Oversight Committee

June 12, 2025

Action Item

Workforce Programs Board Monitoring Report for RESEA for February and March 2025

PURPOSE

Provide an update on all Workforce Programs Monitoring and Oversight.

DISCUSSION

The following is the report for February & March 2025 RESEA Monitoring:

RESEA Performance Review Summary					
Date of Scope:	February and March 2025				
Attribute	Total # of files reviewed				5
Eligibility	Error Rate	Yes	No	N/A	Total Y+N
Did the Claimant receive an invitation letter from the Workforce with the RESEA Babel notice	0.00%	5	0	0	5
Was the claimant scheduled for RESEA one-to-one appointment no sooner than seven (7) days to allow for mailing and not later than twenty-one (21) days from the date the scheduler ran after the claimant was added to the outreach pool?	0.00%	5	0	0	5
Were all three methods of communication for outreach appointment reminder used and document in the case note?	100.00%	0	5	0	5
Did the claimant receive the following required services on the same day during the Initial RESEA appointment	100.00%	0	5	0	5
Was the UI Eligibility Review Form completed, uploaded to the customer's profile?	20.00%	4	1	0	5
Assessment	Error Rate	Yes	No	N/A	Total Y+N
Were the work search logs for the prior two weeks reviewed and uploaded to the customer's profile?	80.00%	1	4	0	5

Was the Client Labor Market Information (CLMI) form completed and uploaded to the customer's profile?	0.00%	5	0	0	5
WIT Data Entry	Error Rate	Yes	No	N/A	Total Y+N
Were all RESEA services entered into WIT within seven (7) calendar days from the scheduled RESEA initial appt. date?	100.00%	0	5	0	5
Employment Plan					
Does the Individual Reemployment Plan contain all the goals outlined in the guide and complete?	100.00%	0	5	0	5
Notification					
Has the WF-42 sent in a password or encrypted protected email?	0.00%	0	0	5	0

FINDINGS

Eligibility: Not all three methods of outreach were used; All required services were not received during the initial RESEA appointment; UI Eligibility Review form was not in WIT

WD 13-23 – Claimant Outreach-Boards must ensure that, for each scheduled RESEA appointment, Workforce Solutions Office staff members remind claimants of the scheduled appointment at least two business days before the appointment through the following communication methods WorkInTexas.com internal message, Email (using the claimant's unique email address), phone.

The following are required RESEA services: RESEA orientation, which includes information about access to Workforce Solutions Office services and RESEA program requirements and their impact on continued eligibility for UI benefits. Enrollment in employment services funded by the Wagner-Peyser Act. Assistance in developing and implementing an IEP

TA Bulletin 312 – Completing the online UI Eligibility Review form in WorkInTexas.com and saving it to the Staff Documents tab in the customer's profile.

Assessment: Work search logs were not reviewed or uploaded in WIT

TA Bulletin 312-reviewing the customer's Work Search Activity Log for the two weeks preceding the appointment and verifying the customer has met the Board area's required number of work search activities

CLMI form was not uploaded in WIT:

RESEA Required Services – Provision of customized labor market information CLMI based on an assessment of the claimant's specific needs

WIT data entry: Activities/services were not documented in Activities in WIT
Required services- All RESEA required services must be provided to eligible RESEA claimants on the date they rescheduled an entered WorkInTexas.com upon completion or no later than seven (7) calendar days from the scheduled RESEA appointment.

Employment Plan: IEP does not specify employment goal

Individual Employment Plan-An IEP constitutes a complete plan of action for the claimant to determine the next steps in finding employment or training. An IEP must include the following: a specific employment goal

IEP does not describe steps for the claimant after leaving WF Solutions office

Individual Employment Plan-An IEP constitutes a complete plan of action for the claimant to determine the next steps in finding employment or training. An IEP must include the following: Specific dates on which Workforce Solutions Office staff will follow up with participants to evaluate each activity, provide additional assistance, and make any necessary adjustments.

Corrective Action:

Employment Plan - Mandatory one-on-one training by the Contractor with case manager. Documentation must be submitted to the Board with agenda, sign in and date of training.

Eligibility, Assessment, and WIT Data Entry are repeat findings from previous monitoring: The Board will have a one-on-one training with the contractor's Quality Assurance team to determine the weaknesses in quality reviews.

Board Recommendation:

Documentation of Corrective Action needs to be provided to the Board 10 days after the Board meeting. Eligibility, Assessment and WIT data entry are the areas that is in most need of re-training for staff.



WORKFORCE SOLUTIONS

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POLICY LETTER

ID NO: MSFW01

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Lozano, Executive Director

SUBJECT: Referring to Temporary Jobs

PURPOSE:

Provide the Contractor with guide on how to process referral for temporary jobs under a clearance order (ARS) and related training program.

REFERENCE:

TWC - Employment Service Guide; Migrant Seasonal Farmworker Guide

POLICY:

The Board will follow the TWC Migrant Seasonal Farmworker Guideline on the referral of job orders and in accordance with the MSFW Protections in the Agricultural Requitement System (ARS).

EFFECTIVE DATE:

June 12, 2025

INQUIRIES:

If you have any questions, contact rosalind.lozano@wfsmrg.org



WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

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POLICY LETTER

ID NO: MSFW02

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Lozano, Executive Director

SUBJECT: Fingerprint Log

PURPOSE:

Provide the Contractor with a guide on maintaining records of fingerprinting for all Migrant Seasonal Farmworkers (MSFW).

REFERENCE:

TWC - Employment Service Guide; Migrant Seasonal Farmworker Guide

POLICY:

The Contractor will need to keep a log of the referrals provided that include locations on obtaining fingerprints as needed. These logs will need to be followed up on to ensure that this service is provided. The Board will follow the TWC Migrant Seasonal Farmworker Guideline on the referral of job orders and in accordance with recording and follow up.

EFFECTIVE DATE:

June 12, 2025

INQUIRIES:

If you have any questions, contact rosalind.lozano@wfsmrg.org



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POLICY LETTER

ID NO: MSFW03

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Lozano, Executive Director

SUBJECT: Self-Monitoring MSFW

PURPOSE:

Provide the Contractor with a guide on Self-Monitoring aspects of the Migrant Seasonal Farmworkers (MSFW) program.

REFERENCE:

TWC - Employment Service Guide; Migrant Seasonal Farmworker Guide, 20 CFR 658.601 (a)(1) and related sections.

POLICY:

The Board will include Wagner-Peyser elements in its monitoring of program compliance, including minimum service level indicators. The Contractor will ensure self-appraisal tools included in ES operations to determine success in reaching goals and to correct deficiencies in performance.

DATE:

June 12, 2025

INQUIRIES:

If you have any questions, contact rosalind.lozano@wfsmrg.org



WORKFORCE SOLUTIONS
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POLICY LETTER

ID NO: ALL19

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Lozano, Executive Director

SUBJECT: Filing Employment Services and Migrant Seasonal Farmer Worker Complaint

PURPOSE:

Provide the Contractor with guidance on filing an Employment Services (ES) Complaint and Migrant Seasonal Farmer Worker (MSFW) Complaints in accordance with the Employment Services Guide. The purpose of this policy is to provide directive on the Equal Opportunity program to its contractors. Workforce Solutions Middle Rio Grande Board as a recipient of Federal financial assistance, does not discriminate on any prohibited grounds.

REFERENCE:

TWC - Employment Service Guide; Migrant Seasonal Farmworker Guide

POLICY:

If an Employment Service and Employment Related Law Complaint would like to be filed or a MSFW or their representative expresses an interest in filing an ES or employment-related law complaint the Board will follow the TWC Employment Services Guide or the Migrant Seasonal Farmer Worker Guide on filing a complaint. It will be the Board's responsibility to provide training for the Contractor in this process.

EFFECTIVE DATE: June 12, 2025

INQUIRIES: If you have any questions, contact
rosalind.lozano@wfsmrg.org



WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

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Creating Economic Prosperity Through Innovation

POLICY LETTER

ID NO: ALL14 Chg. 2

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Avila-Lozano, Interim Executive Director

SUBJECT: Priority of Service

PURPOSE: Targeting/providing services to recipients of public assistance and other low-income persons with poor work histories and/or deficient skills, based on analysis of employer and job seeker needs and analysis of adequacy of resources to provide services to these groups.

POLICY: Targeting Services: The WFSMRGB has targeted recipients of public assistance and other low-income persons as the top priorities for receiving services in **accordance with the WIOA Guidelines**.

Method of declaring groups to receive priority: When the Board determines that funding is inadequate or "limited" the priority of services will be established based upon the following criteria:

- Eligible Veterans and eligible spouses (defined in the most updated WD Letter 01-21) who are also recipients of public assistance, low income or basic skills deficient
- Non-covered person (individual who are not veterans or eligible spouse) who are recipients of public assistance, low income or basic skills deficient in the following order:
 - Foster Youth (defined in the most updated WD Letter 43-11)
 - Non foster youth
- All other eligible veterans and eligible spouses

- Priority population established by the governor and/or Board in the following order:
 - All other foster youth and former foster youth, as required by Texas Labor Code 264.121
 - Local Board priority groups:
 - Low Income as defined in “self-sufficiency” policy
 - Individuals with disabilities
 - Individuals with limited work experience and/or poor work history
 - School dropouts
 - Ex-offenders
 - Individuals who are basic skill deficient
 - Individuals who are or who have a history of substance abuse
 - Individuals who are over the age of 55
 - Single parents
 - “At risk” youth
 - Homeless individuals (including individuals in temporary residential facilities)
 - Limited English-speaking ability
 - Pregnant or parenting teens
 - Public housing residents
 - Residents of 24-hour residential treatment facilities
 - Individuals who are victims of spousal or family abuse

EFFECTIVE DATE:

Immediately

INQUIRIES:

If you have questions regarding this policy, please contact
rosalind.lozano@wfsmrg.org



WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

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POLICY LETTER

ID NO: ALL20

DATE ISSUED: June 12, 2025

TO: Workforce Solutions Middle Rio Grande Contractors

FROM: Rosie Lozano, Executive Director

SUBJECT: Data Validation

PURPOSE:

Provide the Contractor with updated information and guidance on the State Data Validation requirement.

REFERENCE:

TWC - Employment Service Guide; Migrant Seasonal Farmworker Guide
WD Letter 27-19, Change 7

POLICY:

In accordance with the US Department of Labor Employment and Training Administration, the Board must ensure that data that is submitted on participants outcome is valid and reliable. The Contractor will need to follow the most current WD Letter 27-19 – State Data Validation Requirements and the most updated TEGL 23-19. This will ensure that the information that is entered is accurate, valid and reliable.

EFFECTIVE DATE:

June 12, 2025

INQUIRIES:

If you have any questions, contact rosalind.lozano@wfsmrg.org

Workforce Solutions Middle Rio Grande Board

Monitoring & Oversight Committee

June 12, 2025

Information Item

Workforce Programs Report

PURPOSE

Provide the Board with an update of the Workforce Programs

DISCUSSION

1. Texas Workforce Commission MPR:

The Monthly Performance Report (MPR) provides performance data which allows Boards to monitor performance targets for the contracted Program Year. We received the MPR for the month of February 2025. The report shows 16 WIOA Outcome Measures, 2 Reemployment/Employer Engagement Measures and 2 Program Participation Measures which are the same measures we have had in the past. Currently, we are at 46.15% with it showing we are only being scored on 13 measures. Of the 13 measures we are failing 2: Claimant Reemployment within 10 weeks and Employers Receiving Texas Talent Assistance.

2. Attached is the Workforce Participatory Services for October 2024-April 2025 where you will see an increase in the WIOA caseload.

3. Attached is the Reemployment Services and Eligibility Assessment (RESEA) Quarterly Performance through April 2025. For this year, we did not meet the 1st quarter (Oct – Dec 2024). Our completion rate was 75.7% (target 77%). For the 2nd quarter we did not meet, we are at 72.08%. For the 3rd quarter (only through April) we are at 77.32%. We still need May and June 2025 to complete the quarter. Staff were provided training by TWC in March 2024 on monitoring RESEA.

4. We are still working with Audit Resolution on FY2023 to resolve SNAP Work Activities, SNAP Noncooperation and Choices Noncooperation.

ACTION: No action required.

February 2025 MPR Report FINAL RELEASE



As Originally Published 5/23/2025
Year-to-Date Performance Periods
Board Summary Report

Status Summary (Number of Measures)

Exceeding Performance (EX): 7
Meeting Performance (MG, AR): 4
Not Meeting Performance (NM): 2
% Meet/Exceed (EX, MG, AR): 46.15 %

Status Definitions:

EX: Exceeding Performance
MG: Meeting Performance
AR: Meeting Performance - At Risk*
NM: Not Meeting Performance
* In the bottom quarter of the Meeting Performance range.

Board 27. Middle Rio Grande

WIOA Outcome Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	EX	126.26%	79.20%	79.20%	100.00%	72.73%	67.44%	25	25	100.00%	100.00%	-	-	7/23	12/23	1
Employed Q4 Post Exit - Adult (DOL)	EX	114.94%	81.20%	81.20%	93.33%	61.36%	87.50%	14	15	100.00%	93.33%	-	-	1/23	6/23	1
Measurable Skills Gains - Adult (DOL)	MG	104.62%	69.70%	69.70%	72.92%	81.16%	89.66%	35	48	72.22%	66.67%	72.92%	-	7/24	2/25	1
Median Earnings Q2 Post Exit - Adult (DOL)	MG	97.49%	\$8,620.00	\$8,620.00	\$8,403.48	\$7,197.27	\$7,887.82	N/A	25	\$10,434.22	\$8,403.48	-	-	7/23	12/23	1
Credential Rate - Adult (DOL)	EX	123.46%	81.00%	81.00%	100.00%	96.43%	97.22%	14	14	100.00%	100.00%	-	-	1/23	6/23	1
Employed Q2 Post Exit - DW (DOL)	MG	99.30%	82.40%	82.40%	81.82%	67.74%	100.00%	9	11	85.71%	81.82%	-	-	7/23	12/23	1
Employed Q4 Post Exit - DW (DOL)	MG	99.55%	85.00%	85.00%	84.62%	77.78%	85.71%	22	26	89.47%	84.62%	-	-	1/23	6/23	1
Measurable Skills Gains - DW (DOL)	EX	112.28%	75.00%	75.00%	84.21%	82.35%	81.25%	32	38	52.63%	74.07%	84.21%	-	7/24	2/25	1
Median Earnings Q2 Post Exit - DW (DOL)	EX	150.13%	\$10,180.00	\$10,180.00	\$15,283.54	\$7,949.79	\$13,591.55	N/A	9	\$14,740.38	\$15,283.54	-	-	7/23	12/23	1
Credential Rate - DW (DOL)	EX	117.65%	85.00%	85.00%	100.00%	77.78%	100.00%	11	11	100.00%	100.00%	-	-	1/23	6/23	1
Employed/Enrolled Q2 Post Exit - Youth (DOL)	N/A	N/A	81.80%	81.80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	7/23	12/23	1, 4
Employed/Enrolled Q4 Post Exit - Youth (DOL)	N/A	N/A	80.50%	80.50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	1/23	6/23	1, 4
Measurable Skills Gains - Youth (DOL)	N/A	N/A	64.30%	64.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	7/24	2/25	1, 4
Median Earnings Q2 Post Exit - Youth (DOL)	N/A	N/A	\$3,900.00	\$3,900.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	7/23	12/23	1, 4
Credential Rate - Youth (DOL)	N/A	N/A	56.10%	56.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	1/23	6/23	1, 4
Credential Rate - All C&T	EX	119.72%	71.00%	71.00%	85.00%	66.67%	65.69%	34	40	94.12%	85.00%	-	-	1/23	6/23	1

Reemployment/Employer Engagement Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	NM	92.60%	60.00%	60.00%	55.56%	57.18%	62.17%	770	1,386	58.78%	55.56%	-	-	7/24	11/24	2
Employers Receiving Texas Talent Assistance	NM	81.91%	669	1,412	548	1,006	947	N/A	N/A	382	548	-	-	10/24	2/25	

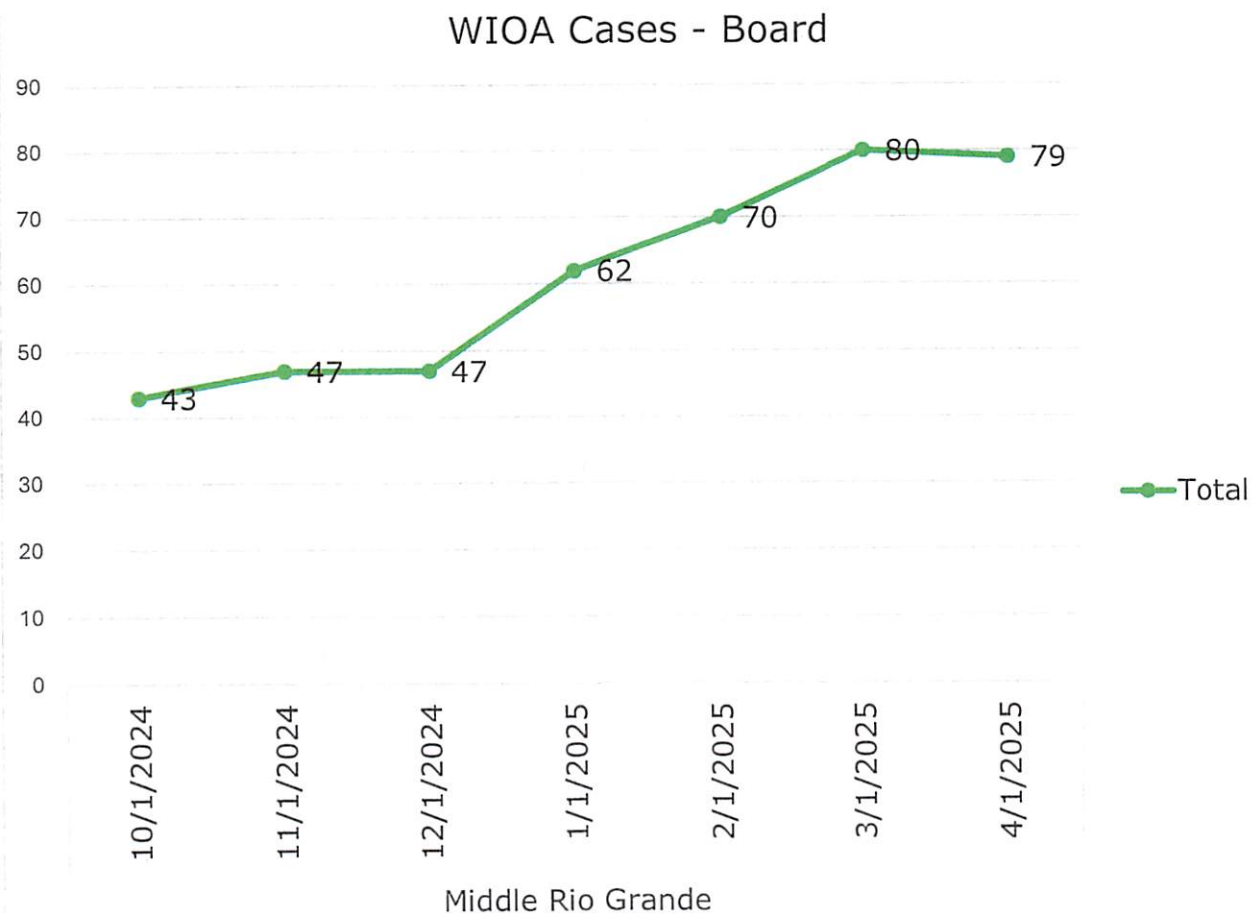
Program Participation Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	101.01%	1,383	1,383	1,397	1,360	1,444	152,315	109	1,409	1,397	-	-	10/24	2/25	3
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	60.10%	61.95%	N/A	N/A	N/A	N/A	-	-	10/24	2/25	5

Notes

1. TWC recently rebuilt its reporting system for Career & Training programs and the data reported here and for the historical data has been updated to use this new system.
2. Current performance does not include Unsubsidized Employment services 640, A18, or 600 until remediation is complete.
3. Due to data issues related to the transition from TWIST to TWC3, performance for this measure has been suppressed.
4. Methods for all Youth measures are being remediated to ensure accuracy.
5. IJ3 is finalizing the visualization for this measure to ensure accuracy.

WIOA Participatory Report:

October Report Total: 43
November Report Total: 47
December Report Total: 47
January Report Total: 62
February Report Total: 70
March Report Total: 80
April Report Totals: 79



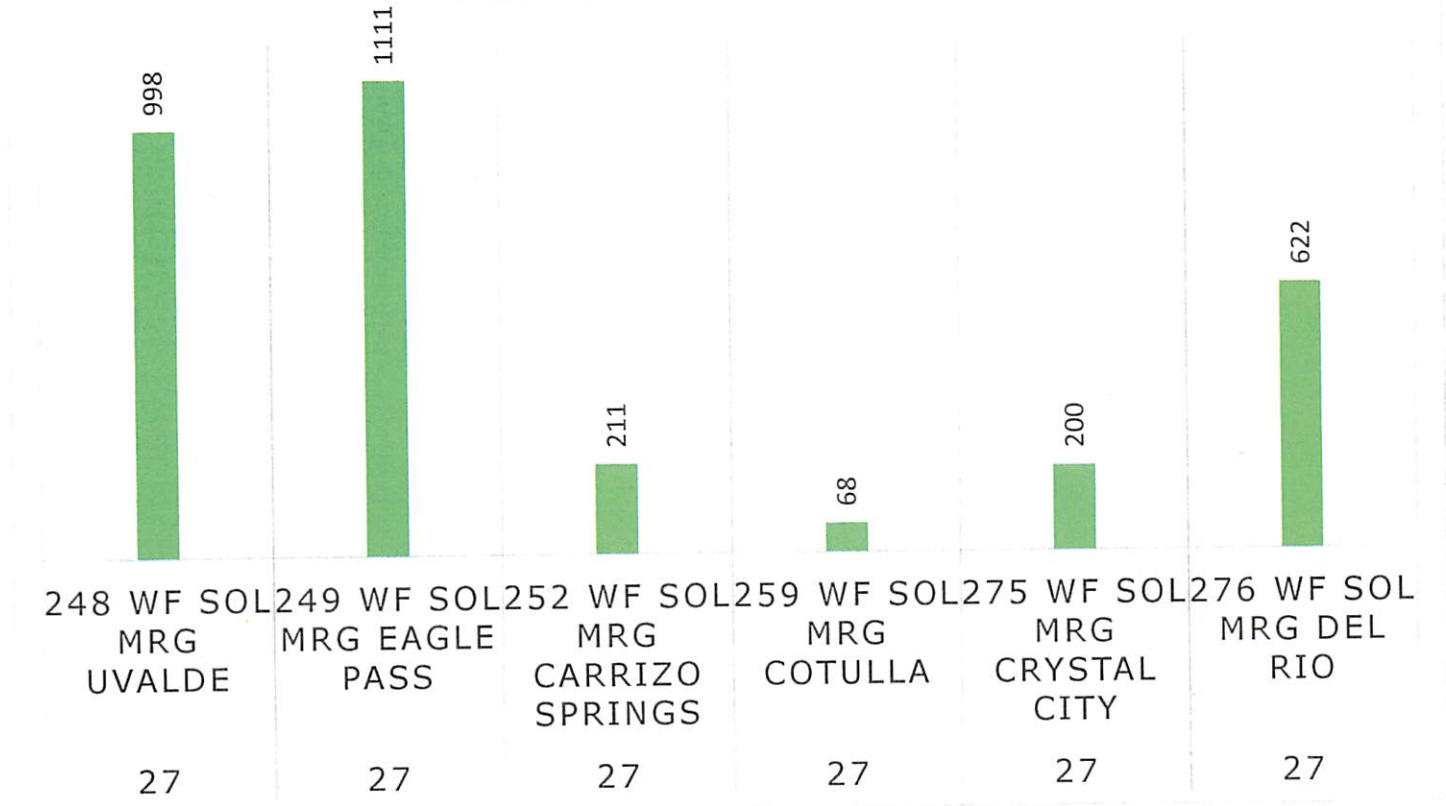
RESEA - Middle Rio Grande Quarterly Performance BCY 2024

QUARTER1 BCY 2025 (Oct -Dec 2024)					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate
Middle Rio Grande	248	Uvalde	15	8	53.3%
Middle Rio Grande	249	Eagle Pass	86	71	82.6%
Middle Rio Grande	252	Carrizo Springs	10	6	60.0%
Middle Rio Grande	259	Cotulla	7	5	71.4%
Middle Rio Grande	275	Crystal City	0	0	0.0%
Middle Rio Grande	276	Del Rio	30	22	73.3%
Middle Rio Grande	SubTotal		148	112	75.7%
BC Target: 77%					
QUARTER2 BCY 2025 (Jan - Mar 2025)					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate
Middle Rio Grande	248	Uvalde	17	11	65%
Middle Rio Grande	249	Eagle Pass	142	101	71%
Middle Rio Grande	252	Carrizo Springs	9	7	78%
Middle Rio Grande	259	Cotulla	4	4	100%
Middle Rio Grande	275	Crystal City	17	17	100%
Middle Rio Grande	276	Del Rio	51	33	65%
Middle Rio Grande	SubTotal	Subtotal	240	173	72.08%
BC Target: 77%					
QUARTER3 BCY 2025 (Apr -2025)					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate
Middle Rio Grande	248	Uvalde	4	3	75%
Middle Rio Grande	249	Eagle Pass	73	56	77%
Middle Rio Grande	252	Carrizo Springs	3	3	100%
Middle Rio Grande	259	Cotulla	0	0	0%
Middle Rio Grande	275	Crystal City	4	3	75%
Middle Rio Grande	276	Del Rio	13	10	77%
Middle Rio Grande	SubTotal	Subtotal	97	75	77.32%
BC Target: 77%					
QUARTER4 BCY 2025 (Jul - Sept 2025)					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate
Middle Rio Grande	248	Uvalde	0	0	0%
Middle Rio Grande	249	Eagle Pass	0	0	0%
Middle Rio Grande	252	Carrizo Springs	0	0	0%
Middle Rio Grande	259	Cotulla	0	0	0%
Middle Rio Grande	275	Crystal City	0	0	0%
Middle Rio Grande	276	Del Rio	0	0	0%
Middle Rio Grande	SubTotal	Subtotal	0	0	0%
BC Target: 77%					
		YTD Total	485	360	74.23%
BC Target: 77%					
				BC Target: 77%	

Greeter Unduplicated Client by Board by Office for April 2025
Data provided by TWC from VOS Extract

Office	Greeter Count	Office	Greeter Count
Uvalde	998	Cotulla	68
Eagle Pass	1111	Crystal City	200
Carrizo Springs	211	Del Rio	622
		TOTAL	3210

GREETER CLIENT COUNTS



Student HireAbility Navigator Board Report-June 2025

NAME OF EVENTS (APRIL & MAY)	Students	Adults	COUNTY
City of Encinal Outreach		8	LaSalle
BIG WELLS JUSTICE OF THE PEACE DISTRICT 3 OUTREACH		3	Dimmit
ACE PARTNERSHIP SHARED INITIATIVE		10	Uvalde
TEAM UVALDE OUTREACH		62	Uvalde
ACE CROSSROADS ACADEMY CAREER FAIR	38	64	Uvalde
TEXAS CONFERENCE FOR EMPLOYERS		125	All Counties
CRYSTAL CITY HIGH SCHOOL REPORT CARD NIGHT	20	50	Dimmit
VIRTUAL CENTER STAFF TRAINING		63	All Counties
SOUTHWEST TEXAS COLLEGE AND CAREER EXPO-UVALDE	295	75	Uvalde, Dimmit, LaSalle, Zavala
SAN FELIPE DEL RIO CTE ADVISORY PRESENTATION SPRING 2025 OUTREACH	25	110	ValVerde
DIA DE LOS NINOS EVENT	450	762	Uvalde
KNIPPA ISD FAIR PARTNERSHIP	398	40	Uvalde
TEAM REAL OUTREACH		24	Real
SAN FELIPE DEL RIO CISD STUDENT GUIDANCE AND LEARNING CENTER PRESENTATION	55	10	ValVerde
ACE PARTNERSHIP SHARED INITIATIVE		4	Uvalde
ACE FAMILY BBQ COLLABORATIVE EVENT	79	25	Uvalde
DHHS HEALTHY TEXAN WEEK @ EL PROGRESO MEMORIAL LIBRARY	20	55	Uvalde
CRYSTAL CITY HIGH SCHOOL LABOR MARKET INFORMATION PRESENTATION	145	1	Dimmit
TEAM UVALDE OUTREACH		50	Uvalde
SAN FELIPE DEL RIO CISD STUDENT GUIDANCE AND LEARNING CENTER CAREER EXPLORATION PRESENTATION	32	3	ValVerde
SOUTHWEST TEXAS COLLEGE ADULT EDUCATION LEARNING PRESENTATION		21	Uvalde
UVALDE CISD CAREER TECHNOLOGY EDUCATION & EARLY COLLEGE HIGH SCHOOL ADVISORY MEETING ATTENDANCE		10	Uvalde
ACE SUMMER PAGE & PLAY-EL PROGRESO MEMORIAL LIBRARY	100	65	Uvalde

Outreach by County	Students	Adults
La Salle	0	8
Zavala	0	0
Kinney	0	0
Uvalde	1,085	1168
Val Verde	112	123
Real	0	24
Maverick	0	0
Edwards	0	0
Dimmit	165	54
ALL COUNTIES	295	263

Outreach in Middle Rio Grande Area:	STUDENTS	ADULTS
	1,657	1,640

YOUTH COACH - Mindy Roberts Board Report - June 2025				
NAME OF EVENTS (April & May)	STUDENTS	PARENTS	ADULTS	COUNTY
Uvalde CISD ACE Shared Initiative Collaboration			10	Uvalde
TEAM Uvalde Outreach			62	Uvalde
College & Career Fair @ Crossroads Academy	38		64	Uvalde
Texas Conference for Employers			125	Uvalde
Uvalde CISD ACE Shared Initiative Collaboration			9	Uvalde
Crystal City ISD Report Card Night	20	30	20	Zavala
SWTX College & Career Expo	295		75	Uvalde
San Felipe Del Rio CTE Advisory Presentation Spring 2025	25	20	90	Val Verde
Dia de los Ninos Event	762	325	125	Uvalde
Knippa ISD Career Fair	398		40	Uvalde
TEAM Real Outreach			24	Real
Del Rio Middle School Career Exploration	36		2	Val Verde
Uvalde CISD ACE Shared Initiative Collaboration			4	Uvalde
Uvalde CISD (UHS/MJH) ACE Family BBQ Event Collaboration	79	25	30	Uvalde
DHHS Healthy Texan Week	20	20	35	Uvalde
Crystal City ISD Career Exploration	146		1	Zavala
TEAM Uvalde Outreach			50	Uvalde
SFDR CISD Student Guidance Learning Center Career Exploration	32		3	Val Verde
CC Winn High School Career Exploration	6		3	Maverick
San Felipe Memorial Middle School Career Exploration	110		3	Val Verde
Uvalde CISD CTE & ECHS Advisory Meeting Attendance			10	Uvalde
Uvalde CISD ACE Summer Pages and Play Event	100	85	30	Uvalde

COUNTY	STUDENTS	PARENTS	ADULTS
Maverick	6		3
Real			24
Uvalde	1,692	455	669
Val Verde	203	20	98
Zavala	166	30	21

GRAND TOTALS:	STUDENTS	PARENTS	ADULTS
	2,067	505	815

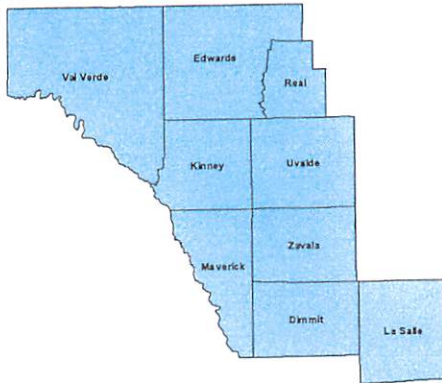
Labor Local Area Employment Statistics

Year	Period	Area	Civilian Labor Force	Unemployment	Unemployment Rate
2024	April	Middle Rio Grande	68,901	3,710	5.4
2025	April	Middle Rio Grande	71,063	4,728	6.7
2024	April	Dimmit	2,887	152	5.3
2025	April	Dimmit	3,017	182	6
2024	April	Edwards	884	22	2.5
2025	April	Edwards	821	24	2.9
2024	April	Kinney	1,266	50	3.9
2025	April	Kinney	1,311	53	4
2024	April	La Salle	2,573	99	3.8
2025	April	La Salle	2,632	123	4.7
2024	April	Maverick	24,054	1,927	8
2025	April	Maverick	25,534	2,695	10.6
2024	April	Real	1,012	40	4
2025	April	Real	949	36	3.8
2024	April	Uvalde	10,806	370	3.4
2025	April	Uvalde	10,916	401	3.7
2024	April	Val Verde	21,187	847	4
2025	April	Val Verde	21,553	963	4.5
2024	April	Zavala	4,232	203	4.8
2025	April	Zavala	4,330	251	5.8



Middle Rio Grande Workforce Development Area

April 2025



WDA Labor Force Statistics

	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	71,063	70,590	68,901	2,162
Employed	66,335	65,680	65,191	1,144
Unemployed	4,728	4,910	3,710	1,018
Unemployment Rate	6.7%	7.0%	5.4%	1.3%

Texas Labor Force Statistics

	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	15,922,661	15,807,722	15,523,969	398,692
Employed	15,334,972	15,178,048	14,972,359	362,613
Unemployed	587,689	629,674	551,610	36,079
Unemployment Rate	3.7%	4.0%	3.6%	0.1%

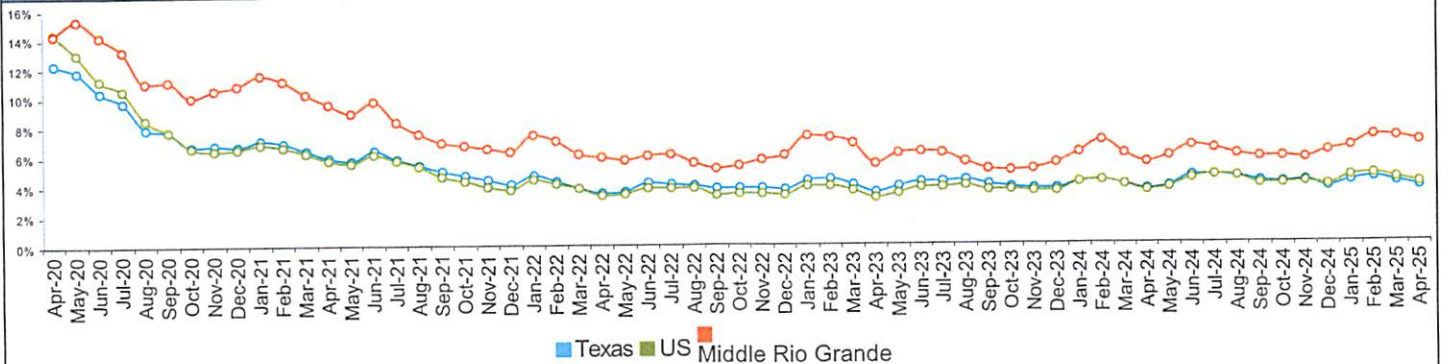
US Labor Force Statistics

	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	170,622,000	170,653,000	167,484,000	3,138,000
Employed	164,043,000	163,412,000	161,590,000	2,453,000
Unemployed	6,580,000	7,242,000	5,894,000	686,000
Unemployment Rate	3.9%	4.2%	3.5%	0.4%

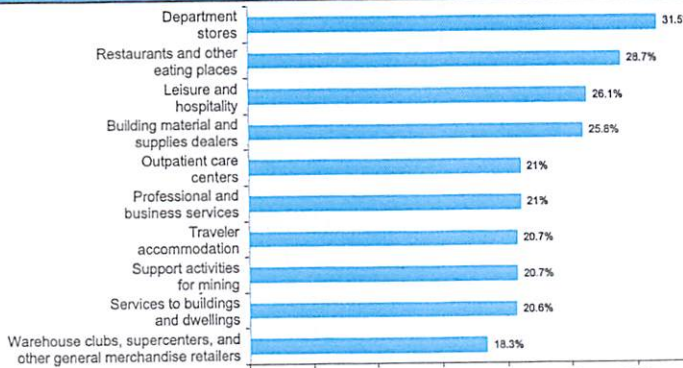
Continued Claims for the Week of the 12th

	Apr-25	Mar-25	Apr-24	Yearly Change
WDA	1,706	1,706	1,154	552
Texas	125,993	125,766	117,960	8,033

Historical Unemployment Rates



Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



Average Weekly Wage (4th Quarter 2024)

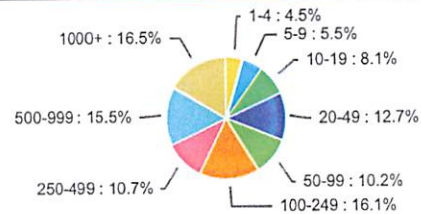
	Q4 2024	Q3 2024	Q4 2023	Quarterly Change	Yearly Change
WDA	\$996	\$975	\$981	\$21	\$15
Texas	\$1,488	\$1,394	\$1,427	\$94	\$61
US	N/A	\$1,394	\$1,435	N/A	N/A

Employment by Industry (4th Quarter 2024, Percent Change)

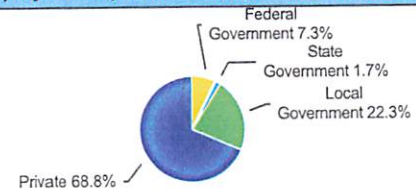
Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	4,090	6.7%	3.7%	-2.5%
Construction	1,659	2.7%	-4.9%	-9.6%
Manufacturing	2,663	4.4%	-1.3%	-3.8%
Trade, Transportation and Utilities	11,853	19.5%	0.4%	-0.5%
Information	339	0.6%	-2.3%	-0.3%
Financial Activities	1,881	3.1%	0.2%	0.5%
Professional and Business Services	3,618	6.0%	0.6%	-1.6%
Education and Health Services	19,145	31.8%	2.8%	-0.9%
Leisure and Hospitality	7,153	11.8%	-3.3%	5.0%
Other Services	895	1.5%	-0.8%	11.7%
Public Administration	7,384	12.2%	1.1%	2.0%

*The average weekly wage for U.S. for the latest quarter is not available. It will be updated shortly.

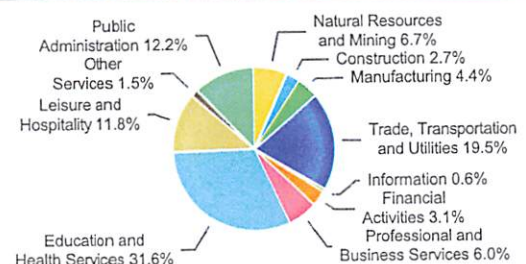
Employment by Size Class (4th Quarter 2024)



Employment by Ownership (4th Quarter 2024)



Employment by Industry (4th Quarter 2024)





WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

PO Box 760 ~ 216 W Main ~ Uvalde ~ Texas ~ 78802 ~ 830-591-0141 ~ 830-591-0004 fax

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To: Board of Directors

Board of Directors
Executive
Committee

From: Rosie Avila-Lozano, Executive Director

Christopher Hiller
Chairperson
Private Sector

Date: June 12, 2025

Laura Lopez
Vice Chairperson
Private Sector

I am still working with TWC, Texas Association of Community Health Centers and Community Health Development/Our Health regarding health care industry apprenticeships. We are working together with Southwest Texas College to be able to provide apprenticeships in the medical field.

Jesus Martinez, Jr.
Secretary
Private Sector

Myrta Garcia
Treasurer
CBO

I have re-submitted the Military to Civilian Employment grant. It is still pending review. I have also submitted the Veteran grants. That has been approved for \$15,000. I will present the contract to the Board as soon as it is signed by TVC.

Rodrigo Jaime
Parliamentarian
Private Sector

Rosie Lozano
Executive Director

Cotulla and Uvalde ISD have asked the Board to assist in their Dual Credit Career and Technical Education Grant.

We are still working with TWC Audit Resolution to clear up all findings from Subrecipient Monitoring for FY2023. We are still working on resolving Choices Noncooperation, SNAP Noncooperation and SNAP Work Activities. The Board provided another training session to the Contractor's Administration staff on April 28, 2025, in which we review an updated monitoring instrument and a desk aid which focuses on these areas of concern.

We have hired the 2nd Board's Youth Coach. She started May 27. The grant for this funding will end on October 31, 2025.

The Board will be submitting nominations for Employer of the Year. This year the Board is looking to nominate a Small Business, Large Business, Employer of Excellence, HireAbility Employer and All Star College of the Year.

I will be attending the Child Care Quality meeting in Austin, July 15-16, 2025, and Financial Work group in Austin, Tx on July 23 – 25, 2025.



To: Rosie Lozano, WFS MRG Board Executive Director
Michelle Garcia, MRG Executive Director
From: Barbara S. Lopez, Director of Workforce Programs
Date: May 29, 2025
Subject: Workforce Solution Summary Report (April-June 2025)

Workforce Solution Middle Rio Grande Activity Report

- 1. Educational Collaborations:** We have established partnerships with local educational institutions, such as Southwest Texas College, to support the recruitment of out-of-school youth. Through these collaborations, we connect students with career opportunities, training resources, and employment pathways that align with their goals and the needs of local employers.
- 2. Targeted Training Programs: Internship, Training & Workforce Experience Opportunities:** In collaboration with regional employers, we have developed hands-on training programs that offer participants practical experience in high-demand industries. Between January and March 2025, 44 individuals took part in these opportunities. From April through the present, an additional 40 participants were enrolled, bringing the year-to-date total to 84. Workforce staff have demonstrated exceptional performance in reaching these enrollment milestones. These initiatives reflect our commitment to strengthening employer partnerships and enhancing job readiness through customized training and strategic workforce development efforts.
- 3. Employer Services:** WFS staff continues employer outreach and provides a range of services, including access to interview rooms, hosting job fairs, posting job orders, and facilitating subsidized or unpaid employment agreements. **From: April to May 2025, a total of 330 employers were served.**

Employer Services Type	Total Employers Served
# of Employers Receiving Texas Talent Assistance	<u>330</u>

- 4. Employer Engagement Initiatives: Outreach Events:** We successfully conducted employer outreach by attending community events and hosting job and career fairs tailored to meet employer needs. These efforts focused on discussing workforce challenges and promoting our available services.

5. **Active Caseload:** This refers to the number of customers currently receiving case management services. It encompasses participants in WIOA, CHOICES, and SNAP programs who are actively engaged with staff and receiving assistance.
6. **WIOA Follow-Up Customers:** This segment pertains to customers who have completed WIOA services and are in a follow-up status. This follow-up service requires continued case management which includes monitoring their progress post-service to ensure they are still successfully employed or may be needing continued support services such as job search/job development assistance, in alignment with their career goals.
7. **Monthly Caseload Reports:** (Through May 27, 2025) Each month, a report is consolidated with data on these categories, tracking trends, and changes in enrollment or participation over time. This helps identify areas of strength, potential gaps in service delivery, and opportunities for improving outreach and support for our customers.
Total cases: 255 across the region. Outreach pool for SNAP/Choices is not included.
8. **Outreach and Marketing:** Staff continue to actively promote Workforce Programs, with a strong emphasis on youth outreach. Through in-person engagement with employers who are not yet familiar with our services, staff have successfully increased awareness and showed presence throughout the region. Below is a list of events attended by staff region-wide. Participation in these events has played a significant role in expanding of our services and strength relationships with local employers.

April-2025

- Sul Ross University Del Rio Campus Outreach-Del Rio
- Border Federal Credit Union Grand Opening-Eagle Pass
- Redeployment Operations Lone Star Event-Eagle Pass
- Heritage High School Youth Orientation-Del Rio
- Del Rio Chamber Event-Del Rio
- Grande Opening HUMO Prime Barbecue -Del Rio
- Grand Opening The Craft-Eagle Pass
- Crossroads Academy: College & Career Crossroads Academy Fair-Uvalde
- 3rd Annual Día De Los Ninos Event-Carrizo Springs
- Cotulla High School Event-Cotulla
- Hiring Event Trail Boss-Del Rio
- Event Go Blue Day with the 38th Judicial-Uvalde
- WF/VR Integration Meeting-Virtual
- La Salle County Sheriff's Easter Egg Hunt-Cotulla
- Premier High School Youth Outreach-Del Rio
- Uvalde Career Fair-Uvalde
- Grand Opening: Four Corners-Eagle Pass
- Hope for Events-Uvalde
- Youth Outreach Event at the Workforce Solutions -Del Rio

May 2025

- Redeployment Operations Lone Star Event-Eagle Pass
- Meeting with SWTC discuss Youth Outreach-Eagle Pass
- Uvalde H.S And Morales Junior High Ace family BBQ. -Uvalde

- La Salle Mental Health Resources-Cotulla
- Team Uvalde-Uvalde
- Del Rio Chamber of Commerce-Del Rio
- Ceniza Hills Elementary Outreach-Del Rio
- Job Fair Nick Carr Community Center -Eagle Pass
- Del Rio High School Youth Orientation-Del RIO
- Job Fair -Eagle Pass
- Uvalde MH Open House-Uvalde
- Blue Wave Car Wash Grand Opening-Uvalde

June 2025-Upcoming Events

- Redeployment Operations Lone Star Event-Eagle Pass
- Workforce Orientation at Nick Car Center Community Center-Eagle Pass
- Team Uvalde-Uvalde
- SWART 13th Anniversary-Crystal City

Summer Learn & Earn Kick-off

The Summer Learn & Earn Kick-off provides eligible students with disabilities valuable paid work experiences with local employers. In collaboration with Vocational Rehabilitation staff, 11 new students will be enrolled in the program, which runs from June 9, 2025, through July 11, 2025.

Conclusion:

The Workforce Solutions Middle Rio Grande team remains committed to serving both employers and job seekers across the region. With continuous improvements and targeted strategies, we expect to see strong growth in employer engagement and participant enrollment in our workforce development programs. In the months ahead, we will focus on fully leveraging the capabilities of WITCMS to further enhance service delivery and improve operational efficiency.

We deeply value the dedication and hard work of our staff and partners, whose efforts are creating a meaningful and lasting impact on our local workforce.

Thank you for your ongoing trust and support!