



Valley Initiative for Development and Advancement



VIDA helps low-income, unemployed and under-employed Valley residents get the skills they need to secure a high-skill, high-wage job.



2004
Annual Report

MISSION STATEMENT

To formulate new institutional relationships in the Rio Grande Valley that simultaneously address employers' needs for skilled workers and link the area's unemployed and underemployed with high-skilled, high-wage jobs identified in the region.

TABLE OF CONTENTS

| | |
|--------------------------|----|
| Mission Statement | 1 |
| From the Chairman..... | 2 |
| Board of Directors | 2 |
| From the Director..... | 3 |
| About VIDA..... | 4 |
| New Ideas..... | 5 |
| New Initiatives..... | 7 |
| New Beginnings..... | 9 |
| New Heights..... | 11 |
| Financials..... | 13 |
| Supporters..... | 14 |
| Staff..... | 14 |

On the Cover

VIDA Nursing students, Lori Pienda (back), Linda Nunez, Jonathan Cuellar, Daisy Cavazos and Janie Escamilla stand in an Aloe Vera field to symbolize the area's need to 'Grow Our Own' health professionals. All five are currently employed and earning an average salary of \$35,172.



FROM THE CHAIRMAN

As we approach our 10th year of operation, I would like to thank the community leaders, business leaders, politicians, and educators that have helped the Valley Initiative for Development and Advancement (VIDA) have such a remarkable impact on the lives of so many.

In ten years, we have helped over 3,000 residents get the skills they need to secure gainful employment with an average wage in excess of \$30,000 per year.

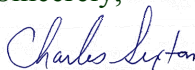
But in an area of double-digit unemployment, and among the highest poverty rates in the nation, it is important that we not become complacent. We must continue to forge new partnerships, develop new programs and launch new initiatives that will continue to have a solid economic impact on our region.

This impact was clearly evident in 2004. We served nearly 1,000 participants and were awarded over \$6 million in funds for job training.

On behalf of the VIDA Board and staff, I would like to thank you for your ongoing support in helping Valley area residents reach their potential, while helping Valley businesses meet their need for quality, skilled labor.

We look forward to continuing to work with you for the next ten years and beyond.

Sincerely,



Charles Sexton
VIDA Chairman

If you've come to here to help me you can go home. But, if you see my struggle as key to your own survival...let's get to work.

Anonymous



Charles Sexton
CEO Valley Regional
Medical Center

BOARD OF DIRECTORS

- Chair Charles Sexton, CEO Valley Regional Medical Center
- Vice-Chair Estela Soza Garza, Lecturer University of Texas-Pan American
- Secretary Father Pat Seitz, St. Pius X Catholic Church
- Treasurer David Oliveira, Attorney Roerig, Oliveira & Fisher
- Eduardo Anaya, Attorney Law Offices of Eduardo Anaya
- Cleve Breedlove, Owner LaChaChaLaca Inn
- Bill Burns, CEO Rio Grande Regional Hospital
- Father Alfonso Guevara, St. Joseph the Worker
- Carmen Limas, Ex-Participant
- Linda McKenna, VP Government Affairs Valley Baptist Health Systems
- Mark Yates, County Auditor Cameron County (Ex-Officio)
- Elizabeth Valdez, Lead Organizer Valley Interfaith (Ex-Officio)



FROM THE DIRECTOR



Dominique Halaby
Executive Director

All too often we think of economic development as the creation of new businesses or the mere addition of new jobs. But, true economic development is much more than that. It is about developing high-skilled, high-wage jobs and creating opportunities for low-income citizens to qualify for those jobs.

I am proud to say that the VIDA continues to do just that. VIDA has created a mechanism for increasing the supply of a skilled workforce in our area, while simultaneously helping low-income residents climb out of poverty.

Since 1995, VIDA has helped over 3,000 Valley residents overcome enormous obstacles on their path to economic self-sufficiency. We have helped them get the training they needed to secure a high-skilled, high-wage job with an average wage of \$14.09 per hour.

Their success has not only helped the families they support and the businesses that now employ them; their ability to successfully move from the ranks of the low-income has helped us all. Their increased earnings have also enhanced their contributions to our tax system and reduced their dependence on public welfare.

These 3,000 graduates and the over \$80 million they earn annually have greatly enhanced the economic viability of our region. Additionally, as the Rio Grande Valley continues to grow, so too, does the demand for high-skill, high-wage occupations.

Which is why in 2005 we will continue to work to address the nursing and allied health needs of South Texas, identify and target new emerging occupations, work to broaden the communities in which we serve and maintain an aggressive approach toward fundraising.

We look forward to continuing to serve the residents of the Rio Grande Valley and working toward making the Valley a great place to work for *all* our residents.

Respectfully Yours,

Dominique Halaby, A.B.D.
Executive Director

Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome.

Booker T. Washington



ABOUT VIDA

VIDA Office Locations

McAllen Office
1521 Galveston Ave,
McAllen, TX 78501

Allied Health Office
STC Allied Health Bldg.
1101 E. Vermont
McAllen, TX 78501



Brownsville Office
Christ the King Church
2255 Southmost Rd.
Brownsville, TX 78521

Job Training Center
1715 E. Pike Blvd
Weslaco, TX 78596

Valley Initiative for Development and Advancement (VIDA) was founded in September of 1995 by a group of Valley Interfaith leaders committed to increasing economic opportunities for area residents. Valley Interfaith, a faith based grassroots organization dedicated to advocating for the needs of area residents, partnered with key business leaders to create an independent organization to serve as a labor market intermediary that would simultaneously increase employment opportunities to area residents and meet area employers' needs for quality, skilled labor.

Originally designed to be a two-year, workforce demonstration project, VIDA is now approaching its tenth year of operation. VIDA was created to develop and implement:

- A market driven approach to provide workforce services that contribute to sustained economic growth for the local area and provides access to quality jobs paying a living wage for the population served;
- An enhanced set of workforce services that lead to significantly better jobs and earnings for the targeted population residing in the Valley's Empowerment Zone than is possible under current workforce service strategies; and,
- An integrated approach to providing participant services

based on a one-stop model that offers easy access, maximum flexibility and services tailored to the needs of those seeking assistance.

Since its inception, the organization has helped over 3,000 Valley residents get the skills they need to become self-sufficient.

PURPOSE

VIDA seeks to achieve its organizational purpose by creating a market-driven workforce system that will make the Lower Rio Grande Valley more competitive in the global economy and provide access to quality jobs.

In pursuit of this purpose, VIDA is committed to:

- Developing quality job training programs;
- Collaborating with public and private partners;
- Developing a strong community outreach network;
- Fostering a strong sense of civic responsibility;
- Creating a supportive work environment; and,
- Providing compassionate service.



Last year, over 100 VIDA participants volunteered more than 2,000 hours of community service cleaning up vacant lots, removing debris from drainage ditches, picking up trash in city parks, and painting houses for elderly residents.

This year, VIDA is organizing activities to coincide with Keep McAllen Beautiful, the Great American Clean-Up, Don't Mess with Texas trash-Off and the American Cancer Society's Relay for Life.

Volunteering in these types of activities is one way that participants are able to give back to their community.



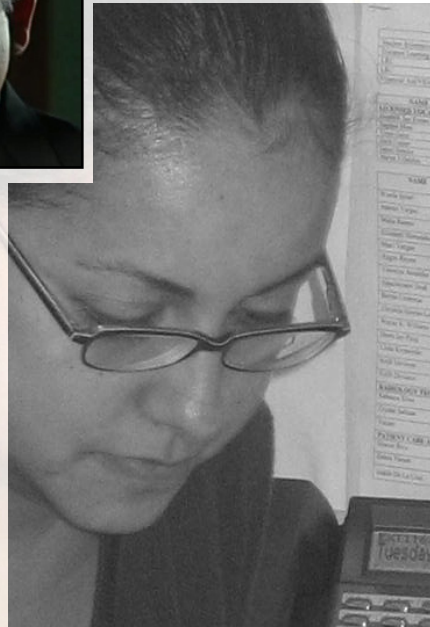
NEW IDEAS



VIDA is a way in which we generate a new way of looking at things. It is a way of economic development that has at its center the training of people and educating people for good paying jobs that are available in the Valley for Valley people.

Father Alfonso Guevara
St. Joseph the Worker Catholic Church &
Valley Interfaith Leader

VIDA Counselor Coordinator
Katherine Chapa reviews
participant files for accuracy.



The year 1995 marked what many consider to be the beginning of the end of the textile industry in South Texas. In a region with a per capita income of only \$6.35 per hour and chronic double-digit unemployment, the importance of having a job could not be overstated. When Haggar Clothing Co. and Fruit of the Loom, Ltd. announced the layoff of 1,340 jobs in the region, many civic leaders were unprepared to deal with the influx of residents looking for work.

Soon after, Haggar, Converse, Levi Strauss & Co., and Williamson-Dickies announced additional lay-offs and plant closures. By the time the final textile plant closed in 2003, over 8,000 textile workers had lost their jobs due to foreign competition.

In an area widely regarded as one of the poorest regions in the nation, these closures proved devastating for the

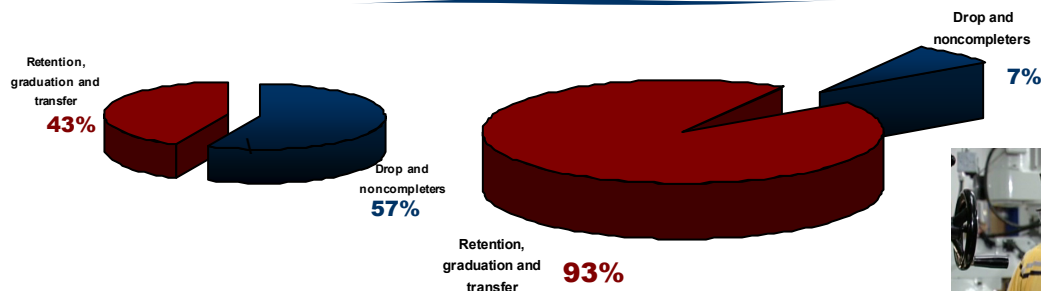
workers, their families and the communities within which they reside.

The leaders of Valley Interfaith pushed to develop an organization that was modeled after a job training initiative in San Antonio titled Project QUEST. They wanted to develop a program that demonstrated the social and economic benefits that can be achieved through investments in long-term training for those who otherwise would not have the opportunity. Additionally, they wanted to help put in place protective measures to minimize area communities' future vulnerability to sudden economic changes.

Valley Interfaith's idea was to localize the San Antonio model by developing a system built on accountability. One that could quickly respond to local changes in the labor market and one where the local government played a pivotal role in ensuring the economic welfare of its residents.



PROGRAM STRATEGY



AREA COLLEGES RETENTION RATES

AS REPORTED BY TEXAS HIGHER EDUCATION
COORDINATING BOARD

VIDA RETENTION RATES

An increasing number of relatively high skill/ high wage employment opportunities requiring occupation – specific skills are ever presently developing in South Texas. Rather than having these jobs filled by skilled workers from other states and/or regions, or to lose these jobs altogether due to the low number of skilled workers in this area, VIDA along with community partners, South Texas College, Texas State Technical College, the University of Texas at Brownsville/ Texas Southmost College, the University of Texas–Pan American and Region One Education Service Center have developed a three-tiered community-based workforce system to better serve the residents and employers of the Rio Grande Valley.

The three-tiered system includes: Basic Skills Training, Customized Training and Post Secondary Occupational Training.

Tier I: Basic Skills – This component is primarily funded as part of the McAllen Self-Sufficiency Project. It encompasses GED services performed through Region One Educational Services with Region One receiving payment directly from the City of McAllen. Also included are two annual Pre-TASP (Texas Academic Skills Preparation) study courses conducted either through Region One or South Texas College (STC).

Tier II: Customized Training – This tier includes programs developed

specifically for employers such as emergency medical technicians and bank tellers. Programs range from as little as two weeks to as much as nine months.

Tier III: Post-Secondary Occupational Training – Generally thought of as long-term training programs, these programs range from one to two years and include such occupations as nurses, auto mechanics, social workers, and teachers. Given the length of time required to achieve certification in these programs, the entry-wage tends to be much higher than that of the customized program.

VIDA provides all selected applicants with tuition assistance, support services, counseling/case management, financial planning, career planning, job placement, and follow-up services.

VIDA's performance has resulted in a post-secondary graduation rate of over 90 percent and an employment rate that exceeds 95 percent. For those employed, their hourly wages ranging from \$8.50 to \$25.00 with an average of \$14.09 per hour.

Comparatively, the current graduation rate for area colleges is approximately 43 percent and the average income for area residents is less than the federal minimum wage. VIDA is assisting a higher percentage of Valley residents complete their training and aiding them to earn considerably more than the area average.

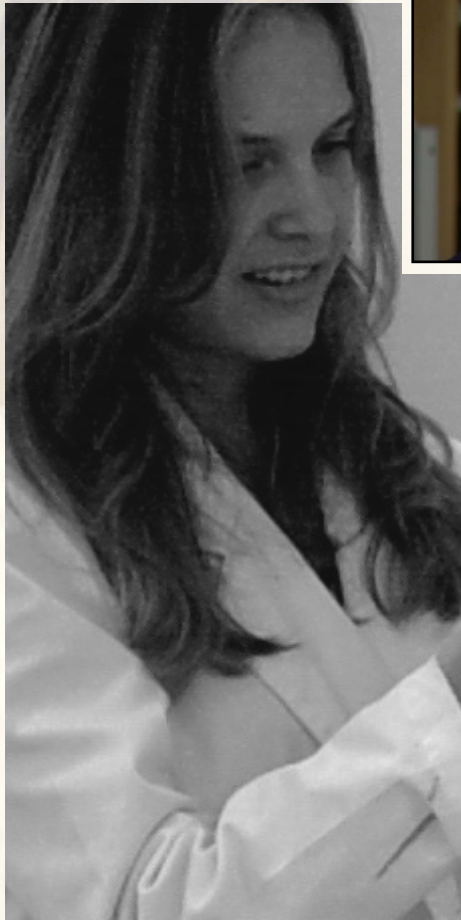


The Rio Grande Valley Apprenticeship Training Alliance was established in response to the lack of Journeyman for Tool Die, Industrial Maintenance and Plastic Process Technicians. South Texas Manufactures Association (STMA), which comprises over 40 manufacturing companies in the McAllen area determined many companies were having difficulty finding qualified workers in the area and as a result were having to hire individuals from other states and countries.

Thanks to the hard work of the STMA, McAllen Economic Development Corp., South Texas College and VIDA, the Rio Grande Valley now has recognized apprenticeship programs in Tool Die, Industrial Maintenance and Plastic Process Technicians.



NEW INITIATIVES



VIDA participant Monica Elizondo partakes in a role playing exercise during a nursing course at South Texas College.



Life is meant to be good. We should be able to work and be successful, not only financially, but also as an individual. VIDA gave me that, it gave me self-confidence, it gave me a sense of pride. I'm proud to say that I am a registered nurse.

Patricia Ortiz R.N.
Nurse & VIDA Graduate

ALLIED HEALTH TRAINING ALLIANCE

The shortage of allied health professionals, coupled with double-digit unemployment, emphasized the need for a collaborative strategy. No one institution would be able to adequately address these daunting problems. These challenges spurred the formation of a coalition to address the shortage in health care professionals and develop innovative strategies to solve those shortages by capitalizing on the area labor surplus.

The Rio Grande Valley Allied Health Training Alliance (AHTA)

is a group of employers, educators and community-based non-profit organizations that came together to collaboratively seek innovative solutions to the nursing and allied health labor shortages along the Texas-Mexico border.

VIDA, the organizational hub of the Alliance, has developed a strategic plan to meet its goal of "growing our own" workforce to deal with the critical nursing and allied health professional labor shortages and has been successful in securing over \$7 million in funding.



City of McAllen

City of McAllen grants \$350,000 over two years to VIDA to develop a plan to address the allied health shortage



Group of Valley business leaders travel to Germany and Ireland to research the apprenticeship concept



Texas Workforce Commission grants \$350,607 to AHTA

2001

HOUSTON ENDOWMENT INC.
A PHILANTHROPY ENDOWED BY MR. AND MRS. JESSE H. JONES

Houston Endowment grants \$200,000 to VIDA to address the allied health shortage

2002



U.S. Department of Labor (DOL) H1-B grant approved. VIDA and UTB/TSC begin work on allied health feasibility study

2003



Rio Grande Valley Allied Health Training Alliance (AHTA) officially formed





U.S. Senator John Cornyn (center) and U.S. Congressmen Ruben Hinojosa (right) and Solomon Ortiz (far right) as well as Texas Workforce Commission Chair Diane Rath (left) on hand to announce DOL \$4 million grant

The plan the Alliance has formulated could vastly shape the future of the health care professions in Texas. This initiative is an undertaking of which Texas and the nation can be proud.

The Honorable Rick Perry
Governor of Texas



The Alliance members are working to address the shortage through the development and/or recommendation of the following strategies:

- Regional student/clinical scheduling system;
- Retention services;
- Formalized specialty instruction for post-licensure training;
- Regional faculty sharing and distance education programs;
- Dual track (High School/ College) programs;
- Programs to aid the academic preparedness of applicants; and,
- Adjustment of policies regarding clinical/student ratios and preceptor qualifications.

ALLIANCE MEMBERS

- Valley Initiative for Development and Advancement (VIDA);
- Valley Interfaith;
- South Texas College;
- Texas State Technical College;
- University of Texas at Brownsville/Texas Southmost College;
- University of Texas-Pan American
- Dolly Vinsant Hospital;
- Harlingen Medical Center;
- Knapp Medical Center;
- Mission Hospital;
- Rio Grande Regional Hospital;
- South Texas Health System (which includes McAllen Medical Center, Edinburg Regional Medical Center, McAllen Health Clinic and Rehabilitation Pavilion);
- Starr County Memorial Hospital;
- Valley Regional Medical Center;
- Valley Baptist Health Systems (which includes Valley Baptist Medical Center in Harlingen and Brownsville) ;
- Tech Prep of the Rio Grande Valley;
- Cameron County Workforce Development Board; and
- Lower Rio Grande Valley Workforce Development Board



DOL Business Relations Group awards VIDA a \$4 million grant from President Bush's High-Growth Job Initiative



AHTA receives a \$313,000 grant from WorkFORCE Solutions

2004

2005



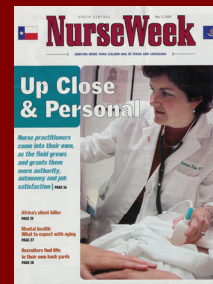
Hospital CEO's, Workforce board directors and college deans meet to discuss the region's strategy for 'Growing Our Own'



Tech Prep and Levi Strauss Foundation award AHTA \$10,500 to develop the framework for a Centralized Clinical Scheduling System



AHTA wins TWC 2004 Transitional Workforce Award



The Rio Grande Valley Allied Health Training Alliance continues to garner national attention. Apart from being featured in the November 2003 issue of *NurseWeek* the Alliance received publicity in many local and state-wide publications, including:

- *Brownsville Herald*
- *Corpus Christi Caller Times*
- *Dallas Morning News*
- *El Bravo (Matamoros, Mex.)*
- *El Manana (Reynosa, Mex.)*
- *El Paso Times*
- *Houston Chronicle*
- *Industrial Community News*
- *KLRU-TV Channel 44*
- *KNVO-TV 48 Univision*
- *KRGV-TV 5 ABC Eyewitness News*
- *KURV 710 TALKRADIO*
- *Mid Valley Town Crier*
- *Texas Cable News Network*
- *The (McAllen) Monitor*
- *The Valley Morning Star (Harlingen)*



NEW BEGINNINGS

People who had only known public assistance, no longer have to depend on public assistance. They are now able to earn high wages and are able to provide for their families.

Sister Maria Sanchez
Valley Interfaith Leader



Valley Interfaith leader Lupita Torres volunteers at the VIDA's Christ the King Catholic Church location informing area residents in need of job training of VIDA services.



When Rogelio Camarillo first contacted VIDA in the fall of 1998, he was looking for an opportunity... an opportunity to support his wife, their two year-old daughter and new baby boy. He was working part-time as a painter's helper. Since he worked only when jobs were available, his family was dependent on the \$509 monthly check they received from public assistance.

Having only finished the 9th grade, he knew that he needed to further his education in order to provide a better life for his family.

That is when VIDA entered the picture. Rogelio along with his VIDA counselor, developed a long-term plan that would enable him the financial security he desired. Rogelio worked hard, met with his counselor weekly and before long completed his General Equivalency Degree (GED). Immediately after, he enrolled in the General Motors Automotive Service Educational Program at South Texas College.

With the continued support and encouragement of his VIDA counselor, Rogelio graduated with Honors.

Rogelio is now a certified mechanic with Bert Ogden Motors in Edinburg making over \$35,300 per year and has full benefits.

Rogelio and his family no longer depend on public assistance for food or shelter. Thanks to the financial and emotional support he received through VIDA, he was given more than just an opportunity to secure a high-wage job... he was given a *new beginning*.



INVESTING IN ITS RESIDENTS

Virtually every city administrator dreams of having an educated and financially prosperous constituency. The more money the residents earn, the more that circulates to the city coffers in the form of sales tax and property tax. Despite this, few cities make the necessary investments needed to educate and train their tax base. In 2004, the City of San Juan joined the City of McAllen as only the second city in the Rio Grande Valley to dedicate funds from the city's 4B Sales Tax revenue to Job Development Training through VIDA.

Stories like Rogelio's do not just happen over night. In 1995, City Commissioners proposed a ½ cent sales tax increase in order to fund the construction of Fire, Police, and Water Treatment departments. Initially, the tax increase passed, but was taken back to the voters to allow for expansion of the uses of the tax money.

Working with the city leaders, the leaders of Valley Interfaith felt that such an expansion needed to include a provision for training and educating area residents. It is on this platform that Valley Interfaith helped educate the public and promote a higher voter turnout.

The outcome was that the referendum expanding the use of the city's 4B Sales Tax successfully passed. This action made it possible for the San Juan City Commission to award VIDA \$50,000 per year to aid with the training and development of the city's residents.



Valley Interfaith leader, Father John Lasseigne from St. John the Baptist Church, continues to work towards improving the skills of San Juan residents.

To date, there are 19 residents enrolled in nursing and various health programs as well as education and manufacturing programs. Ultimately these VIDA participants will improve their quality of life and secure a high-skilled, high-wage job.

VIDA in conjunction with Valley Interfaith is working on approaching other Valley cities to invest in their respective communities, develop their residents and help city leaders understand the value of having an educated workforce.



In 2004, VIDA held orientations in conjunction with 13 area churches operating as community outreach centers for residents interested in job training programs.

- St. Joseph the Worker Church
- St. Pius X Church
- Holy Spirit Catholic Parish
- St. Mary's Church
- St. Eugene de Mazenod
- Good Shepherd
- Our Lady of Guadalupe
- St. Teresa Catholic Church
- Our Lady of Lourdes
- Our Heavenly Father
- Christ the King
- Our Lady of Guadalupe
- Our Lady Star of the Sea

2004 By the Numbers

917 total served

543 total graduates

56 total employers hiring VIDA graduates

\$29,307 average annual salary upon graduation

860 number attending VIDA orientation

115 number on waiting list

16 to 57 years, age range

30 average age

168 total number of youth served

10 average level of education upon entry

2 weeks to 5.5 years range of length in program

13.69 average number of months in program

\$6,009,910 total funds awarded



NEW HEIGHTS

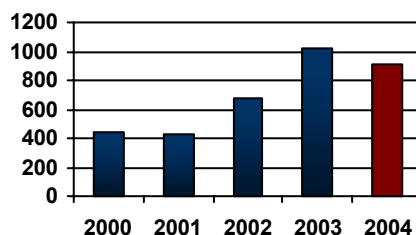
With VIDA's assistance Maria Arteaga fulfilled a lifelong dream and successfully earned her GED. She is most proud of the example she set for her three children.



If VIDA wouldn't have helped me ...I think I would have quit school and be at the same employment that I was before. I would have just stayed as a grocery stocker.

Raul Laos
City Engineer Technician & VIDA Graduate

TOTAL PARTICIPANTS SERVED



Seven years ago, Alfredo A. Fernandez immigrated from his homeland of Mexico to the United States in search of "The American Dream." Alfredo did not dream of becoming an instant millionaire. Instead, Alfredo's dream consisted of being able to provide Mrs. Maria Fernandez, his mother, with a humble yet comfortable lifestyle. Time passed by quickly and several years of hard labor and low wages were enough to make Alfredo realize that the only way his dream would become a reality would be through an education. With this realization, Alfredo decided to enroll in English as a Second Language (ESL) Classes. After taking the English placement test, Alfredo discovered that he indeed knew more of the English language than he gave himself credit for. Armed with confidence and determination, Alfredo registered for GED Classes at Region One

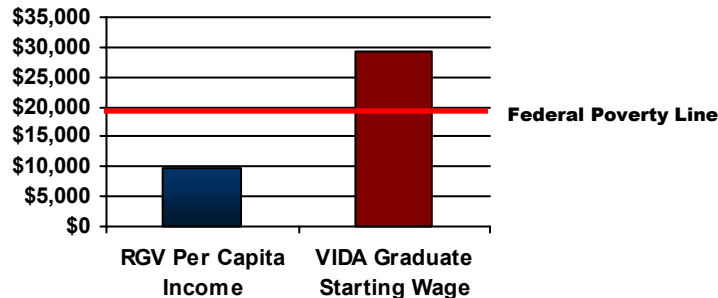
Workforce Development Center in McAllen. The quest for his GED was not an easy one though, it involved roads with lot of twists and turns. The combination of twelve hour shifts and several hours of study were hard and arduous.

Now one year later, Alfredo no longer reports to the production floor, instead he reports to an office where 90 percent of his work requires him to speak, read and write in English. With the help of VIDA, Alfredo is now a supervisor and a college student. He is thankful to VIDA not only for the financial and moral support but for providing him with volunteer activities that allow him to meet people from all walks of life. Through his hard work and VIDA's support, Alfredo is slowly building the foundation for what should be a great future.



THE POWER OF AN EDUCATION

EARNINGS COMPARISON



The direct link between educational attainment and income has long been established. The more schooling one receives the, the more money they can expect to earn. It is this access to education that serves as the foundation for a prolific career and the driving spirit behind VIDA.

VIDA's success is even more remarkable when placed in the context of the area it serves. According to the 2000 Census, 35.7 percent of Rio Grande Valley families live in poverty, as compared with 15.4 percent for Texas. In addition, these students are growing up in an environment with a shortage of educated role models. According to the 2000 Census, the percentage of Hidalgo County residents age 25 and older who have a high school diploma is 50.5 percent, as compared with 75.7 percent for Texas.

Unemployment figures for the Rio Grande Valley, indicate that over 12 percent of the area's working age population were without jobs, ranking the region as the highest unemployment in the state. Even having a job is no guarantee of success. According to the Federal Reserve Bank of Texas, in 1997 the average per capita income for McAllen residents was 50 percent of the national average. According to 2000 Census of Population and Housing, the regions average per capita income of \$9,337, is less than half the state per capita income of \$19,617.

According to the Federal Reserve Bank of Dallas, the fact that nearly half of all county residents do not have a high school diploma is resulting in Hidalgo County losing \$1.26 billion in aggregate income.

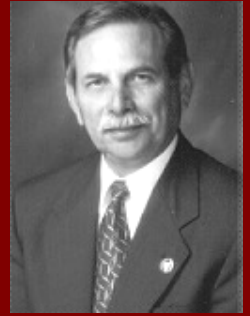
The per capita income among the lowest in U.S.

*Rio Grande Valley \$9,337
U.S. Census*

There is hope. In 2004, VIDA graduates averaged \$29,307 per year. This is considerably more than they were earning prior to entering the program and over three times more than the area's per capita income.

Compounded with a retention and graduation rate twice that of the colleges alone (98% v. 43%), VIDA and its partners are insuring that those that start the program, receive the necessary support to successfully complete the program.

In doing so, VIDA is helping raise the area's standard of living by ensuring program graduates become self-sufficient high-wage earning taxpayers.



*The Honorable Leo Montalvo
Mayor of the City of McAllen*

If we have an educated workforce and skilled workforce that means that every body wins.

Some Employers That Hired VIDA Graduates

- Briarecliff Nursing Center
- Cornerstone Regional
- Edinburg Nursing Center
- Edcouch-Elsa ISD
- Harlingen Medical Center
- Health Care Unlimited
- Knapp Medical Center
- McAllen Heart Hospital
- McAllen ISD
- McAllen Medical Center
- Mission Hospital
- New Life Adult Day Care
- Ninos Home Health
- Oro de Pueblo
- Rio Grande Regional Hospital
- San Benito ISD
- Spanish Meadows
- Starr County Memorial Hospital
- Stepping Stone
- Valley Baptist Medical Center at Brownsville
- Valley Baptist Medical Center at Harlingen
- Valley Grande Manor
- Valley Regional Medical Center

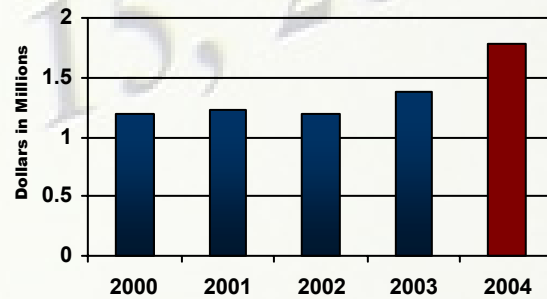


FINANCIALS



TWC Chair Diane Rath (far left) presents VIDA and the other members of the Allied Health Training Alliance a check for \$350,607.

FIVE YEAR ANNUAL REVENUE



Since 1995, VIDA has received over \$22.3 million in funding from federal, state and local agencies, as well as corporations and private foundations. These direct funds have allowed the organization to assist over 3,000 area residents in getting the skills they need to become self-sufficient and has enabled VIDA to leveraged an additional \$20 million in training funds for the Rio Grande Valley. With over \$6 million in new funds already being awarded, 2005 will undoubtedly be an exciting year.

| REVENUE | 2004 | 2003 |
|-------------------------------------|---------------------|------------------|
| Development Corp. of McAllen | \$ 739,748 | 412,149 |
| North American Development Bank | - | 235,756 |
| Texas Workforce Commission | 175,279 | 174,871 |
| U.S. Department of Labor (H1-B) | 162,500 | 159,646 |
| Southwest Community Investment Corp | 124,186 | 8,844 |
| ACS | 88,581 | 39,937 |
| Houston Endowment | 65,322 | 90,955 |
| Levi Strauss Foundation | 75,000 | 10,500 |
| U.S. Department of Labor (Earmark) | 72,781 | - |
| Other | 180,218 | 225,627 |
| TOTAL REVENUE | \$ 1,683,615 | 1,358,285 |

| EXPENDITURES | 2004 | 2003 |
|-------------------------------|---------------------|------------------|
| Salaries/Fringes | \$ 667,848 | 492,617 |
| Operational Expenses | 162,868 | 123,848 |
| Participant Training Expenses | 958,136 | 766,015 |
| TOTAL EXPENDITURES | \$ 1,787,052 | 1,382,480 |

VIDA undergoes annual independent audits by an external firm. Every annual audit to date has resulted in an unqualified opinion. In other words, VIDA's financial records had no major discrepancies or findings and complied with all cost principles and guidelines for non-profit organizations.



SUPPORTERS

Ensuring organizations such as VIDA have the funding they need to succeed is one way we can secure the training (residents) need to reach their full potential.

U.S. Congressman Lloyd Doggett
Keynote Speaker 2004 Graduation Ceremony



The VIDA Board, staff and nearly 1,000 participants that benefited from the program this year, would like to thank the following organizations for their unyielding support and contributions to making the Rio Grande Valley a great place to work for all its residents.

- *U.S. Department of Labor*
- *City of McAllen*
- *Texas Workforce Commission*
- *Lower Rio Grande Valley Workforce Development Board*
- *Houston Endowment*
- *Levi Strauss Foundation*
- *Southwest Community Investment Corp.*
- *ACS*
- *Verizon Foundation*
- *Harlingen Medical Center*
- *Valley Regional Medical Center*
- *Valley Baptist Health System*
- *South Texas Health System*
- *Rio Grande Regional Hospital*
- *Mission Hospital*
- *Knapp Medical Center*
- *South Texas College*
- *University of Texas at Brownsville/Texas Southmost College*
- *Cantu's Construction*
- *Well Care Clinic*
- *State Senator Juan 'Chuy' Hinojosa*
- *Las Palmas Baptist Church*
- *Uniform World*
- *Office Depot*
- *Pep Boys Auto*



Steven Porter
CEO Mission Hospital

VIDA has made a great contribution to many career oriented people in the Rio Grande Valley. The removal of economic barriers, in the pursuit of educational goals, cannot be underestimated. We too, are grateful for VIDA's contribution to our local workforce—in these times, every locally hired health care professional makes a difference to the bottom line.

VIDA STAFF

Dominique Halaby, A.B.D., Executive Director
Brenda Alaniz, Case Manager Assistant
Pricilla Alvarez, Program Manager
Juan Baldivia, Finance Manager
Vicky Borrego, Ph.D., Program Developer
Onieda Castillo, Case Manager
Raymundo Castillo, Case Manager
Guadalupe Cavazos, J.D., Operations Manager
Katherine Chapa, Counselor Coordinator
Belinda Garcia, Bookkeeper
Irma Garcia, Program Manager

Laura Garcia, Case Manager
Norberto Garcia, Case Manager
Elizabeth Gutierrez, Case Manager
Eva Hernandez, Case Manager Assistant
Miranda Lopez, M.A., Case Manager
Miguel Puente, Youth Coordinator
Lionel Quiroga, MIS
Isidro Ramos, Program Manager
Delia Saenz, Case Manager Assistant
Marie Salazar, Case Manager
Hector Solis, Compliance Officer
Cruz Villarreal, Administrative Assistant



I went from making \$15,000 per year to making \$50,000. That's more than triple the amount! If it wasn't for VIDA I don't know if I would have made it through the program. I would like to thank VIDA for making a difference in my life. They are a very big part in my success as a nurse.

**Arlet Aguirre, R.N.
2003 VIDA Graduate**



Administration
1715 E. Pike Blvd
Weslaco, TX 78596
Ph. 956.447.0600
Fx. 956.447.0400

Job Training Center
1715 E. Pike Blvd
Weslaco, TX 78596
Toll Fr. 800.478.1770
Ph. 956.973.8600
Fx. 956.447.0200

McAllen Office
1521 Galveston Ave
McAllen, TX 78501
Ph. 956.668.0775
Fx. 956.668.1460

Allied Health
STC Allied Health
Bldg.
1101 E. Vermont
McAllen, TX 78501
Ph. 956.683.3134

Brownsville Office
Christ the King
2255 Southmost Rd.
Brownsville, TX 78520
Ph. 956.546.1982

Visit us online at www.vidacareers.org