

## Executive Summary

The City of El Paso submits its application for the Recompete Pilot Phase 1 Notice of Funding Opportunity (NOFO) Program on behalf of the El Paso MSA Local Labor Market (LLM). The selected service area is El Paso County, Texas. Please see the accompanying “Eligible Service Area Map” for more details.

The Borderplex Region Workforce Recompete Initiative (Recompete Initiative) is a coalition led by the City of El Paso and Workforce Solutions Borderplex (WSB) focusing on transforming critical workforce challenges impacting persistently distressed communities by creating social mobility through short-term technical training in the advanced manufacturing, healthcare, and IT industries. Partners include 35+ public, education, faith-based, and philanthropic partners providing training curriculum development for targeted industries, coordinating wraparound services, supporting community engagement, recruiting businesses, and job placement for participating prime-age workers and their families. Hiring commitments, access to capital, and staff time are being provided by 50+ industry partners.

Implementation strategies include significant investments in industry training programs, supplementing gaps in wraparound and ancillary services in coordination with existing providers, upscaling WSB’s job placement program, and integrating the City of El Paso’s Business One-Stop Shop (BOSS) infrastructure, incentives policy, financing, and technical assistance. With targeted investments from the EDA Recompete Pilot Program, the Borderplex Region Workforce Recompete Initiative will foster a more equitable workforce ecosystem, grow prime-age employment, and capitalize on supply chain reshoring and Foreign Direct Investment (FDI), enabling the Borderplex to recompete in national and international markets.

## 1. Understanding of Regional Conditions and Needs

El Paso County is located in the Borderplex along the U.S.-Mexico border. The Borderplex is the 3-city international metro of Ciudad Juarez, Mexico; El Paso County, Texas; and Las Cruces, New Mexico. It is the fifth largest manufacturing hub in North America and a globally-competitive advanced manufacturing center. The Borderplex regional strengths include a large, multi-cultural, binational, and bilingual workforce, long-term manufacturing presence and growing manufacturing and logistics infrastructure, new Foreign Direct Investment (FDI) and nearshoring and reshoring industries, competitive academic institutions and professional and technical schools, three military installations, and multiple federal public and law enforcement agencies. The region is also a major trade and critical supply chain hub: six regional ports of entry support more than \$108 billion in trade with Mexico (El Paso International Bridges 2022), including key national security and strategic sourcing operations (El Paso Makes Manufacturing Consortium 2021). **These regional strengths serve as enablers for job growth in El Paso County for the Recompete Initiative.**

**Demographics:** The population of El Paso County is 863,807 with 82.9% of residents identifying as Hispanic or Latino, 23.6% are foreign born, and 69.3% of households speaking a language other than English at home (U.S. Census Bureau 2022). The poverty rate is 20.1%, which exceeds the 11.4% national poverty rate (U.S. Census Bureau 2020). The total household count in El Paso County is 288,186 of which approximately 36,600 (12.7%) are single-parent households (EDA StatsAmerica 2021). Approximately 87,095 children live in single-parent households and 54,956 households receive food stamps / SNAP benefits (WSB 2023).

**Economic Disparities:** The per capita income in El Paso County is \$23,935 (\$11.51/hr) (EDA 2023), which is equivalent to 63.7% of the national average (\$37,638 - \$18.10/hr). The Workforce Solutions Borderplex (WSB) Living Wage for the El Paso MSA is \$15.91/hr.

**Gender Disparities:** 20% of women 25 years old and over live below the poverty level. Among the women 25 years old and over who live below the poverty level, 72% have less than some college/associate’s degree. Women tend to earn 31% less than men, and the wage gap between men and women exists at all

levels of education. As women move up the educational ladder, the wage gap between men and women decreases (U.S. Census Bureau ACS 2019).

**Table 1. Prime-Age Labor Force Participation and Education in EP County (EDA 2023; JobsEQ 2023)**

Labor Force Count for El Paso County	Population	Percentage
Total Prime Age Population	337,522	100.00%
Prime Age Labor Force Participation	243,636	72.18%
Prime Age Population Not employed / Not Working	93,866	27.81%
Unemployed Prime Age Population	35,028	10.38%
Veterans Prime Age Labor Force Participation	30,936	9.17%
Prime Age Population with No High School Diploma	64,469	19.10%
Prime Age Population with High School Diploma	96,634	28.63%
Prime Age Population with Some College, No Degree	101,935	30.20%

**Targeted  
 Recompete  
 Participants**

On May 16, and July 25, 2023, the City of El Paso and WSB led in-person workshops with over 20 participants from a wide variety of organizations (public, education, faith-based, philanthropic organizations, the local government, and employers) to discuss the main barriers for residents in the service area to access good jobs and strategies to address them. Between August and September, the City of El Paso and WSB held meetings with over 35 organizations to further discuss the employment barriers:

**Barrier 1: Unfavorable labor market conditions** including limited availability of high-paying jobs in the region, limiting opportunities for wealth creation and social mobility. El Paso ranks 92 out of 100 U.S. metros for employment in advanced industries, with only 4.2% of jobs in advanced industries (Brookings Institute 2015). This incentivizes a “brain drain” which results in a prime age labor force concentration with lower educational attainment. In the last decade, El Paso has attracted large employers seeking low-cost labor offering entry level and low-wage positions in the business services industry such as call centers (BLS 2018 – see Figure 1). Recompete Initiative partners have made strides to increase the number of Associate’s and Bachelor’s degrees awarded in El Paso, with more than 2,100 students graduating in 2022 (UTEP -576; El Paso Community College -1,439). However, a significant portion of these graduates including 95% of graduates from the UTEP Aerospace and Keck Centers, armed with high-demand skills in the aerospace and defense industry, leave El Paso because there are very few jobs currently available (UTEP 2022). Recent targeted job creation efforts designed to create opportunities for local graduates include the EDA-funded Build Back Better Regional Challenge, where Recompete partners received \$40M matched by more than \$100M in local investments and private sector commitments to create more than 13,000 jobs in manufacturing and aerospace. The proposed ADTech program is designed to train workers for these jobs.

**Barrier 2: Economic disparities** can result in lower access to quality education, skills training, and educational attainment for low-income households ([Dept of Education NCES 2021](#); [APA 2017](#); [Stanford 2012](#)). Low-income households including those with single-parents face added challenges balancing work and education, resulting in a lack of access to opportunities for skill development ([Brookings 2015](#); [Cancian & Haskins 2014](#)). Economic disparities faced by single-parent households were widened by COVID-19 ([Parolin & Lee 2022](#)). Due to high poverty rates, economic disparities, and significantly higher numbers of single-parent households in El Paso County, WSB and Recompete education partners developed training programs that are accessible and inclusive, which are being scaled up as part of this initiative. Surveys performed by WSB in 2022 identified 5,000+ single-parent households eligible for participating in Recompete.

**Barrier 3: Limited access to support services including childcare** and a lack of affordable and accessible family support options are significant barrier for heads of single-parent households seeking education and employment, especially women-led households ([Women’s Policy Research 2017](#)). Many parents are forced

to forego employment opportunities and higher education due to childcare, which negatively impacts their career progression ([US Chamber 2022](#)). There are insufficient childcare providers in El Paso County (about 2,000 childcare workers – 1% of the regional workforce) ([Open Campus 2021](#); [WSB 2022](#)).

**Barrier 4: Historical job losses** in previous decades, where El Paso was once a robust manufacturing base reliant on lower-wage labor, occurred due to NAFTA (1993) and globalization forces that found cheaper labor markets in Mexico and Asia (see Figure 1). Dislocated workers were unable to find employment with similar wages and benefits because they lacked the education and skills needed to reintegrate into higher-paying technology-based businesses compared to other areas in Texas ([Texas Department of Economic Development 2000](#)). Jobs created between 1998-2017 were primarily in the business services and transportation and logistics industries, where wages are lower compared to manufacturing and export-intensive jobs (BLS 2018). The region over time adjusted to a new co-dependent, binational, and value-added manufacturing model with production crossing the border multiple times at different assembly and packaging stages ([TechHub MX 2020](#)).

Through the 2020 US-Mexico-Canada Agreement (USMCA), new Foreign Direct Investment (FDI), and Department of Defense prioritization of critical supply chains, growing reshoring operations have brought new jobs, technology transfer, and manufacturing and logistics investments to the region ([Federal Reserve Bank of Dallas 2022](#); [Bloomberg 2021](#); [El Paso Times 2023](#)). More than 5.5 million square feet in new logistics distribution hubs were filled in 2022 with more than \$800M in private sector investments ([CBRE 2023](#)).

The Recompete Initiative will capitalize on this economic renaissance by activating the prime age workforce as a greater part of the regional manufacturing value proposition. Social mobility pathways for low-income and single-parent households with prime age workers can be scaled up utilizing existing programs offered by the Recompete Initiative training partners.

## 2. Strengths of Strategy & Quality of Potential Investments

**Proposed Implementation Strategies:** Implementation Strategies are interventions focusing on addressing the high prime-age employment gap in El Paso County by providing targeted services to prime-age workers (program participants) with customized training, wraparound, and ancillary support options. Programs also target the prime age labor force that is unemployed / not working and [leverage DOL Work Opportunity Tax Credits](#). All training programs include soft skills, job readiness, career readiness support. **These are proven interventions** designed by the City of El Paso, WSB, and training providers participating in the Power Partner Network and are **informed by five industry workforce feasibility studies** with input from private sector employers. To further sustain interventions, ancillary support services for the families of program participants (including students) are provided primarily through Recompete Initiative partners (see Letters of Commitment for the full range of wraparound and ancillary services). Combined, these interventions are intended to uplift prime age workers from entry-level jobs, entry-wage jobs into in-demand middle-skills jobs, which will help increase per capita wages. The targeted total number of prime-age program participants for the Recompete Initiative is 7,200 non-duplicated over a five-year period.

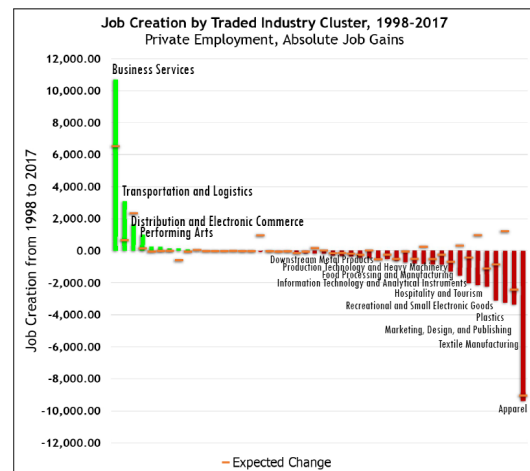


Figure 1: Jobs Created and Lost in El Paso County by Industry Cluster from 1998-2017 (BLS 2018; WTEDD CEDS 2021)

Implementation Strategies with private industry partners also include securing job placement agreements and providing technical assistance and access to business capital necessary for new job expansion. Industry partners were engaged for developing interventions that address barriers and designing solutions, especially when negotiating hiring commitments. The consortium includes a growing list of hiring commitments from employers (see Letters of Commitment), including ADP Inc., Texas Tech University Health Sciences Center, and El Paso Electric (Morgan Chase). **Additional hiring commitments are expected in the coming weeks after the submission of the Recompete Plan to EDA from companies with new and existing Chapter 380 Economic Tax Incentive Agreements with the City of El Paso, which include contractual job creation and wage requirements.** The total targeted number of participating businesses is 1,500 non-duplicated over a five-year period.

**Table 2: Summary of Proposed Implementation Strategies (S) and Barriers (B) Addressed**

Implementation Strategies	Barrier #
S1: Train a Workforce to Capitalize on New Advanced Manufacturing Investments	B1, B2, B4
S2: Train a Workforce to Meet Healthcare Industry Deficits	B1, B2, B4
S3: Train a Workforce to Leverage the IT Industry Talent Cluster	B1, B2, B4
S4: Coordinate Wraparound and Ancillary Services to Sustain Training Interventions	B2, B3
S5: Expand Job Placement Services and Secure Hiring Commitments	B1, B2
S6: Integrate Workforce Initiatives with Business One-Stop Shop (BOSS) Services	B3, B4

**S1: Train a Workforce to Capitalize on New Advanced Manufacturing Investments:** This strategy involves upscaling traditional classroom, online, apprenticeships, and work-based learning (WBL) training programs designed to meet the workforce needs of the manufacturing sector in El Paso County, which employs more than 18,000 workers and consists of more than 700 establishments ([El Paso Advanced Manufacturing Workforce Assessment 2017](#)). This initiative is informed by employer surveys and two workforce assessment studies (including [Workforce Development for Aerospace and Defense Manufacturing Sector 2023](#)). The training program was developed by the UTEP Aerospace Center with an original concept proposed in the Build Back Better Regional Challenge grant funded by EDA for the El Paso Makes coalition. The workforce component (ADTech) was not funded by EDA.

**Project for Implementation Strategy S1: Advanced Manufacturing Training Program**

**Lead:** WSB, UTEP Aerospace Center in partnership with Western Technical College

**Estimated Project Cost:** \$5,500,000

**S2: Train a Workforce to Meet Healthcare Industry Deficits:** This strategy involves upscaling traditional classroom, online, apprenticeships, and work-based learning (WBL) training programs designed to meet the workforce needs of the healthcare sector in El Paso County, which employs more than 55,000 workers at almost 1,300 establishments ([El Paso Healthcare and Life Sciences Workforce Assessment 2017](#)). Employers surveyed as part of this study cited privacy issues, projected retirements in the industry, and network and cybersecurity as having the most disruptive effects over the next 10 years. Stackable credentials give trainees the option to build towards more lucrative careers in the future.

**Project for Implementation Strategy S2: Healthcare and Life Sciences Training Program**

**Lead:** WSB, in partnership with Texas Tech University Health Sciences EP and MCA Foundation

**Estimated Project Cost:** \$9,500,000

**S3: Train a Workforce to Leverage the IT Industry Talent Cluster:** This strategy involves upscaling traditional classroom, online, apprenticeships, and work-based learning (WBL) training programs designed to meet the workforce needs of industry sectors requiring information technology talent El Paso County, which

is estimated at more than 9,000 workers across the federal government, computer systems design, education and hospitals, data processing, and business support industry sectors ([El Paso IT Workforce Assessment 2017](#)). The El Paso County IT talent cluster is expected to accelerate to 9% per year and training programs are developed in response to industry partner requests as technology evolves (see Letters of Hiring Commitments from ADP, Inc and El Paso Electric). Stackable credentials give trainees the option to build towards more lucrative careers in the future.

**Project for Implementation Strategy S3: IT Industries Training Program**

**Lead:** WSB, in partnership with Western Technical College and EPCC

**Estimated Project Cost:** \$4,000,000

**S4: Coordinate Wraparound and Ancillary Services to Sustain Training Interventions:** This strategy involves coordinating and upscaling existing wraparound and ancillary services (stipends, childcare, food, housing, transportation, healthcare, broadband) to program participants who would otherwise not be able to invest time in education. By temporarily meeting the ancillary needs of program participants and their families, the relatively short training programs in targeted industries will increase equitable access and mitigate barriers to education, placing participants on a rapid path to economic growth. The majority of wraparound and ancillary services are bilingual and leverage existing funds and public programs from Recompete Initiative partners (including WSB and school districts) from the Dept of Education, DOL, HUD, and USDA.

**Project for Implementation Strategy S4: Wraparound and Ancillary Services Program**

**Lead:** WSB in partnership with Project Arriba

**Estimated Project Cost:** \$10,730,400

**S5: Expand Job Placement Services and Secure Hiring Commitments:** This strategy involves upscaling existing job placement services offered by WSB, local universities, and transitioning military service programs while simultaneously securing hiring commitments from employers by leveraging the business networks from the El Paso Chamber and private sector lenders and leveraging existing and new economic development incentive agreements (Chapter 380 tax rebates, land, and cash grants) provided as part of business attraction, retention, and expansion activities performed by the City of El Paso and El Paso County.

**Project for Implementation Strategy S5: Job Placement Services Program**

**Lead:** City of El Paso, El Paso Chamber, in partnership with Recompete job placement partners

**Estimated Project Cost:** \$8,510,000

**S6: Integrate Workforce Initiatives with Business One-Stop Shop (BOSS) Services:** The BOSS network includes 20+ business support providers, lenders, and a growing network of more than 1,500 small businesses being leveraged for the Recompete Initiative. The project involves upscaling and expanding existing legal, regulatory, and business technical services and the Foreign Direct Investment (FDI) Transition Assistance program. Expansion of existing program space is being proposed to expand access, secure new hiring commitments, and support job creation.

**Project for Implementation Strategy S6: Business One-Stop Shop (BOSS) Integration Project**

**Lead:** City of El Paso, in partnership with school districts and Recompete job placement partners

**Estimated Project Cost:** \$11,759,600

### **3. Equity, Inclusivity, Accessibility, and Diversity**

On May 16, and July 26, 2023, the City of El Paso and WSB led in-person workshops with over 20 participants from a wide variety of organizations (public, education, faith-based, philanthropic organizations, the local government, and employers) to discuss the main barriers for residents in the service area to access good

jobs and strategies to address them. Between August and September, the City of El Paso and WSB held meetings with over 35 organizations that actively engage underserved communities and serve directly the targeted prime-age population in El Paso County to further discuss Diversity, Equity, Inclusivity, Belonging, and Accessibility (DEIBA). From these meetings, the Recompete Initiative coalition acknowledged that recruiting prime-age workers in El Paso County will require a targeted DEIBA strategy that was not included in existing feasibility studies for the job targeted industries. **The Underserved Communities Foundation (UFC), with a mission to serve historically underserved communities and DEIBA populations, joined the Recompete Initiative to provide technical assistance in developing, implementing, and evaluating DEIBA strategies** and developing a DEIBA Policy for the Recompete Initiative (see Letters of Commitment). The development DEIBA strategies and policy is included as Task 3 in the scope of work for a Recompete Strategy Development grant submitted concurrently with the Recompete Plan. Strategies supporting bilingual and Spanish-speaking households are a priority.

82.9% of residents in El Paso County identify as Hispanic or Latino (U.S. Census Bureau 2022). As such, a significant number of the targeted participants for the Recompete Initiative will be Black, Indigenous, and People of Color (BIPOC) that simultaneously face barriers including lacking four-year college degrees. **Equity goals for the Recompete Initiative include establishing a DEIBA Policy that is adopted uniformly by partners and employers.** In their Letters of Commitment, most Recompete Initiative partners cited historical commitments to serving DEIBA populations, BIPOC communities, and/or historically underserved communities. Recompete partners working with the City of El Paso through the Business One-Stop Shop (BOSS) program already have BIPOC service statements in their respective Memoranda of Understanding (MOU) with the City of El Paso (see Letters of Commitment).

Adriana Pulecio, International Business and Trade Development Manager with the City of El Paso and the **Recompete Plan Coordinator**, brings international industry ties, and experience managing complex projects with diverse stakeholders, and a unique perspective to the role as a minority and a foreign-born female, aligning with the Recompete Initiative's commitment to fostering diversity and inclusion. Her background closely mirrors the BIPOC community we aim to support and uplift through this project.

#### 4. Regional Assets

Regional assets being leveraged for the Recompete Initiative include supplemental federal, state, and local funding, existing educational and training programs, existing infrastructure and facilities, new and existing partnerships, and reimplementation of existing policies. Existing assets and partner commitments to the Recompete Initiative are described in detail in the Letters of Commitment and key assets are summarized in Table 3 below (additional committed funding, programs, and facilities, and assets were excluded due to space limitations). Combined, these assets and partnerships can be redeployed to uplift prime age workers from entry-level jobs, entry-wage jobs into in-demand middle-skills jobs, which will help increase regional per capita wages throughout El Paso County.

With funding from the EDA Recompete Pilot Program, the proposed Implementation Strategies and proposed projects **can be expanded from their current levels and delivered at a significant scale** (number of prime-age participants and hiring commitments from businesses) that can collectively begin addressing regional barriers inhibiting prime-age employment participation and low wages in El Paso County. Growing the prime-age workforce and businesses development has the potential to change regional economic dynamics and take full advantage of supply chain reshoring trends, Foreign Direct Investment (FDI), trade growth with Mexico and a [\\$600M federal investment](#) in ports of entry, and increased Department of Defense investments in Fort Bliss.

**Table 3: Key Summary of Assets, Partnerships, and Existing Programs Leveraged for Recompete**

Asset Type	Name	Role in Reducing PAEG
Funding	EDA Build Back Better Regional Challenge: <a href="#">El Paso Makes Coalition</a>	\$40M dedicated to creating 13,000 jobs in manufacturing and aerospace industries
Funding	<a href="#">Business One-Stop Shop</a>	\$6M for small business support partnership
Funding	City of El Paso Broadband Expansion	\$10M ARPA for new broadband access sites
Funding	DOL <a href="#">Pathways for Heroes Program</a>	\$4.7M employment support grant for military
Partnership	WSB <a href="#">Power Partner Network</a>	Training and data sharing partner network
Partnership	<a href="#">El Paso Business Strong Network</a>	Bilingual support - 250+ member businesses
Partnership	<a href="#">Innovation Network for Manufacturers</a>	Manufacturing business support program
Policy	<a href="#">Chapter 380 Agreements</a> City of EP	Tax incentives include hiring commitments
Policy	<a href="#">Supply El Paso</a> – City of El Paso	New equitable procurement compliance rules
Policy	<a href="#">Work Opportunity Tax Credit</a>	Federal income tax benefit from DOL
Program	<a href="#">UTEP WM Keck Center Campus</a>	Advanced manufacturing training program
Program	WSB <a href="#">Services Navigator Program</a>	Wraparound services network
Program	WSB <a href="#">Skills for Veterans Program</a>	Grant-funded skills training program
Program	WSB <a href="#">Vocational Rehabilitation Prog.</a>	Wraparound services and DEIBA support
Program	WSB <a href="#">Careforce Program</a>	Wraparound services childcare subsidy
Facility	UTEP <a href="#">Aerospace Center/ Keck Center</a>	Aerospace and manufacturing train campus
Facility	<a href="#">MCA Biomedical Campus</a>	Training site and <a href="#">industry certifications</a>
Facility	ELP Training and Events Center	Training site in partnership with Fort Bliss
Facility	<a href="#">Project Vida Health Clinics</a>	Wraparound services health network
Infrastructure	Sun Metro LIFT paratransit services	<a href="#">On-demand transportation vouchers</a>

## 5. Targeted Geographic Approach

The eligible geography for the Recompete Plan is the El Paso MSA Local Labor Market (LLM). The service area is El Paso County, Texas. Please see the accompanying “Eligible Service Area Map” for more details.

**Targeted Industries and Benchmark Wages:** The Recompete Plan is designed to increase wages for targeted prime age populations working below the WSB Living Wage (\$15.91/hr) via upskilling, training, and job placement in industries that offer average wages over \$24.00/hr. Targeted industry occupations offer wages above the WSB Living Wage with projected job growth and accessible career advancement pathways in advanced manufacturing, healthcare, and IT. Demand for targeted industries is described in Table 4 below.

**Table 4. Targeted Industries, Employment, and Wages (JobsEQ Q1 2023)**

Industry	Employment	%	Avg Wages	Hourly	Annual Demand
Manufacturing	18,492	5.3%	\$54,686	\$26.29	1,893
Health care and Social Asst	55,602	16.0%	\$50,517	\$24.29	6,361
Information	5,880	1.7%	\$51,580	\$24.80	626
<b>Total / Prorated Average</b>	<b>79,974</b>	<b>12.5%</b>	<b>\$51,559</b>	<b>\$24.79</b>	<b>8,880</b>

Targeted industries are selected from recommendations and implementation strategies included by workforce industry feasibility studies performed from 2017-2023: [1] [Advanced Manufacturing](#), [2] [Aerospace and Defense](#), [3] [Transportation](#), [4] [Healthcare and Biomedical industries](#) and [5] [IT-related industries](#).

The proposed Intervention Strategies and Projects described in Section 2 are informed by these industry studies and surveying of regional employers. To create sustained benefits beyond an investment from the EDA Recompete Pilot Program, the Recompete Initiative:

- A. Supports BIPOC prime-age workers living in persistently distressed communities by coordinating and upscaling wraparound and ancillary services and subsidies that reduce access and equity barriers to job training and career pathways in line with Good Jobs Principles;
- B. Redeploys business support resources and local funds through the City of El Paso’s BOSS program and repurposes economic development policies, tax incentives, and business network resources necessary to secure hiring commitments; and
- C. Integrates existing curricula and training programs from educational institutes, facilities, programs, and private-sector partnerships to upscale sector-specific and employed-requested training.

With targeted investments from the EDA Distressed Communities Recompete Pilot Program, the Borderplex Region Workforce Recompete Initiative will foster a more equitable workforce ecosystem, grow prime-age employment and increase wages, and allow the region to capitalize on supply chain reshoring and Foreign Direct Investment (FDI) looking for a highly- trained workforce in El Paso. Over the next 5 years, the Recompete Initiative can enable the Borderplex region to “recompete” in national and international markets. In the next decade, the Recompete Initiative will have resulted in a measurable return of investment impacting a minimum of 7,200 direct jobs, tens of thousands of additional indirect and induced jobs, and more than 1,500 businesses, fundamentally improving El Paso as a [Justice40 Historically Disadvantaged Community](#).

## 6. Partnerships & Potential Commitments

Key local, regional, and state partnerships are described in detail in the Letters of Commitment. Partners include 35+ public, education, faith-based, and philanthropic partners providing training curriculum development for targeted industries, coordinating wraparound services, supporting community engagement, recruiting businesses, and job placement for participating prime-age workers and their families. In addition, hiring commitments, access to capital, and leadership engagement are being provided by 50+ industry partners (see Letters of Commitment). Recompete Initiative partners act as the conduit connecting prime-age workers, employers, and resources. Ultimately, the goal of the Recompete Initiative Coalition is to sustain these partnerships beyond the duration of investments from the EDA Recompete Pilot Program.

Key assets being contributed to the Recompete Initiative by partners are summarized in Table 3 above. The Recompete Initiative will scale up existing wraparound and ancillary services including childcare through coalition partners, which currently have insufficient funding and reach. The services included in this support network are described in detail in Letters of Commitment and can increase access to education, training, and good jobs for single-family households with prime-age workers. Hiring commitments are included in Table 5.

**Table 5. Recompete Initiative Hiring Commitments and Summary of Small Business Participation**

Organization / Industry	Role	Commitments
Texas Tech Univ Health SCEP	Hiring / Training	Hiring commitment for 7 clinics and other roles
ADP, Inc.	Hiring	Hiring commitment for Recompete participants
El Paso Electric (JPMorgan)	Hiring	Hiring commitment for Recompete participants
Manufacturing sector	Participation	9 small businesses (see Letters of Commitment)
Healthcare sector	Participation	8 small businesses (see Letters of Commitment)
IT sector	Participation	3 small businesses (see Letters of Commitment)
Other small business	Participation	24 small businesses (see Letters of Commitment)