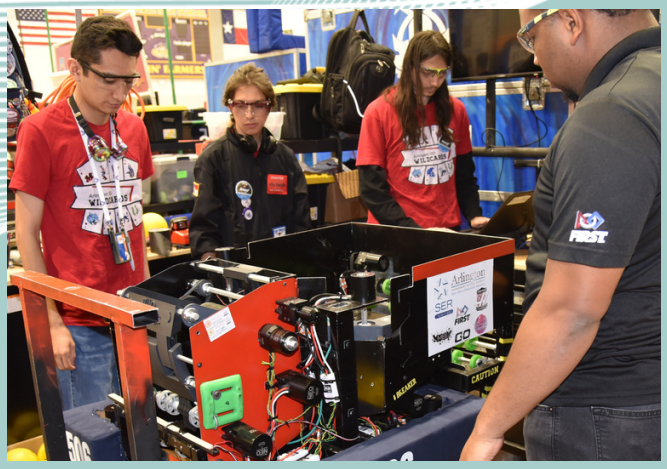
SER AMERICA

SPRING 2026



SER NATIONAL

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Ford Philanthropy supports SER National to advance economic mobility and educational opportunities within Hispanic communities across the country. Through this partnership, we invest in critical workforce development and STEM programs that equip individuals with the skills needed to succeed in an evolving global economy. By leveraging SER's extensive national network, we provide underserved populations with the resources and career pathways essential for long-term financial stability.

As the global philanthropic arm of Ford, we are committed to building a more inclusive future where every individual has the opportunity to move their life forward.

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Message from the Chairwoman of the Board

On behalf of the SER National Board of Directors, I am pleased to welcome you and am honored to have you join us. This gathering is a space for connection, collaboration, and growth. Each of us bring valuable experience, insight, and perspective, and through our collective engagement, we strengthen ourselves, our organizations, and the entire SER Network of Affiliates.

Throughout this event, I encourage you to fully immerse yourself in the opportunities before you. Take time to connect with fellow attendees, exchange ideas, and build relationships that extend beyond these few days. Visit with our vendors and partners, whose support and innovation help drive our mission forward. Engage with the thought leaders and presenters who are here to share knowledge, challenge perspectives, and inspire innovative approaches.

At its core, this conference is about expanding horizons by removing limits on what we believe is possible and embracing the boundless opportunities ahead. The workforce landscape is evolving quickly, and our ability to adapt depends on our willingness to learn from one another, refine our skills, and remain open to new ideas.

The Board of Directors is proud to stand alongside you in this effort. We are not only here to support this event, but to engage with you. We want to listen, learn, and continue strengthening the foundation of the SER network together. Your work, your passion, and your commitment are what make this organization so impactful.

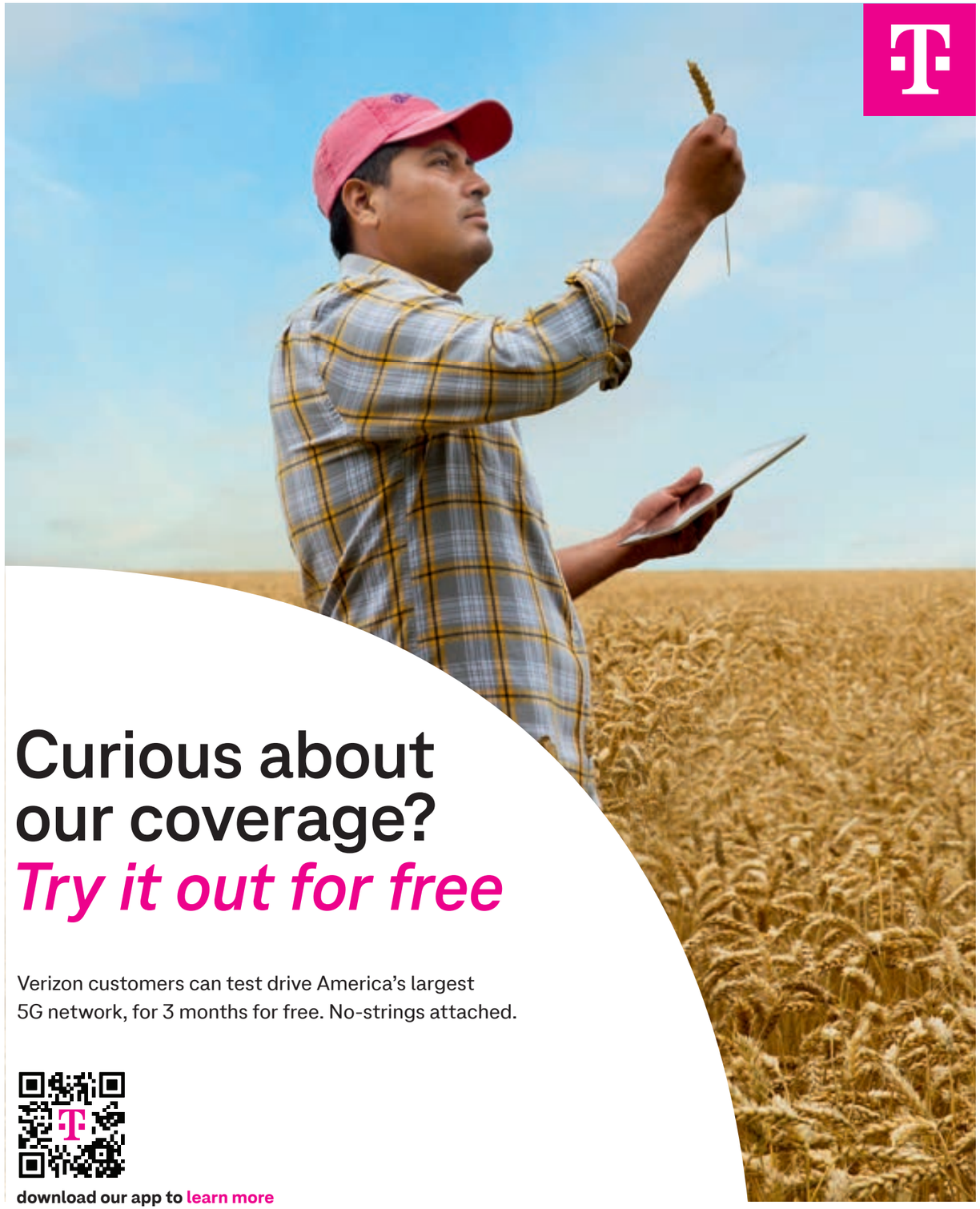
I also want to extend my sincere thanks to our sponsors, partners, and supporters whose contributions make this convening possible. Your investment in this mission reflects a shared belief in the power of workforce development to transform lives.

As you participate in the sessions, conversations, and networking opportunities ahead, I hope you leave with new connections, fresh ideas, and a renewed sense of purpose. Together, we are building not just skills, but a stronger, more inclusive future for all.

Welcome, and thank you for being here.

Warm regards,

Eva Garza Dewaelsche
Chairwoman of the Board
SER Jobs for Progress National, Inc.



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Message from the President & CEO

Welcome to the 62nd SER Annual Conference. This year's theme, "In-Demand Skills for a Digital Nation: From Access to Success," highlights the rapidly changing world around us and how we can meet the challenges and turn them into opportunities.

Throughout the years, SER National has been a pillar of workforce development in America. The SER Network of Affiliates serves over a million people every year through its more than 200 locations. Together, we are shaping pathways to employment, strengthening communities, and reinforcing the belief that access to skills is the foundation of economic mobility.

Workforce development is about aligning with our nation's strengths. Employment in computer and technology-related occupations is projected to grow much faster over the next decade, driven by demand for digital skills across every industry. This reality underscores why our work together is vital.

Today, technology is intersecting with an energized workforce eager to contribute, innovate, and lead. At SER National, we believe the key to meeting this moment lies in looking ahead, understanding emerging trends, and designing programs that prepare individuals not just for today's jobs but for the careers of tomorrow.

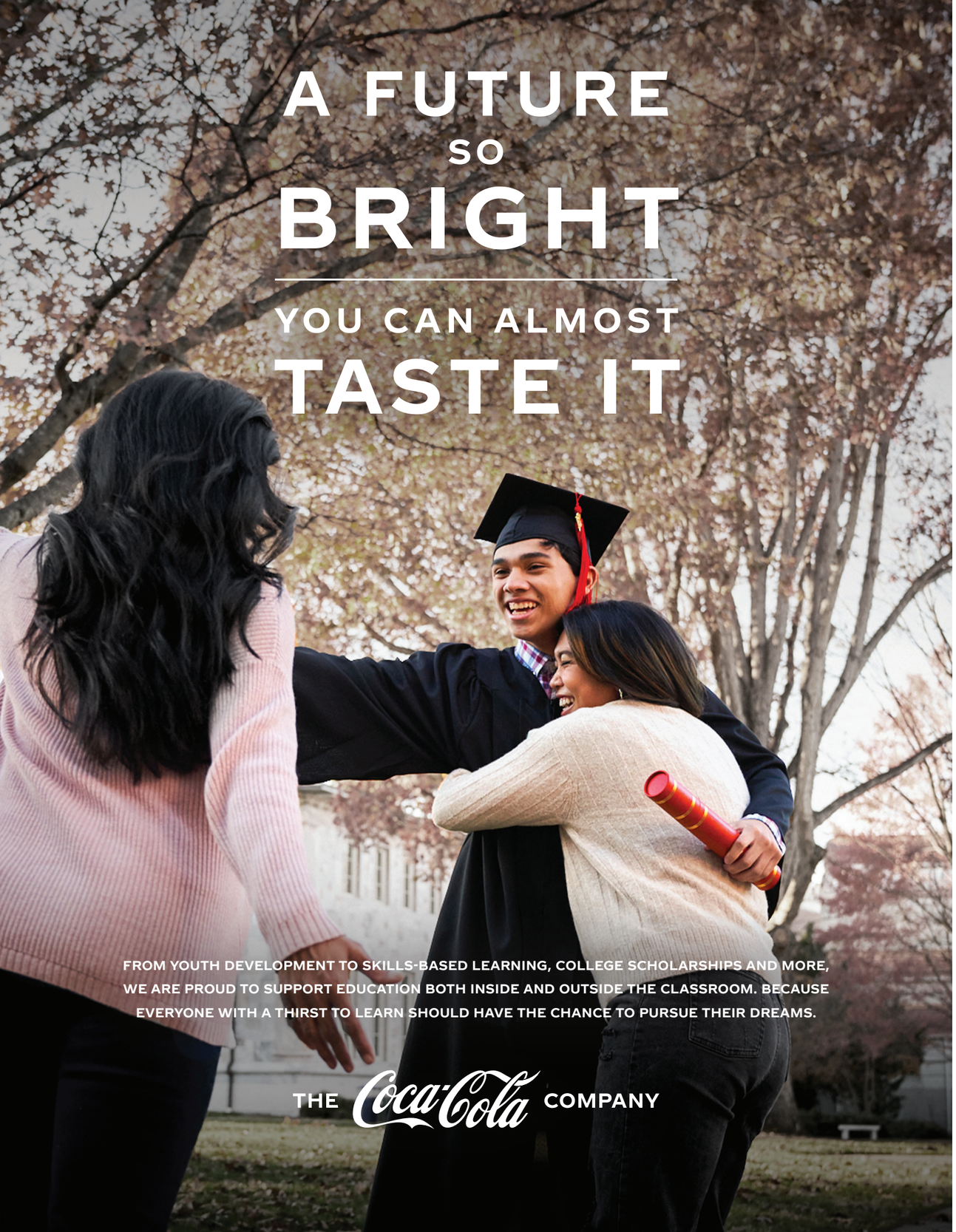
This conference is about building our capacity by expanding our vision and exploring ways to deepen our skills across a new ecosystem. It is an opportunity to exchange best practices, explore new ideas, and align our efforts so that individuals, organizations, and communities can move forward together with purpose and confidence.

I extend my deepest appreciation to our corporate partners, sponsors, and community allies whose dedication makes our work possible. You fuel our mission and help expand our reach. Together, we can ensure that every person, regardless of background, has access to the skills, tools, and pathways needed to succeed in a rapidly evolving digital economy.

Thank you for being part of this journey. I look forward to the conversations, collaborations, and innovations that will emerge in the days ahead.

With appreciation,

Ignacio Salazar
President & Chief Executive Officer
SER Jobs for Progress National, Inc.



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A SER Network of Affiliates Partner is Bridging the Divide in 2026: How Latinitas Is Preparing Latina Girls to Lead in STEM

Austin, TX - In a city celebrated as a global technology hub, the digital divide still runs deep. Austin may be home to innovation corridors, major tech employers, and a thriving startup culture. Still, thousands of families remain disconnected from the tools that power the modern economy.

For Gabriela Kane Guardia, executive director of Latinitas, that contradiction defines the mission.

"Most of the families we serve are at or below federal poverty levels," she says. "When you're deciding between food, rent, and utilities, internet service and digital devices are not the priority. They're seen as a nice-to-have."

That reality is the starting point.

Latinitas, founded in 2002 by students at the University of Texas at Austin who envisioned a space where young women could connect through media and technology, has grown into a dynamic nonprofit centered on STEM and STEAM education for Latina youth. What began as an idea about empowerment has become a powerful engine of opportunity serving girls from low-income households across the region.

Guardia describes the digital divide as structural rather than accidental. It rests on three pillars.

The first is economic hardship. For families focused on survival, broadband subscriptions and laptops come after rent and groceries. Technology becomes aspirational instead of essential.

The second is infrastructure disparity. While some Austin neighborhoods enjoy fast, reliable connectivity, broadband deployment is uneven. Lower-income communities often face slower service, limited provider options, or higher costs. Access is shaped by geography — and geography frequently mirrors income lines.

"This is not a family failure," Guardia emphasizes. "It's a systemic planning issue."

The third barrier may be the most overlooked: digital literacy.

Many parents of Latinitas students have never owned a laptop. Navigating email, school portals, job applications, or online forms can feel intimidating. A device alone does not guarantee access.

"A laptop without literacy is an unused tool," Guardia says.

That insight sparked one of Latinitas' fastest-growing initiatives: Padres Digitales, or Digital Parents. Through the program, parents receive hands-on training in basic computer skills — often alongside their first personal laptop. Watching a parent send their first email or confidently log into a school platform is, staff members say, both humbling and inspiring.

It is empowerment happening in real time.

Latinitas serves predominantly Latina girls from low-income households, creating what Guardia calls a triple challenge: gender

bias in STEM fields, ethnic underrepresentation, and economic constraint.

"These are barriers society has created," she says. "Our students have to overcome them as they pursue their goals."

The organization's response is clear: identity should never limit opportunity.

Through coding workshops, robotics sessions, digital media labs, conferences, and mentorship, Latinitas builds pathways into industries where Latinas have historically been underrepresented. The message to students is simple and consistent: You belong here. Don't accept no for an answer.

That shift, from uncertainty to confidence, is measurable.

At the beginning of each semester, students complete surveys about their familiarity with STEM topics and their confidence engaging with them. Many arrive unsure. Roughly half initially express interest in pursuing STEM careers.

By the end of the program cycle, **90 percent reported increased confidence and a greater likelihood of pursuing a STEM career.**

For Guardia, that jump — from about 50 percent to 90 percent — is more than a statistic. It represents identity transformation.

"Our students leave knowing that they could belong," she says. "That they do belong in a STEM field."

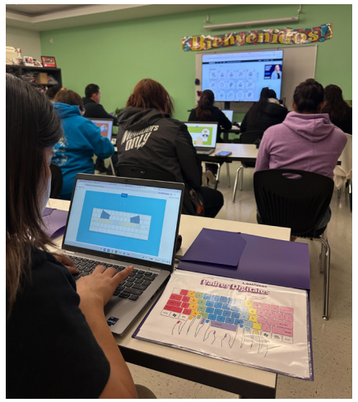
The broader impact tells the same story.

During the 2023–2024 period, Club Latinitas — the organization's flagship after-school program — experienced an 87.5 percent enrollment increase from fall to spring. All of its club sites operate within Title I schools across Austin, Del Valle, and San Antonio, directing resources squarely into communities with the highest economic need.

Beyond the classroom clubs, the Chica Conferences brought together 220 attendees and generated $27,000 in scholarship

funding — turning inspiration into tangible support. Code Chica, the organization's coding initiative, achieved a 100 percent recommendation rate from participants, a striking endorsement of a program designed to build technical skills, mentorship networks, and confidence.

Then there is Camp Latinitas, an immersive summer experience that delivered 3,528 impact hours in 2023–2024 alone. Through hands-on exploration of architecture, engineering,



design, power systems, and media, girls experiment, build, create, and see themselves in fields that may once have felt distant.

Inside Latinitas, culture matters as much as curriculum.

Guardia reminds her team that no matter how uncertain the broader climate may feel, their responsibility is steady: show up fully, protect the learning environment, and keep morale high.
"We want students to feel secure and confident when they walk through our doors," she says. "We provide a forgiving atmosphere where they can learn and grow."

That consistency is strategic. For families navigating economic stress or broader instability, Latinitas offers something steady—a predictable space anchored in possibility.

Challenges have surfaced over the years: funding pressures, shifting educational landscapes, and evolving technology demands. Yet the organization continues to adapt. As part of the SER National Network of Affiliates, Latinitas reflects a broader commitment to workforce development and community advancement, blending youth empowerment, family engagement, and skills training into a cohesive model.

And the future?

Guardia imagines it clearly.

A generation from now, former Latinitas students will walk into engineering labs, research institutions, startup incubators, and corporate boardrooms not as anomalies, but as prepared professionals. They will not question whether they belong.

The digital divide has not disappeared. Infrastructure gaps persist. Economic realities remain.

But in classrooms and community centers across Austin and beyond, something powerful is unfolding. Latina girls who might once have doubted their place in technology are gaining skills, mentorship, and conviction.

In a city built on innovation, Latinitas is quietly preparing the innovators.

And one confident student at a time, the divide grows smaller.

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Campesinos Unidos: From the War on Poverty to Empowering Generations of Farmworker Families

Brawley, CA - In the vast agricultural valleys of Southern California—where fields stretch to the horizon, and farmworker communities quietly sustain the nation's food supply—an organization founded during the War on Poverty has spent more than half a century helping families build a path toward stability and opportunity.

That organization is **Campesinos Unidos, Inc. (CUI).**

Founded in the early 1970s in California's Imperial Valley, Campesinos Unidos grew out of a national movement aimed at ensuring that the benefits of federal anti-poverty programs reached communities that had long been overlooked—particularly Spanish-speaking farmworker families across the Southwest.

Today, the nonprofit continues to serve thousands of residents in **Imperial and San Diego counties**, offering programs ranging from housing assistance and job training to energy assistance and tax preparation.

SER recognizes that Campesinos Unidos is advancing economic opportunity and community empowerment—work that closely aligns with SER's national mission to advance workforce development and job training for underserved communities.

For **José M. Lopez**, the organization's longtime executive director, the mission has always been simple: empower people to claim the opportunities that belong to them.

"We got involved in this work in the 1960s during the War on Poverty," Lopez said. "At that time, many communities, especially Spanish-speaking farmworker families, were not receiving their fair share of federal resources."

According to Lopez, the creation of **Community Action Programs** during the administration of President John F. Kennedy helped change that.

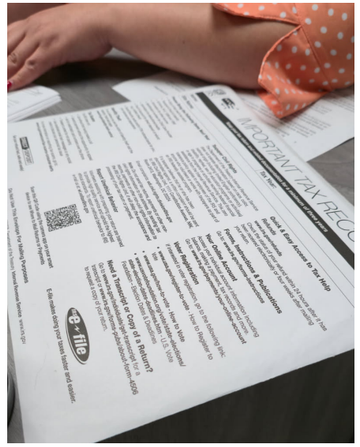
"They developed a formula so that money could go directly to communities instead of being filtered through local governments," he said. "Community Action programs were designed so nonprofit organizations could receive federal funds directly and deliver services to the people who needed them most. That's how groups like ours were created," Lopez said.

A Mission Rooted in Opportunity

Campesinos Unidos was formally incorporated in **August 1971** and began operating independently in **1972** as a private nonprofit organization under section 501(c)(3) of the Internal Revenue Code.

Its early programs focused on education for farmworker families.

The original federal grant that helped launch the organization funded two key initiatives:
• tuition assistance for farmworker students attending college • adult education for farmworkers seeking basic literacy and job skills



Those programs laid the foundation for what would eventually become a broad network of services designed to lift families out of poverty.

By **1989**, Campesinos Unidos had been designated **Imperial County's official Community Action Agency**, with a governing board composed of representatives from the public sector, disadvantaged communities, and local business and civic organizations.

Since then, the agency has administered a wide range of federal, state, and local programs, including **Head Start, child development services, self-help housing programs, job training, and energy assistance**. Today, CUI reaches thousands of low-income residents each year.

Meeting Immediate Needs

Campesinos Unidos believes that true empowerment begins with stability; ensuring families have access to housing, food, and essential resources so they can pursue long-term opportunities.

Using Community Services Block Grant (CSBG) funds and other resources, CUI helps individuals during times of crisis. Services include eviction prevention assistance for households experiencing temporary hardships, ensuring that families remain safely housed and connected to the support systems they need. However, stable housing alone does not eliminate the challenges many families face. Food insecurity remains a significant concern throughout Imperial County.

In response, Campesinos Unidos works to ensure that families have reliable access to nutritious food during times of hardship. In 2025 alone, the organization distributed more than 2,000 emergency food bags, providing nearly 60,000 meals across Imperial County.

"We're constantly in the community," Lopez said. "People know they can come to us for help with unemployment paperwork, housing issues, or energy assistance."

The nonprofit also operates **Volunteer Income Tax Assistance (VITA)** sites in partnership with the Internal Revenue Service, providing free tax preparation for low- and moderate-income households to help families claim tax credits, including the **Earned Income Tax Credit**, widely regarded as one of the nation's most effective anti-poverty programs. Through its two VITA sites, Campesinos Unidos helped bring more than $600,000 in tax refunds back to the community in 2025, providing an important financial boost to working families.

By helping families maintain their financial stability and meet immediate needs, CUI lays the foundation for individuals to pursue education, job training, and employment opportunities. Programs such as these often serve as an entry point for families seeking greater economic stability. By helping households stabilize their finances, access tax refunds, and maintain housing security, organizations like CUI lay the foundation for working families to pursue education, training, and employment opportunities—key elements of workforce development.

Helping Families Stay in Their Homes

Cost-effective energy and utility assistance is another critical service. Through California's Department of Community Services and Development (CSD)'s **Low-Income Home Energy Assistance Program (LIHEAP)** and San Diego Gas & Electric (SDG&E)'s Energy Savings Assistance Program (ESAP), Campesinos Unidos helps families access energy assistance and weatherization services designed to reduce heating and cooling costs, improve home efficiency, and safeguard the health and safety of household across Imperial and San Diego counties.

The numbers illustrate the scope of the work. In recent years, the organization has assisted:

• 20,123 households through the Low Income Energy Assistance Program (LIHEAP)
• 3,495 families through the Energy Crisis Intervention Program
• 15,800 households through weatherization programs

Those efforts reduce heating and cooling costs while improving safety and energy efficiency in homes across Imperial and San Diego counties. In addition, these programs offer co-benefits such as reducing air pollution and greenhouse gas (GHG) emissions, improving public health, and helping achieve air quality standards.

Stable housing and affordable utilities are essential building blocks for families seeking to improve their economic prospects. When constant financial emergencies do not burden families, they are better able to pursue job training, education, and employment opportunities—goals closely aligned with the workforce development mission championed nationally by SER.

Empowerment as a Guiding Principle

For Lopez, however, the organization's greatest contribution goes beyond emergency assistance to include mobilizing resources that help families achieve long-term stability.

"The most important thing we do is empower people," he said. "We help them understand how the system works so they can access services and demand the support they deserve."

That philosophy has guided the organization for decades.

"We always focus on serving people directly and staying away from politics as much as possible," Lopez said. "Politics is always around because we must work with cities and counties, but our focus is the community."

The agency has survived and grown, he said, because it adheres to strict ethical standards and continually adapts its services to changing community needs.

"We're always improving the way we deliver services and looking for new approaches," Lopez said.

Generations of Progress

CUI's longevity is a testament to the leadership and commitment of its Board of Directors, whose guidance has ensured the organization remains focused on its mission to serve and empower the community, and to CUI's staff for delivering the services to meet the needs of the families it serves.

Perhaps the most visible measure of the organization's success can be seen in the families it has served across generations.

Lopez recalls watching children who once participated in early childhood programs grow up to become college students and professionals. "Ten years ago, I saw children

who started in our child development programs," he said. "Now they are in high school and college. They are gaining knowledge and giving back to the community."
For Lopez, those outcomes represent the organization's true legacy. "When we see families we served 20 years ago, and now their children are college graduates with jobs and homes, that's the American dream," he said.

Those successes also reflect the broader goals of workforce development: preparing individuals not only to find employment but to contribute to the economic vitality of their communities. Organizations like Campesinos Unidos help create that pathway by strengthening families, improving access to education, and ensuring that young people grow up with the support systems needed to pursue careers and higher education.

Looking Toward the Future

Despite decades of progress, Lopez believes the work remains as important as ever.

"I'm optimistic because governments change and new approaches come along," he said. "But we must always be prepared for those changes and remain loyal to the community." He also believes the next generation must carry the work forward. "We need to involve young people in our programs so they will continue the work in the future," he said.

By engaging the next generation, CUI looks to continue building social capital by strengthening community relationships, connections, and networks that support long-term resilience.

Across Southern California—including **San Diego and agricultural communities like Brawley, El Centro, and dozens of smaller towns that travelers often pass by without noticing—Campesinos Unidos continues to help families move forward quietly**.

For Lopez, that is the organization's ultimate purpose.

"We are here because of the community," he said. "When we empower people, they give us the strength to keep going and to do even better."

Creating vibrant communities

When we come together to build stronger communities, we give our time, energy, and ideas to help influence positive change. And as we watch progress take root, we grow as well.

SER National, it's an honor to recognize your commitment and service to the community.

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La Alianza Hispana's Workforce Vision Is Powering Latino Families Forward

BOSTON — When Marisol Amaya, an immigrant from Colombia, first began working with the Latino community in the United States, she quickly realized that the reality on the ground did not align with the assumptions many people brought from their home countries.

"I began to see that the reality was not what we imagined," she said. "I saw the disparities affecting our Latino community here."

Amaya, a microbiologist by training, started her journey in public health education, focusing on sexually transmitted infections at a time when culturally competent outreach was limited. That early work grounded her in the lived realities of immigrant families, including economic instability, limited access to information in Spanish, and deep cultural barriers that often kept people from seeking help.

Twelve years ago, she stepped into the role of executive director of La Alianza Hispana, a 55-year-old nonprofit serving Latino families in Boston. Today, the organization is a long-standing affiliate of the SER National network, recognized for its sustained impact on workforce development, family stabilization, and economic mobility.

A Community Anchor Since 1971

Founded in 1971, La Alianza Hispana has long functioned as what Amaya calls the "entry point" for Boston's Latino community. Each year, the organization serves more than 2,000 individuals through programs spanning workforce readiness, early childhood preparation, senior services, and family stabilization.

But the path has not been smooth.

When Amaya assumed leadership, the organization was on the brink of closure amid a severe economic downturn. "We were going to shut our doors," she said. "But little by little, we stabilized."

Then came the COVID-19 pandemic. Older adults were afraid to leave their homes. Participation numbers dropped. Funding pressures intensified. After that, a devastating flood forced the organization to close its facilities for nearly eight months.

"At every stage, there has been uncertainty — especially with government funding," Amaya said. "But we have never interrupted services. Even during the flood, we moved. We went to where our community was."

That resilience is central to the organization's identity. La Alianza Hispana does not wait for clients to navigate complex systems on their own. It meets families where they are emotionally, economically, and culturally.

Workforce Development Rooted in Family

Unlike many job-training programs that focus narrowly on employability metrics, La Alianza Hispana operates from a culturally grounded understanding of the Latino family.

"Our family is not just mother, father, and children," Amaya said. "It is the grandmother, the cousin, the nephew. When one person is affected, the entire family is affected — emotionally and economically."

If an elderly parent has no place to go during the day, someone must stay home to provide care, destabilizing the household's income. If a child struggles academically, parental stress increases. If food insecurity enters the equation, the entire structure weakens.

For that reason, workforce development at La Alianza Hispana is part of a broader economic mobility strategy.

"We focus on helping people move from survival to independence," Amaya said.

The organization provides workforce education, résumé development, digital skills training, and employment-readiness services. But the emphasis is not merely on delivering classes. It is on equipping participants with the tools necessary to sustain long-term independence.

Early childhood readiness programs ensure children are prepared for kindergarten, a critical foundation for future workforce success. Senior programs promote continued engagement and contribution, reinforced by a campaign called "La Edad es Solo un Número" (Age Is Just a Number), which affirms that older adults remain leaders and contributors.

The Technology Gap

Looking ahead, Amaya sees technology as one of the most urgent challenges facing Latino communities.

"Technology is moving at a speed of millions," she said. "Our community is not prepared."

Many individuals have never touched a computer. Others rely solely on smartphones. Fear and language barriers compound the problem. Without digital literacy, small business aspirations stall. Access to online services becomes limited. Economic participation narrows.

"There is fear," Amaya said. "Fear of touching it. Fear of not being capable."

Through its partnership with SER National, La Alianza Hispana has expanded digital capacity for both staff and participants. Training older adults in Google tools has proven particularly transformative.

"That has been powerful," she said. "Without SER National, we would not have had the technology to advance in the areas we needed."

Digital inclusion, she emphasized, is not optional. It is foundational to long-term workforce competitiveness.

Entrepreneurship and System Navigation

Another gap Amaya identifies is support for aspiring entrepreneurs.

"There are people who have the passion and capacity to open a business," she said. "But navigating the system is extremely difficult."

Licensing, regulatory requirements, and municipal processes often create barriers for immigrant entrepreneurs unfamiliar with bureaucratic systems.

"There is no easy way," she said. "We need to help them learn how to navigate, open, stabilize, and grow their businesses."

For La Alianza Hispana, workforce development includes equipping community members to understand those systems and advocating for more accessible pathways.

A Culture of Dignity and Professional Growth

Internally, Amaya credits the organization's resilience to a deeply embedded culture of dignity and respect.

"Treat everyone with respect and dignity," she said. "Understand that we all have differences, but we are all valuable."

Approximately 95 percent of the staff are immigrants. They understand firsthand what it means to learn English, to hold multiple jobs, and to struggle to gain a footing in a new country.

"We have walked in those shoes," Amaya said.

Professional development is prioritized, even if it means staff members eventually move on to higher-paying opportunities elsewhere.

"If someone grows and finds a better opportunity, that means we did our job," she said. "People who have been at La Alianza always come back. They are family."

Mindfulness practices also play a role. Staff members who work with families in crisis often experience emotional stress. Intentional decompression and mental wellness support help sustain long-term effectiveness.

"If you are not well internally, you cannot give externally," Amaya said.

Demand Outpacing Capacity

The need continues to grow. The organization's family stabilization program currently has a waiting list of 100 families, the largest in the state.

"We need to grow," Amaya said. "Not only in Boston. We need to move to where our community is."

Expansion, she believes, is not about institutional growth for its own sake. It is about responding to unmet needs.

"Let's not wait for them to come to us," she said. "We go to them."

Lessons for the Nonprofit Sector

For other nonprofit leaders, Amaya offers practical advice: Listen to your community. Be realistic. You cannot do everything. Partner strategically. Focus on quality over volume.

Most importantly, build trust.

"If you promise something, deliver it," she said. "If you do not, you break trust. And trust is the most important thing for any community."

La Alianza Hispana's work, she insists, is not about solving isolated problems.

"We are investing in our community," she said. "We are investing in the future — not only of the Latino community, but of our country."

La Alianza Hispana stands as a testament to what sustained commitment, cultural grounding, and strategic workforce development can accomplish over more than five decades.

In Boston's Latino neighborhoods, families know that when they knock on its door, someone will greet them with a smile and a pathway forward.

Target is proud and humbled to support the SER National Annual Conference.

Learn more by visiting **Target.com/FutureAtHeart**

SER AMERICA Goes Into the Kitchen with Brian MacNair and the Purpose-Driven Power of Workforce Training

Washington, DC - By the time Brian MacNair walked through the doors of Kitchen of Purpose in 2023, he had already built school kitchens in Haiti, trained cooks in Nicaragua and Guatemala, and helped launch one of the most recognized hunger relief organizations in the world. But what he wanted now was simpler — and, in many ways, more powerful.

"It was time to come home and get back in the kitchen," he says.

MacNair moved to the Washington, DC, region from New York City in 2001, drawn by family and a lingering pull toward nonprofit work. A trained chef with a background in development and communications, he began volunteering at DC Central Kitchen. Within two years, he was serving as chief development officer, building relationships with leaders such as Robert Egger and Chef José Andrés, and helping grow a model that combined food, dignity, and job training.

In 2012, Andrés asked him to help start World Central Kitchen. MacNair spent nearly a decade traveling the globe — responding to disasters, building training programs, creating school kitchens, and addressing food safety in vulnerable communities.

"The number two killer of children in the world is foodborne illness," he says. "Kids get food poisoning, often from school, and they're nowhere near antibiotics. Training matters."

But emergency relief was never his sole compass. "José always wanted to do emergency food relief," MacNair says. "You're exactly where you should be. You've always wanted to do this. But this isn't necessarily for me. I'm going to go back to training kitchens."

That path led him to Kitchen of Purpose.

Built for New Americans

Kitchen of Purpose, based in Arlington, Virginia, began as La Cocina VA, founded by Patty Funegra with a mission to provide culinary job training and food assistance for Latinos. Over time, the organization expanded to serve immigrants and new Americans from across the globe. When it moved into its current 5,000-square-foot street-level space within an affordable housing development, the name evolved to reflect its broader reach.

"We started for the reason to train Latinos," MacNair says. "Now we're honored to serve the entire community. It's fantastic."

Today, the organization runs five culinary training cohorts each year. The two-month program, rooted in a professional kitchen curriculum, prepares students for immediate employment in commercial food settings. Instruction covers food safety and sanitation, proteins, classic sauces, and culinary terminology, as well as English classes, conflict resolution, résumé writing, and mock interviews.

"We get them jobs," MacNair says. "Ninety percent placement of our graduates."

Employers include major hotel brands, senior living centers, restaurant groups, and corporate kitchens. Graduates have gone on to work at Hilton, Marriott, Compass Group, Capital One, Tyson's corporate kitchen, and Amazon headquarters. The first month after coursework serves as an internship period; upon completion, students formally graduate.

Participants must meet income eligibility requirements — under 200% of the poverty level — ensuring the program serves those who need it most.

Beyond the back of the house, Kitchen of Purpose offers two front-of-house classes annually for aspiring baristas and bartenders. And for students with entrepreneurial ambitions, there are two Food Lab programs each year.

"For most of our students, their big dream is to start their own business," MacNair says. "We help guide them from the beginning to the end."

Participants develop a business canvas, refine a product, and present their concept. Some launch LLCs and operate catering, prepared food, or specialty businesses. Those entrepreneurs can apply to use Kitchen of Purpose's shared commercial kitchen. This affordable production space supports 12 small food enterprises at a time, from arepa and salteña makers to bakers and ice cream producers.

"We're one of the most affordable kitchens in the area," MacNair says. "It helps us as a nonprofit."

The shared kitchen generates roughly $150,000 in annual revenue — a critical revenue stream in a sector where margins are thin.

Turning the Budget Around

When MacNair returned in late 2023, Kitchen of Purpose faced a significant fiscal deficit.

"There was a fiscal deficit headed toward half a million dollars," he says. "Give me a year to ramp up revenue."

He filled all five culinary classes for 2024, increased job placements, and made difficult operational decisions — including closing a café that, while beloved, was losing $250,000 annually.

"We balanced our budget for the first time in five years," he says. "And are ready to grow."

For MacNair, financial sustainability is not separate from mission; it is essential to it. "For nonprofits to act like a business and think like a business," he says. "We are businesses. We have products marketed in different ways to different audiences. Sure, they serve the community, but

they are products that people can buy or invest in. When you get in that mindset, you're going to market your product better, rather than begging for money."

That philosophy — social enterprise with discipline — is central to the organization's next chapter.

Dignity at the Table

With the café closed, Kitchen of Purpose launched "Family Meal," a monthly program that reflects MacNair's belief in dignity-driven service. Every third Monday, a guest chef prepares a three-course dinner for 24 guests from local shelters. Volunteers serve the meal in a welcoming, art-filled space.

"These are the folks who never get that opportunity," MacNair says. "I want them to come in, sit down, and be served with dignity a delicious meal."

He has seen the impact firsthand. "You should see their eyes," he says. "They can't believe that we're doing this for them. I think it raises their self-esteem."

Two current culinary students were once guests at Family Meal.

"They said, 'Here's a path for me to do something better,'" MacNair says.

For SER America readers, the throughline is unmistakable: workforce development is not abstract policy. It is a transformation that begins with skills, structure, and belief.

Calling Them "Chef"

Ask MacNair what he loves most about the work, and he doesn't hesitate.

"The most fun part is when I walk in in the morning, and I say, 'Good morning, chefs,' and they yell back, 'Good morning, Chef,' with their uniforms on."

It takes a few weeks, he says, for students to respond with confidence. But then something shifts.

"They start seeing themselves differently. 'Hey, this guy's calling me chef. Maybe this is for real. Maybe I got a shot here.' That self-esteem delivery, that self-enlightenment — they can't wait for me to say, 'Good morning, Chefs.'

MacNair has spent more than two decades on hunger relief and workforce development. He has worked alongside high-energy visionaries and built programs across continents. Yet the core remains constant: training, opportunity, and respect.

"For us, it's a big deal," he says. "We still focus on getting them jobs."

For America's workforce system, that focus matters. Every graduate placed in a hotel kitchen, corporate cafeteria, or small business is a testament to what targeted training can do — not only for individuals but also for families, employers, and communities.

"Donate," MacNair says plainly. "Every little bit helps."

But beyond dollars, the invitation is broader: invest in models that combine skill-building, entrepreneurship, and dignity. Support programs that recognize workforce development as both a social mission and a disciplined enterprise.

In the end, Kitchen of Purpose is not just about food. It is about momentum. It is about immigrants and new Americans stepping into uniforms, hearing themselves called "Chef," and believing — perhaps for the first time — that they belong in America's economy and can lead within it.

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From Starting Line to Lifeline: How the Latino Community Development Agency Is Reframing Community Care in Oklahoma City

In Oklahoma City, the Latino Community Development Agency (LCDA) does not present itself as a cure-all. It is something more practical and, in many ways, more powerful: a place where families arrive with immediate needs, layered challenges, and often nowhere else to go.

Someone may walk in asking for food. A parent may need childcare. A young person may need tutoring. A woman may be fleeing violence. A family may need help understanding a diagnosis, finding legal guidance, or simply figuring out what comes next.

At LCDA, that first request is rarely the whole story.

"People may come to LCDA asking for food," said Salvador Ontiveros, the agency's president and CEO. "We meet that immediate need, but then we begin peeling back the layers of the onion. We take time to understand what else is going on, because food insecurity is often connected to other challenges affecting the whole family."

Under Ontiveros' leadership, the organization has become one of the city's most important entry points for Latino and Spanish-speaking residents seeking help in a bilingual, culturally informed setting. In just under three years, LCDA has grown its budget from about $3.2 million to $6.1 million, expanded its reach, and strengthened its role as a central hub for services across the region.

But Ontiveros is quick to point out that the work is not about expansion for its own sake.

"Growth is not the goal by itself," he said. "The goal is to meet the need before us — and that need is growing quickly across our community."

That need is both immediate and long-term. LCDA's model is built around three core areas: health and wellness, family support, and improving the community's economic position. The approach reflects a simple reality: people cannot move forward if their most basic needs are unmet.

"People can't work if they don't have childcare," Ontiveros said. "They can't stay employed if they are struggling mentally or physically. And they can't improve their circumstances without the tools, resources, and support needed to build a healthy life."

That philosophy shapes everything the organization does.

LCDA operates more than two dozen programs, including mental health therapy, domestic violence services, addiction treatment, diabetes and nutrition education, HIV and STD testing, child development centers, parenting programs, and youth initiatives ranging from mentorship to robotics.

At the Mexican Consulate in Oklahoma City, LCDA staffs a health window five days a week, serving about 1,100 people a month with screenings, education, and referrals.

"It's a practical way to meet people where they are," Ontiveros said. "If someone is already waiting for an appointment, we can use that time to provide preventive care, answer questions, and check things like blood pressure. In some cases, we identify serious health concerns — and then we connect them to the care and services they need."

The organization's reach extends beyond what it provides directly. LCDA also serves as a gateway to a broader network of partners.

"Workforce development is not one of our direct services," Ontiveros said. "Our role is to help people get ready for that next stage. We connect them to the right partners, help address barriers, and support them as they take the next step."

That preparation is intentional.

"We help people move from crisis to a place where they can begin again," he said. "Sometimes that means helping them get to the starting line. Our goal is to make sure they have the support, tools, and connections they need to keep moving forward."

That means helping individuals stabilize first — physically, emotionally, and structurally — before expecting them to take on the next challenge.

"People are capable," Ontiveros said. "What they often need is guidance — someone to help them understand where to go, what steps to take, and how to move closer to the life they are working to build."

The agency's role, then, is both practical and aspirational. It meets immediate needs while quietly building capacity for something more.

That balance — between service delivery and long-term transformation — is what defines LCDA's approach.

"LCDA is often the front door for families seeking help," Ontiveros said. "People come to us, we take time to understand what they are facing, and then we either provide services directly or connect them to a trusted partner who can."

In many cases, that responsibility is informal but widely recognized. Police, nonprofits, and public agencies regularly refer Spanish-speaking residents to LCDA.

"Law enforcement and other nonprofits often turn to LCDA when they encounter Spanish-speaking individuals or families in need," Ontiveros said. "They know we are a trusted place where people can be heard, understood, and connected to help."

It is a role that brings both pride and pressure.

"It can be frustrating at times because the need is greater than any one organization's resources," he said. "But it is also a privilege to be trusted in that way — to be a place where people turn when they need help finding a path forward."

The organization's growth reflects years of responding to community needs in real time. What began in the 1990s as a single program — Latino clubs in local schools — has expanded into a comprehensive system of services.

Over time, new programs were added as new challenges emerged: domestic violence, health disparities, youth engagement, and family support.

"LCDA did not become a 24-program agency by accident," Ontiveros said. "Every time our community faced a growing need, the agency responded."

That evolution has created a strategic tension familiar to many nonprofits: how to balance breadth with focus.

Board members have urged the organization to streamline and prioritize. Ontiveros understands the concern. But he also sees the risk of cutting too deeply.

"Every LCDA program exists because there is a real need behind it," he said. "Mental health, domestic violence,

childcare, youth development — these are not extras. They are essential services that help families find safety, stability, and opportunity."

Instead of reducing scope, Ontiveros is working to refine how those programs operate together.

"What sets LCDA apart is our ability to meet families in one place, in a setting where language and culture are understood," he said. "Families do not have to explain who they are before they receive help. They are welcomed, understood, and connected to the support they need."

That cultural grounding is not incidental. It is foundational.

"Language access matters, but cultural understanding is what builds trust," Ontiveros said. "Families need to feel not only that they are being heard, but that they are being understood."
The impact of that approach can be seen in both small moments and long-term outcomes.

In one youth program, a student with no prior interest in engineering joined LCDA's robotics club. Within months, she became the team's lead coder. She was later accepted into an engineering program at the University of Oklahoma.

"At one of our events, we invited her to share her story," Ontiveros said. "She told the room, 'I wasn't even sure I was going to apply to college. Now I'm going into engineering.' Moments like that remind us of what is possible when young people are supported and encouraged."

In another example, LCDA partnered with Spanish-speaking attorneys — many of whom had once been supported by the agency — to provide free legal clinics.

"That was a powerful moment of pride," Ontiveros said. "Twenty-nine Latino attorneys came back to serve the community that helped shape them. Many grew up here, received scholarships here, and are now using their education and experience to give back."

Those moments point to something deeper: a cycle of investment and return.

"LCDA's work is not only about meeting immediate needs," he said. "It is about building the next generation of leaders from within our own community."

Even with that progress, Ontiveros is candid about the challenges ahead.

A significant portion of LCDA's funding — as much as 70% to 80% — comes from government sources, often with strict limitations on how funds can be used.

"Public funding is critical to sustaining many of our programs," he said. "But because those funds are often highly restricted, they do not always give us the flexibility to respond to what families truly need in the moment."

His goal is to rebalance the organization's funding mix, reducing reliance on government dollars and increasing support from private donors and foundations.

"Unrestricted funding gives us the flexibility to respond to real needs in real time," Ontiveros said. "It allows us to serve families in ways that can make the greatest difference."

At the same time, LCDA is preparing to revisit a capital campaign that was paused during the COVID-19 pandemic. Plans include expanding facilities, strengthening health services, and building long-term financial stability through an endowment.

"We are being thoughtful about the next phase," he said. "That means looking carefully at feasibility, sustainability, and long-term impact so we can grow in a way that is responsible and aligned with our mission."

For Ontiveros, leadership is not only about strategy. It is about presence.

Each morning, he parks at the back of the lot so clients can take the closer spaces. Then he walks through the building, greeting families, talking with staff, and listening.

"Staying close to the work keeps me grounded," he said. "Not every conversation is easy. Sometimes people are upset, but I try to remember that what sounds like anger is often desperation — people are trying to find help, stability, or hope."

Listening to that reality, he said, is essential to staying grounded.
"Feedback is part of accountability," Ontiveros said. "If we are serious about improving, we have to be willing to listen — even when the feedback is difficult to hear."

That perspective extends to how he views his role.

"I have deep respect for our frontline staff," he said. "They sit with people in some of the hardest moments of their lives, hear their stories, and help them begin to move forward. That kind of work takes a level of strength and compassion that I do not take for granted."

Instead, he sees himself as a steward of the organization's resources.

"A major part of my role is stewardship," he said. "That means making sure our people, facilities, and resources are aligned in a way that allows our staff to do their best work and serve the community more effectively."

And the work, he insists, must always be driven by purpose.

"This work requires passion," Ontiveros said. "It is what carries you through the hard days — because anyone can show up when things are easy."

That sense of purpose is what connects his past to his present.

He once came to LCDA as a volunteer, trying to build a résumé and secure a future. Today, he leads the organization that helped open those doors.

"This is my dream job," he said. "This is what I wanted to do my entire life — to give back to my community."

In Oklahoma City, that dream now carries weight far beyond one person. It lives in the families who find their footing at LCDA, in the students who discover new paths, and in the professionals who return to serve the place that first invested in them.

The agency may not claim to solve everything. But day by day, conversation by conversation, it is doing something just as important.

It is helping people move forward — one step at a time, from the starting line toward something better.

Bridging Tomorrow:
How SER National Is Forging the Future of America's Workforce

In a time defined by breathtaking technological advances, the evolution of work, and boundless economic opportunity, SER National is working daily to light the path to America's future prosperity. Across industries and throughout communities, a new generation of leaders is stepping forward—individuals who can see beyond today's challenges and build the bridges that will carry our nation to a vibrant, competitive tomorrow.

At the center of this movement is SER National, whose legacy of service and innovation stretches back more than six decades. At its helm, Ignacio Salazar, President and Chief Executive Officer, is leading with a vision rooted deeply in history but aimed squarely at the limitless potential of the future.

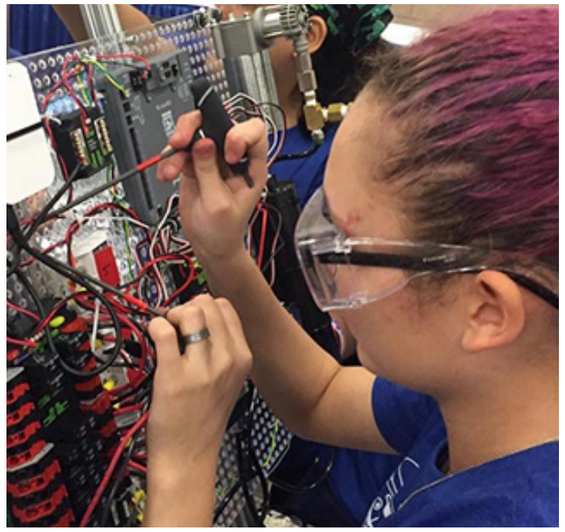
"From the beginning, SER National has been about unlocking human potential," says Salazar. "Our founders believed that the real wealth of our nation lies in its people, their curiosity, creativity, and courage to dream beyond the present. That belief continues to guide us today as we help millions of Americans access the tools they need to thrive in an ever-changing world."

A Legacy of Innovation, A Future of Possibility

Founded in 1964 at the height of America's civil rights and social justice movement, SER National ("Service, Employment, Redevelopment") has long understood that economic empowerment is central to a stronger society. What began as a pioneering effort to bridge communities to job opportunities has blossomed into the dynamic SER Network of Affiliates spanning the United States and Puerto Rico, preparing a diverse workforce for the challenges and opportunities of a digital, interconnected economy.

"Our success has always been our ability to tap into the reservoir of talent across every community," Salazar notes. "From new entrants to the workforce to seasoned workers seeking to retrain, we recognize the power in every individual to adapt, grow, and lead."

Today, adaptability is more critical than ever. Artificial intelligence, automation, cloud computing, cybersecurity, and new digital learning platforms redefine the skills required to compete. Recent data from the World Economic Forum projects that by 2030, 50% of all employees worldwide will need reskilling due to the adoption of new technologies. Meanwhile, the U.S. Bureau of



Labor Statistics estimates that tech-related occupations will grow faster than the average for all other fields, adding millions of new jobs in areas many Americans are only beginning to explore.

SER National, alongside major partners like Cisco, Google, and Verizon, is ensuring that America's workforce is ready for today's jobs and tomorrow's industries.

"We are building more than careers—we are building confidence, communities, and catalysts for change," Salazar proudly says. "Our affiliates across the country are the spark plugs, igniting dreams into action and action into achievement."

Imagining What Is Beyond the Horizon

What distinguishes SER National in this pivotal era is its unique ability to see workforce development not as isolated training programs but as dynamic ecosystems where innovation, adaptability, and lifelong learning thrive.

Through initiatives focused on digital literacy, remote learning, STEM education, and entrepreneurial mentorship, the organization is creating on-ramps to opportunity for a wide array of workers. From youth just starting their educational journeys to seasoned professionals retooling for second careers, SER sees no boundaries—only potential.

"We are proud to be part of a national movement where today's dreamers, builders, and doers are preparing the

landscape for the pioneers of tomorrow," Salazar affirms. "Innovation does not happen by chance. We can empower communities, when we nurture talent, and pathways to success are made clear and accessible to all."

Indeed, SER National's programs have led to tangible outcomes: increased employment rates, higher rates of tech certifications, and stronger representation in emerging industries like AI, cybersecurity, and green energy.

At the core of these achievements is a fundamental belief—that with the proper training, support, and opportunities, anyone can become a leader, an innovator, and a contributor to America's ongoing story of resilience and reinvention.

Igniting a National Movement

As America races into an era shaped by artificial intelligence, biotech, and the global digital economy, the need for adaptable, highly skilled workers has never been more urgent. Yet, this future is not something to fear but an opportunity to embrace.

"The possibilities are truly endless," Salazar says. "We are standing on the threshold of discoveries and applications that will transform how we live, work,

and relate to one another. SER National is not only prepared for this future—we are helping to build it."

That optimism radiates throughout the SER Network of Affiliates, where more than one million individuals receive skills training, career counseling, and life- changing education each year. It pulses through partnerships with industry leaders who understand that investing in people is investing in progress. And it propels a movement that continues to lift entire communities toward greater prosperity and achievement. "At SER, we believe in dreaming big, working smart, and moving forward—always forward," Salazar concludes.

"Because the future of America is being written today by those who dare to see beyond the horizon. And together, we are building the bridges that will take us there."

The Road Ahead

In a time when other nations are investing heavily in education, innovation, and workforce development, America must continue to lead. Organizations like SER National ensure that leadership does not falter—it grows stronger, more inclusive, and more visionary.

The call is clear: Innovate. Adapt. Empower. Build. The bridge to tomorrow is already underway, and with organizations like SER National leading the way, the best chapters of America's workforce story are still to come.

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We provide individuals the opportunity to develop essential tech skills through self-paced, on-demand, and online programs from our corporate partners. Designed to meet the needs of today's ever-evolving job market, these courses empower learners to gain certifications that enhance their career opportunities and make them competitive in the IT world.

SER Early Head Start

The SER National Early Head Start - Child Care Partnership program is provided in partnership with the Grand Prairie Independent School District in Dallas County, TX. The bilingual program provides high quality and innovative educational instruction in a safe environment to low-income infants and toddlers, as well as comprehensive family services.

SER Robotics

We support robotics teams in South Florida, New Mexico, and the Dallas/Fort Worth area, SER Robotics engages underrepresented students in robotics competitions. Students are exposed to new areas of learning, such as computer-aided design, electrical wiring, component fabrication and assembly, robot programming, web design, 3D animation, and photo/video documentation.

Employment

SER SCSEP

SCSEP is a community service and work-based training program for older workers. Authorized by the Older Americans Act, the program provides subsidized, service-based training for low-income (not more than 125% of the established federal poverty guidelines) persons at least 55 years of age who are unemployed and have poor employment prospects. Participants in the SER SCSEP come from all walks of life, have diverse work experiences, and possess various levels of education.

YouthBuild

YouthBuild is a free program for youth ages 16–24 living in the Oak Cliff area of Dallas. Participants can earn their GED, gain hands-on construction training, and receive job-ready certifications while giving back through community service. It's a chance to build skills, confidence, and a stronger future.

Empowerment

SER MUJER

In 2014, SER implemented a national women's entrepreneurship program entitled SER Mastering and Understanding Jobs and Entrepreneurship Relationships (SER MUJER) to encourage and support aspiring women entrepreneurs in Dallas/Fort Worth and through its Affiliates nationwide. The SER MUJER program provides financial literacy, entrepreneurship and business development training to women. The program's trainings are offered in traditional workshop settings and online.

SER Negocios

SER Negocios is a bilingual/multicultural nationwide entrepreneurship development program. The program provides entrepreneurship, financial literacy, and business development instruction, information, and resources. SER Negocios is available in Spanish and English. The program is delivered on an online learning platform and in-person workshops.

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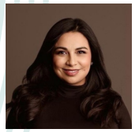

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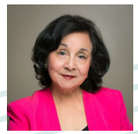

Lupe Torres

Community Representative

Jane Garcia

Community Representative Emeritus

Welcome to our new Board Members!

Leona Flores

Leona Flores was born in Lansing, Michigan, and developed a passion for community service at just 13 years old. Leona enrolled at the Opportunities Industrialization Center of Metropolitan Saginaw, where she earned a co-op position with The Dow Chemical Company. She later became president of the OIC-MS Alumni Organization. Hired full-time by Dow, she pursued higher education while working, attending Delta College and Central Michigan University before graduating Summa Cum Laude from Spring Arbor University. Throughout her 37-year career at Dow, Leona served in numerous leadership and mentoring roles, including leading the Dow Hispanic/Latin Network, supporting United Way and Habitat for Humanity initiatives, and mentoring employees in her managerial role. Beyond her professional accomplishments, she founded the International Dance Company of Saginaw. She became a dedicated leader within the American GI Forum U.S. Saginaw Women's Chapter, eventually serving as National Vice Chairwoman and later National Chairwoman.

Ray Mancera

Ray Mancera is a graduate of the University of Texas at El Paso with a Bachelor of Business Administration. He is a longtime business leader, consultant, and community advocate based in El Paso. Since 1991, he has served as President of the Mancera Group, specializing in government affairs, public relations, domestic and international consulting, zoning and land development, and property tax representation. Over the years, he has worked with a wide range of clients. Mancera's entrepreneurial background also includes leadership roles in real estate, international retail and wholesale operations, sports promotion, and large-scale event management. Earlier in his career, he co-owned one of the Southwest's largest outdoor swap meets, helped build Mancera Corp. into a multimillion-dollar shoe business, promoted professional boxing events in the US and Mexico through Mancera Productions, and managed Latin American marketing operations for Texas Instruments' Computer Data Terminals division.

Lupe Torres

Lupe Torres has dedicated her entire adult life to serving the community in which she was born and raised. A graduate of St. Mary's University, she began her professional career with Southwestern Bell before being recruited into the nonprofit sector. As a grant writer for the Mexican American Unity Council, Torres secured vital federal and corporate funding for housing, workforce development, economic growth, and social service programs. As Chairman of the San Antonio Housing Authority, she helped establish the Our Casas Resident Council to assist low-income families in becoming first-time homeowners. Throughout her distinguished career, Torres achieved several historic milestones, including becoming the first Hispanic woman appointed to the Federal Home Loan Bank Board in Dallas, the first woman chairman of the National LULAC Housing Board, and the first Regional Hispanic woman president for commissioners of the National Association of Housing and Redevelopment Officials. She currently serves as Chairman of the Bexar County Housing Authority.

SER Network Footprint

California

American GI Forum Education Foundation of Santa Maria
Santa Maria, CA

Barrio Station
San Diego, CA (3)

Campesinos Unidos
Brawley, CA
San Diego, CA

Centro CHA Inc.
Long Beach, CA

Centro Latino de San Francisco
San Francisco, CA

El Concilio of San Mateo County
Redwood, CA

El Sol Neighborhood Educational Center
Riverside, CA
San Bernardino, CA

Project SOY
Inglewood, CA

Pueblo y Salud, Inc.
Palmdale, CA
San Fernando, CA

SER-Jobs for Progress of San Joaquin Valley
Bakersfield, CA
Brawley, CA
Calexico, CA
Chowchilla, CA
Chula Vista, CA
El Cajon, CA
El Centro, CA
Escondido, CA
Fresno, CA (6)
Guadalupe, CA
Hayward, CA
Inglewood, CA
Kerman, CA (2)
Lompoc, CA
Madera, CA (2)
Mendota, CA
Merced, CA
Modesto, CA
Moreno Valley, CA
Oceanside, CA (2)
Orange Cove, CA
Oxnard, CA
Parlier, CA
Pasadena, CA
Pomona, CA
Raisin City, CA
San Diego, CA
San Rafael, CA
Santa Ana, CA
Santa Maria, CA (2)
Santa Rosa, CA
Stockton, CA
Sun Valley, CA
Vallejo, CA
Visalia, CA

Colorado

Rocky Mountain SER
Denver, CO
Pueblo, CO

SER SCSEP
Denver, CO
Loveland, CO
Grand Junction, CO
Pueblo, CO
Trinidad, CO

Conneticut

Casa Otoñal
New Haven, CT (3)

District of Columbia

Multicultural Career Intern Program
Washington, DC

SER Jobs for Progress National, Inc.
Washington, DC

Florida

Bridge for Hope, Inc.
Doral, FL

Georgia

LaAmistad, Inc.
Atlanta, GA (9)
Brookhaven, GA
Chamblee, GA
Decatur, GA
Doraville, GA
Sandy Springs, GA (2)
Smyrna, GA

Illinois

Central States SER
Aurora, IL
Chicago, IL (7)

SERCO, Inc.
North Riverside, IL

Kansas

SER SCSEP
Garden City, KS
Kansas City, KS
Pittsburg, KS
Topeka, KS
Wichita, KS

Maryland

Missions of Love Charities
Capitol Heights, MD

Massachusetts

La Alianza Hispana
Boston, MA

Southeastern Massachusetts SER-Jobs for Progress, Inc.
Fall River, MA
Taunton, MA

Spanish American Center
Leominster, MA

Michigan

SER Metro-Detroit, Jobs for Progress, Inc.
Dearborn, MI
Detroit, MI (6)

Minnesota

La Oportunidad, Inc.
Minneapolis, MN

New Jersey

Puerto Rican Unity for Progress
Camden, NJ

New Mexico

SER Robotics
Alamogordo, NM (3)
Roswell, NM

New York

Neighborhood Association for Inter Cultural Affairs, Inc.
Bronx, NY (12)
Brooklyn, NY
Elmhurst, NY

Southside United Housing Development Fund Corporation
Brooklyn, NY (7)

Nevada

Puentes
Las Vegas, NV

Ohio

Esperanza Inc.
Cleveland, OH

Oklahoma

Latino Community Development Agency
Oklahoma City, OK (2)

Pennsylvania

Casa San Jose
Pittsburgh, PA (2)
Washington, PA

Hispanic American Organization
Allentown, PA (3)

Puerto Rico

NAICA
San Juan, PR

Rhode Island

SER-Jobs for Progress, Inc.
Pawtucket, RI
Providence, RI
Warwick, RI

Texas

Latinitas
Austin, TX

Our Casas Resident Council, Inc.
San Antonio, TX

SER EHS
Grand Prairie, TX

SER Jobs for Progress National, Inc.
Irving, TX

SER SCSEP
Beaumont, TX
Fort Worth, TX
Houston, TX
Texas City, TX

SER YouthBuild
Dallas, TX

SERCO Workforce Solutions
Alice, TX
Bandera, TX
Beeville, TX
Boerne, TX
Brenham, TX
Bryan, TX
Caldwell, TX
Centerville, TX
Corpus Christi, TX (3)
Falfurrias, TX
Floresville, TX
Hearne, TX
Hebbronville, TX
Hondo, TX
Kennedy, TX
Kerrville, TX
Kingsville, TX
Laredo, TX
Madisonville, TX
Navasota, TX
New Braunfels, TX
Pearsall, TX
Pleasanton, TX
Seguin, TX
Sinton, TX
Zapata, TX

SERJobs
Houston, TX

Tejano Center for Community Concerns
Brownsville, TX
Houston, TX

Utah

Sauzo Business Center
Salt Lake City, UT

Virginia

Kitchen of Purpose
Arlington, VA

Virginia Hispanic Foundation
Richmond, VA
Tysons, VA
Virginia Beach, VA

Washington

Mi Centro
Tacoma, WA

Wisconsin

SER SCSEP
Delavan, WI
Fond du Lac, WI
Kenosha, WI
La Crosse, WI
Madison, WI
Milwaukee, WI
Racine, WI
Rhinelander, WI
Superior, WI

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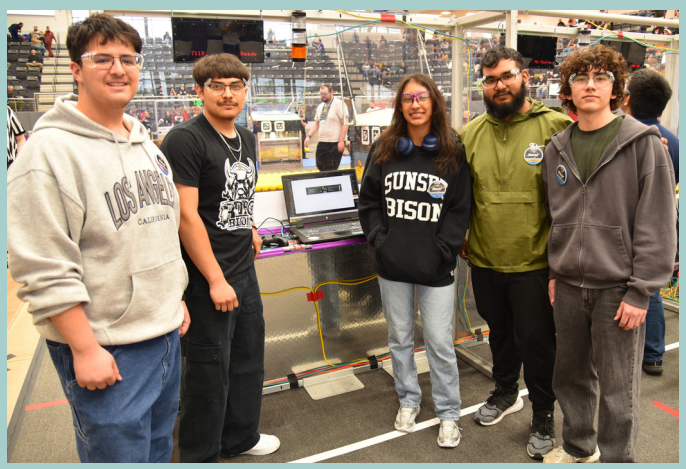

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