



**Chihuahuan
Desert**
Climate
Collaborative

Your Guide to Business Resilience in El Paso

BUSINESS RESILIENCE TOOLKIT
SEPTEMBER 2025

(915) 212-0138
climate@elpasotexas.gov
epclimate.org



BUILDING A STRONGER, SAFER BUSINESS COMMUNITY IN EL PASO

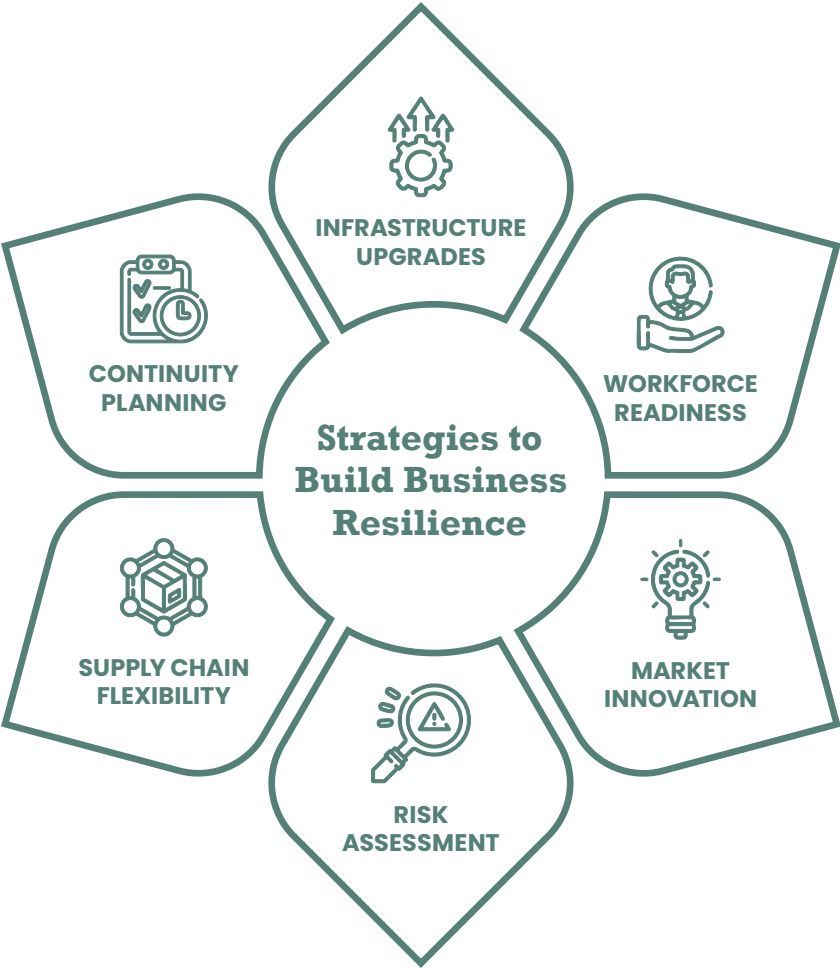
In today's rapidly changing environment, businesses in El Paso must navigate a range of challenges, including extreme weather events, supply chain disruptions, and economic shifts. These risks can threaten day-to-day operations, financial stability, and long-term growth. Planning for business resilience is key to sustaining economic prosperity.

The **Business Resilience Toolkit** (Toolkit) is designed to equip El Paso businesses with practical strategies to anticipate, respond to, and recover from climate-related and operational challenges and disruptions. With the right planning, businesses can help to safeguard their future, support their employees and customers, and contribute to a more resilient local economy.

Refer to the complete Toolkit for more details related to business resilience strategies and the El Paso Climate Action Plan for further information on the challenges and disruptions facing El Paso.

Six Strategies to Build Business Resilience

These strategies address the most critical aspects of resilience planning for businesses, prioritizing the needs of small and medium businesses, which face unique challenges and often have less capacity to plan for and implement resilience plans. Recommended business resilience strategies include:



Climate Vulnerabilities and Economic Impact

El Paso will experience an increase in extreme heat days, drought, and rainfall flooding. These hazards can create widespread disruptions, affecting transportation networks, power grids, water security, and public safety. Understanding climate hazards is important for long-term economic and business resilience.

The table below outlines El Paso’s most pressing climate hazards.

Climate Hazard	Key Risks
 EXTREME HEAT	Extreme heat can damage sidewalks, railway tracks, roads, and other transportation infrastructure. Vulnerable populations and outdoor workers are likely to face increased health risks. Businesses may experience supply chain impacts, higher energy costs, power outages, transportation concerns, and unsafe labor conditions.
 DROUGHT	Water scarcity directly impacts communities, businesses, and agriculture. Air and water quality is reduced and wildfire risk is increased.
 FLOODING	Communities and businesses experience significant disruptions and damage to property. Key facilities such as hospitals risk shutting down, while road and bridge closures disrupt emergency response and trade.

WHAT THESE RISKS MEAN FOR YOUR BUSINESS



More power outages and cooling costs



Delayed deliveries and workforce shortages



Threats to clean water, air quality, and operational continuity

65%
**of Small
Businesses
Shut Down
after Disasters**

Studies show that 40% of small businesses never reopen after a disaster, and an additional 25% fail within a year due to continued financial strain and operational disruptions.

Congressional Research Service (2023)

STRATEGY 1

CONTINUITY PLANNING



Actions

Develop a business continuity plan.

Improve financial stability.

Promote transparency and accountability.

Technical Assistance Programs

El Paso Chamber of Commerce Sustainability Resources

Hosts workshops and provides resources for businesses looking to implement best practices, financial literacy, and leadership, marketing, and new technology trainings.

Rio Grande Council of Governments Emergency Preparedness

Provides support to jurisdictions in building and sustaining capabilities to prevent, protect against, mitigate, respond to, and recover from various hazards.

CASE STUDY

ServiceMaster Professional Restoration

The ServiceMaster Professional Restoration offers a pre-loss planning program to help El Paso businesses to prepare for potential disasters and disruptions. The initiative focuses on creating comprehensive disaster recovery plans before any loss occurs.

Financial Resources

LiftFund loan programs

LiftFund is a non-profit Community Development Corporation that supports small business owners with limited access to capital through business loans and technical support. Contact LiftFund to learn more about their High Energy Efficiency Transformation Loan Program, First Responders Loan Program, and QuickFunds option.

El Paso Small Business Development Center (SBDC) Programs

The El Paso SBDC provides no-cost, confidential, one-on-one business advisory services. Certified business development advisors assist small business owners and start-up entrepreneurs with strategies to start, grow, address and make good business decisions.

CASE STUDY

El Paso Ready

El Paso Ready, established by the El Paso County Office of Emergency Management (OEM) has supported local businesses to create business continuity plans that include emergency response protocols, communication strategies, and operational guidelines during emergencies. OEM works closely with business owners through workshops and provides resources, including templates, to ensure that businesses can prepare for disruptions such as floods or severe weather. These strategies help businesses maintain operations and recover more effectively during and after disasters.



STRATEGY 2

INFRASTRUCTURE UPGRADES



Actions

Invest in infrastructure retrofitting.

Review the El Paso Climate Action Plan vulnerability assessment.

Enhance site-level climate resilience through adaptive measures.

Integrate broader climate and business risks into decision-making processes.

Strengthen digital infrastructure resiliency.

Evaluate infrastructure and resource availability and quality.

Apply for resilience and retrofit funding.

Explore opportunities to develop onsite renewable energy generation, and battery storage.

Technical Assistance Programs

Lower Valley Water District & El Paso County Water Improvement District No. 1

Provides localized resources for businesses on irrigation efficiency, stormwater management, and conservation best practices.

Financial Resources

El Paso Electric's Small Commercial Energy Efficiency Program

Available to El Paso Electric's business customers with less than 100-kilowatt (kW) demand or 250 kW aggregate demand load, the Small Commercial Solutions Program provides technical assistance and financial incentives for projects that improve the energy efficiency of commercial facilities and result in peak demand kW reduction.

Texas Property Assessed Clean Energy (PACE) Program

Offers long-term financing for energy efficiency, water conservation, and renewable energy improvements in commercial properties.

Texas Commission on Environmental Quality Texas Emission Reduction Plan Program

Offers grants for businesses to replace older diesel vehicles and equipment with cleaner alternatives.

El Paso WaterWise Business Rebate Program

Through this program, businesses may receive site-specific rebates towards the cost of new equipment and processes that conserve water at existing facilities. Rebates will cover 50% of equipment costs with a maximum rebate amount of \$30,000.

CASE STUDY

El Paso Electric

El Paso Electric is addressing the demand for reliable energy to power homes, businesses and communities with strategic upgrades to energy delivery systems and expanding installed generation technology to strengthen service reliability and preparedness for future industries.

STRATEGY 3

WORKFORCE READINESS



Actions

Conduct workforce training and upskilling.

Expand employment opportunities.

Provide affordable and quality childcare.

Safeguard transit-reliant workers.

Financial Resources

Skills for Small Business Grant

Offered by the Texas Workforce Commission (TWC), this grant supports training for new and existing full-time employees in small businesses to enhance workforce resilience.

TWC Work Opportunity Tax Credit (WOTC) through Workforce Solutions Borderplex

The WOTC is a federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment.

CASE STUDY

Workforce Solutions Borderplex

Workforce Solutions Borderplex collaborates with businesses to provide customized training programs aimed at improving employee performance and preparing them for industry-recognized certifications.

STRATEGY 4

MARKET INNOVATION



Actions

Invest in alternative business models that encourage innovation and resilience.

Train employees in future-ready skills and expertise.

Participate in local and regional business networks.

Participate in regional innovation hubs.

Financial Resources

Texas Small Business Credit Initiative

This program enhances access to capital for small businesses to support supply chain adjustments and resilience.

Horizon City Economic Development Corporation

Offers incentives to attract investment and create high-quality jobs, supporting businesses in market diversification and innovation.

Rio Grande Council of Governments Community Development Block Grant Technical Assistance Program

Provides support for local entities in accessing funding and resources for economic and community development initiatives.

STRATEGY 5

RISK ASSESSMENT



Actions

Evaluate physical and operational vulnerabilities.

Assess geographic and market exposure.

Identify persistent economic challenges.

Technical Assistance Programs

U.S. Small Business Administration (SBA) Business Resilience Guide

The SBA Business Resilience Guide provides guidance to support businesses to understand their risks, approaches to being becoming more resilient, and improving financial stability.

Climate Change Preparedness Toolkit for Business Development Organizations

This guide provides an accessible and concise series of steps to support small business owners to assess their climate risks, develop a business continuity plan, foster innovation, and build resilience. The guide also provides additional resources and a training module.

STRATEGY 6

SUPPLY CHAIN FLEXIBILITY



Actions

Audit and protect supply chains.

Diversify supply chains.

Collaborate on local and regional resilience.

CASE STUDY

El Paso's Supply Chain Resilience Workshop Program

El Paso's Supply Chain Resilience Workshop Program expanded local understanding of supply chain management principles, the potential risks, and strategies to improve emergency planning and the resilience of supply chains. The program encouraged proactive action and collaboration between stakeholders to support regional supply chain resilience.



OTHER RESOURCES

Technical Assistance Programs

Business One-Stop- Shop (BOSS)

Led by the Economic and International Development Department of the City of El Paso, designed to support and empower small businesses and provide business owners with accessible resources, training, and connections tailored to their needs.

The Bridge Accelerator

A bi-national supplier development program in the El Paso–Juárez region that integrates local small and medium businesses into the regional supply chain.

Project VIDA Microenterprise Technical Assistance Program (MTAP)

MTAP offers business literacy, financial education, and one-on-one mentoring to help owners address specific business challenges.

Transition Assistance Program for International Companies

A customized program that supports foreign companies looking to invest or expand in the El Paso region.

Financial Resources

PeopleFund Loan Programs

PeopleFund provides flexible loans to small businesses, start-ups, and nonprofit organizations across Texas.

U.S. Small Business Administration (SBA)

SBA provides counseling, capital and contracting expertise. It offers loans and training to help small businesses to grow and optimize opportunities. It also provides disaster loans during times of crisis.

Texas Micro-Business Disaster Recovery (MBDR) Loan Program

Provide zero-interest loans to eligible Community Development Financial Institutions to provide interest-bearing loans to qualifying micro-businesses that have difficulty in accessing capital following a declared disaster.

CASE STUDIES

El Paso Electric Heat Resilience Assessment

El Paso Electric conducts annual assessments of the impacts of extreme heat on operations and infrastructure to support reliable service provision. Assessments consider the condition of power lines, transformers, and equipment, evaluate energy demand patterns during normal and extreme heat events, and identify strategies to optimize operations, including infrastructure investments and new technologies.

Pioneers 21

Pioneers 21 is an El Paso-based incubator offering mentorship, training, and connections to entrepreneurs. Their mission is to inspire and support businesses through various programs, fostering a collaborative ecosystem for innovation.



BUSINESS RESILIENCE TOOLKIT

Your Guide to Business
Resilience in El Paso

**Climate and Sustainability
Strategic and Legislative Affairs**
City Manager's Office
City of El Paso

.....
Fernando Liaño Berjano, CEM CMVP
Senior Climate Program Manager
(915) 337 2517
berjanofl@elpasotexas.gov

Dora Hernandez
Climate Program Manager
(915) 337 2444
hernandezdb1@elpasotexas.gov

