

**WORKFORCE ARIZONA COUNCIL  
MEETING MINUTES**

Thursday, March 1, 2018  
1 – 3 p.m.

Arizona State Capitol  
1700 W. Washington, Suite 300, Phoenix, AZ 85007  
Conference Line: 877-820-7831, Passcode: 103468

**Members Present**

Dennis Anthony, Arizona Apprenticeship Advisory Committee  
Supervisor Steve Chucri, Maricopa Board of Supervisors  
Naomi Cramer, Banner Health  
Randy Gibb, Grand Canyon University  
Dawn Grove, Karsten Manufacturing  
Glenn Hamer, Arizona Chamber of Commerce and Industry  
Sheryl Hart, Arizona Dept. of Education  
David Martin, Arizona Assoc. of General Contractors  
Farrell Quinlan, National Federation of Independent Business  
Bill Terry, IBM  
Michael Traylor, Arizona Dept. of Economic Security  
Sandra Watson, Arizona Commerce Authority  
Thomas Winkel, Arizona Coalition for Military Families  
Doug Yonko, Hensley Beverage Company

**Members Present via Phone**

Alex Horvath, Tucson Medical Center  
Thomas Longstreth, Ventana Medical Systems  
Larry Lucero, Tucson Electric Power  
Steve Macias, Pivot Manufacturing  
Cecilia Mata, All-Source Global Management  
Robert Trenchel, Yuma Regional Medical Center

**Members Absent**

Susan Anable, Cox Communication  
Dominic Escamilla, Country Financial  
Mark Gaspers, Boeing  
Stephen Gilman, United Goodyear Firefighters Association  
Todd Graver, Freeport-McMoRan Mayor Jim Lane, City of Scottsdale

**I. Call to Order**

The Workforce Arizona Council meeting was called to order at 1:08 p.m.

**II. Roll Call**

Manager Ashley Wilhelm called the roll – quorum was present.

### **III. Welcome**

Chair Dawn Grove provided welcoming statements.

### **IV. Chair Report**

Chair Grove provided a brief report on her activities.

### **V. Manager Report**

Ms. Wilhelm provided a brief report on her recent activities.

### **VI. Call to the Public**

There were no comments made from the public.

### **VII. Discussion & Possible Action**

#### **A. Approval of the Consent Agenda**

1. Meeting Minutes – November 30, 2017
2. Performance Excellence Committee Charter

Motion to approve the Consent Agenda was made by Thomas Winkel and seconded by David Martin. Motion was approved.

#### **B. Presentation: Department of Labor**

*John Bailey, Interim Region 6 Administrator, U.S. Department of Labor and Latha Seshadri, Federal Project Officer, U.S. Department of Labor*

Interim Regional Administrator for the Department of Labor (DOL), John Bailey, addressed the Council. His remarks included a brief personal introduction, the noting that the DOL is working with private company Maher-Maher to provide a two-day intensive training to staff in Arizona, and a remark on how the DOL is attempting to become a “front-end” partner to the States. He also addressed an upcoming deadline for states to submit their State Plan modifications. Lastly, he relayed a message from the Arizona Job Corps regarding capacity at their Phoenix site.

#### **C. Presentation: Arizona Association of Workforce Developers**

*John Morales, Yuma Private Industry Council*

Mr. Morales provided a brief report to the Council regarding the AAWD’s recent meeting.

#### **D. Presentation: Maryvale Workforce Initiative Project**

*Keith Forte, Project Manager, Arizona Office of Economic Opportunity*

Mr. Forte presented regarding the Maryvale Workforce Initiative, an innovative collaboration that provides workforce development services to a specific under-employed area. He provided a brief background on the project and operational details.

##### **1. Vote to endorse the Maryvale Workforce Initiative Project**

A motion to endorse the Maryvale Workforce Initiative for possible expansion to other underserved areas throughout Arizona was made by Doug Yonko and seconded by Sheryl Hart. The motion was approved.

#### **E. Presentation: College Credit Pathway to a High School Equivalency Diploma**

*Sheryl Hart, Deputy Associate Superintendent, Arizona Department of Education, Adult Education Services*

Sheryl Hart of the Arizona Department of Education provided a presentation on the College Credit Pathway to a High School Equivalency Diploma (HSED). The College Credit pathway allows students who do not have a High School diploma to attend specific college courses and obtain a HSED upon completion. Ms. Hart emphasized that this pathway is not a shortcut to a diploma, but an alternative

option. Ms. Hart distinguished the difference between a GED® and a college credit pathway to an HSED diploma. The program is scheduled to begin in Summer 2018.

**F. Presentation: Arizona Management System (AMS) Update – Pinal Pilot Data**

*Michael Wisehart, Assistant Director, Arizona Department of Economic Security, Division of Employment & Rehabilitation Services (DERS)*

Mr. Wisehart provided a brief update of the AMS roll-out in the Pinal ARIZONA@WORK Job Center.

**G. Council Development: Requests for Information**

*Megan Rose, Director of Communications, Arizona Department of Administration*

Megan Rose of the Arizona Department of Administration urged Council Members to forward to her any media request or request for public records and have her review any possible response. She stated that Council members will be receiving a state email address to facilitate working with public records. In the intervening time, she suggested Council members may wish to include a subject line header, signature line or create a folder for all emails related to their efforts on behalf of the Workforce Arizona Council. Ms. Rose's contact information is: [megan.rose@azdoa.gov](mailto:megan.rose@azdoa.gov) or 602-542-1681.

**H. Approval of the State Plan Modifications**

*Gretchen Corey, Special Projects Manager, Office of Economic Opportunity*

Ms. Corey provided a brief report on the updates made to the State Plan that will be submitted to the DOL. Both she and Chair Grove expressed gratitude to those that worked on the State Plan modifications.

**1. Vote to approve the Updated Employer Measures**

Chair Grove indicated that the State Plan Task Force and Executive Committee had reviewed and recommended approval of the proposed Federal Employer Measures to replace the current ones. As to the Arizona Employer Measures, Chair Grove indicated that the State Plan Task Force and Executive Committee had recommended additional needed improvements, reflected in the proposed draft Arizona Employer Measures. After explanation and Council discussion of these proposed draft Arizona Employer Measures, the Council added clarifying language that the first Arizona Employer Measure should be changed to reflect the employee's start date rather than the acceptance date.

With this additional change, a motion to approve in the modified State Plan the following proposed federal and Arizona Employer Measures in place of the current ones was made by David Martin and seconded by Bill Terry:

**Federal Measures**

1. Retention: % of participants who exit and are employed with the same employer/business in the 2<sup>nd</sup> and 4<sup>th</sup> quarters after exit.
2. Employer Penetration Rate: % of businesses/employers using services out of all employers in the state

**State Measures**

1. Average number of days to fill job openings using ARIZONA@WORK staff assistance (measured from the employer's first contact requesting staff assistance filling a currently available job opening to the job seeker's start date, fulfilling the employer's job opening).

2. Percentage of employers who contacted an ARIZONA@WORK Job Center who confirm ARIZONA@WORK services assisted in identifying qualified job applicants (percentage will be derived from those employers providing a response)
3. Number of businesses whose worksites have been visited by an ARIZONA@WORK Business Services Representative  
The motion was approved.

**i. Vote to approve the State Plan Modifications**

The Council then considered the rest of the proposed State Plan modifications. A motion to approve the State Plan modifications was made by Thomas Winkel and seconded by Naomi Cramer. The motion was approved. Chair Grove noted that the Executive Overview of the State Plan would be updated to reflect the most significant modifications approved today.

**b. Committee Reports**

**1. Measuring Effectiveness**

Mr. Terry provided a brief report on the last meeting of the Measuring Effectiveness Committee.

**2. Performance Excellence**

Chair Grove announced that David Martin has been named the new Chair of the Performance Excellence Committee, and thanked Thomas Winkel for his tremendous prior leadership on the committee.

**a. Vote to approve ARIZONA@WORK Job Center Certifications**

*Gretchen Caraway, DERS Policy Administrator, Arizona Department of Economic Security, Division of Employment and Rehabilitation Services (DERS)*

Ms. Caraway provided a brief presentation on the one-stop job center certification process. She concluded with the Executive Committee's recommendations:

- Provisional approval for 11 local areas
- DES/DERS to address completion of Part II of the certification process with Nineteen Tribal Nations' local area
- DERS will work with local areas to provide technical assistance regarding business engagement
- Periodic updates to the Council through the Performance Excellence Committee on status

A motion to approve the committee's recommendation was made by Bill Terry and seconded by Naomi Cramer. The motion was approved.

**3. Quality Workforce**

In lieu of committee chair Mark Gaspers, Ms. Wilhelm provided a brief report on the Quality Workforce Committee's previous meeting.

**4. Strategic Communications and Partnerships**

Committee chair Cecilia Mata provided a report on the Strategic Communications and Partnerships Committee's previous meeting.

**a. Vote to approve updates to the Council Communication Plan**

Ms. Mata spoke briefly about changes to the Council's communication plan. A motion to approve the changes was made by David Martin and seconded by Thomas Winkel. The motion was approved.

**b. Vote to hold a statewide convening twice a year**

A motion to hold a statewide convening of workforce leaders up to twice a year was made by Sheryl Hart and seconded by Randall Gibb. The motion was approved.

**c. 2018 WAC Meeting Schedule**

- i. Thursday, May 31, 2018, 1:00 – 3:00 p.m.**  
Arizona State Capitol, 2<sup>nd</sup> Floor
- ii. Thursday, August 30, 2018, 1:00 – 3:00 p.m.**  
Arizona State Capitol, 2<sup>nd</sup> Floor
- iii. Thursday, November 29, 2018, 1:00 – 3:00 p.m.**  
Arizona State Capitol, 2<sup>nd</sup> Floor

**d. Council Member Remarks**

No additional remarks were offered.

**3. Adjournment**

A motion to adjourn was made by Doug Yonko and seconded by David Martin. The meeting was adjourned at 2:55 p.m.

### **Federal WIOA Employer Measures**

- |   |
|---|
| 1. Retention – Percentage of participants who exit and are employed with the same employer/business in the 2 <sup>nd</sup> and 4 <sup>th</sup> quarters after exit. |
| 2. Employer Penetration Rate: Percentage of employers using services out of all employers in the state.   |

### **Arizona State Employer Measures**

- |  |
|--|
| 1. Average number of days to fill job openings using ARIZONA@WORK staff assistance (measured from the employer's first contact requesting staff assistance filling a currently available job opening to the job seeker's start date, fulfilling the employer's job opening). |
| 2. Percentage of employers who contacted an ARIZONA@WORK Job Center who confirm ARIZONA@WORK services assisted in identifying qualified job applications (percentage will be derived from those employers providing a response).   |
| 3. Number of businesses whose worksites have been visited by an ARIZONA@WORK Business Services Representative.   |

# Maryvale Workforce Initiative Project

**Keith Forte**

Workforce Project Manager  
Office of Economic Opportunity



# Project Background

- Approximately 10% of all unemployed Arizonans live in the Maryvale Project area
  - Disproportionate poverty rate when compared to Maricopa County – 35% vs. 17%
  - 5% of states population but high reliance on public assistance programs
  - Access to transportation and low educational attainment contributing factors
- Leverage funding sources: WIOA funding, \$1.02 million in other grant funding to date
  - Currently confirmed an additional \$250K from Walmart with disbursement in July 2018
  - Additional grants being pursued with Maryvale residents as recipients of services
- Partners include:

Office of Economic Opportunity

Chicanos Por La Causa

Goodwill Of Northern and Central AZ

ARIZONA@WORK

Center for the Future of Arizona

ADOT



# Measuring Success Updates

- 3,321 new hires from July 1st 2017 – March 31st 2018
- Social Media Plan Launched in April 18' - 1 month prior to Career Fair
  - Combined over 450 “Likes”, 50+ “Shares” and 5k+ Facebook Live video views
  - Expanded our Social Media Partnership to include Grand Canyon University
- Maryvale Career Fair - 5/2/2018
  - 22 Employers and 306 Job Seekers Attended
  - 80% of attendees want to attend future events
  - 100% of employers want to attend future events
  - Built media relationships – Telemundo and ABC15



## Arizona OEO Workforce Initiatives: *Employer OnLine Feedback Sessions* *On Arizona's Employment Environment*



Douglas S. Griffen  
Founder and Director

Carl Lundblad  
Regional Director/Arizona



May 16-17, 2018

## Advanced Strategy Center

- Introduction to Advanced Strategy Center
  - *Advanced Strategy Lab*™ Tools/Implementations
- Arizona OEO Employer Feedback Sessions
  - Two sessions conducted online 5/16-17
  - 24 participants across the two sessions
  - Sessions were 90 minutes in length
    - Good cross-section of employer sizes/industries
    - Most were familiar with ARIZONA@WORK
    - Feedback on AZ employment, programs and BSR support
  - Sessions were well received (8.5 assessment)
  - TODAY: Open discussions and key themes...

# Advanced Strategy Center



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## Advanced Strategy Lab: *OnLine*

- The *Advanced Strategy Lab (ASL)* process is a proven consultative approach that blends electronic brainstorming with expert facilitation:

### Electronic Brainstorming

- Open text input
- Rapid pace/collection
- Issue/strategy identification

### Idea Categorization

- Principle themes
- Participant focus
- Headline style

### Electronic Survey

- Mix of question types
- Targeted feedback/input
- Demographic support

### Prioritization

- Rank order votes
- Allocation/assessment
- Alternative analysis

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## Advanced Strategy Lab: Delivery

*We deliver the Advanced Strategy Lab (ASL) Process in three key ways:*

- ✓ At the Advanced Strategy Center in Scottsdale, Arizona
- ✓ Via mobile laptop labs that can be taken to any client/planning location
- ✓ Via the internet with simultaneous voice and data for virtual sessions *globally*



ASU Cronkite Center (AZ)



Oxford University, UK



Caracas, Venezuela

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## OnLine Session Agenda

*Our Arizona employers represented a broad set of industries and company sizes and provided their input via two online facilitated sessions in May:*

- ✓ Background survey and industry alignment
- ✓ Business challenges today (where talent fits)
- ✓ Arizona's employment environment today
- ✓ Awareness and usage of AZ@WORK programs
- ✓ BSR interaction and desired relationship
- ✓ Entry level employee attributes for success
- ✓ What *disappoints* you with entry level candidates
- ✓ What entry level candidates are looking for from you
- ✓ Session feedback and key messages to AZ@WORK

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## Participant Background Survey

*Our Arizona Employers Represented a broad set of industries and company sizes and provided their input via two online facilitated sessions in May:*

- ✓ 54% private sector/46% public sector or education
- ✓ 10 different industries (Finance, HC, IT, Mfg, PS, etc.)
- ✓ 24% 1-10 employees, 28% 1000+ employees
- ✓ 80% headquartered in Arizona
- ✓ 68% currently on Business/Workforce Boards
- ✓ 40% serve urban base, 24% rural (rest were mix)

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## Challenges to Your Business

<i>What are the most significant issues/challenges facing your business today? (significance rating—top 6)</i>	Average
Finding highly qualified applicants for employment	8.0
Overall workforce development from recruiting to retention	7.3
Driving more efficiency in our operations/maintaining profit and margin	6.6
Direct competition from other companies for our employees/candidates	6.5
Knowledge transfer of skills/ideas within our organization	6.1
Customer acquisition/retention	6.0

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## Arizona's Employment Environment

*We asked our employers to assess the current employment environment in Arizona—what's working well and what's not*

- ✓ National attractiveness of Arizona as a state
- ✓ Net importer of population and job seekers
- ✓ Relatively low cost of living
- ✓ Climate/weather and active and outdoors activities/lifestyle
- ✓ Arizona as a Right to Work state
- ✓ Overall good freeway system and transportation options
- ✓ Strong efforts by regional/state/local authorities for skills focus
- ✓ Role of community colleges in aligning with workforce
- ✓ Highly skilled Veterans population
- ✓ Growing IT sector presence attracting skilled workforce
- ✓ Good state economy, competitive in attracting/growing business

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## Arizona's Employment Environment

*We asked our employers to assess the current employment environment in Arizona—what's working well and what's not*

- ✓ Education reputation and quality still below national average
- ✓ A growing economy means 'a war for talent'
- ✓ Finding entry level candidates compounded with mid-level need
- ✓ Wage expectations for out of state candidates not in line with AZ
- ✓ Lack of clear career pathing coming out of High School/College
- ✓ 'Disqualifying backgrounds' with many candidates (criminal...)
- ✓ An entitlement attitude with many entry level candidates
- ✓ Negative national perceptions still persist (border, industries, etc.)
- ✓ Many entry candidates not 'workforce ready'
- ✓ Higher education not well aligned with industry need
- ✓ Particularly acute skills in certain industries (healthcare and IT)

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## Arizona's Employment Environment

*From an employers point of view do the positives outweigh the negatives or the negatives outweigh the positives?*

<b>The positives somewhat outweigh the negatives</b>	<b>35 %</b>
<b>The positives far outweigh the negatives</b>	<b>30 %</b>
<b>The positives and negatives are fairly equal</b>	<b>20 %</b>
<b>The negatives somewhat outweigh the positives</b>	<b>10 %</b>
<b>The negatives far outweigh the positives</b>	<b>5 %</b>

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## Arizona's Employment Environment

- ✔ **POSITIVES FAR OUTWEIGH:** "Arizona is a great place to live and work and still highly attractive location for many people due to quality of life. The anticipated growth in AZ makes it a competitive labor market and ASU's focus on innovation will continue to draw in good future talent."
- ✔ **POSITIVES FAR OUTWEIGH:** "The strong economy drives increased competition for talent and thus a greater demand for effective programs to develop the needed talent. The employee population becomes stronger overall."
- ✔ **POSITIVES FAR OUTWEIGH:** "Phoenix is ideal for operations/technology to be based out of because of the location/cost of living/infrastructure."
- ✔ **FAIRLY EQUAL:** "While Arizona is a desirable place to live, have many amenities, and great culture, we still have a lack of experience as a whole. I find that we have to go out of state to find those individuals who meet the qualifications for those higher skill level positions."
- ✔ **NEGATIVES FAR OUTWEIGH:** "We have many jobs in our county that we can not fill."

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## Arizona's Employment Environment

*From an employers point of view has the environment  
Gotten better or worse in the last three years?*

<b>It has gotten better</b>	<b>70 %</b>
<b>It has stayed the same</b>	<b>15 %</b>
<b>It has gotten worse</b>	<b>15 %</b>

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## Arizona's Employment Environment

*Thinking about the next three years, are you optimistic  
or pessimistic about Arizona's employment environment?*

<b>I'm optimistic</b>	<b>65 %</b>
<b>Call me middle of the road right now</b>	<b>25 %</b>
<b>I'm pessimistic</b>	<b>10 %</b>

...a note of caution: while Arizona's employment environment may be improving and a more optimistic view is ahead, every other state and region is focus on the same thing: workforce.

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## ARIZONA@WORK Perceptions

*We asked our participants about their awareness and usage of ARIZONA@WORK programs and resources to assist them*

- 95% were aware of ARIZONA@WORK
- 85% has used ARIZONA@WORK in the past 3 years
- A broad range of programs/services were familiar to the participants
- 60% had used to fill job openings
- 50% had used to post openings
- ...but >50% were unfamiliar with access

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## Desired AZ@WORK Services

<i>What are the most important areas of support that ARIZONA@WORK could provide to your organization? (top 10)</i>	Average
Create a stronger pipeline of employment candidates	8.1
Highlight career opportunities for my company/industry	7.9
Overall soft skills training for candidates and entry level	7.8
More direct pathways for recruiting (tech schools, colleges, etc.)	7.6
A better network for experienced/mid-level talent	7.6
Communication skills 101 (verbal, written, project/presentation)	7.5
Skill matching/screening of candidates to the right entry level roles	7.4
Work with colleges/entry level candidates on 'workforce ready'	7.1
More data/trends on industry workforce directions	7.1
Support/placement for internship opportunities	6.9

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## Business Services Representatives

*We asked our employees about the kind of knowledge and relationship they are looking for from BSR's to support them*

- ☞ Know about my industry and some of the key business trends that are occurring
- ☞ Go through our website and learn the basics of our company
- ☞ Have a base knowledge about the kinds of skills needed to operate a company like ours
- ☞ Have a strong understanding of your overall services and the subset that you think I should consider
- ☞ Consider how your relationships with other companies like mine can be relevant

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## Ideal Relationship With AZ@WORK

*What would be the ideal interaction/relationship with ARIZONA @WORK when dealing with their people/services?*

- ☞ "They helped me **strategize and plan** for my future employment opportunities, provided great recommendations based on industry trends and supplied qualified candidates to fill open roles."
- ☞ "**Committed partnership** that supports our organization as well as how we can support AZ@Work to promote economic development."
- ☞ "Become **the resource that I would choose** to help me with whatever situation. Identify next steps to be taken (with timelines). Earn my trust in your ability to meet needs or solve problems."
- ☞ "**Knowledge of the industry and of my company** and have a clear understanding of the next steps."
- ☞ "The rep would be **prepared, consultative, and professional**, with data driven solutions to provide my business based on what our needs are."
- ☞ "More of **a partnership** with our company."

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## Entry Level Attributes for Success

<i>What are the skills, attributes or attitudes that are most important for entry level employees to develop or display? (top 10)</i>	Average
Excellent work habits (work ethic, dependable, thorough, good team member, etc.)	9.8
Positive attitude	9.5
Character (high integrity, trustworthy, strong values, etc.)	9.4
Critical thinking/problem solving skills	9.0
Self motivated	8.9
Strong communication skills	8.7
Ability to fit into our culture	8.4
Collaborative, works well within a team	8.3
Assertive, action oriented	7.9
A willingness to continue to learn (education focused)	7.4

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## What Disappoints You

*Thinking about entry level candidates what are you most disappointed with in terms of their skills or attitudes?*

- ☞ Lack of commitment;
- ☞ A sense of entitlement;
- ☞ Lack of preparation for the role/opportunity they are interviewing for;
- ☞ Some *really bad* life choices;
- ☞ If you are not on time for the interview...;
- ☞ Poor communication skills;
- ☞ Low self worth;
- ☞ Lack of commitment to the organization (they really don't care);
- ☞ More about them than the job;
- ☞ Not coachable;
- ☞ Unrealistic about compensation/benefits;
- ☞ Can't respond to situational questions;
- ☞ Speak poorly about other companies/job roles;
- ☞ Low energy levels.

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## What Entry Level Candidates Want

*Stepping back for a moment, what do you think qualified entry level candidates are looking for in a working environment?*

- ☞ A challenging environment where I can make a difference;
- ☞ A supportive environment where I feel welcomed and respected;
- ☞ A good onboarding process to help me understand the organization and the work;
- ☞ A great culture that supports the employees and values;
- ☞ The ability to have my voice heard, a collaborative environment;
- ☞ Flexible working environment, an acknowledgement of work/life balance;
- ☞ Upward mobility over time where I can grow and contribute back;
- ☞ A competitive total rewards package;
- ☞ A safe and healthy working environment;
- ☞ Steady and stable work, an enduring organization.

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## Veterans Support and Programs

*We found that this set of employers are highly aware of Veterans programs and are activating this pathway*

- ☞ Over a third are veterans themselves;
- ☞ 73% have a plan for integrating a 'veteran culture' in their business
- ☞ 78% know 'where to go' when dealing with veteran employment issues
- ☞ About 15% of their CEO's are veterans

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## The Messages From the Employers

*In our session feedback we asked employers what the ONE MESSAGE was to the ARIZONA @WORK leadership:*

- ✔ Create more communication opportunities with us;
- ✔ Work harder to get your message out to the companies;
- ✔ Make it easier to find out about and navigate your services;
- ✔ Keep sending us great candidates;
- ✔ Your training services are really important;
- ✔ Learn even more about the workforce trends in our industries.

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## Final Observations

*Our interactive sessions were well received and we greatly Appreciate their time/insights. A few final comments...*

- ✔ The employment environment in Arizona has improved in the last 3 years and most of the participants are optimistic that it will continue to improve in the future;
- ✔ ARIZONA@WORK is making a difference but must continue to develop consistent and compelling programs, influence the quality of our candidates and create long term partnerships with the companies;
- ✔ Our companies understand what the attributes are that will help an entry level candidate with career success—they just aren't seeing those attributes on a consistent basis;
- ✔ It's noisy out there in the market...ARIZONA@WORK will need to market and communicate its programs, its value and how to access its programs.
- ✔ Every state/region is in this game. Our promotion of Arizona as a great place to visit and live needs to include our promotion of a skilled workforce and a growing economy;
- ✔ Education needs to do more to align to the needs of the industries and to graduate more workforce ready students.

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DEPARTMENT OF ECONOMIC SECURITY

*Your Partner For A Stronger Arizona*



**Division of Employment and Rehabilitation Services- Workforce Innovation and Opportunity Act (WIOA) Title I**

**Local Workforce Development Area Allocations – PY18**

# Overview of WIOA Title I Funding



- Annual formula grant awarded by the Department of Labor (DOL) to States and outlying areas
- Three categories designated as separate programs under WIOA Title I:
  - Youth (YT)
  - Adult (AD)
  - Dislocated Worker (DW)
- Grant formula factors include:
  - Average number of unemployed individuals
  - Excess unemployed individuals
  - Disadvantaged youth/adults

# Comparison of PY17 vs. PY18

- Arizona's total PY18 allocation: **\$66,362,960**
  - YT and AD programs increased slightly
  - DW program decreased \$2.1 million

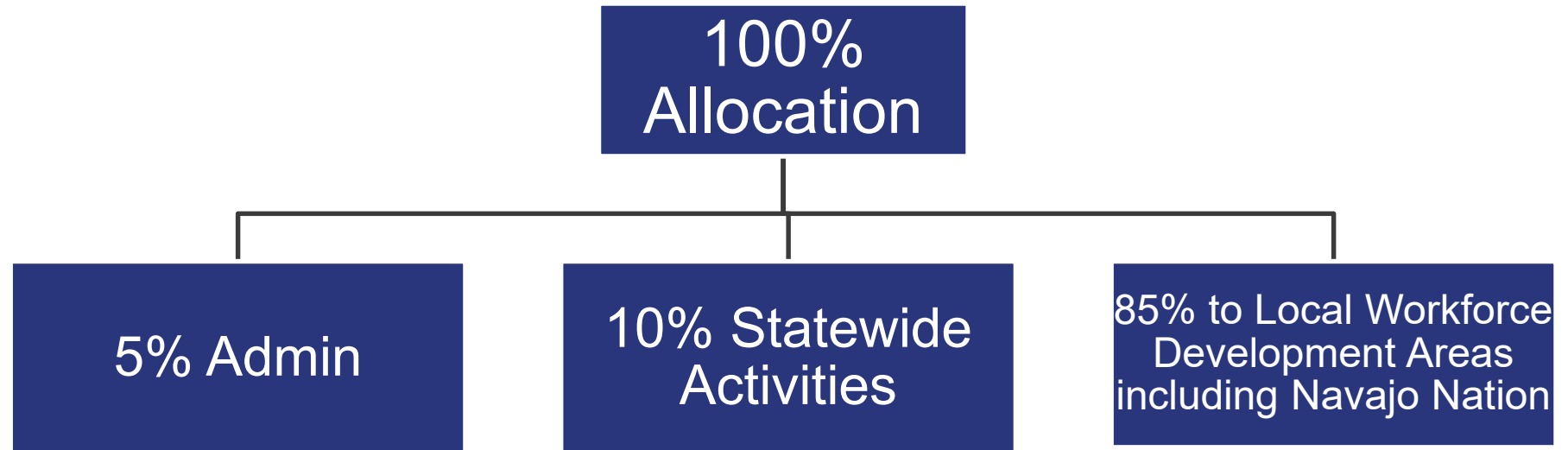
Funding Category	PY17	PY18	Increase/Decrease
Youth	\$22,039,635	\$22,132,740	0.42%
Adult	\$20,777,253	\$20,986,794	1.01%
Dislocated Worker	\$25,346,636	\$23,243,426	(8.30)%
Total	\$68,163,524	\$66,362,960	(2.64)%





# Distribution of Allocation

- Arizona's share of total WIOA Title I Funding is roughly 2.5%



# Allocation Methodology- AD & YT Funds

- Discretionary formula approved in the WIOA State Plan
  - At least 70% of funds allocated according to regulations
  - Remainder allocated by a formula incorporating factors related to:
    - Excess poverty in urban, rural and suburban areas
    - Excess unemployment above the State average in urban, rural and suburban local areas



# Allocation Methodology – DW Funds



- 100% of funds allocated using other data factors indicated by DOL, including:
  - Unemployment concentration
  - Long term unemployed
  - Declining industries
  - Unemployment data
- Rapid Response (RR) funds are a sub-set of DW, requiring the use of the same methodology
  - Arizona reserves 10% of DW funding for RR activities

# Hold Harmless Provisions

- “Hold Harmless/Stop Loss” requires a local area to receive an allocation percentage of at least 90% of the average allocation percentage of the past 2 years
  - Prevents drastic fluctuation in funding that may impact client services
  - Provision applied to all program allocations



# Allocation Options - Adult



LWDA	PY 17 Allocation	Formula	Increase/ (Decrease)	Option 1	Option 2	Option 3	Option 4	Option 5					
				70/30 1.00 EU	70/30 1.00 EP	70/30 0.50 EU 0.50 EP	70/30 0.75 EU 0.25 EP	70/30 0.25 EU 0.75 EP					
				Increase/ (Decrease)	Increase/ (Decrease)	Increase/ (Decrease)	Increase/ (Decrease)	Increase/ (Decrease)					
Apache/Navajo/Gila	\$320,129	\$294,731	-\$25,398	\$347,977	\$27,848	\$333,254	\$13,125	\$341,872	\$21,743	\$345,097	\$24,968	\$338,343	\$18,214
Cochise/Graham/Greenlee	\$496,511	\$490,234	-\$6,277	\$464,141	-\$32,370	\$517,432	\$20,921	\$487,751	-\$8,760	\$474,172	-\$22,339	\$502,613	\$6,102
Coconino	\$196,206	\$208,897	\$12,691	\$221,288	\$25,082	\$234,051	\$37,845	\$227,711	\$31,505	\$224,384	\$28,178	\$231,353	\$35,147
Maricopa	\$4,076,720	\$3,812,809	-\$263,911	\$3,844,354	-\$232,366	\$3,962,665	-\$114,055	\$3,900,134	-\$176,586	\$3,871,062	-\$205,658	\$3,931,955	-\$144,765
Mohave/LaPaz	\$725,651	\$728,636	\$2,985	\$682,930	-\$42,721	\$749,753	\$24,102	\$714,528	-\$11,123	\$698,064	-\$27,587	\$732,548	\$6,897
Navajo Nation	\$785,146	\$887,586	\$102,440	\$1,149,356	\$364,210	\$906,689	\$121,543	\$1,042,068	\$256,922	\$1,098,350	\$313,204	\$980,464	\$195,318
Phoenix, City of	\$3,593,404	\$3,474,124	-\$119,280	\$3,474,124	-\$119,280	\$3,474,124	-\$119,280	\$3,474,124	-\$119,280	\$3,474,124	-\$119,280	\$3,474,124	-\$119,280
Pima	\$2,052,758	\$1,973,681	-\$79,077	\$1,973,681	-\$79,077	\$2,023,077	-\$29,681	\$1,973,681	-\$79,077	\$1,973,681	-\$79,077	\$1,973,681	-\$79,077
Pinal	\$887,306	\$861,584	-\$25,722	\$861,584	-\$25,722	\$861,584	-\$25,722	\$861,584	-\$25,722	\$861,584	-\$25,722	\$861,584	-\$25,722
Santa Cruz	\$284,152	\$311,238	\$27,086	\$287,694	\$3,542	\$284,592	\$440	\$286,866	\$2,714	\$287,331	\$3,179	\$286,358	\$2,206
Tribal	\$1,049,952	\$1,188,985	\$139,033	\$1,152,902	\$102,950	\$1,253,028	\$203,076	\$1,203,751	\$153,799	\$1,177,436	\$127,484	\$1,232,554	\$182,602
Yavapai	\$458,969	\$440,214	-\$18,755	\$440,214	-\$18,755	\$440,214	-\$18,755	\$440,214	-\$18,755	\$440,214	-\$18,755	\$440,214	-\$18,755
Yuma	\$2,645,206	\$3,166,056	\$520,850	\$2,938,530	\$293,324	\$2,798,312	\$153,106	\$2,884,491	\$239,285	\$2,913,276	\$268,070	\$2,852,984	\$207,778
Distribution 85%	\$17,572,110	\$17,838,775	\$266,665	\$17,838,775	\$266,665	\$17,838,775	\$266,665	\$17,838,775	\$266,665	\$17,838,775	\$266,665	\$17,838,775	\$266,665
Total Funds	\$20,673,071	\$20,986,794	\$313,723	\$20,986,794	\$313,723	\$20,986,794	\$313,723	\$20,986,794	\$313,723	\$20,986,794	\$313,723	\$20,986,794	\$313,723

Formula = 1/3 ASU; 1/3 EU; 1/3 ED

ASU -- Local area relative share of total unemployed in Areas of Substantial Unemployment (ASU) (average 12 months ending 6/30/17)

EU -- Local area relative share of Excess Unemployed (EU) (average 12 months ending 6/30/17)

ED -- Local area relative share of Economically Disadvantaged (ED) Adults age 22 to 72 (American Community Survey (ACS) data 2011-2015).

EU -- Excess Unemployed Concentration; EP -- Excess Poverty Concentration

HH -- Hold Harmless No Stop/Gain Provision

Prepared by the Office of Economic Opportunity, May 22, 2018





# Allocations Options- DW-Rapid Response



		Option 1	Option 2	Option 3	Option 4	Option 5	Option 6						
Unemployment Concentration		80%	50%	5%	1%	10%	10%						
Long term Unemployed		5%	1%	5%	1%	10%	10%						
Declining Industries		10%	48%	80%	95%	60%	20%						
Employment		5%	1%	10%	3%	20%	60%						
LWDA Allocation Amounts	PY2017	Increase/	Increase/	Increase/	Increase/	Increase/	Increase/						
	Allocation	(Decrease)	(Decrease)	(Decrease)	(Decrease)	(Decrease)	(Decrease)						
Apache/Navajo/Gila	\$33,898	\$31,715	-\$2,183	\$34,116	\$218	\$35,239	\$1,341	\$35,292	\$1,393	\$35,164	\$1,266	\$34,010	\$111
Cochise/Greenlee/Graham	\$95,729	\$87,494	-\$8,235	\$87,839	-\$7,890	\$100,352	\$4,623	\$103,794	\$8,065	\$93,598	-\$2,130	\$87,494	-\$8,235
Coconino County	\$35,998	\$35,133	-\$864	\$39,220	\$3,222	\$39,835	\$3,837	\$39,790	\$3,792	\$40,025	\$4,027	\$38,285	\$2,287
Maricopa Cty	\$773,461	\$640,469	-\$132,992	\$633,005	-\$140,456	\$633,005	-\$140,456	\$633,005	-\$140,456	\$633,005	-\$140,456	\$688,232	-\$85,228
Mohave/La Paz	\$52,802	\$62,610	\$9,808	\$63,492	\$10,690	\$61,034	\$8,232	\$60,738	\$7,936	\$61,712	\$8,910	\$58,791	\$5,989
Navajo Nation	\$51,335	\$55,847	\$4,513	\$64,170	\$12,835	\$64,127	\$12,793	\$65,384	\$14,049	\$61,611	\$10,276	\$48,883	-\$2,452
Phoenix, City of	\$483,264	\$423,333	-\$59,931	\$399,268	-\$83,997	\$399,268	-\$83,997	\$399,268	-\$83,997	\$399,268	-\$83,997	\$436,560	-\$46,704
Pima County	\$349,464	\$278,889	-\$70,575	\$326,609	-\$22,856	\$343,660	-\$5,804	\$346,387	-\$3,078	\$338,878	-\$10,587	\$309,874	-\$39,590
Pinal County	\$99,147	\$99,004	-\$143	\$111,545	\$12,398	\$114,083	\$14,936	\$114,057	\$14,910	\$114,378	\$15,231	\$107,096	\$7,949
Santa Cruz County	\$26,736	\$24,548	-\$2,188	\$25,983	-\$753	\$26,022	-\$714	\$26,273	-\$464	\$25,473	-\$1,263	\$23,555	-\$3,181
Tribal Consortium	\$65,321	\$82,300	\$16,979	\$79,274	\$13,954	\$73,013	\$7,692	\$73,336	\$8,015	\$72,265	\$6,944	\$61,330	-\$3,991
Yavapai County	\$57,628	\$60,076	\$2,449	\$69,704	\$12,077	\$71,638	\$14,010	\$71,675	\$14,048	\$71,759	\$14,131	\$66,532	\$8,904
Yuma County	\$144,977	\$210,490	\$65,513	\$157,684	\$12,707	\$130,633	-\$14,344	\$122,912	-\$22,065	\$144,773	-\$204	\$131,267	-\$13,710
State Holdback	\$252,195	\$232,434	-\$19,761	\$232,434	-\$19,761	\$232,434	-\$19,761	\$232,434	-\$19,761	\$232,434	-\$19,761	\$232,434	-\$19,761
Distribution 10%	\$2,521,954	\$2,324,343	-\$197,612	\$2,324,343	-\$197,612	\$2,324,343	-\$197,612	\$2,324,343	-\$197,612	\$2,324,343	-\$197,612	\$2,324,343	-\$197,612
Total Funds	\$25,219,541	\$23,243,426	-\$1,976,115	\$23,243,426	-\$1,976,115	\$23,243,426	-\$1,976,115	\$23,243,426	-\$1,976,115	\$23,243,426	-\$1,976,115	\$23,243,426	-\$1,976,115

*\*Rapid Response allocation option must be the same as the option selected for the DW allocation*



