



Innovative Workforce Solutions

YUMA COUNTY WORKFORCE DEVELOPMENT BOARD

Regular Meeting
Martin Luther King Center
300 S. 13th Avenue, Yuma, AZ 85364
January 8, 2020

MINUTES

I. CALL MEETING TO ORDER

Maria Chavoya called the meeting to order at 9:03 a.m.

II. PLEDGE OF ALLEGIANCE

Maria Chavoya led the Pledge of Allegiance.

III. ROLL CALL

The roll was called, and those present and absent were:

| Members Present | Members Absent |
|------------------------------|----------------------------|
| 1. Valentin Casillas (Phone) | 1. Judith Castro (Excused) |
| 2. Maria Chavoya | 2. Jesus Garcia |
| 3. Daniel Corr (Phone) | 3. Charles Grube |
| 4. Kevin Imes | 4. Delbert Hawk |
| 5. Marisol Kelland | 5. Wayne Rooks (Excused) |
| 6. Gregory LaVann | 6. Tracy Shultz |
| 7. Samuel G. Loveless | |
| 8. Steven M. Miller | |
| 9. Douglas A. Pancrazi | |
| 10. Diane Poirot | |
| 11. Maria Vasquez | |
| 12. Antonio Zuniga (Phone) | |

Thereby a quorum was established.

Guests (From Sign-in list)

Gary Gammel, YPIC
Martha Camacho, YPIC
Patrick Goetz, YPIC
Elizabeth Arturi, AWC
Martha Espinoza, AWC
Susan Thorpe, Yuma County
Shavon Knox, YPIC
Veronica Zuniga, RESCARE

Nidia Herrera, YPIC
Beatriz Aguilar, YPIC

Angela Logan, O.C Johnson School
Moises Pimentel, RESCARE
Christine Eaves, RESCARE
Sam Mendoza, YPIC
Elizabeth Canela, Yuma County
Lorena Zaragoza, RESCARE
Alicia Huizar, YPIC
Adriana McBride, YPIC

IV. *CALL TO THE PUBLIC

Angela Logan, O.C. Johnson Elementary School Principal informed the Board that two years ago the school became the first community school in Yuma and the first elementary community school in the state of Arizona. A community school is a school that brings resources to families; families can go to the school and receive the resources they need to become successful. Angela Logan also informed that the past year they received a grant from National Center for Family Learning and provided funding for 25 families to receive adult education and parent education. Veronica Zuniga with ARIZONA@WORK has been presenting and will continue to arrange presentations for families. Angela Logan thanked ARIZONA@WORK for the partnership.

Maria Chavoya thanked Angela Logan for the amazing work that is being done with the children and families.

V. COMMUNITY PARTNER REPORT

The Community Partner report was not provided.

VI. DISCUSSION AND ACTION ITEMS:

A. Approval of the Consent Agenda

1. Approval of Minutes (November 13, 2019 and December 4, 2019)

Maria Chavoya asked for a motion to approve the Consent Agenda.

Steven M. Miller made a motion to approve the Consent Agenda; Seconded by Gregory LaVann. The motion was approved unanimously.

VOICE VOTE: 11-0

B. Discussion Action Items

1. Youth Committee Chair

Maria Chavoya asked for a motion to approve Mr. Kevin Imes as the Chair for the Youth Committee.

Samuel G. Loveless made a motion to approve Mr. Kevin Imes as the Chair for the Youth Committee; Seconded by Gregory LaVann.

VOICE VOTE: 10-0

Mr. Kevin Imes abstained from voting.

Maria Chavoya thanked Mr. Imes for accepting the position.

2. Youth Committee Members

Maria Chavoya asked for a motion to approve the appointment of the following members to the Youth Committee.

- John Edmunson
- Jesse Figueroa
- San Juana Macias
- Arturo Morales
- Ann Jeanette Mosqueda
- Lowell Perry
- Denise D. Loera

Kevin Imes informed the Board that Denise D. Loera is a youth member.

Steven M. Miller made a motion to approve the appointment of the members listed above to the Youth Committee; Seconded by Marisol Kelland.

VOICE VOTE: 11-0

3. Executive Director Position Update

Steven M. Miller reminded the Board that last month there was an Executive Session to discuss the Executive Directors position. The consensus from the Executive Session was to appoint Nidia Herrera as the Executive Director due to all her actions and have proven herself to be a capable candidate for this position.

Steven M. Miller made a motion to approve Nidia Herrera as the Executive Director; Seconded by Kevin Imes.

Diane Poirot asked if the recommendation will be on the same terms. Maria Chavoya replied yes.

VOICE VOTE: 11-0

Maria Chavoya thanked Nidia Herrera for agreeing to accept the position and continue the stability with the help of the Yuma County Administrator, Susan Thorp. Maria Chavoya thanked the members that brought in their annual forms signed. Board members have offered classes and courses that Nidia Herrera will need to take in order to make her a more successful director. Maria Chavoya gave kudos to staff and Nidia Herrera for the hard work and is

looking forward to a great year.

Nidia Herrera thanked the Board for the opportunity and is looking forward to continue working with the community and service providers.

VII. DIRECTORS REPORT

Interim Executive Director, Nidia Herrera presented a PowerPoint. The PowerPoint is attached.

- Engagement Liaison position will close January 17, 2020.
- Receptionist/Resource Clerk position will open this Friday or Monday.
- 16 Youth Director applications have been turned in, an email will be sent out to the Youth Committee Chair and the Executive Committee members to check availability of members for a proposed meeting on January 17, 2020 to review applications. Youth Director will report to the Board therefore the Board will review and interview the candidates.
- Samuel G. Loveless asked, what happens if the numbers are not met. Nidia Herrera replied that the numbers are usually met or exceeded but if for some reason they are not met it would be under corrective action and if the agency does not meet the numbers two consecutive years the agency would be reorganized.

VIII. PRESENTATION AND INFORMATION ITEMS:

1. Business Services/Rapid Response

- Patrick Goetz, Employer Engagement Officer/Rapid Response Coordinator presented a PowerPoint on Business Services and Rapid Response Update. The PowerPoint is attached.
- Gregory LaVann asked if the individuals must be residents of Arizona to go thru the program. Patrick responded, as long as they are legal to work in the United States there should be no problem.
- Maria Chavoya asked if the Business Services team can find out if Michaels will be hiring more employees and if they will be moving location.

2. Youth Recruitment

- Nidia Herrera presented the Youth Recruitment information under Directors Report.

3. Financial Status

- Martha Camacho, Accounting Manager presented the financial status.
- As of November 30, 2019, 37% of the budget has been spent at 42% of the year.
- Operated expenses are on track.
- A Finance and Personnel Committee meeting will be held to discuss ideas that senior management has to spend the carry over.
- Kevin Imes asked, is there a cap on how much money can be carried over. Martha Camacho replied, a contract is received from the State every year

and they have two years to spend the carry over.

IX. WDB MEETING SCHEDULE

A. Proposed Next Meeting Date: Wednesday, February 12, 2020 at 9:00 a.m. at the Martin Luther King Center located at 300 S. 13th Avenue, Yuma, AZ.

X. OTHER INFORMATION AND/OR COMMITTEE REPORTS

A. Economic Development Issues, Report

Gregory LaVann reported;

- On January 21, 2020, Governor Doug Ducey will be in Yuma to discuss State of the State.
- A graph was presented by Gregory LaVann. Graph is attached.
- Greater Yuma Economic Development Corporation will be working with rural partners around the state to build a consensus on what our state needs and then take it to state level and discuss with the leaders of the state. Greater Yuma Economic Development Corporation may reach out to all partners from the hospital, Southwest Technical Education District of Yuma, colleges and ARIZONA@WORK to get support letters and possibly attend meetings.
- Mr. LaVann informed the Board that Northwestern Industries was recently sold to Glasswerks Company from Los Angeles and the company has increased every employees wage by \$2.00 an hour and has plans to expand the building and create more jobs.

B. Educational Opportunity Center Charter High School Board, Report

Steven M. Miller reported;

- Enrollment is at 106 out of 110
- Attendance is at 91%
- Budget is at 44%, and is at 50% of the school year.

C. Southwest Technical Education District of Yuma (STEDY), Report

Kevin Imes reported;

- Mr. Imes invited the Board to attend a meeting “Why CTE Matters” on Tuesday, February, 4, 2020 at 10 a.m. at Arizona Western College. Flyer is attached. It is open to the public at no cost; this will motivate attendees to help youth enroll in CTE to earn certifications to help support economic development.
- Daniel Corr encouraged the Board to attend the Arizona State Board of Education Board meeting in Yuma, AZ at Arizona Western College at 10 a.m.
- Mr. Imes encourage all the community to attend the Arizona State Board of Education Board meeting so that everyone can understand and see what the Arizona State Board of Education Board does.

XI. GOOD OF THE ORDER

Maria Chavoya reminded the Board to sign and turn in the Workforce Development Board Annual Forms.

Susan Thorpe informed the Board that the Yuma County Workforce Development Board has one remaining vacancy. Susan asked if anyone new of an individual to please let her know; contact will be made with the individual to verify if interested and see if they qualify to be part of the Board. Must be a business member that has Executive Authority and hiring authority for their organization in the following industries:

- Food Technology, Agribusiness
- Aviation or Defense Testing
- Manufacturing
- Healthcare Logistics
- Transportation
- Renewable Energy or Construction

Steven M. Miller informed the Board that there will be a Board meeting in February to discuss the proposed water transfer and also asked the members if they had time to please attend the meeting. Mr. LaVann added that the deadline to send out a notice to the Arizona Department of Water Resources to oppose the water reallocation from La Paz is January 15, 2020.

XII. ADJOURNMENT

Maria Chavoya called for a motion to adjourn the meeting. A motion was made by Steven M. Miller; Seconded by Marisol Kelland. The motion carried.

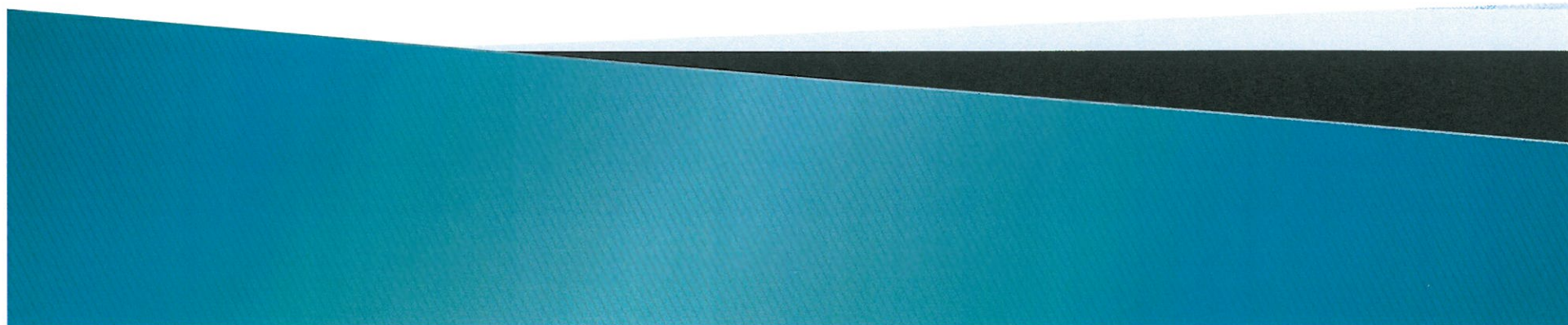
The meeting adjourned at 10:22 a.m.

VOICE VOTE: 11-0

Respectfully submitted by Beatriz Aguilar, Clerk of the Board.

Interim Executive Director Report

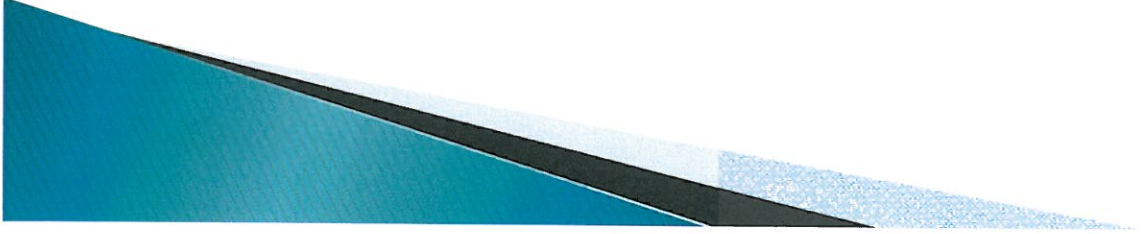
January 8, 2020




Director's Community Activities & Events: November 2019

- ▶ 11/05/19: Yuma Executive Association (YEA) Meeting
 - ▶ 11/06/19: Yuma Co Library Meeting - Andrew Zollman
 - ▶ 11/06/19: Yuma Co Training: Performance Evaluation
 - ▶ 11/09/19: Wellton 5K Diabetes Run
 - ▶ 11/12/19: AWC Career Expo
 - ▶ 11/12/19: STEDY Meeting - Kevin Imes
 - ▶ 11/14/19: Chamber Breakfast
 - ▶ 11/14/19: DOL - Recruitment in San Luis
 - ▶ 11/14/19: Youth Committee Meeting - Orientation
 - ▶ 11/15/19: AWC Strategic Planning - Horizon Symposium 2019
 - ▶ 11/18/19: Yuma Co BOS Meeting - Approval of Bylaws, Agreement & Conflict of Interest
 - ▶ 11/19/19: Yu County Juvenile Court Meeting - Leo Mendez
 - ▶ 11/19/19: State Performance Excellent Meeting
 - ▶ 11/26/19: DES Meeting - Tim Tucker (MSFW Partnership)
- 

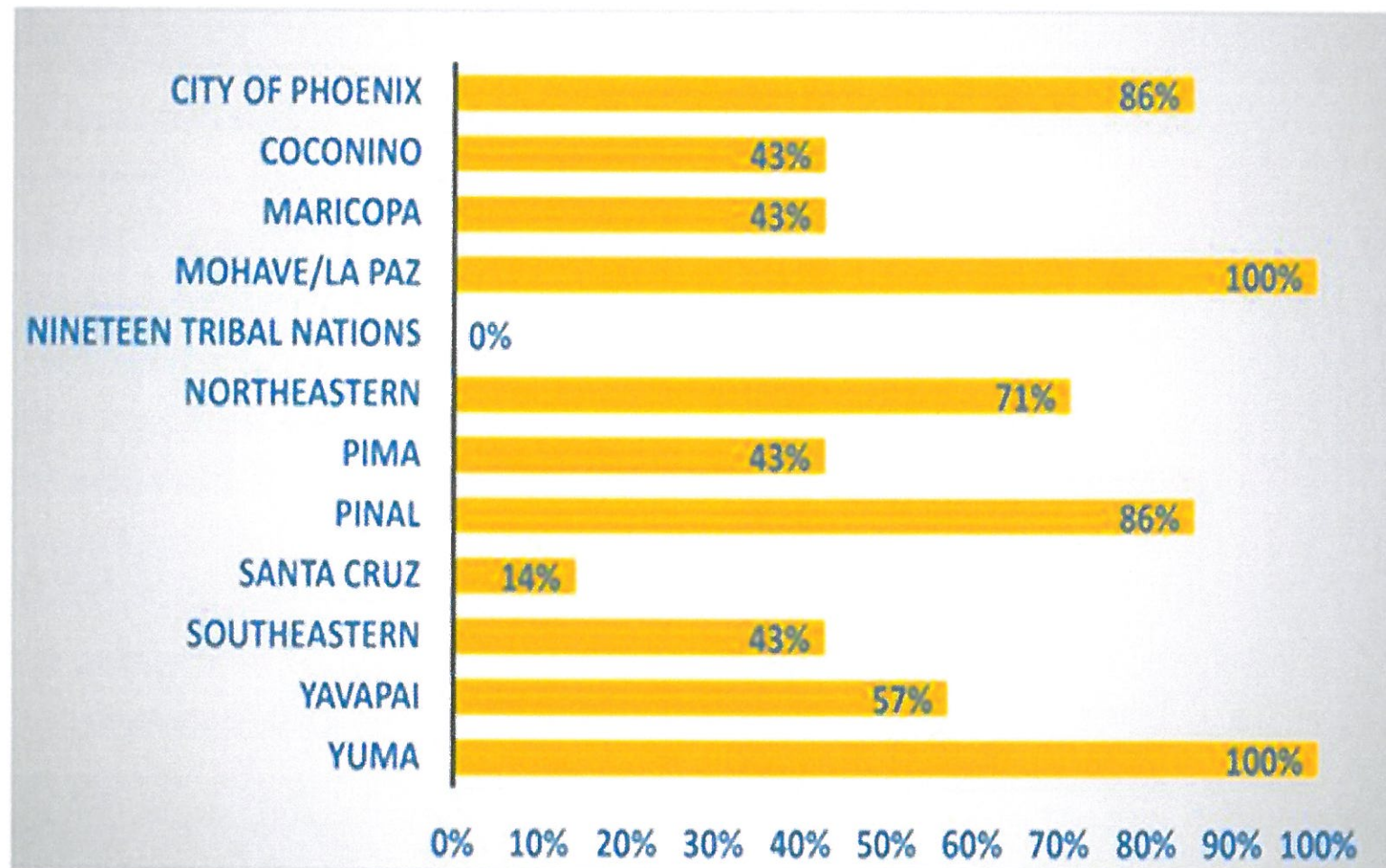
Director's Community Activities & Events: December 2019

- ▶ 12/02/19: WIOA Training & Performance Conference (12/2 -12/5)
 - ▶ 12/04/19: AZ Workforce Association (AWA) – Director's Meeting
 - ▶ 12/04/19: Workforce Arizona Council (WAC) Meeting
 - ▶ 12/06/19: Yuma Co San Luis Library Meeting – Megan Baird
 - ▶ 12/10/19: Spectrum Meeting – Youth Advertisement
 - ▶ 12/11/19: ResCare Meeting – Contract Amendment
 - ▶ 12/12/19: Chamber – Breakfast
 - ▶ 12/12/19: City of San Luis – Lights Parade
 - ▶ 12/17/19: City of San Luis Meeting – Jenny Torres
 - ▶ 12/17/19: Yuma Co Somerton Library Meeting–Frances Murrietta
 - ▶ 12/17/19: State Operational Meeting – Karen Hunter Nelson
 - ▶ 12/18/19: Yuma Co Administration Meeting – Susan Thorpe
- 

Yuma County Re-Certification Approved – December 4, 2019

| Documents | Status |
|--|--|
| <ul style="list-style-type: none">• Organizational Chart• State Plan Modification• Bylaws• Local Agreement• Conflict of Interest• Youth Agreement-MOU | <p>State Approved</p>  |

Percent of All Recertification Requirements Completed By LWDB




Action Items & Upcoming Projects

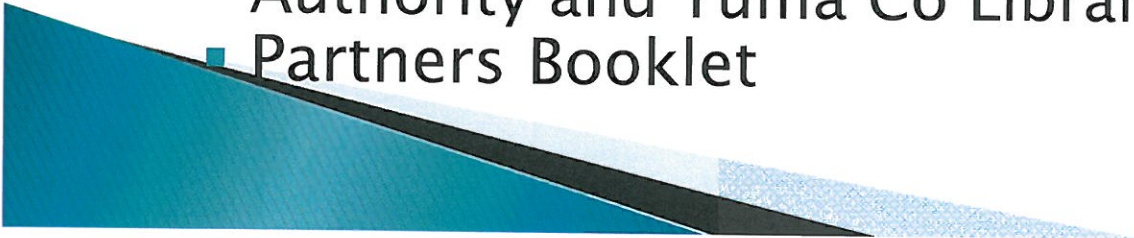
- ▶ **Quarterly Services Provider Meeting:**
 - ❖ Scheduled January 14th & January 15th
 - ❖ (AWC, PPEP, ResCare, Youth Services)
- ▶ **Arizona Complete Health Training (QPR Suicide Prevention):** Youth Staff, Service Providers & Core Partners scheduled for February 25, 2020.
- ▶ **Yuma County Training:** County trainings made available to our staff
- ▶ **LWDB Vacant Positions:**
 - ❖ Engagement Liaison & Receptionist/Resource Clerk
- ▶ **South County – Outreach:**
 - ❖ San Luis & Somerton Library – Megan Baird & Frances Murrietta
 - ❖ City of San Luis – Jenny Torres
 - ❖ Chamber of Commerce – John Courtis **“South County Business Resource Center”**
 - Chamber of Commerce
 - GYEDC
 - ARIZONA@WORK



Action Items & Upcoming Projects Cont.

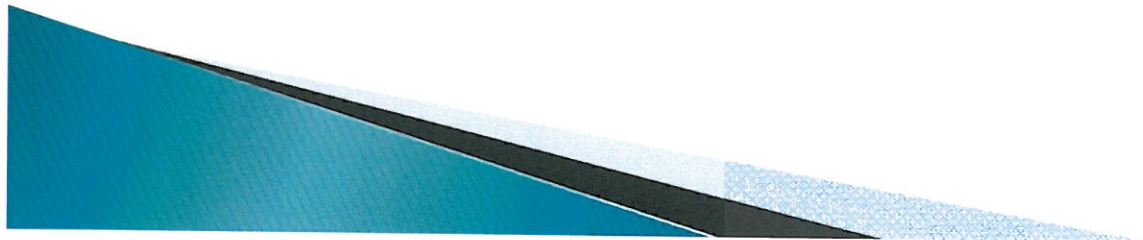
- ▶ **LWDB Vacant Positions:**
 - ❖ Youth Director
 - ▶ **Youth Standing Committee:**
 - ❖ Kevin Imes (Chair)
 - ❖ 6- Members selected + 1 youth participant
 - ❖ January 31, 2020 -First Meeting (MLK)
 - ▶ **Youth Staff Analysis** (RFV-Request for Vendor)
 - ▶ **Youth In-School Enrollments:** 40 Students (High Schools, EOC-Charter, Aztec & Juvenile Court)
 - ▶ **Youth Recruitment Efforts:**
 - ❖ Spectrum Advertisement (Targets - Popular Sites for Youth)
 - ❖ Attend Community Events
- 

State Program Monitoring Results PY 19

- ▶ Onsite Review: November 18th – 22nd
 - ▶ 21 Files Selected (7-Adult, 7-Dislocated Worker & 7-Youth)
 - ▶ No Disallowed Cost
 - ▶ 2 Errors:
 - (1) Data Entry Service (State Reporting System)
 - (1) Support Service not Documented
 - ▶ Best Practices Identified:
 - Job Fair: 17 Partnerships
 - Multiple Access Points for Adults: OC Johnson School, Adult Probation, City of Yuma-Housing Authority and Yuma Co Libraries
 - Partners Booklet
- 

Performance PY' 19 (July 2019 -Dec 2019) Dislocated Workers

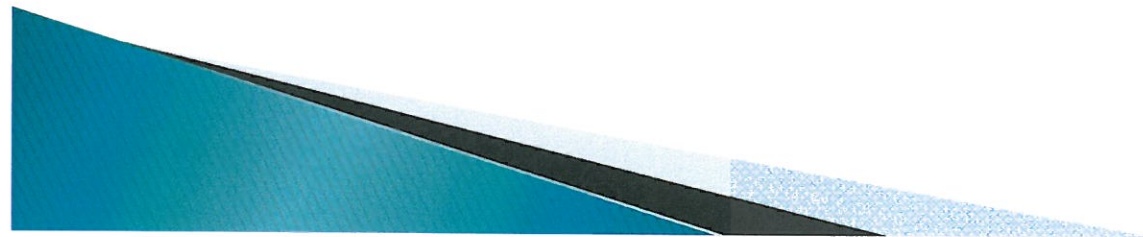
| Employment Rate (Q2) (Cohort Period: 07/01/2018 - 06/30/2019) | | Employment Rate (Q4) (Cohort Period: 01/01/2018 - 12/31/2018) | | Median Earnings (Cohort Period: 07/01/2018 - 06/30/2019) | Credential Rate (Cohort Period: 01/01/2018 - 12/31/2018) | | Measurable Skill Gains (Cohort Period: 07/01/2019 - 06/30/2020) | |
|--|---------|--|---------|--|--|---------|---|---------|
| | Rate | | Rate | Earnings | | Rate | | Rate |
| | 77.50% | | 72.00% | \$6900.00 | | 57.80% | | NA |
| <u>33</u> | 64.71 % | <u>30</u> | 56.60 % | <u>\$5713.24</u> | <u>7</u> | 63.64 % | <u>2</u> | 33.33 % |
| <u>51</u> | | <u>53</u> | | | <u>11</u> | | <u>6</u> | |



Performance PY' 19 (July 2019 - Dec 2019)

Adults

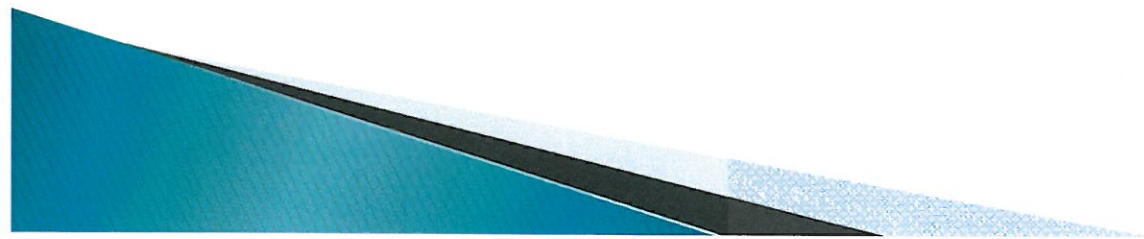
| Employment Rate (Q2) (Cohort Period: 07/01/2018 - 06/30/2019) | | Employment Rate (Q4) (Cohort Period: 01/01/2018 - 12/31/2018) | | Median Earnings (Cohort Period: 07/01/2018 - 06/30/2019) | Credential Rate (Cohort Period: 01/01/2018 - 12/31/2018) | | Measurable Skill Gains (Cohort Period: 07/01/2019 - 06/30/2020) | |
|--|---------|--|---------|--|--|---------|---|---------|
| | Rate | | Rate | Earnings | | Rate | | Rate |
| | 74.00% | | 67.00% | \$5500.00 | | 66.00% | | NA |
| <u>222</u> | 59.84 % | <u>196</u> | 56.65 % | <u>\$5495.09</u> | <u>40</u> | 83.33 % | <u>20</u> | 33.33 % |
| <u>371</u> | | <u>346</u> | | | <u>48</u> | | <u>60</u> | |



Performance PY' 19 (July 2019 - Dec 2019)

Youth

| Placement Rate (Q2) (Cohort Period: 07/01/2018 - 06/30/2019) | | Placement Rate (Q4) (Cohort Period: 01/01/2018 - 12/31/2018) | | Median Earnings (Cohort Period: 07/01/2018 - 06/30/2019) | Credential Rate (Cohort Period: 01/01/2018 - 12/31/2018) | | Measurable Skill Gains (Cohort Period: 07/01/2019 - 06/30/2020) | |
|---|---------|---|---------|--|--|---------|---|---------|
| | Rate | | Rate | Earnings | | Rate | | Rate |
| | 68.50% | | 66.00% | NA | | 54.00% | | NA |
| <u>115</u> | 64.61 % | <u>121</u> | 63.35 % | <u>\$4592.80</u> | <u>125</u> | 71.02 % | <u>41</u> | 36.94 % |
| <u>178</u> | | <u>191</u> | | | <u>176</u> | | <u>111</u> | |



BUSINESS SERVICES & EMPLOYER ENGAGEMENT

Patrick Goetz



ARIZONA @ WORK™

YUMA COUNTY



ARIZONA@WORK Activity

Yuma County

2019

| | October | November | December | YTD |
|-------------------------|--------------|--------------|--------------|---------------------|
| Yuma CRC/EOC | 487 | 343 | 364 | 6,648 |
| MLK/Youth Services | 270 | 288 | 310 | 4,347 |
| ES - Yuma | 2,336 | 646 | 597 | 23,484 |
| ES - San Luis | 736 | 499 | 463 | 9,066 |
| Virtual Contacts | 242 | 217 | 183 | 3,488 |
| <hr/> | | | | |
| | 4,071 | 1,993 | 1,917 | Total 47,033 |

2015 Total: 35,666

2017 Total: 34,341

2019 Total: 47,033

2016 Total: 28,643

2018 Total: 44,613

REFERRAL AND PLACEMENT REPORT

Information on the number of job orders taken and the related number of job openings; referrals and placements made, including those made for veterans; and the number of job developments

| | Job Orders | | | Job Openings | Referrals | Placements | Job Developments |
|--|------------------|----------------|---------------|---------------|--------------|--------------|------------------|
| | Employer Managed | Staff Assisted | All | | | | |
| City of Phoenix, Phoenix Workforce Connection | 25,739 | 299 | 26,038 | 29,805 | 464 | 418 | 0 |
| Coconino County Career Center | 878 | 140 | 1,018 | 1,085 | 102 | 99 | 0 |
| Maricopa County, Maricopa Workforce Connections | 15,107 | 319 | 15,426 | 17,322 | 404 | 820 | 1 |
| Mohave-LaPaz Local Workforce Investment Board | 890 | 349 | 1,239 | 1,557 | 99 | 100 | 0 |
| Northeastern Arizona Innovative Workforce Solution | 598 | 41 | 639 | 756 | 30 | 112 | 0 |
| Pima County Workforce Investment Board | 8,707 | 132 | 8,839 | 10,031 | 1,026 | 638 | 0 |
| Pinal Workforce Development Board (PWDB) | 824 | 22 | 846 | 1,066 | 111 | 105 | 0 |
| Santa Cruz County One Stop Career Center | 106 | 18 | 124 | 178 | 183 | 213 | 0 |
| Southeastern Arizona Workforce Connection | 627 | 28 | 655 | 772 | 130 | 149 | 0 |
| Yavapai County Less | 1,025 | 141 | 1,166 | 1,276 | 488 | 97 | 0 |
| Yuma County Workforce Investment Board | 859 | 94 | 953 | 2,200 | 1,398 | 808 | 0 |
| Total | 55,360 | 1,583 | 56,943 | 66,048 | 4,435 | 3,559 | 1 |

REPORT CRITERIA

Aggregated by Local area
 Activity from 2019-11-01 to 2019-12-31
 Report ran in 6.533 seconds.

Community Engagement Activities

- State Prison Reentry Presentation (Continuous)  
- Chamber of Commerce Board Meeting (Continuous) 
- Monthly Article in the Chamber **YUMABIZ**
- Yuma Executive Association Breakfast (YEA) (Continuous) 
- Investing in Manufacturing Communities Partnership Mtg. (Continuous)
- ARIZONA@WORK Communications Team Mtg. (Continuous) 
- California Department of Corrections Recruitment 11/13/19 
- Dole Recruitment 11/14/19 
- Investing in Manufacturing Partnership 11/18/19 
- MLK Thanksgiving Neighborhood Feast 11/28/19 
- Meeting with Imperial County Workforce Board 12/3/19 
- Farmworker Health & Information Fair 12/7/19 
- Yuma Veterans Home Recruitment 12/4/19 
- Somerton Tamale Festival 12/21/19 

Scheduled Community Engagement Activities

- Business Services Partner Meeting
- Imperial County Workforce Director Visit 1/13/19
- South County Business Resource Center
- YPG Safety & Wellness Expo 2/4/20



Yuma County Business Services Team

- Achieve Human Services 
- Adult Literacy Plus 
- ARIZONA@WORK (YPIC) 
- Arizona Western College (AWC) 
- Employment Service 
- Goodwill of Central and Northern Arizona 
- Greater Yuma Economic Development Corporation (GYEDC) 
- Housing Authority of the City of Yuma 
- Linkages 
- Marine Corps Air Station (MCAS) 
- Portable Practical Educational Preparation Inc. (PPEP) 
- Quechan Workforce Development 
- Southwest Technical Education District of Yuma (STEDY) 
- Veterans Services 
- Vocational Rehabilitation Services 
- Yuma Proving Ground (YPG) 
- Yuma County Library District 

Annual North End Thanksgiving Feast

460 dinners served and 14 home delivery with a total of 55 plates.

Sponsored by: Thanksgiving Dinner Committee, YPIC, City of Yuma Neighborhood Services, Yuma Young Marines, Agua Viva, Church for the City, Yuma Crossing Rotary Club, G.W. Carver Food & Nutrition, and the American Legion Post #56



<https://kvma.com/video/local/2019/11/28/16th-annual-north-end-feast/>

Farmworker Health & Information Fair

12/7/19





HIRING EVENT

Thursday, November 14th, 2019
9:00 am to 12:00 pm

San Luis Library
1075 N. 6th Ave.
San Luis, AZ 85349

Submit your application at the Hiring Event.

This event is brought to you by
ARIZONA@WORK
YUMA COUNTY
A proud partner of the American Job Center network.

Field Worker \$14.50 Hourly Pay

Job Description:
Cut & bag lettuce, broccoli, and cauliflower. Employees will package material and product manually. All positions can involve performing a combination of duties such as assemble cartons, wrapping protective material around product, boxing and labeling.

Job Requirements:

- Must be able to lift 25lbs – 75 lbs.
- Must be able to walk, stand, bend and reach for long periods of time.

Forklift Driver \$14.70 - \$23.00 Hourly Pay Depending on Experience

Job Description:
Operate forklift continuously. Loading and unloading product to designated areas.

Job Requirements:

- Must be able to lift 25lbs – 75 lbs.
- Must have previous Forklift experience.

Facebook: ARIZONA@WORK Yuma County, Yuma Youth Career Center
LinkedIn: ARIZONA@WORK, Yuma Youth Career Center
Twitter: @ARIZONA@WORK, @YumaYouthCareer
Website: www.ARIZONA@WORK.com



PPEP-YouthBuild Graduation

11/21/19



YUMABIZ



BIZARIZONA@WORK 25

DIVERSITY IN THE WORKPLACE

BY NIDIA HERRERA & PATRICK GOETZ - ARIZONA@WORK

EMPLOYERS MORE than ever have started to recognize that diversity in the workplace is a very important business strategy that maximizes productivity, creativity and loyalty of employees while meeting the needs of their clients and customers. By reaching out to a diverse workforce, you as an employer will have access to a larger pool of potential candidates which will maximize your odds of finding the best person for the job. Employees who match the diversity of their market will increase their hiring options and contribute to productivity and innovation of the organization.

Veterans

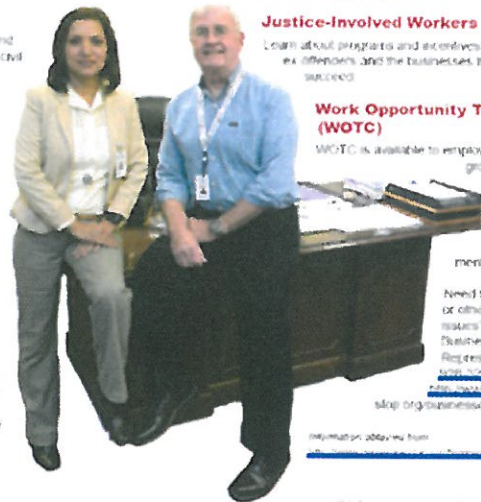
Veterans bring skills and experience needed in civil service jobs — and as an employer, you may qualify for a tax credit when you hire a qualified veteran.

Youth

Find information concerning child labor laws concerning minimum wages, hours, and other workplace requirements that apply to youth workers.

Workers with Disabilities

Learn about the benefits to your bottom line or the laws, including the ADA, that apply to hiring workers with disabilities.



Older Workers

Learn more about the benefits older workers bring, and tap into the latest trends in recruiting, training and development, phased retirement, and more.

Foreign Nationals

When hiring an employee who doesn't have U.S. citizenship, employers must apply for certification directly from the U.S. Department of Labor. The Foreign Labor Certification Program can help.

Justice-Involved Workers

Learn about programs and incentives that help curb ex-offenders and the businesses that have their success.

Work Opportunity Tax Credit (WOTC)

WOTC is available to employers hiring groups that have historically faced significant barriers to employment.

Need help with hiring or other workforce issues? Contact your Business Service Representative at [928-255-3333](tel:928-255-3333) or visit www.azbizcenter.com.

Information obtained from

RAPID RESPONSE UPDATE

Patrick Goetz



ARIZONA @ WORK™

YUMA COUNTY



New Fair Warning Act of 2019 would impact more small businesses

2B | WEDNESDAY, DECEMBER 4, 2019 | USA TODAY

MONEY

Bill would give workers more notice of layoffs

Coral Murphy
USA TODAY

If businesses want to shut down for good, a new bill would require them to warn their employees at least two months in advance.

Senate Minority Leader Chuck Schumer and Sen. Sherrod Brown, D-Ohio, introduced legislation last week that aims to prevent companies from laying off staff members without notice. This includes part-time and full-time employees, according to Restaurant Business.

The proposed changes come after restaurant chain Friendly's shut down 23 upstate New York locations this year and laid off hundreds of employees without warning.

The Senate proposal would increase the number of companies that have to give employees 60 days' notice of an im-

pending layoff.

The bill would amend the WARN (Worker Adjustment and Retraining Notification) Act, which requires a 60-day layoff notice at companies with more than 100 employees.

Schumer's revisions would lower the threshold to businesses employing more than 50 people.

"The Fair Warning Act would hold employers accountable for their business decisions and ensure workers and their families get the notice they need to prepare for and respond to layoffs," said Schumer. "This legislation will help put some power back in the hands of workers across the country."

The bill would require a notice if a closing affects five or more employees.

The law also would apply to any business with a payroll of at least \$2 million.

Violators would be obligated to provide back pay and benefits.



A new bill could require employers to warn their staff members of a shutdown at least two months in advance. GETTY IMAGES

2019 Layoffs and Closures

| <u>Company</u> | <u>Employees Dislocated</u> |
|---------------------------------------|-----------------------------|
| Chaparral Veterinary Clinic | 5 |
| Convey Health Solutions | 100 |
| Hot Rods & Beer (Estimate) | 15 |
| Joann's | 23 |
| Family Dry Cleaners | 40 |
| Payless Shoe Source | 15 |
| Filter Factory | 10 |
| Chico's | 5 |
| Factory Motor Parts (FMP) | 4 |
| Pier 1 Imports | 10 |
| Total | 227 |

Closures
Layoffs

2020 Layoffs and Closures

Company

Employees Dislocated

Closures
Layoffs

Closed

November 26, 2019



Industry observers say the company could be headed for bankruptcy. To keep its ship afloat, Pier 1 will close more than 140 stores. The final number could be lower if landlords cut the company some slack.

Pending Announcements

Bed Bath & Beyond in an effort to turnaround their company will close approximately 60 stores. The home decor retailer says the stores in question are ones with expensive lease agreements and if things can't be renegotiated with building owners, the company will simply close those locations.



SAY GOODBYE TO MORE BED BATH AND BEYOND STORES



Pending Announcements



After the company announced that **180 to 200** stores would close by the end of 2019. GameStop Chief Financial Officer James Bell warned of a "much larger number of closures over the coming 12 to 24 months."

Pending Announcements



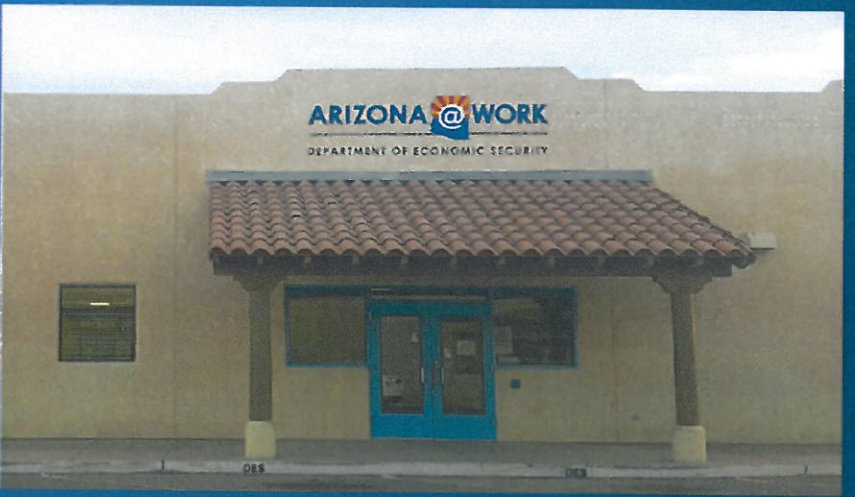
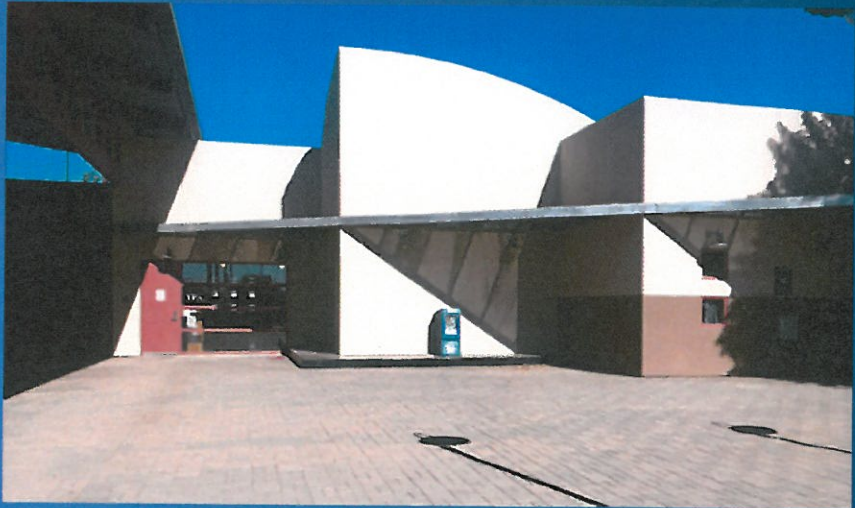
Walgreens announced it will close about 200 of its U.S. stores. List is Pending

Pending Announcements



Up to 390 Family Dollar locations will shut down, and another 200 will be turned into Dollar Tree stores. Dollar Tree bought Family Dollar in 2015.

BUSINESS SERVICES QUESTIONS?



Yuma County

| | | | |
|--------------|----------------------|--------------------------------|--------------------------------|
| 2008 | <u>Layoffs</u> 14 | <u>Business Closures</u> 6 | <u>Positions Lost</u> 572 |
| 2009 | <u>Layoffs</u> 14 | <u>Business Closures</u> 7 | <u>Positions Lost</u> 710 |
| 2010 | <u>Layoffs</u> 16 | <u>Business Closures</u> 7 | <u>Positions Lost</u> 1,444 |
| 2011 | <u>Layoffs</u> 22 | <u>Business Closures</u> 16 | <u>Positions Lost</u> 454 |
| 2012 | <u>Layoffs</u> 10 | <u>Business Closures</u> 3 | <u>Positions Lost</u> 461 |
| 2013 | <u>Layoffs</u> 5 | <u>Business Closures</u> 9 | <u>Positions Lost</u> 631 |
| 2014 | <u>Layoffs</u> 3 | <u>Business Closures</u> 15 | <u>Positions Lost</u> 437 |
| 2015 | <u>Layoffs</u> 2 | <u>Business Closures</u> 2 | <u>Positions Lost</u> 110 |
| 2016 | <u>Layoffs</u> 2 | <u>Business Closures</u> 8 | <u>Positions Lost</u> 192 |
| 2017 | <u>Layoffs</u> 4 | <u>Business Closures</u> 10 | <u>Positions Lost</u> 186 |
| 2018 | <u>Layoffs</u> 2 | <u>Business Closures</u> 6 | <u>Positions Lost</u> 211 |
| 2019 | <u>Layoffs</u> 1 | <u>Business Closures</u> 9 | <u>Positions Lost</u> 227 |
| Total | 95 | 98 | 5,980 |

2018 Layoffs and Closures

| <u>Company</u> | <u>Employees Dislocated</u> |
|---------------------------------------|-----------------------------|
| Toy's R Us | 23 |
| Advanced Cooling Systems | 60 |
| Hunter Steakhouse | 20 |
| CenturyLink | 11 |
| Kelland's Kiddie College | 13 |
| Statewide Express | 6 |
| Coco's Bakery & Restaurant | 15 |
| Sears | 63 |
| Total | 148 |

Closures
Layoffs

2017 Layoffs and Closures

| <u>Company</u> | <u>Employees Dislocated</u> |
|---|-----------------------------|
| ARIZONA@WORK – Yuma County (YPIC) | 16 |
| Sergio's House of Carpet | 8 |
| Community Health Associates | 12 |
| University of Phoenix (Yuma Learning Center) | 4 |
| Radio Shack (Foothills) | 8 |
| RU21 (San Luis) | 12 |
| Emerald Correctional Management | 8 |
| RU21 (Yuma) | 12 |
| Republic Parking System | 8 |
| Native Grill & Wings | 40 |
| Assurance Health and Wellness (Formally ACTS) | 10 |
| John's Family Restaurant | 25 |
| Copper Miner Restaurant | 20 |
| Motherhood Maternity | 3 |
| Total | 186 |
| | Closures |
| | Layoffs |

2016 Layoffs and Closures

| <u>Company</u> | <u>Employees Dislocated</u> |
|--|-----------------------------|
| Frankie Frank's <small>(Closure)</small> | 30 (Estimate) |
| Advanced Cooling Systems, LLC <small>(Reduction in Force)</small> | 25 |
| Farley's Market | 7 |
| Sports Authority | 14 |
| Hastings | 35 |
| Radio Shack <small>(16th Street)</small> | 10 (Estimate) |
| Z Fun Factory | 40 |
| Americas Best Value Inn | 14 |
| Main Squeeze | 5 |
| Farley's Market | 12 |
| Total | 192 |

Closures
Layoffs

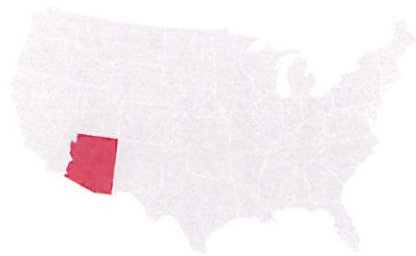
METRO SPIN

165,691 JOBS

Projected to be added in the next 2 years

84.7%

Of job growth accounts from the Greater Phoenix area



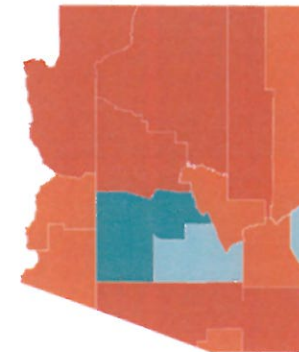
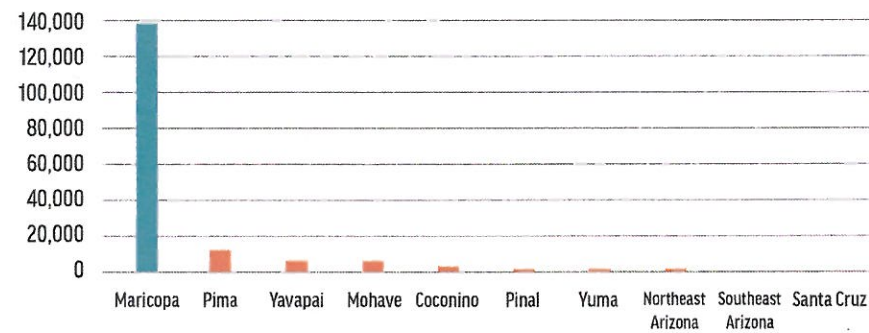
#2 in the U.S. for job growth
(Bureau of Labor Statistics)

#4 fastest growing state in the U.S.
(U.S. Census Bureau)

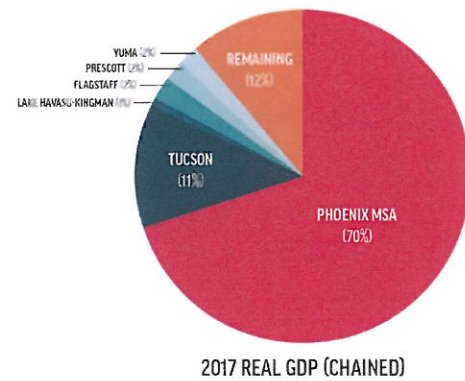
#3 in GDP growth in the U.S.
(Bureau of Labor Statistics)

RURAL REALITY

JOBS ADDED BY REGION



Loss of 250+ Businesses or More Increase of 250+ Businesses or More
Loss of 1 to 249 Businesses Stable or Increase of 1 to 249 Businesses



2017 REAL GDP (CHAINED)

78 JOBS / PER MONTH
Yuma job growth through 2020

190 JOBS / PER DAY
Maricopa job growth through 2020

LOCAL FIRST ARIZONA
FOUNDATION
Rural Development Council

<30%
Rural Real GDP

70.2%
Greater Phoenix Real GDP

Greater Yuma
ECONOMIC DEVELOPMENT CORP

SOUTHWEST TECHNICAL EDUCATION DISTRICT OF YUMA
ARIZONA WESTERN COLLEGE

Presents

WHY CTE MATTERS FOR YUMA

WITH SPECIAL GUEST:
FREDI LAJVARDI



TUESDAY, FEBRUARY 4 AT 10AM

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