

**YUMA COUNTY WORKFORCE DEVELOPMENT BOARD**

Yuma Private Industry Council, Administration Building  
3834 W. 16<sup>th</sup> Street, Yuma AZ 85364

Meeting Link:

<https://us06web.zoom.us/j/88172084934?pwd=VzlCVDDdNVUoyYzJpYUpCMXZibXBHQT09>

Meeting ID: 881 7208 4934, Passcode: 287799

Phone: +1 253 215 8782 US

September 8, 2021

9:00 a.m.

**MINUTES**

**I. CALL MEETING TO ORDER**

Maria Chavoya called the meeting to order at 9:01 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:

| <b>Members Present (Virtually)</b> | <b>Members Absent</b>        |
|------------------------------------|------------------------------|
| 1. Judith Castro                   | 1. Blanca G. Garza (Excused) |
| 2. Maria Chavoya                   | 2. Kevin Imes (Excused)      |
| 3. Daniel P. Corr                  | 3. Miguel Ramos (Excused)    |
| 4. Jesus G. Figueroa               | 4. Wayne Rooks (Excused)     |
| 5. Charles Grube                   |                              |
| 6. Karen King                      |                              |
| 7. Gregory LaVann                  |                              |
| 8. Samuel G. Loveless              |                              |
| 9. James Luft                      |                              |
| 10. Steven M. Miller (In-Person)   |                              |
| 11. Douglas A. Pancrazi            |                              |
| 12. Diane Poirot                   |                              |
| 13. Tonya Tacker                   |                              |
| 14. Antonio Zuniga                 |                              |

**Thereby a quorum was established.**

**Guest (Virtually)**

Shawn Brenner, ROSS

Lynn Fournier, ROSS

Anna Cumberledge, ROSS

Raeann Ortega, ROSS

Megan Earle, ROSS

Steve Barba, YPIC

Nidia Herrera, YPIC

Patrick Goetz, YPIC

Mariana Martinez, YPIC

Juan Castillo, YPIC

Mercedes Mendivil, EQUUS  
Carrie Zaragoza, AWC

Beatriz Aguilar, YPIC

**IV. \*CALL TO THE PUBLIC**

There were no comments from the public.

**V. INTRODUCTIONS**

Maria Chavoya introduced Ross Innovative Employment Solutions staff;

- Shawn Brenner, CEO
- Lynn Fournier, VP Contracts Management
- Anna Cumberledge, Regional Director
- Raeann Ortega, Project Director
- Megan Earle, Program Operations Coordinator

Maria Chavoya introduced the following two new members to the Board:

- James Luft appointed on June 21, 2021
- Tonya Tacker appointed on July 7, 2021

Maria Chavoya also introduced Steve Barba the new Finance and Accounting Manager for YPIC.

**VI. EXECUTIVE COMMITTEE AND FINANCE & PERSONNEL COMMITTEE REPORT**

Maria Chavoya informed the Board, the Executive Committee met and completed the annual evaluation for Nidia Herrera and approved the Amended Yuma County One-Stop Memorandum of Understanding/Infrastructure Funding Agreement.

The Finance and Personnel Committee met and reviewed the FY 2021/2022 Budget, Financials as of July 31, 2021, Adult & Dislocated Worker Incentive Request Form and the Revised Support Services Policies for Youth & Adult/Dislocated Workers.

**VII. DISCUSSION AND ACTION ITEMS:**

**A. Approval of the Consent Agenda**

- 1. Meeting Minutes (June 9, 2021)**
- 2. Financials as of July 31, 2021**
- 3. Revised Support Services Policies for Youth and Adult/Dislocated Workers**
- 4. Approval and Authorization for the Workforce Development Board Chair Signature and Submission of the WIOA Title I-B Adult & Dislocated Worker Incentive Approval Request Form**
- 5. Action to Ratify the Executive Committee's July 9, 2021 Approval of the Amended Yuma County One-Stop Memorandum of Understanding/Infrastructure Funding Agreement 2020-2023**
- 6. Workforce Development Board Meeting Schedule 2021/2022**
- 7. Program of Instruction for the EOC Charter High School**

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

Steven M. Miller made a motion to approve the Consent Agenda; Seconded by Daniel P. Corr.

VOICE VOTE: The motion carried 14-0 (Yes: Judith Castro, Maria Chavoya, Daniel P. Corr, Jesus G. Figueroa, Charles Grube, Karen King, Gregory LaVann, Samuel G. Loveless, James Luft, Steven M. Miller, Douglas A. Pancrazi, Diane Poirot, Tonya Tacker & Antonio Zuniga)

## **B. Discussion and Action Items**

### **1. Approval of the FY 2021/2022 Workforce Development Board Budget**

Steve Barba, Finance and Accounting Manager presented the highlights for the FY 2021/2022 Workforce Development Board Budget.

Maria Chavoya asked for a motion to approve the FY 2021/2022 Workforce Development Board Budget.

Diane Poirot made a motion to approve the FY 2021/2022 Workforce Development Board Budget; Seconded by Steven M. Miller.

VOICE VOTE: The motion carried 14-0 (Yes: Judith Castro, Maria Chavoya, Daniel P. Corr, Jesus G. Figueroa, Charles Grube, Karen King, Gregory LaVann, Samuel G. Loveless, James Luft, Steven M. Miller, Douglas A. Pancrazi, Diane Poirot, Tonya Tacker & Antonio Zuniga)

### **2. Youth Committee Recommends the Approval of the Succession Plan for the Youth Committee**

Juan Castillo, Youth Director informed the Board; the Youth Committee suggested adding a term for the Chair and Vice-Chair positions. The Committee unanimously voted for a two year term and also agreed the term should align with the fiscal year and each term should end in different years. The Chair term will end June 30, 2022, and the Vice-Chair term will end June 30, 2023.

Maria Chavoya informed the Board, the terms will be added to the Yuma County By-Laws at the next revision.

Maria Chavoya asked for a motion to approve the Succession Plan for the Youth Committee.

Daniel P. Corr made a motion to approve the Succession Plan for the Youth Committee; Seconded by Antonio Zuniga.

VOICE VOTE: The motion carried 14-0 (Yes: Judith Castro, Maria Chavoya, Daniel P. Corr, Jesus G. Figueroa, Charles Grube, Karen King, Gregory LaVann, Samuel G. Loveless, James Luft, Steven M. Miller, Douglas A. Pancrazi, Diane Poirot, Tonya Tacker & Antonio Zuniga)

### **3. Youth Committee Recommends the Approval of the Close Up Proposal for 2022**

Juan Castillo informed the Board; the Youth Committee met and approved the Close Up Proposal for 2022. The item will be tabled and presented for official approval at the next Workforce Development Board meeting after the proposal is presented to the Finance & Personnel Committee for review.

The Close Up For New Americans is a weeklong program 6 days, 5 nights in the nation's Capital, with highly structured curricula designed to motivate students to become actively involved in their government, to strengthen their knowledge of the political process, and to increase their awareness of major national and international issues. The program is designed to prepare high school students for the rights and responsibilities of citizenship and to motivate them to become active, engaged individuals at the community, state, and national level. This program addresses elements 6 and 14.

**VIII. Call for Executive Session**

**1. A.R.S § 38-431.03 (1): Personnel/Executive Director Annual Evaluation and Salary Increase**

Maria Chavoya asked for a motion to move into Executive Session.

Steven M. Miller made a motion to move into Executive Session; Seconded by Samuel G. Loveless.

VOICE VOTE: The motion carried 14-0 (Yes: Judith Castro, Maria Chavoya, Daniel P. Corr, Jesus G. Figueroa, Charles Grube, Karen King, Gregory LaVann, Samuel G. Loveless, James Luft, Steven M. Miller, Douglas A. Pancrazi, Diane Poirot, Tonya Tacker & Antonio Zuniga)

The executive session began at 9:33 a.m. and ended at 9:44 a.m.

**IX. Action Item**

**1. Approval of Annual Evaluation and Salary Increase for Executive Director, Retroactive to April 10, 2021**

Maria asked for a motion to approve the Annual Evaluation and Salary Increase for Executive Director, Retroactive to April 10, 2021.

Judith Castro made a motion to approve the Executive Directors Annual Evaluation and Salary Increase that is retroactive to April 10, 2021: Seconded by Gregory LaVann.

VOICE VOTE: The motion carried 14-0 (Yes: Judith Castro, Maria Chavoya, Daniel P. Corr, Jesus G. Figueroa, Charles Grube, Karen King, Gregory LaVann, Samuel G. Loveless, James Luft, Steven M. Miller, Douglas A. Pancrazi, Diane Poirot, Tonya Tacker & Antonio Zuniga)

**X. DIRECTORS REPORT**

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

Board member, Karen King left the meeting at 9:57 a.m.

**XI. PRESENTATION AND INFORMATION ITEMS**

**1. Board Member Resignation**

Maria Chavoya informed the Board; Marisol Kelland submitted her resignation letter. The Board staff is working with the County Administrator to find a member for the vacancy under the business category.

**2. Business Services/Rapid Response**

Mariana Martinez, Employer Engagement & Rapid Response Coordinator presented a PowerPoint. PowerPoint is attached.

**3. Youth Services Presentation**

Juan Castillo presented a PowerPoint. PowerPoint is attached.

Board member, Daniel P. Corr left the meeting at 10:33 a.m.

Board member, Jesus G. Figueroa left the meeting at 10:41 a.m.

**4. Service Provider Presentation-EQUUS Workforce Solutions**

Mercedes Mendivil, Project Director for EQUUS Workforce Solutions presented a PowerPoint. PowerPoint is attached.

**5. Service Provider Presentation-Arizona Western College**

Carrie Zaragoza, Director of WIOA for Arizona Western College presented a PowerPoint. PowerPoint is attached.

Maria Chavoya suggested there are young adult groups out in the community that are looking to assist with Adult Mentoring and looking forward to these type of opportunities and it would be a good idea to promote it. Gregory LaVann referenced Yuma Young Professionals Next Generation Leadership Council, the Chamber and Rotaries as they focus on mentoring young professionals and young college students.

**XII. WDB MEETING SCHEDULE**

**A.** Proposed Next Meeting Date: Wednesday, November 10, 2021 at 9:00 a.m. via Zoom.

**XIII. OTHER INFORMATION AND/OR COMMITTEE REPORTS**

**A. Economic Development Issues Report**

*Gregory LaVann reported:*

- \$500,000.00 grant to help expand the San Luis Commercial Industrial Park
- \$150,000.00 grant to advance the Yuma Multiversity Project into a formalized plan
- Renewable projects that have received permitting plants and they are anticipating investing upwards of \$2 billion into the Yuma market
- Somerton has a new manufacturing employer, will be meeting with them as well as ARIZONA@WORK to help them hire their first 25 employees.
- GYEDC, Gregory LaVann, Nidia Herrera, Patrick Goetz and Mariana Martinez met with USA Today to discuss the unemployment rate in Yuma and the pandemic issues

**B. Educational Opportunity Center Charter High School Board Report**

*Steven M. Miller reported:*

- Enrollment is at 110
- Expenses are at 14%, and are at 9% of the school year

**C. Southwest Technical Education District Yuma (STEDY) Report**

The Southwest Technical Education District Yuma report was not provided.

**D. Youth Committee Report**

The Youth Committee report was presented under the Youth Services Presentation.

**XIV. GOOD OF THE ORDER**

There were no comments for the Good of the Order.

**XV. ADJOURNMENT**

The meeting adjourned at 11:08 a.m.

**Respectfully submitted by Beatriz Aguilar, Clerk of the Board.**



Y U M A C O U N T Y

Innovative Workforce Solutions

# Executive Director's Report

Nidia Herrera  
September 8, 2021

# COVID-19 Precautionary Measures



- ▶ **Under Executive Order (2020-12) - WIOA Services “Essential”**
- ▶ **Continuity of Operation Plan (COOP)**
  - CDC Guidelines
  - Face Covering Requirement
  - Risk of Non-Vaccinated Individuals
  - Sanitation Stations & Temperature Checks
  - Practice Social Distancing
  - Exposure (August): 1 MLK, 1 Admin, 1 ROSS & 1 EQUUS

**#MaskUp**



STAY HEALTHY. | RETURN SMARTER. | RETURN STRONGER.

ARIZONA@WORK-YUMA COUNTY



# LWDB Action Items

## ▶ **Local Board & Board of Supervisors:**

- Two Business Members Appointed: Mr. James Luft & Ms. Tonya Tacker
- One (1) Business Vacancy
- Memorandum of Understanding (MOU)/Infrastructure Funding Agreement (IFA):  
Approved ~ 7/19/21
- Intergovernmental Agreement (IGA): Approved ~ 8/2/21
- Social Service Block Grant (SSBG): Approved ~ 8/16/21

## ▶ **PY' 21-22 Contract Negotiations**

## ▶ **Monthly/Quarterly Service Provider Meeting** ~ June 24<sup>th</sup>, July 29<sup>th</sup> & August 26<sup>th</sup>

- AWC, EQUUS, One Stop Operator, ROSS & Youth Services

## ▶ **Dept. of Economic Security (DES): Job Center Certification** ~ July 1<sup>st</sup>

## ▶ **DES Data Sharing Agreements** ~ July 13<sup>th</sup>

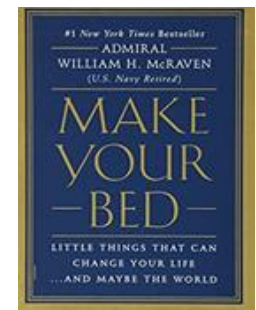
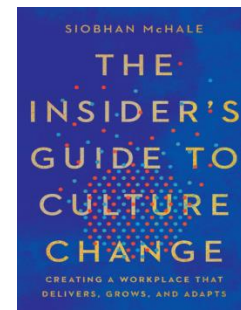
## ▶ **Equal Opportunity Employment State Audit** ~ August 24<sup>th</sup> & 25<sup>th</sup>

## ▶ **LWDB Staff Training: Provided to All Service Providers** ~ June-July

- WIOA Eligibility Part 1 & 2
- ROSS Case Management Training
- Required WIOA Documentation & Forms
- Integrated Service Delivery System (ISDS) & Client Referral System (CRS)

# LWDB Action Items, cont.

- ▶ **National Association Workforce Board Virtual Conference** ~ June 24<sup>th</sup> -26<sup>th</sup>
- ▶ **Wellton Access Point (Town Hall): Mr. Killman** ~ July 7<sup>th</sup> & July 21<sup>st</sup>
  - On Site Once a Month
  - 4 WIOA Enrollments (2 Internships, 1 Law Enforcement Training & 1 Job Search)
- ▶ **State Prison Success: NCCER Certification Graduation** ~ August 9<sup>th</sup>
  - NCCER ~ National Center for Construction Education & Research
  - Partnership: ARIZONA@WORK & AWC
  - 5 Inmates ~ Certified as Instructors (First in the State of Arizona-Best Practice)
  - Pictures pending approval
- ▶ **LWDB Policy Updates:**
  - Support Services ~ Cost limits
  - Measurable Skills Gain ~ Language
  - Youth Incentives ~ Language
- ▶ **AWC Team Building Training** ~ August 30<sup>th</sup>
- ▶ **Staff Attending Yuma County Trainings**
- ▶ **LWDB Management Staff Development**



# Department of Labor (DOL)

## Recovery & Re-Employment Readiness Consultation



EMPLOYMENT AND TRAINING ADMINISTRATION

UNITED STATES DEPARTMENT OF LABOR

- ▶ Meeting coordinated by Department of Economic Security (DES) ~ August 19<sup>th</sup>
- ▶ Two DOL Representatives/Three DES Staff
- ▶ Five Local Areas Surveyed: Yuma, Yavapai, Northeastern, Southeastern & Maricopa
- ▶ Two Hour Session: 26 Questions
- ▶ No Guarantees by DOL for Additional Funds
- ▶ COVID-19 Historian: DOL Identified as a “Best Practice”
  - Requested Newsletters & Covid-19 Videos

# BEST PRACTICE

**BEST PRACTICE:** Yuma has a robust business services team that works with economic development in the county. They conduct a business expansion and retention survey regularly with local employers. They conduct webinars for businesses and meet weekly with the employer liaison to the local board.

They currently do 3-4 recruitments every week for local employers. The business team in the county has 25-30 partners. They do an event each October that typically has 125 employers but will be scaled down due to COVID. Each quarter this larger group meets to discuss all things going on in the county related to workforce development

## Jeffrey Patton, M.A.

U.S. Department of Labor-Employment and Training Administration

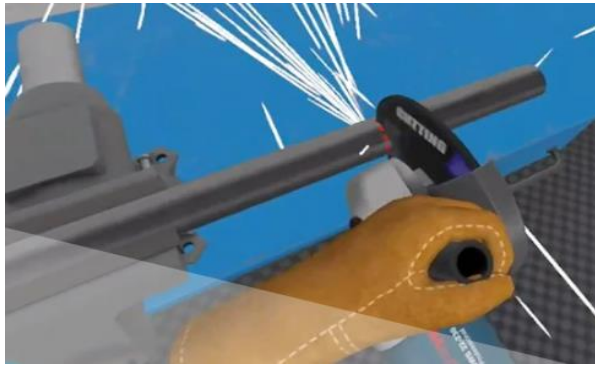
Region VI

Workforce Development Specialist



# TRANSFVR

- ▶ Pathway to Career Exploration
- ▶ Hands-on Simulations
- ▶ Coconino, Pinal & City of Phoenix



<https://www.youtube.com/watch?v=ahhf3JLmSwQ>



# Law Enforcement Training Academy



- ▶ Training Tuition Saving Cost: **\$104,024**
  - Successful Completions: 27 Unsuccessful: 7
  - WIOA: 32 Non-WIOA: 2
- ▶ Full-time Class (Summer): Graduation ~ 8/26/21
  - 5 Enrolled/3 Completed: 2 Yuma County Sherriff & 1 City of Yuma
- ▶ Part-time Class: In progress ~ 9/16/21
- ▶ Projected Next Fulltime Class ~ October 2021

# On The Job Training (OJT) 75% Reimbursement

## COVID/Emergency Relief Assistance

- ▶ Unfilled Positions
- ▶ Primary: Manufacturing
- ▶ Reverse Referrals
- ▶ Reduce Training Cost
- ▶ Increase Workplace Productivity
- ▶ Employer Wage Subsidized (estimated): **\$200K**
- ▶ 30 Contracts/11 Business
- ▶ Ended June 30<sup>th</sup>



# Work Experience 20% Youth Expenditure Rate



- ▶ Yuma County Meets the State Requirement

| LWDA              | OSY<br>Must be >75% | WEX<br>Must be >20% |
|-------------------|---------------------|---------------------|
| STATEWIDE         | 78.02%              | 17.93%              |
| Coconino County   | 43.20%              | 18.87%              |
| City of Phoenix   | 73.08%              | 15.03%              |
| Maricopa County   | 92.90%              | 20.81%              |
| Mohave-LaPaz      | 90.14%              | 19.56%              |
| NEAZ              | 69.35%              | 6.32%               |
| Pima County       | 93.98%              | 18.33%              |
| Pinal County      | 100.00%             | 38.85%              |
| Santa Cruz County | 28.69%              | 23.11%              |
| SEAZ              | 79.09%              | 15.78%              |
| Yavapai County    | 76.09%              | 14.27%              |
| Yuma County       | 88.61%              | 20.00%              |
| NTN               |                     |                     |





# State Update

- ▶ **Department of Economic Security (DES) ~ State Fiscal Audit:**
  - May 24<sup>th</sup> & May 25<sup>th</sup>
- ▶ **DES Meeting w/Deputy Administrators**
- ▶ **DES State Training for Local Areas: June – July**
- ▶ **Technology: National Governance Assistance/Workforce Innovation Network (WIN) Grant:**
  - Stakeholder Sessions: Local Chairs, Directors, Business Service Unit, OEO & Partner Agencies (Titles: I-IV)
  - Interviews focused on roles, process, key pain points and requirements
  - Recommendations: Governance and Performance Tracking & Accountability, Case Management, Job Seeker Engagement & Comprehensive Employer Engagement
  - Possible Replacement Arizona Job Connection (AJC) Database System
  - Possible Vendor: Geographic Solution-Virtual Operating System (VOS)

# State Update, cont.

## ▶ Performance Measure ~ Services to Employers

- **Current: Effectiveness of Servicing Employers:** Employer Retention, Employer Penetration, Job Openings Filled, Businesses-Client Assisted & Site Visits
- **Proposed:** Connecting with Employers, *Individual Participant Training Completions (OJT's & WEX's)* & Participant Training Wages

## ▶ State & Local Plan Modifications

- Requirements:
  - Developed Every 4 Years/Modified: Every 2 Years
  - Reflects Changes in Labor Market & Economic Conditions (COVID & other factors affecting the current Plan) (*WIOA Sec 102(c)(3)*)
  - Due to the U.S. Dept. of Labor (April 2022)

# Job Center Certification



- ▶ State Deadline: July 1, 2021 (2 weeks)
- ▶ Review Team: Ms. Chavoya, Mr. Levann, Patrick & Nidia
- ▶ Certification Requirement: Every 3 Years
- ▶ State's Process/Steps:
  - Technical Assistance Sessions: June 15<sup>th</sup> & June 22<sup>nd</sup>
  - Review documents & Feedback to Local Area
  - Submit to Workforce Arizona Council (WAC) for Approval: November 2021
- ▶ Current Status: Pending

# State Social Media Campaign

- ▶ #EmployArizona (July 6<sup>th</sup> – August 8<sup>th</sup> )
- ▶ Target Audience: Unemployment claimants
- ▶ Created a Landing Page
- ▶ Strategy: Two social media posts & One direct email to claimants per week
- ▶ Market ARIZONA@WORK Services:
  - Face Book, Twitter and Local Area Channels
  - Target Three Populated Arizona Areas:
    - Phoenix Metro, Tucson & Flagstaff
    - Yuma not promoted due to high organic reach

# Social Media Targeted Audiences

Paid ads were targeted at the following demographics based on these statistics from the Bureau of Labor Statistics

- Possibly unemployed or underemployed individuals (National statistics)
- Age range 16-19 is identified as the highest unemployed age group in 2020.
  - Men 10.1% in May 2021
  - Women 9 % in May 2021
- Age range 20-24 second-most
  - Men 11.2% in May 2021
  - Women 9.2% in May 2021
- Age range 25-54 third-most
  - Men 5.5% in May 2021



**#EmployArizona**

"Through my work experience, I was able to not only improve my coding skills, but I learned a whole new set of skills that opened my career options in the medical field.

This experience has given me a wealth of knowledge that will be invaluable in my future."

Timothy C.  
ARIZONA@WORK Client

Visit [azjobconnection.gov](https://azjobconnection.gov) to create a free account and access thousands of jobs.

ARIZONA@WORK  
Arizona's Official Job Connection

# Performance PY' 20/21

## (7/1/2020 – 6/30/2021)

### Adult

| Employment Rate<br>(Q2)<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) |        | Employment Rate<br>(Q4)<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) |        | Median Earnings<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) | Credential Rate<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) | Measurable Skill Gains<br>(Cohort Period:<br>07/01/2020 - 06/30/2021) |            |
|--|--------|--|--------|--|--|---|------------|
|  | Rate   |  | Rate   | Earnings   |  | Rate  | Rate       |
|  | 76.90% |  | 71.40% | \$5400.00  |  | 66.00%  | 59.20%     |
| <u>307</u>   | 72.41% | <u>297</u>   | 67.35% | <u>\$6,344.64</u>  | <u>66</u>  | 75.00%  | <u>127</u> |
| <u>424</u>   |        | <u>441</u>   |        |  | <u>88</u>  |   | <u>236</u> |

# Performance PY' 20/21

## (7/1/2020 – 6/30/2021)

### Dislocated Workers

| Employment Rate<br>(Q2)<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) |        | Employment Rate<br>(Q4)<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) |        | Median Earnings<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) | Credential Rate<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) | Measurable Skill Gains<br>(Cohort Period:<br>07/01/2020 - 06/30/2021) |           |        |
|--|--------|--|--------|--|--|---|-----------|--------|
|  | Rate   |  | Rate   | Earnings   |  | Rate  |           | Rate   |
|  | 78.00% |  | 75.00% | \$5400.00  |  | 71.10%  |           | 50.00% |
| <u>44</u>  | 72.13% | <u>49</u>  | 80.33  | <u>\$5,659.50</u>  | <u>11</u>  | 64.71%  | <u>22</u> | 78.57% |
| <u>61</u>  |        | <u>61</u>  |        |  | <u>17</u>  |   | <u>28</u> |        |



# Performance PY' 20/21

## (7/1/2020 – 6/30/2021)

### Youth

| Placement Rate<br>(Q2)<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) |        | Placement Rate<br>(Q4)<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) |        | Median Earnings<br>(Cohort Period:<br>07/01/2019 - 06/30/2020) | Credential Rate<br>(Cohort Period:<br>01/01/2019 - 12/31/2019) |        | Measurable Skill Gains<br>(Cohort Period:<br>07/01/2020 - 06/30/2021) |        |
|---|--------|---|--------|--|--|--------|---|--------|
|   | Rate   |   | Rate   | Earnings   |  | Rate   |   | Rate   |
|   | 76.00% |   | 74.60% | \$4500.00  |  | 54.00% |   | 52.80% |
| <u>136</u>  | 73.91% | <u>106</u>  | 71.14% | <u>\$5,011.42</u>  | <u>93</u>  | 68.89% | <u>143</u>  | 52.77% |
| <u>184</u>  |        | <u>149</u>  |        |  | <u>135</u>   |        | <u>271</u>  |        |

9/7/21 **54.17%**





YUMA COUNTY

Innovative Workforce Solutions

**Questions?**

# BUSINESS SERVICES & RAPID RESPONSE

*Mariana Martinez*

*Employer Engagement & Rapid Response Coordinator*



YUMA COUNTY

A proud partner of the [americanjobcenter](#) network



# ARIZONA@WORK Activity

## Yuma County

2021

|                         | June         | July         | August       | YTD                  |
|-------------------------|--------------|--------------|--------------|----------------------|
| Yuma CRC/EOC            | 553          | 561          | 597          | 4,287                |
| MLK/Youth Services      | 197          | 199          | 165          | 969                  |
| ES - Yuma               | 225          | 405          | 355          | 6,254                |
| Somerton                | 380          | 411          | 300          | 1,607                |
| South County SBRC       | 31           | 51           | 55           | 2,088                |
| <b>Virtual Contacts</b> | <b>333</b>   | <b>333</b>   | <b>383</b>   | <b>2,292</b>         |
| <hr/>                   |              |              |              |                      |
|                         | <b>1,719</b> | <b>1,960</b> | <b>1,855</b> | <b>Total: 17,497</b> |

2015 Total: 35,666

2017 Total: 34,341

2019 Total: 47,033

2016 Total: 28,643

2018 Total: 44,613

**2020 Total: 41,990**

# Rapid Response 2021 Layoffs & Closures

| <u>Company</u>                      | <u>Employees Dislocated</u> |
|-------------------------------------|-----------------------------|
| <b>Carters</b> (Children's Clothes) | <b>8</b>                    |
| <b>Yuma School of Beauty</b>        | <b>4</b>                    |
| <b>Ironwood Assisted Care</b>       | <b>10</b>                   |
| <b>EQUUS Workforce Solutions</b>    | <b>9</b>                    |
| <b>Total</b>                        | <b>31</b>                   |
| <b>Closures</b>                     |                             |
| <b>Layoffs</b>                      |                             |

No Rapid Response events conducted for the months of June, July, & August.

# Getting a foot in the door

Internships, on-the-job training lead to work opportunities





# RESEARCHING SALARIES & STAYING COMPETITIVE

BY NIDIA HERRERA & PATRICK GOETZ - ARIZONA@WORK



**N**EEED HELP FIGURING out a salary range for a position? Doing some salary research can help you stay competitive in your hiring process. The US Department of Labor's "Salary Finder" Toolkit is a great place to start.

## Comprehensive Salary Data

Salary Finder provides average wages for more than 800 occupations. See how wages compare in your local area, your state, or across the nation.

With Salary Info, you can:

- View data for an occupation at the zip code or state level
- View high, median, and low wages for the occupation you select
- Switch between hourly and yearly wages for the occupation
- View the latest data comparing national and local wages
- Explore additional information on an occupation

## How do I get started?

Go to <http://www.careeronestop.org/businesscenter/> and click on "Toolkit" and Salary Finder in the drop down box.

Get started by entering an occupation and location.

Enter an occupation by typing a job name or keyword in the search box, or by clicking "List of occupations" to browse occupation titles. Enter a location by typing a city (you must include the state) or state or ZIP code into the search box. If you enter a city or ZIP code, your results will reflect the large regional area that your city or ZIP code is part of.

Once you click "Search" you'll see a table showing the low, median, and high salaries—both hourly and yearly—for the location you entered, as well as the state and national comparison.

## What is the difference between High, Median, and Low salary information?

• "High" reflects the salary that 90% of workers earn less than

and 10% earn more than.

• "Median" reflects the salary that 50% of workers earn less than and 50% earn more than.

• "Low" reflects the salary that 10% of workers earn less and 90% earn more than.

Yearly wage data applies only to workers with full-time, year-round schedules. The hourly wage data includes information for part-time and part-year workers.

Need assistance with finding salary information or with other workforce issues? Contact your Business Service Representative at 928-329-0990 or visit <http://www.careeronestop.org/businesscenter/>.

Information obtained from <http://www.careeronestop.org/businesscenter/> \*



**Just Add Elbow Grease**

We have everything else you need to get the job done, including helpful advice from an experienced team of home improvement enthusiasts. Stop in today, and get started!

Tools | Power Tools | Hardware  
Plumbing | Electrical | Fixtures | Building  
Painting | Garden | Lock & Key | & More

**Tool & Equipment Rentals Keys Made Here**

Monday - Saturday 7 am - 6 pm  
Sunday Closed

**SOUTHWEST LUMBER**

1917 S Avenue B, Yuma, AZ 85364  
(928) 782-9967  
[www.southwestlumber.com](http://www.southwestlumber.com)

f t



6725 Generation Lane  
Prescott, AZ 86301  
Phone 928.778.0170  
www.fanncontracting.com  
RDC-071520-A RDC-078800-B1

August 30, 2021

Mr. Patrick Goetz  
Operations Director, Yuma  
Arizona @ Work  
3850 W. 16th St. Ste. B  
Yuma, AZ 85364

Dear Mr. Goetz,

On behalf of Fann Contracting, please accept my sincere appreciation for the excellent job your staff provided for us over the past weeks with our recruiting, interviewing and hiring needs. The hiring event your team put together for us on August 25 & 26th was second to none.

I have personally recruited all over the state of Arizona and have never experienced the level of professionalism, integrity and service that we received from your staff last week. It appeared that almost every person in your office was there in support of our needs, performing their assigned tasks in an orchestrated manner! The facility was perfect, clean and provided for all our needs. I only wish that I had better anticipated that level of service so that I could have brought more staff for the 104 interviews we performed! It was an enormous undertaking but went smoothly and efficiently!

Because of your staff's wonderful efforts, we have initially hired 12 highly skilled workers for our heavy construction projects in the Yuma area. Further, we have a list of approximately 92 other candidates to choose from for hiring in the coming weeks.

While there, I unfortunately did not get the chance to personally thank each member of your team. However, **Moises Pimentel** and **Mariana Martinez** were most instrumental in assisting us. I can't say enough about their professionalism and service! They are connected, coordinated and awesome. Please also pass along our gratitude to the rest of your support staff that are too many to list in this humble letter. The whole Yuma Arizona@Work team should be very proud of the services they provide to the community!

Much respect,

A handwritten signature in blue ink, appearing to read "Garth Bascom".

**Garth Bascom**  
Director of HR, Safety & Compliance  
Fann Contracting, Inc.

# June

## OUTREACH

KCFY FAMILY FRIENDLY  
STATION 88.1 FM

YUMA SUN MONTHLY  
NUMBERS REPORT

YUMA OPTIMIST CLUB

CHAMBER OF  
COMMERCE BOARD  
MEETING

STATE BUSINESS  
TOUCH POINT CALL

- June 9 - What's Good Wednesday w/ Veronica Zuniga, One Stop Operator
- June 11 - Featured Friday w/ Mariana Martinez, Employer Engagement Coordinator
- June 18 - Yuma Sun Reports
- June 30 - Yuma Optimist Club Presentation





# July

## OUTREACH

● FACEBOOK LIVE  
BUSINESS SERVICES &  
#EMPLOYARIZONA  
CAMPAIGN

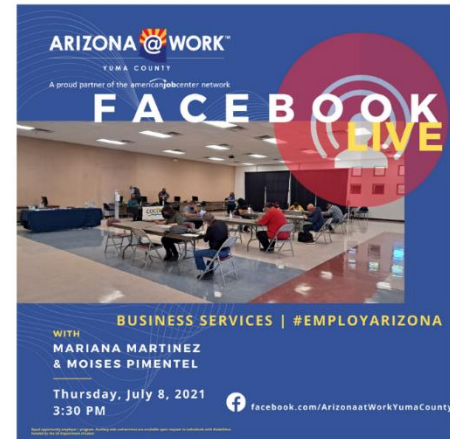
● S&A INDUSTRIES  
SAFETY CELEBRATION

● MONTHLY YUMA SUN  
REPORTS

● STATE BUSINESS  
TOUCH POINT CALL

● CHAMBER OF  
COMMERCE BOARD  
MEETING

- July 7 - Facebook Live - Business Services & #EmployArizona Campaign w/ Moises Pimentel & Mariana Martinez
- July 22 - S&A Industries Safety Celebration



# August

## OUTREACH

● CHAMBER OF  
COMMERCE BOARD  
MEETING

● YUMA SUN REPORTS

● STATE BUSINESS  
TOUCH POINT CALL

● LRC COIL VISIT & TOUR

- August 12 - Information on Employment Training Programs to ARIZONA@WORK - Touch Point Call
- August 26 - LRC Coil Visit & Tour



# June

## RECRUITMENT EVENTS



**10th**

**VARIOUS COMPANIES**

Virtual



**21st**

**ALSIDE / ASSOCIATED  
MATERIALS**

MLK Jr. Neighborhood Center



**23rd**

**CONVEY HEALTH  
SOLUTIONS**

On-Site at Convey

# Various Companies

JUNE 10

Virtual

**Virtual Job Fair**

June 10, 2021  
10:00AM - 11:15AM  
RSVP by registering:  
<https://www.gva.net/gia/arc/ARIZONA/2021>

-OR-

**Hiring Companies**

- VXi
- Western National Parks Association
- Raytheon Technologies

**Jobs Include:**

- Facilities Maint. - (1 Opening) - JO# 4309493
- Operations Manager - (1 Opening) - JO# 4309481
- Call Center Recruiter - (1 Opening) - JO# 4309496
- Training Manager - (1 Opening) - JO# 4309499
- Inbound Reservation Sales Associate - (1 Opening) - JO# 4309495
- Writer - (1 Opening) - JO# 4294111
- IT Coordinator (1 Opening) - JO# 4294097
- Park Sites Retail Manager - Full Time (Oodles) - (1 Opening) - JO# 4323988
- Sales & Information Associate - Part-Time (Oodles) - (1 Opening) - JO# 4293997
- Connecticut Officer I - (100+ Openings) - JO# 4296998
- Maint Technician - (8 Openings) - JO# 4317122
- Maint Mechanic - (6 Openings) - JO# 4317076
- Collection Service Technician - (1 Opening) - JO# 4301569

The event will take place through **Google Meet**. Please join us on your laptop, tablet, or any smart device by downloading the free **Google Meet** app. Get Meet: [Web\(meet.google.com\)](https://meet.google.com/), **Android**, or **iOS**.

**ARIZONA @ WORK**  
Innovative Workforce Solutions

For questions contact your local office by visiting: <https://www.arizonawork.com/locations>  
Google Meet Training: [support.google.com](https://support.google.com/meet)

ARIZONA @ WORK  
www.ARIZONA@WORK.com

## Alside / Associated Material

JUNE 21

MLK Jr. Neighborhood Center



# Total Attendees

15

## Convey Health Solutions

JUNE 23

Convey Health Solutions



# Total Attendees

8

# July

## RECRUITMENT EVENTS



**12th**

**HANDS N HEART**

ARIZONA@WORK - Yuma County  
Business Annex



**19th**

**TRINITY FOOD SERVICES**

MLK Jr. Neighborhood Center



**20th**

**AMERICAN FOOD GROUPS**

South County Business Resource  
Center



**29th**

**TRAX INTERNATIONAL  
CAREER FAIR**

Holiday Inn

# Hands N' Heart

JULY 12

Business Annex

# Total Attendees

11



# Trinity Food Services Group

JULY 19

MLK Jr. Neighborhood Center

# Total Attendees

13



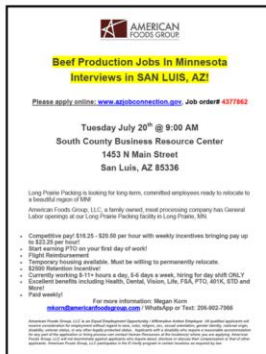
# American Foods Group

JULY 20

South County Business Resource Center

# Total Attendees

4



# TRAX International Career Fair

JULY 29

Holiday Inn

# Total Attendees

46





# August

## RECRUITMENT EVENTS



**9th**

**UCP OF SOUTHERN  
ARIZONA**

ARIZONA@WORK - Yuma County  
Business Annex



**11th**

**DOLE JOB FAIR**

MLK Jr. Neighborhood Center



**16th**

**TRINITY FOOD SERVICES**

ARIZONA@WORK - Yuma County  
Business Annex



**25th**

**FANN CONTRACTING**

MLK Jr. Neighborhood Center

# UCP of Southern Arizona

AUGUST 9  
Business Annex



**HELP WANTED**  
**MAKE A DIFFERENCE IN**  
Part Time & Full Time Employment Opportunities Available at UCP of Southern Arizona

- Work One-On-One with a person with a disability in their home or in the community
- Teach independent living skills
- Assist with activities of daily living
- Provide Respite care for families
- Must be at least 18 years of age
- Must be able to obtain Fingerprnt clearance and CPR certification
- Great benefits!
- Openings throughout Yuma and surrounding areas
- Day, night, both weekday and weekend shifts available.
- Full time, part time
- We provide the AZ Direct Care Worker Certificate training
- Must have reliable transportation

Starting pay \$13.00 hr.

Please contact: (928) 258-7700 Visit our website to apply at [WWW.UCPA.ORG](http://WWW.UCPA.ORG)

**ARIZONA WORK**  
In Person Hiring Event  
AUGUST 9, 2021  
9:00 AM - 1:00 PM  
BUSINESS ANNEX  
300 S. 13TH AVE. SUITE 10, YUMA, AZ

# Total Attendees

4

# Dole Job Fair

AUGUST 11  
MLK Jr. Neighborhood Center



**ARIZONA WORK**  
**Dole**  
**JOB FAIR** AUG. 11<sup>TH</sup>  
MLK Jr. Neighborhood Center  
300 S. 13th Ave Yuma, AZ 85364  
10:00 AM - 2:00 PM  
Various employment opportunities available

- Maintenance Technician / Mechanic
- Food Safety Quality Assurance Technician
- Food Safety Quality Assurance Lead
- Packaging Machine Operator
- Warehouse Lead
- Production Lead

\*The job description and its requirements will apply to the position.



# Total Attendees

286

# Trinity Food Services Group

AUGUST 16  
Business Annex



Start your career today.

**NOW HIRING**  
Food Service Workers

As a food service worker, you'll ensure our guests with special services, and the potential for growth! The food service worker accurately and efficiently prepare and serve a variety of food items in accordance with designated work instructions and recipes. This position also involves security of food preparation utensils and machines in preparing food.

**Reasons to join Trinity Service:**

- Excellent benefits
- Employee discount and parking
- Medical, dental, vision and 401(k) with company match
- Flexible work schedule
- Ability to work full and part-time
- Stable income (hourly) + bonus
- Work in a fun, safe, and clean environment

**ARIZONA WORK**  
Hiring Event:  
AUGUST 16, 2021  
10:00 AM - 1:00 PM  
BUSINESS ANNEX  
300 S. 13TH AVE SUITE 10, YUMA, AZ

# Total Attendees

2

# FANN Contracting

AUGUST 25  
MLK Jr. Neighborhood Center



**FANN CONTRACTING**  
**HIRING EVENT**  
Wednesday, August 25, 2021  
10:00 AM - 3:00 PM  
MLK Jr. Neighborhood Center  
300 S. 13th Ave Yuma, AZ 85364  
Now hiring for US Highway 95 & Dome Valley Rd project

- General Labor
- Equipment Operator
- CDL Driver

**ARIZONA WORK**



# Total Attendees

103







# Upcoming Recruitment Events



**Advanced Call  
Center**  
September 8, 2021



**Agricultural Job Fair**  
September 15, 2021



**Retail Works AZ**  
October 5, 2021



**Yuma Community Job  
& Education Fair**  
October 6, 2021

# QUESTIONS?



# Youth Services Report September 2021

Presented by  
Name: Juan F Castillo

# PRECAUTIONARY MEASURES



- Wall mount thermometers (3)
- Automatic hand sanitation stations
- Automatic soap dispensers
- Automatic paper towel dispensers
- Social Distancing



# OUTREACH

- Social Media (Facebook, Instagram, SnapChat, Tweeter)
- Weekly recruitment shout out
- **Live FaceBook Event**
- Food Bank
- Monthly Newsletter



# OUTREACH

## THE THRIVE! SHOW

RADIO  
SIN FRONTERAS  
99.9 FM



Jose Gallardo tiene un invitado especial el día de hoy. Juan Castillos nos viene hablar sobre Arizona@Work.



**MIERCOLES 5PM**

**ARIZONA @WORK**  
Innovative Workforce Solutions

- Interview with Thrive Radio Show
- Family Engagement Event here in at the MLK Center
- Charter School Open House
- Charter School Orientation every other month

**ARIZONA @WORK**  
Innovative Workforce Solutions



# OUTREACH (WELLTON)



YUMA COUNTY  
A proud partner of the americanjobcenter network

**BRINGING WORKFORCE SERVICES TO  
EAST YUMA COUNTY**  
ADULT, YOUTH, EMPLOYMENT SERVICES

- EDUCATION
- TRAINING
- EMPLOYMENT SERVICES



• July 7th  
• July 21st  
9:00 AM to 12:00 PM  
28634 Oakland Ave.  
Wellton, AZ 85356

TO PRE-REGISTER FOR  
ORIENTATION VISIT EVENTS.YPIC.COM

Equal opportunity employer / program. Auxiliary aids and services are available upon request to individuals with disabilities. Funded by the US Department of Labor.

- Met (virtually) with Mayor of Wellton
- Provider Information (Equus, AWC, Youth Services)  
Presentation to Wellton City Manager and Directors



# COMMUNITY SERVICE

- Tuesday & Thursday (ONLY)
- 8AM - 11:30ish
- Since April



# COMMUNITY SERVICE





**ARIZONA@WORK™**  
Innovative Workforce Solutions



# MLK 14 Program Element Performance Goals FY 2020/2021

| GOAL/ELEMENTS DESCRIPTION   | GOAL | SUCCESSFUL OUTCOMES |
|---|------|---------------------|
| 1. Tutoring, Study Skills Training, Instruction, and Dropout Prevention | 70   | 55                  |
| 2. Alternative Secondary School and Dropout Recovery Services           | 70   | 73                  |
| 3. Paid and Unpaid Work Experience                                      | 200  | 112                 |
| 4. Occupational Skills Training   | 180  | 98                  |
| 5. Education Offered Concurrently with Workforce Preparation            | 20   | 0                   |
| 6. Leadership Development Opportunities                                 | 50   | 41                  |
| 8. Adult Mentoring  | 10   | 0                   |
| 10. Comprehensive Guidance and Counseling                               | 5    | 2                   |
| 11. Financial Literacy Education  | 100  | 41                  |
| 12. Entrepreneurial Training  | 5    | 1                   |
| 13. Services that Provide Labor Market Information                      | 325  | 120                 |
| 14. Postsecondary Preparation and Transition Activities                 | 325  | 230                 |

**\*\*Element 7 and 9 were removed as they are non-performance goals**



# MLK 14 Program Element Performance Goals FY 2021/2022

| GOAL/ELEMENTS DESCRIPTION   | GOAL | SUCCESSFUL OUTCOMES |
|---|------|---------------------|
| 1. Tutoring, Study Skills Training, Instruction, and Dropout Prevention | 70   | 2                   |
| 2. Alternative Secondary School and Dropout Recovery Services           | 75   | 0                   |
| 3. Paid and Unpaid Work Experience                                      | 164  | 18                  |
| 4. Occupational Skills Training   | 140  | 24                  |
| 5. Education Offered Concurrently with Workforce Preparation            | 1    | 0                   |
| 6. Leadership Development Opportunities                                 | 50   | 1                   |
| 8. Adult Mentoring  | 10   | 0                   |
| 10. Comprehensive Guidance and Counseling                               | 2    | 0                   |
| 11. Financial Literacy Education  | 50   | 3                   |
| 12. Entrepreneurial Training  | 2    | 0                   |
| 13. Services that Provide Labor Market Information                      | 160  | 12                  |
| 14. Postsecondary Preparation and Transition Activities                 | 180  | 46                  |

**\*\*Element 7 and 9 were removed as they are non-performance goals**





# MLK 14 Credential Performance Goals FY 2020/2021

| GOAL/ELEMENTS DESCRIPTION                          | GOAL | SUCCESSFUL OUTCOMES |
|--|------|---------------------|
| 1. Medical Office Specialist (MOS)                 | 16   | 9                   |
| 2. Certified Nursing Assistant (CNA)               | 38   | 10                  |
| 3. Medical Billing and Coding (MBC)                | 5    | 3                   |
| 4. Phlebotomy                                      | 5    | 1                   |
| 5. Commercial Driver's License (CDL)               | 25   | 10                  |
| 6. Law Enforcement Training Academy (LETA)         | 5    | 4                   |
| 7. Google IT Specialist                            | 5    | 0                   |
| 8. Dental Assistant Academy                        | 1    | 0                   |
| 9. Childcare Development                           | 2    | 0                   |
| 10. Microsoft Office Specialist, Excel, PowerPoint | 96   | 13                  |
| 11. High School Diploma Equivalency (HSE)          | 70   | 2                   |
| 12. High School Diploma (In-School Youth)          | 70   | 6                   |
| 13. Community Health Worker                        | 2    | 0                   |
| 14. Apprenticeship                                 | 5    | 0                   |

# MLK 14 Credential Performance Goals FY 2021/2022

| GOAL/ELEMENTS DESCRIPTION                          | GOAL | SUCCESSFUL OUTCOMES |
|--|------|---------------------|
| 1. Medical Office Specialist (MOS)                 | 21   | 10                  |
| 2. Certified Nursing Assistant (CNA)               | 30   | 5                   |
| 3. Medical Billing and Coding (MBC)                | 8    | 0                   |
| 4. Phlebotomy                                      | 5    | 2                   |
| 5. Commercial Driver's License (CDL)               | 30   | 2                   |
| 6. Law Enforcement Training Academy (LETA)         | 5    | 0                   |
| 7. Google IT Specialist                            | 2    | 0                   |
| 8. Dental Assistant Academy                        | 1    | 0                   |
| 9. Childcare Development                           | 2    | 0                   |
| 10. Microsoft Office Specialist, Excel, PowerPoint | 32   | 3                   |
| 11. High School Diploma Equivalency (HSE)          | 75   | 0                   |
| 12. High School Diploma (In-School Youth)          | 20   | 0                   |
| 13. Community Health Worker                        | 2    | 0                   |
| 14. Apprenticeship                                 | 2    | 2                   |

# Youth Services

From Date: July 2020 To Date: June 2021

| <b>Enrollments</b>             | <b>Youth</b> |
|--------------------------------|--------------|
| <b>Projected (FY 20/21)</b>    | <b>500</b>   |
| <b>Year-to-Date (FY 20/21)</b> | <b>429</b>   |
| <b>Projected (FY 21/22)</b>    | <b>500</b>   |
| <b>Year-to-Date</b>            | <b>254</b>   |

# Youth Services

From Date: July 2020 To Date: June 2021

| Contract Services          | YTD | Currently Attending | 2021/2022 Goals |
|----------------------------|-----|---------------------|-----------------|
|                            |     |                     |                 |
| Work Experience (WEX)      | 15  | 31                  | 164             |
| On the Job Trainings (OJT) | 2   | 12                  | 12              |
|                            |     |                     |                 |

## Job Placements

|              |  |  |  |
|--------------|--|--|--|
| Year-to-Date |  |  |  |
| Average Wage |  |  |  |

# Youth Services

## Fiscal Year: 2020/2021

| Client Expense   | 2020 / 2021 Budget | Expense as of March 8 / 2021 | Balance Available   | % Spent    |
|--|--------------------|------------------------------|---------------------|------------|
| Work Experience<br>(OJT / WEX / Internships)                                   | \$1,147,000        | \$470,920.87                 | \$676,079.13        | 41%        |
| Client Support Services<br>(Needs Based Payments/Transportation/Other Support) | \$65,000           | \$143,403.89                 | \$21,596.11         | 67%        |
| Training Supplies  | \$15,000           | \$19,919.49                  | \$(4,919.49)        | 133%       |
| Transportation   | \$40,000           | \$22,048.00                  | \$17,952.00         | 55%        |
| Other Support  | \$67,000           | \$22,570.06                  | \$44,429.94         | 34%        |
| Client Training  | \$442,000          | \$438,673.91                 | \$3,326.09          | 99%        |
| Client Milestones  | \$60,000           | \$54,460                     | \$5,539.50          | 91%        |
| <b>TOTAL</b>   | <b>\$1,836,000</b> | <b>\$1,071,996.72</b>        | <b>\$764,003.28</b> | <b>58%</b> |

**December of 2020: Only 20%, \$368,580.92 had been spent**

Innovative Workforce Solutions

# Youth Services

## Fiscal Year: 2021/2022

| Client Expense   | 2021 / 2022 Budget    | Expense as of July/ 2021 | Balance Available | % Spent   |
|--|-----------------------|--------------------------|-------------------|-----------|
| Work Experience<br>(OJT / WEX / Internships)                                   | \$1,185,250.00        | 60,317.00                | 60,317.00         | 5%        |
| Client Support Services<br>(Needs Based Payments/Transportation/Other Support) | \$68,250.00           | 3,705.00                 | 3,705.00          | 5%        |
| Training Supplies  | \$23,000.00           | -                        | 23,000.00         | 0%        |
| Transportation   | \$40,000.00           | 1,214.00                 | 38,786.00         | 3%        |
| Other Support  | \$69,250.00           | 1,761.00                 | 67,239.00         | 3%        |
| Client Training  | \$500,000.00          | 2,747.00                 | 497,253.00        | 1%        |
| Client Milestones  | \$86,000.00           | 3,704.00                 | 82,296.00         | 4%        |
| Academic Enrichment  | \$45,000.00           | -                        | 45,000.00         | 0%        |
| <b>TOTAL</b>   | <b>\$2,016,750.00</b> | <b>\$73,448.00</b>       |                   | <b>4%</b> |




# SUCCESS STORIES

**ARIZONA@WORK**  
YUMA COUNTY  
A proud partner of the [americanJobcenter](#) network

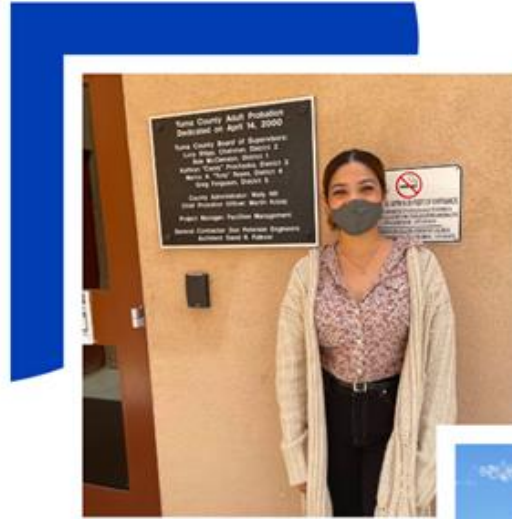

**Hey, followers!**

JAZMIN HAS SUCCESSFULLY COMPLETED HER WORK EXPERIENCE TRAINING THROUGH ARIZONA@WORK YUMA COUNTY YOUTH SERVICES AND WELL ON HER WAY TO COMPLETE THE TRAINING NECESSARY TO MEET HER LONG TERM GOALS!



ARIZONA@WORK YUMA COUNTY YOUTH SERVICES  
A proud partner of the [americanJobcenter](#) network

POWERED BY DISAPARTNER



*Way to go Brianna!*



**ARIZONA@WORK**  
YUMA COUNTY

A proud partner of the [americanJobcenter](#) network

**CONGRATULATIONS  
ARIZONA@WORK-YUMA COUNTY  
YOUTH SERVICES PARTICIPANT,  
BRIANNA FOR YOUR SUCCESSFUL  
COMPLETION OF THE CYBER  
SECURITY TRAINING AND  
PLACEMENT WITH YUMA COUNTY  
ADULT PROBATION!**

EQUAL OPPORTUNITY EMPLOYER PROGRAM AUXILIARY AID AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES

FUNDED BY DEPARTMENT OF LABOR

**ARIZONA@WORK**

Innovative Workforce Solutions

Thank you!



# Equus Adult Performance Goals FY 2020/2021

| GOAL DESCRIPTION  | GOAL               | SUCCESSFUL OUTCOMES |
|---|--------------------|---------------------|
| Participants Enrolled                                     | 621                | 622                 |
| Enrolled in Individualized Career Services                | 181                | 332                 |
| Enrolled in Work Experience or Internships                | 100                | 87                  |
| Participants who became employed /Individualized Services | 132                | 85                  |
| Enrolled in On-the Job Training                           | 32                 | 51                  |
| Occupational Training                                     | 178                | 114                 |
| Participant Employed                                      | 153                | 72                  |
| Average Wage  | \$13.50 per hour   | 15.58               |
| Enrolled in an Education or training program              | 90%                | 41%                 |
| Percent of Quality of Service                             | 80% meet or exceed | 98%                 |
|   |                    |                     |



# Equus Dislocated Worker Performance Goals FY 2020/2021

| GOAL DESCRIPTION  | Goal               | Successful Outcomes |
|---|--------------------|---------------------|
| Participants Enrolled                                     | 91                 | 94                  |
| Participants Enrolled into Individualized Career Services | 15                 | 53                  |
| Enrolled in Work Experience or Internships                | 24                 | 12                  |
| Participants who became employed/Individualized Services  | 11                 | 24                  |
| Enrolled in On-the Job Training                           | 2                  | 4                   |
| Occupational Training                                     | 16                 | 23                  |
| Participant Employed                                      | 13                 | 17                  |
| Average Wage  | \$14.25 per hour   | 15.03               |
| Enrolled in an Education or training program              | 90%                | 121%                |
| Percent of Quality of Service                             | 80% meet or exceed | 98%                 |
|   |                    |                     |



# AWC Adult Performance Goals FY 2020/2021

| GOAL DESCRIPTION                             | GOAL               | SUCCESSFUL OUTCOMES |
|--|--------------------|---------------------|
| Participants Enrolled                        | 136                | 135                 |
| Enrolled in Work Experience or Internships   | 20                 | 24                  |
| Enrolled in On-the Job Training              | 5                  | 16                  |
| Occupational Training                        | 65                 | 43                  |
| Participant Employed                         | 99                 | 28                  |
| Average Wage                                 | \$12.50 per hour   | \$15.47             |
| Enrolled in an Education or training program | 66%                | 33%                 |
| Percent of Quality of Service                | 75% meet or exceed | 93%                 |
|  |                    |                     |



# AWC 14 Program Element Performance Goals FY 2020/2021

| GOAL/ELEMENTS DESCRIPTION   | GOAL | SUCCESSFUL OUTCOMES |
|---|------|---------------------|
| 1. Tutoring, Study Skills Training, Instruction, and Dropout Prevention | 3    | 9                   |
| 2. Alternative Secondary School and Dropout Recovery Services           | 45   | 33                  |
| 3. Paid and Unpaid Work Experience                                      | 25   | 18                  |
| 4. Occupational Skills Training   | 33   | 16                  |
| 5. Education Offered Concurrently with Workforce Preparation            | 3    | 3                   |
| 6. Leadership Development Opportunities                                 | 3    | 1                   |
| 8. Adult Mentoring  | 5    | 0                   |
| 10. Comprehensive Guidance and Counseling                               | 3    | 1                   |
| 11. Financial Literacy Education  | 40   | 24                  |
| 12. Entrepreneurial Training  | 1    | 0                   |
| 13. Services that Provide Labor Market Information                      | 35   | 22                  |
| 14. Postsecondary Preparation and Transition Activities                 | 50   | 55                  |

**\*\*Element 7 and 9 were removed as they are non-performance goals**

