

Workforce Arizona Council

Executive Committee Meeting

11/16/2023



ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

WORKFORCE ADMINISTRATOR REPORT OUT



Stacey Faulkner, OEO

National Apprenticeship Week

Activities:

- 11/13/2023- BuilditAZ Press Release
- 11/14/2023- Apprenticeship Morning Scoop
- 11/14/2023- ROC Licensed Contractor Forum
- 11/14/2023- Sundt Construction Tour
- 11/15/2023 Technology Apprenticeship Accelerator
- 11/15/2023- Semiconductor Press Release
- 11/15/2023- Healthcare Workforce Summit and RAP Accelerator
- 11/16/2023- WECA Open House Events
- 11/18/2023- Outstanding Apprenticeship Awards Ceremony

- *11/30/2023- Process Overview at Full Council Meeting



Workforce Administrator Report Out

BuilditAZ Apprentices Initiative

Plan to double the number of construction trades apprentices by 2026

Workgroups:

- Marketing and Outreach
- Policy and Governance
- Employer Engagement
- Career Pathways
- Grants and Funding Opportunities

Priorities:

- Invest **\$500,000** in capacity-building for construction trades apprenticeships
- Launch BuilditAZ Industry and Trades Marketing and Outreach Campaign with initial **\$500,000**
- **\$750,000** for a new Workforce Development Grant office at OEO
- Appoint trades representatives to Workforce Arizona Council
- Creation of BuilditAZ Policy Task Force
- **\$500,000** for ADOT's On the Job Training (OJT) Apprentice Training Program

Workforce Administrator Report Out

ETPL Workgroup Update

- The Eligible Training Provider List (ETPL) Workgroup has met 4 times since the last quarterly meeting.
- The policy is being actively revised during the workgroup meetings and consists of various stakeholders such as Title Partners, Service Providers, ETPL Coordinators, and Training Providers.
- The group anticipates that the policy will be finalized and ready for presentation to the Executive Committee and Full Council during the Quarter 1 meetings in February 2024.

Workforce Administrator Report Out

Staff to the Council Roles and Responsibilities Update (OEO Team)

- 4 Year WIOA State Plan and 2 Year Plan Modifications
- Local Plan Review and Approval
- Local Board Certification
- Job Center Certification
- Statewide Policies
- Develop and update comprehensive state performance accountability measures
- Prepare annual reports to be submitted to DOL, the Council, and the Governor
- Develop statewide workforce and labor market information system described in sec. 15(e) of the Wagner-Peyser Act
- Coordinate with State Agencies and Community Colleges to establish performance accountability measures
- Develop continuous improvement for the workforce development system
- Develop strategies for aligning technology and data systems across one-stop partner programs
- Develop allocation formulas for the distribution of monies for employment and training activities for adults and youth workforce investment activities
- All responsibilities can be found [HERE](#)

Workforce Administrator Report Out

DOL Monitoring Update

Purpose: Determine if the grants/programs are operating in compliance with all applicable Federal laws, regulations, policies, and other grants management requirements; provide and identify technical assistance; and identify promising practices. Link to report found [HERE](#)

- Dates of Review- July 17 - August 4, 2023
- Sites Visited
 - DES (DERS)- 6
 - OEO (Council)- 1
 - City of Phoenix- 3
 - Maricopa County- 6
 - Yuma County- 5
- Grants/Programs Reviewed
 - WIOA Titles I and III
 - 13 Findings
 - 2 repeat findings
 - 2 Promising Practices
 - Innovative Arizona@Work Resource Page on Job Market Trends
 - Creative Partnership Between Yuma Parks and Recreation Department and Arizona@Work

Workforce Administrator Report Out

Council Annual Report

- The Council Annual Report for **Program Year 22 (July 1, 2022 - June 30, 2023)** has been completed and shared with the Full Council for review.
- This report encompasses data from PY 22 covering participants served, money spent on services, business services, and community colleges.
- This program year, ARIZONA@WORK served **89,559** job seekers.
- As required by A.R.S. §41-5401(C), report will be submitted on **December 1, 2023** to the Governor, Senate President, Speaker of the House, and Director of the Joint Legislative Budget Committee.

Workforce Administrator Report Out

AZ Quest- \$15 million Disaster Recovery Grant Update

- Cochise Community College- \$3 million
 - Develop or Expand Strategic Partnerships
 - labor unions
 - employers
 - rural communities
 - Community and Participant Outreach
 - outreach campaign
 - Business Engagement
 - work-based learning, RAP's
 - high quality jobs
 - sector- based approaches
- Yuma, City of Phoenix, Yavapai, Mohave/La Paz, and Pima
- September 30th, 2024

Workforce Administrator Report Out

NTN Local Workforce Development Board

Fiscal Agent

- OEO designation- July 1st, 2024
 - Pending 13 Tribal approvals

Local Plan

- The plan was conditionally approved at the Q2 Full Council meeting, 6/1/2023, pending CEO approval
- Final draft with documentation of approval was submitted to DES on 10/3/2023

Action: Move to approve the NTN Local Plan as presented to the Full Council

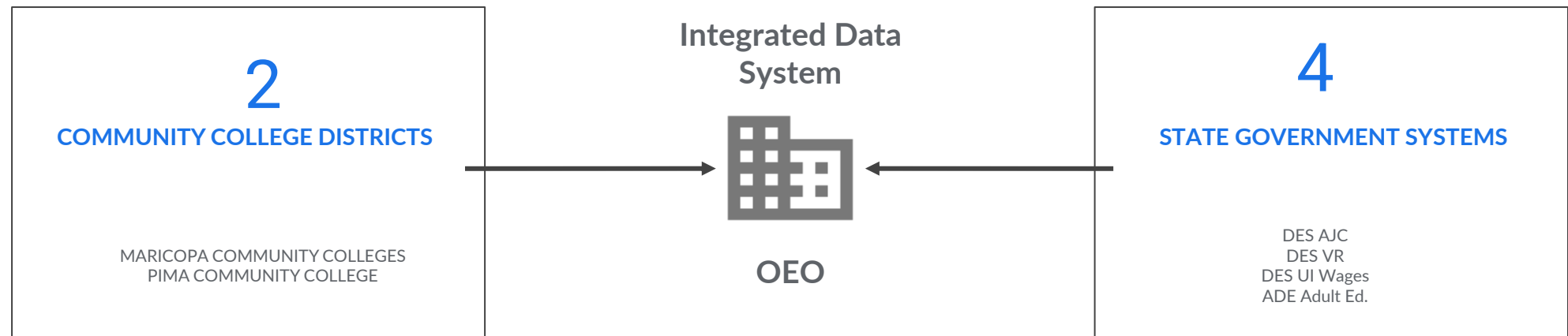
Workforce Projects: Integrated Data System



Ferris Ramadan, OEO

Introduction & Purpose

- Laws 2016, Chapter 372 established the Workforce Data Task Force to support the evaluation of workforce and education programs
- The Office of Economic Opportunity (OEO) established the Integrated Data System (IDS)
- The OEO collects and links administrative records



- Data are *exclusively* used for statistical analysis
- Research may be conducted by OEO staff and external parties

Design & Accessibility

- IDS hosted on the Google Cloud Platform
- OEO uses NIST guidelines for information security
- Project proposals are approved by data owners
- Project workflow:
 - Parties sign data use agreement that complies with federal regulations
 - OEO prepares anonymized data needed for the project
 - OEO provides secure access and workspace for analysis
 - OEO reviews & screens output for disclosure risk
- Parallel longitudinal systems
 - Emphasis on evaluating benefit for vulnerable / high-risk populations
 - Title I program participants experienced a 14% decrease in overall employment 32 months after exit (Ohio Office of Workforce Transformation)



Active Projects

- Workforce Effectiveness Advisory Committee
 - Established by OEO Director to streamline evaluation of workforce development programs
- Support external program evaluation with data source partner (*December 2023*)
- Validate and expand IDS data matching methodology (*February 2024*)
- Develop an IDS Research Agenda (*March 2024*)
 - Identify and communicate priorities for workforce development on the IDS for 2024-2028
 - Emphasis is identifying agency priorities (e.g. key questions, activities, ethical considerations)
 - Equity: backgrounds, experiences, opportunities, and access
 - Predictive analytics: positive and negative outcomes
 - Subject matter experts from OEO, DES, ARIZONA@WORK & partner agencies
- Workforce Development evaluation (*April 2024*)
 - ARIZONA@WORK Title I Adult participants
 - Evaluate industry of employment
 - Longitudinal performance outcomes & completion rates
 - Identify predictive wage features to identify higher areas of impact

Closing Remarks & Questions?

Title I-B Training Effectiveness Project



Rachael Tashbook, OEO



November 16, 2023

Title I-B Training Effectiveness Evaluation Project

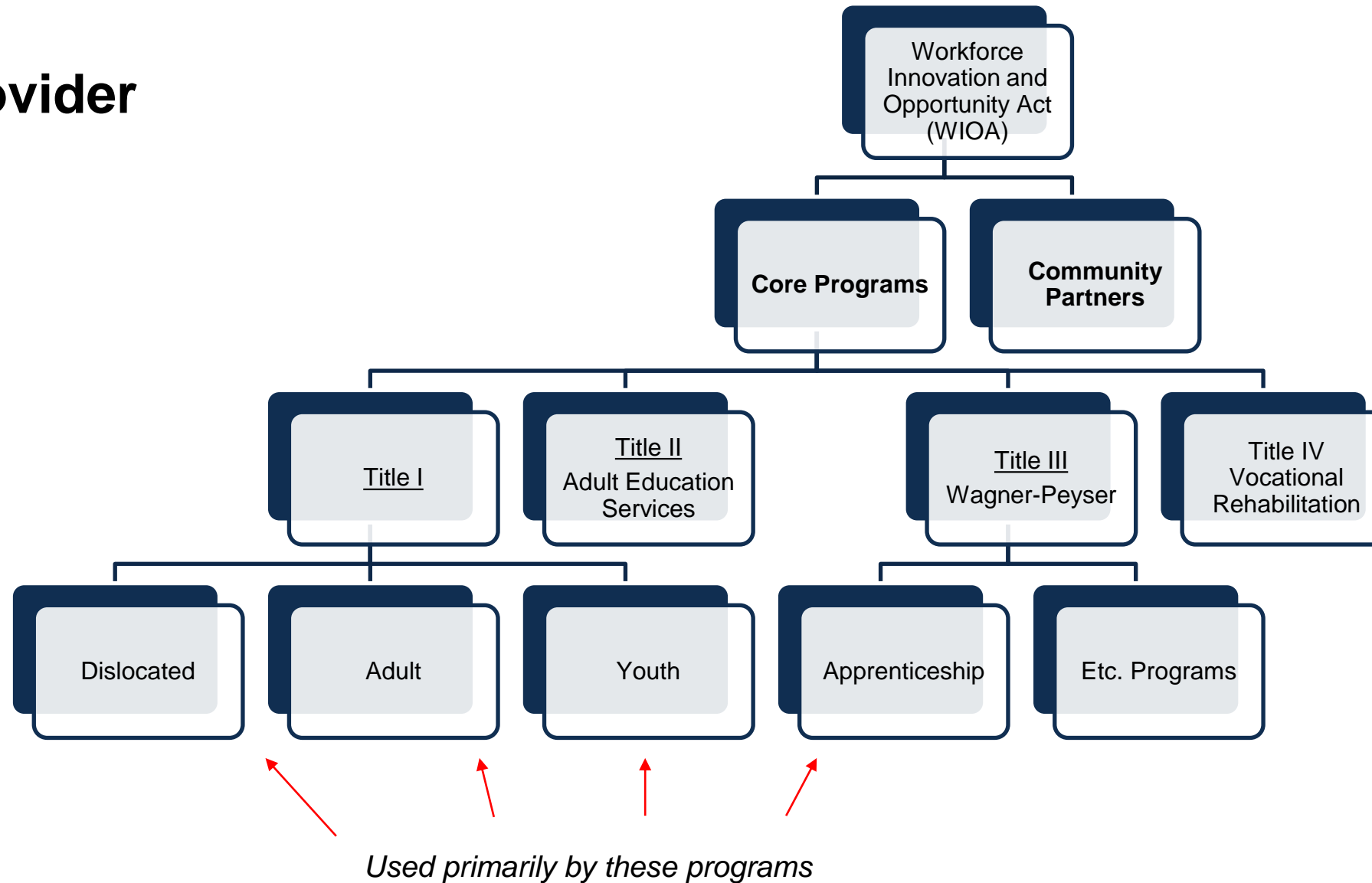


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Eligible Training Provider List (ETPL) Context

“The Workforce Innovation and Opportunity Act (WIOA) requires states to maintain a list of training providers approved to offer training to individuals eligible to receive WIOA funds. The statewide Eligible Training Provider List (ETPL) includes eligible training providers and training programs that are approved by both the Local Workforce Development Areas (LWDAs) and DES to provide training services to eligible WIOA participants. Training programs must meet state and local requirements of in-demand industry sectors and occupations in Arizona, and result in a recognized credential.”



Eligible Training Provider List (ETPL) Function

- Designed to provide WIOA participants with a wide range of training options. It ensures that the training providers listed meet certain quality and performance standards.
- Should be used by the State Workforce Council, DES, and local workforce board to nudge better employment and wage results for Arizonans in need of workforce services.

How?

Governing bodies are required to ensure that minimum performance levels are met for initial and continued training provider eligibility. Further, governing bodies may provide tiered resources to help improve employment and wage outcomes.

How can the Office of Economic Opportunity's Economic Analysis team help?

- We're developing a means to help state and local policy makers, policy enforcers, and training participants have a better understanding of which programs are most impactful.
- This data can be used as a tool to help the workforce system better utilize training program that provide the best employment and wage results!

Problem: Evaluating Training Program Effectiveness is Difficult

- How do we fairly identify what is a problem with a training program versus uncontrollable circumstance?
 - How do we assess training programs if the economy is bad or their participants have a lot of barriers?
 - How do you fairly assess training programs focused on retraining individuals who are already employed, but looking to improve their skill set?
- What do we do when we identify that, despite these nuances, a program is performing especially well or especially poorly?

Solution: Customized Effectiveness Evaluation Model

Effectiveness is based on the unique participant and economic characteristics of each training program after the participant exits Title IB – Adult services.

- For example, if a given participant enrolled in a specific training:
 - **Is homeless**, the program would be expected to have **lower** performance outcomes.
 - Lives in a **community that needs a lot of this occupation**, that could **increase** expected employment level performance outcomes.

The evaluation model estimates the effectiveness of the training programs offered on the ETPL based on three measures:

- Employment 2nd Quarter after Title I Adult program exit
- Employment 4th Quarter after Title I Adult program exit
- Wages 2nd Quarter after Title I Adult program exit

Programs are then separated into the following three categories: exceeded expectations, met expectations, and below expectations.

Next Steps

- Currently have a model that uses 3-years of performance data to evaluate effectiveness of programs in serving Title I-B Adult Participants
- Test the evaluation model for efficacy
- Gain further feedback from state and local partners
- Develop tools that would make the data accessible and usable to partners

Conclusion

- Arizona's workforce system needs levers to help nudge improved performance.
- The ETPL is a key tool for improving employment and wages for Arizona's job seekers.
- The ETPL won't be used effectively if there isn't clear performance analysis on the training programs.
- The results of this study will help stakeholders including the State Workforce Council, DES, LWDB, education providers, and students to use the ETPL as intended.

**THANK
YOU**



Rapid Response



Anna Hunter, DES

Rapid Response Funding - ALERTs

ALERT 23-001 (July 10, 2023): Rapid Response allocated to LWDAs intended on focusing on work-based learning (WBL) capacity building and program enhancements

- \$125,000 - Initial Allocation (Rural LWDAs)

- \$100,000 - Initial Allocation (other LWDAs)

ALERT 23-002 (October 20, 2023): Rapid Response allocation increased to LWDAs and removing focus/requirements on WBL and associated capacity building. Established \$775,000 availability for LWDAs to apply for WBL focused funds

- Increase of \$200,000 to all LWDAs.

- \$325,000 - Total Rapid Response allocation (Rural LWDAs)

- \$300,000 - Total Rapid Response allocation (other LWDAs)

- \$775k - Funding Opportunity - LWDAs may apply for additional Rapid Response funding focused on establishing new, or expanding current, WBL programs

Link: [WIOA Allocations Information Website](#)

1st Year Rapid Response DW Budget PY23/FY24

\$7.539 M Total State 1st Year RR DW Funding

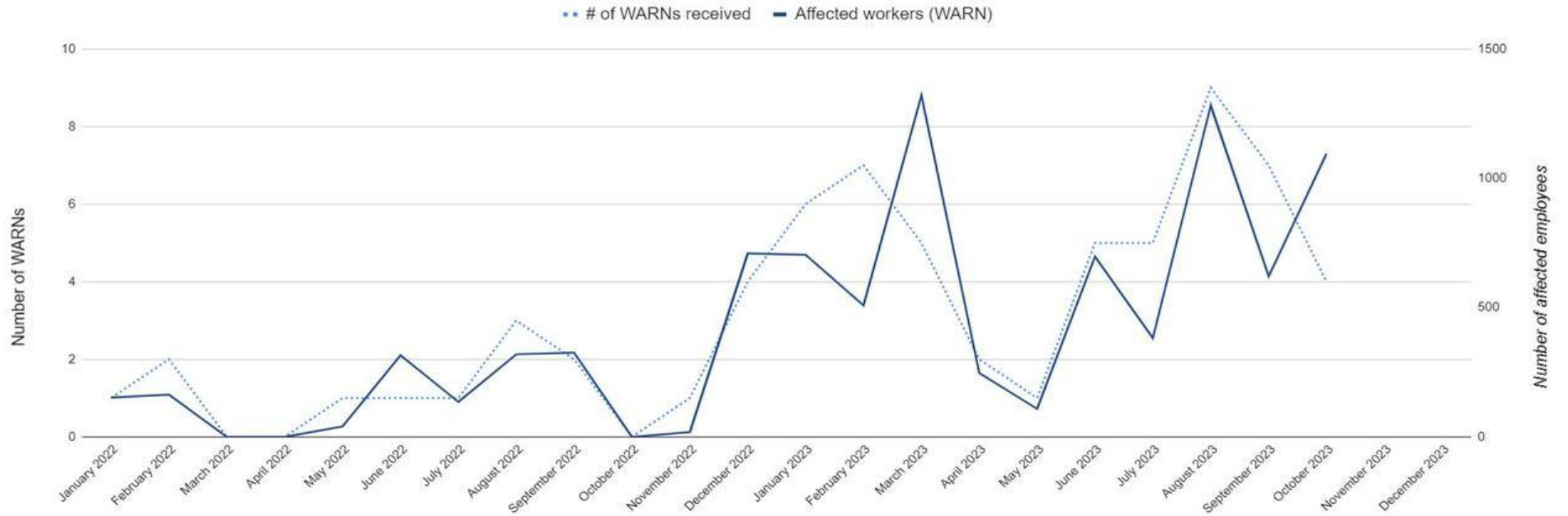
Activity		Amount
LWDA Rapid Response Allocation	\$	3,825,000
LWDA Work-Based Learning Funding Opportunity	\$	775,000
Set-Aside for Rapid Response Activities	\$	1,561,000
State Rapid Response Program Operations	\$	600,000
Rapid Response Communication & Outreach	\$	778,000
Total Expenses for Planned Activities	\$	7,539,000

LWDA Funding Allocations released on Alert 23-001 (PY23/FY24 LWDA WIOA Title I Funding Allocations) and Alert 23-002 (PY23/FY24 Rapid Response Funds).

Should LWDA require funds beyond the available base funds to conduct rapid response events, please continue to submit requests using the process identified here: [Request for Rapid Response](#).

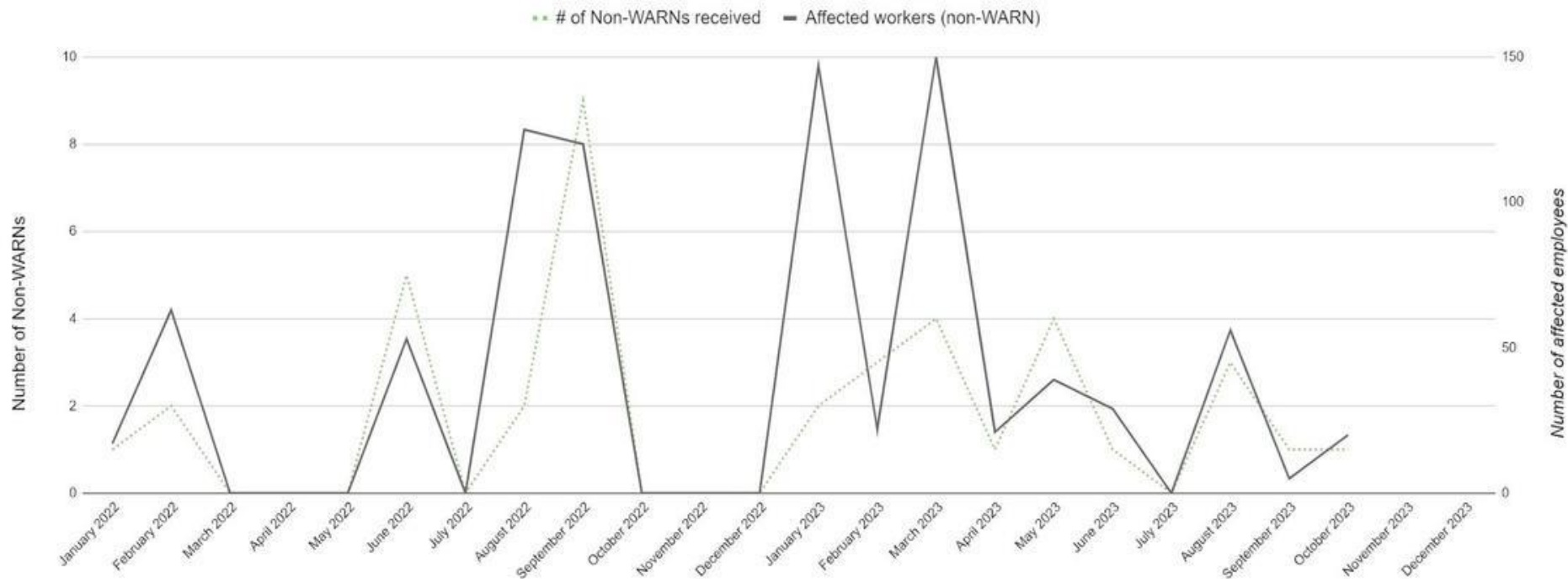
Total WARNs & Affected Workers January 2022 - October 2023

State Rapid Response Total WARNs & Affected Workers



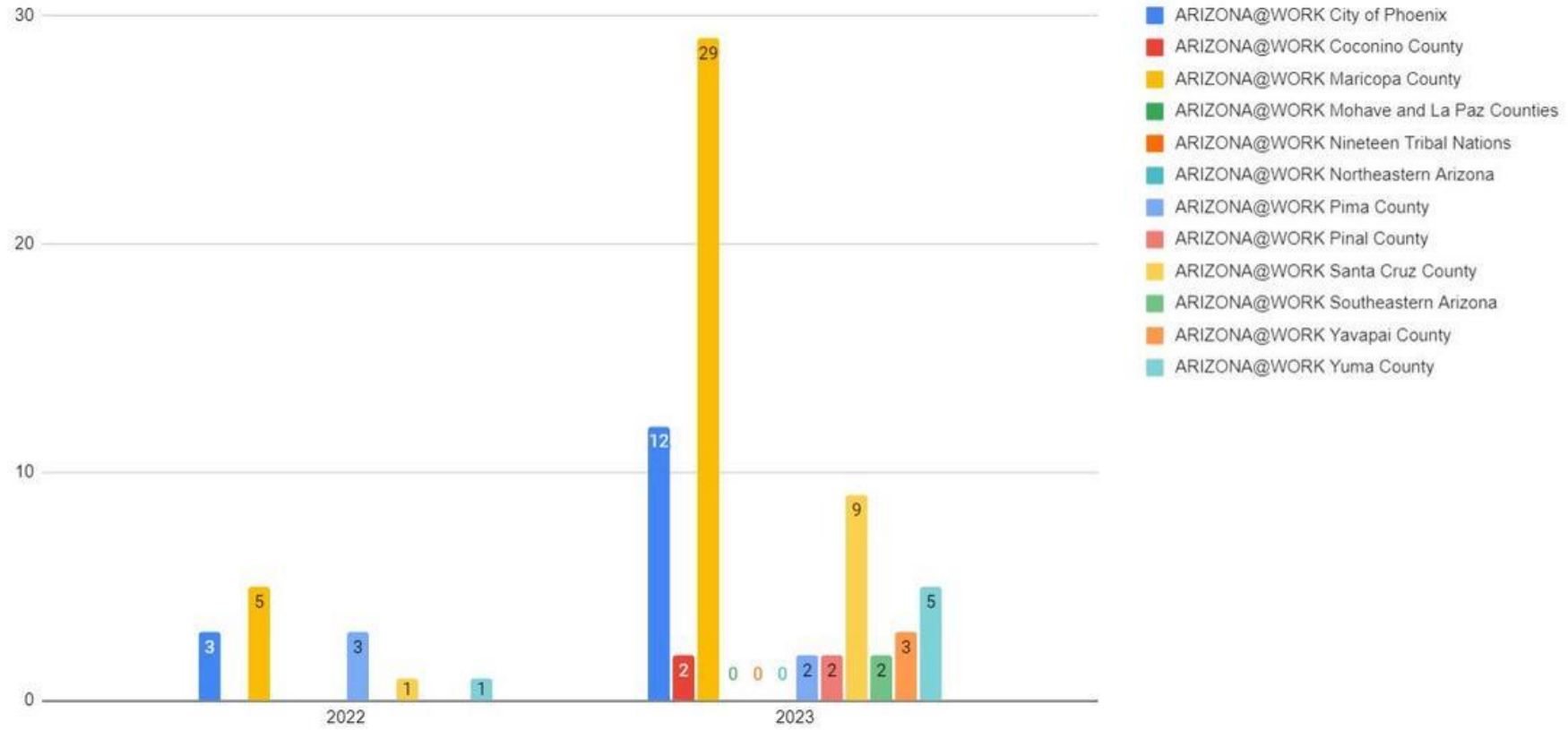
Total Non-WARNs & Affected Workers January 2022 - October 2023

State Rapid Response Total Non-WARNs & Affected Workers



WARNs by LWDB January 2022 - October 2023

Number of WARNs by Local Area Development Boards



State Plan Update



Sara Agostinho, DES

State Plan Update

- The opportunity to communicate the **state's vision** for delivering services to **shared customers** of the state's workforce development system:
 - Four-Year Strategy
 - Operational Plan for implementation
 - Coordination across Title I, Title II, Title III, and Title IV
- State Board must assist in the development, implementation, and modification of the state plan
 - Alignment to WAC strategic plan
 - Participation in Goal & Strategy Sessions
 - Review of complete WIOA State Plan (*February*)



State Plan Update

Engagement Opportunities



- Contributor Roles & Project Outline Kick-Off (*Nov. 7th & 8th*)
- WIOA State Plan Development Sessions - *Please join!*

Tuesday, November 28th
@ Pima Community College
(9:30am - 4:30pm)

Southern AZ

Tuesday, December 5th
@ High Country Motor Lodge
(9:30am - 4:30pm)

Northern AZ

Thursday, December 7th
@ Maricopa County
East Valley Center
(9:30am - 4:30pm)

Central AZ

State Plan Update

WIOA Planning Priorities



Opportunities

Planning requirements aim to foster better alignment of federal investments across job training and education programs.

1. Leveraging historic infrastructure investments
2. Investments that prepare workers for quality jobs
3. Data-driven decisions
4. Investing In Youth
5. Equity in service delivery and educational programming
6. Enhance supportive services offerings
7. Strategic partnering

- Statewide, systems-level partnerships
- Worker-centered, industry-driven career pathways
- Equitable access to resources, programs, and wraparound services
- Enhance data-sharing systems and practices
- Prepare Arizona's youth for success in the workforce

2024 Convening



Oleg Shvets, OEO

2024 Convening

"Crossroad to Connections"

January 11, 2024

Gateway Community College

(Central City Campus)

1245 E. Buckeye Rd.

Phoenix, AZ 85034

Convening

Agenda

9:00 am - 9:30 am – Welcome, Opening Remarks

9:30 am - 10:30 am – Business and Industry Panel

10:45 am – Noon – Industry Breakout Session

Noon – 1:00 pm – Networking Luncheon/Awards Presentations

Online registration opens in December

WORKFORCE ARIZONA COUNCIL ROUNDTABLE DISCUSSION



- Q4 Meeting Focus- Call to Business and LWDB Training Needs

**THANK
YOU**

