



NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD EXECUTIVE COMMITTEE

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board Executive Committee and to the general public that the Maricopa County Workforce Development Board Executive Committee will hold a meeting open to the public on:

Tuesday, November 14, 2023 – 10:00 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

The Agenda for the meeting is as follows:

**Indicates materials attached, please review/read prior to meeting.*

1. Call to order.

2. Roll Call.

3. Welcome and Opening Remarks.

4. Consent Agenda.

For Possible Action.

The Committee will consider and vote on the items on the consent agenda. Consent agenda is established to efficiently dispense the business of the MCWDB. These items will not be discussed unless a Member of the Committee asks to remove the item from the consent agenda.

- a. Meeting Minutes: August 3, 2023*
 - b. Monthly Careers Pathway Strategist Reports*
 - c. FY24 MCWDB 1st Quarter Report*
 - d. Title IB 1st Quarter Report*
-

5. Chair Report.

6. Information/Discussion/Possible Action.

- a. FY25 MCWDB Budget Recommendation*
 - b. Service Provider Agreement Renewal*
 - c. One-Stop Operator Contract Renewal*
 - d. US Department of Labor Monitoring Report and Response Plan*
-

7. Information/Discussion Only.

- a. Program Year (PY) 2021 / Fiscal Year (FY) 2022 Redistribution and Priority of Service*
-

8. Call to Public.

9. Adjourn.

NEXT MEETING: January 18, 2024

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.



Consent Agenda

Meeting Minutes



MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD
Executive Committee

Thursday, August 3, 2023 – 9:30 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

Members Present: Leah Hill, Bonnie Schirato, Joe Veres, and Loren Granger
(Note: All members present attended via GoTo meeting)

Members Absent: Shawn Hutchinson

MEETING

1. **Call to Order.**

Chair Leah Hill called the meeting to order at 9:33 a.m. and requested a roll call vote.

2. **Roll Call.**

MCWDB Board Liaison Deseret Romero took roll call. A quorum was present.

3. **Welcome and Opening Remarks.**

Chair Hill welcomed everyone and read the Maricopa County Workforce Development Board’s Vision and Values.

4. **Consent Agenda.**

- a. Meeting Minutes: May 18, 2023
- b. Monthly Careers Pathway Strategist Report
- c. FY23 MCWDB 4th Quarter Report
- d. One-Stop Operator Monthly Report

MOTION: Chair Hill asked for a motion to approve the Consent Agenda as presented. Bonnie Schirato made a motion; Joe Veres seconded the motion.

Chair Hill called for an all-in favor vote:

In Favor: Leah Hill, Bonnie Schirato, and Joe Veres

Opposed: None

Abstained: None

Motion passed.

5. **Chair Report.**

Chair Hill provided a brief Chair Report, highlighting the following.

- Thank you to the Executive Committee member’s continued commitment to the residents of Maricopa County and that she was looking forward to the new fiscal year.

6. Informational/Discussion/Possible Action.

a. Fiscal Report

MCWDB Fiscal Agent Nicole Forbes presented the Committee with the FY2023 WIOA Financial and Budgetary Review.

MOTION: Chair Hill asked for a motion to approve the Fiscal Report as presented. Bonnie Schirato made a motion; Loen Granger seconded the motion.

Chair Hill called for a “roll call” vote:

In Favor: Leah Hill, Bonnie Schirato, Joe Veres, and Loren Granger

Opposed: None

Abstained: None

Motion passed.

Ms. Forbes also noted that at the September Executive Committee meeting the Committee will be presented with the FY23 Year End Report and the FY24 Year-to-Date. The reports will be presented by Eddie Contreras, as Ms. Forbes will be out of town.

b. Shared Governance Agreement

MCWDB Executive Director Steve Clark provided a brief overview of the preparation for the Shared Governance Agreement (SGA) renewal, noting that the agreement had lapsed and would include a retroactive term for the agreement if approved. MCWDB Management Analyst Nancy Avina provide a detailed presentation of the SGA renewal recommendation. Below are the highlights of the presentation.

SGA Background

- SGA purpose
- Renew and approval – 3-years
- Renewal Term: 7.01.23 – 6.30.2026

Summary of Revisions

- Updated agreement term
- Confirmed alignment with Arizona Workforce Council policy and current MCWDB Bylaws
- Spelling, grammar, punctuation, and format revisions

Agreement Processing Timeline

- MCWDB staff redline revisions (complete)
- Maricopa County leadership review (complete)
- Maricopa County Attorney review (complete)
- MCWDB Executive Committee approval to move forward to MCWDB Full Board (in-progress)
- MCWDB Full Board approval (in-progress)
- Board of Supervisors’ approval (in-progress)

Next Steps

- Full Board Approval
- Board of Supervisors’ Approval

The Committee posed no questions.

MOTION: Chair Hill asked for a motion to approve the Shared Governance Agreement as presented. Bonnie Schirato made a motion; Loren Granger seconded the motion.

Chair Hill called for a “roll call” vote:

In Favor: Leah Hill, Bonnie Schirato, Joe Veres, and Loren Granger

Opposed: None

Abstained: None

Motion passed.

c. Title IB 4th Quarter Report

Workforce Development Division (WDD) Assistant Director Jared Beard provided an overview of the Title IB 4th Quarter Report. Below are the following highlights from Mr. Beard’s report.

- Overall Participation
 - 20% decrease (associated to low unemployment rate)
 - Center Traffic (West Valley – 8449 Job Seekers and East Valley 6954 Job Seekers)
- Apprenticeship Participation
 - Supporting of 500 apprentices across partner programs.
- Work Experience (WEX)
 - Youth Program – 42 participants
 - Smart Justice – 22 participants
- WIOA Performance (all exceeding 90% Goal)
 - Youth Program – 115.32%
 - Dislocated Worker Program – 97.48%
 - Adult Program – 106.58%
- Business and Community Services
- Success Stories

Mr. Beard also shared a brief review of the FY24 1st Quarter Labor Market Trends updates for the West and East Valley Career Centers.

Chair Hill thanked Mr. Beard for his presentation.

The following questions and comments were provided by the Committee.

Question/Comment	Response/Comments
Love the cross-collaboration with the City of Phoenix.	
How long has the Smart Justice program been in place?	<ul style="list-style-type: none">- Smart Justice Program started in 2016- Smart Justice team started in 2019- With the pandemic, virtual options expanded the services available to participants.
Is there anything that the MCWDB Board can do to assist WDD?	WDD and MCWDB work together to focus on certain program populations. (i.e. veterans and foster care)
Why do you see the need for growth now as opposed to a few years ago?	Seeing opportunities that require certain skills or upskilling with new companies coming to the valley. (i.e TSMC)

MOTION: Chair Hill asked for a motion to approve the Title IB 4th Quarter Report as presented. Loren Granger made a motion; Joe Veres seconded the motion.

Chair Hill called for a “roll call” vote:

In Favor: Leah Hill, Bonnie Schirato, Joe Veres, and Loren Granger

Opposed: None

Abstained: None
 Motion passed.

7. Information/Discussion Only.

a. Priority of Service

Chair Hill noted that this item was covered under the Title IB 4th Quarter Update agenda item.

b. PY23 Allocations

MCWDB Executive Director Steve Clark presented the Committee with an update on the PY23 Allocations. Below are the highlights of the presentation.

- Funding Allocations
 - WIOA Requirement
 - OEO/DES Staff receive State allotments(s)
 - Summary: \$79 million (Program Year 23 – Title I)
 - State Reserve: \$19,489,254
 - Local Area: \$60,178,737
- Allocations Distribution Methods
- Factors for Consideration

Summary of Distribution of Funds

Program Fund	Total Arizona Allotments	Total State of Arizona Reserves	Total Local Area(s) Allocations
Adult	\$24,088,343	\$3,613,251	\$20,475,092
Dislocated Worker	\$30,156,226	\$12,062,490	\$18,093,736
Youth	\$25,423,422	\$3,813,513	\$21,609,909
Total	\$79,667,991	\$19,489,254	\$60,178,737

PY23 Local Area Allocations

Program Fund	Total Local Workforce Area Allocations	% of Total State Allotment
Adult	\$20,475,092	85% of Total Adult Allotment
Dislocated Worker	\$18,093,736	60% of Total Dislocated Worker Allotment
Youth	\$21,609,909	85% of Total Youth Allotment
Total	\$60,178,737	75% of Total Arizona Allotment

MCWDB Annual Comparison

Program Fund	PY 22	PY 23	Decrease
Adult	\$5,300,033	\$4,331,066	\$968,967
Dislocated Worker	\$6,701,532	\$5,545,694	\$1,155,838
Youth	\$5,692,414	\$4,638,718	\$1,053,696
Total	\$17,693,979	\$14,515,478	\$3,178,501

- Next Steps
 - DES executes Subgrant Agreements
 - Allocations are provided to Local Areas

Chair Hill thanked Mr. Clark for his presentation.

c. US Department of Labor (DOL) Monitoring Update

MCWDB Executive Director Steve Clark provided the Committee with an update on the recent US Department of Labor (DOL) Monitoring site visit. Below are the highlights of the presentation.

Monitoring Visit		
<ul style="list-style-type: none"> - July 25& 26, 2023 - East & West Valley Career Centers - Yuma/City of Phoenix/Maricopa 		
Elements Monitored		
<ul style="list-style-type: none"> - Overview of the LWDB - Programmatic & Fiscal Review - Youth Providers - Board Members - Business Services 	<ul style="list-style-type: none"> - Board Planning & Monitoring - Shared Governance Agreement - Local Plan - MOU/IFA - Bylaws - Fiscal Agent Roles 	<ul style="list-style-type: none"> - Policies - Assessment – Adult, Dislocated Worker & Youth - Rapid Response Uses - Incumbent Worker Training - Veterans Priority of Service
Interviews		
<ul style="list-style-type: none"> - Participants - Board Members - Business Customers - Local Board Staff - Service Providers 		
Next Steps		
<ul style="list-style-type: none"> - Final Report - Share Final Report with MCWDB Full Board 		

Chair Hill thanked Mr. Clark for his update on the DOL monitoring.

8. Call to the Public.

No one spoke.

9. Adjourn.

Chair Hill thanked everyone for attending and adjourned the meeting at 10:37 a.m.

**For additional information, contact MCWDB staff at: MCWDB@maricopa.gov*



Consent Agenda

Monthly Careers Pathway Strategist Reports

Career Pathways & Apprenticeship Strategist Report

Jordan Dodeward

OCTOBER
2023



One Chapter Ends, but Another Begins!

As of November 10, 2023, I will be resigning from the Maricopa County Workforce Development Board as the Career Pathways and Apprenticeship Strategist. I will be pursuing my commitment to strengthening our strategic workforce initiatives as I have accepted the role of Strategic Operations Manager for the Program Oversight and Support Administration (POSA) with the Division of Employment and Rehabilitation Services (DERS) at the State of Arizona! Although I am leaving my role with Maricopa County, I am extremely excited to continue working with you all in a larger capacity. My duties and assigned local areas are yet to be determined, but I assure you I will be a statewide workforce advocate! I want to communicate my sincerest gratitude for the amazing relationships we have cultivated, and if for any reason I am unable to connect with you moving forward, please find me on LinkedIn where I can loop you into my future work with the State. Although I am sad to leave the team, I am excited to continue working in this arena!



PROJECTS: TO BE CONTINUED...

Commitment to a Seamless Transition

During my last few weeks with the Maricopa County Workforce Development Board staff team, I have ensured that my top projects, committee involvement, and ongoing strategies will be adopted by the team and by our new In-Demand Careers Pathway Strategist, Katelyn Harris-Lange.

Refugees

The first Refugee Healthcare Pilot Program recently graduated 4 individuals! I collaborated with our management analyst, Julia Maciel, in creating a final report that will be public soon. Additionally, Julia and Katelyn joined in a meeting with the State Refugee Resettlement Office and our WDD team to brainstorm a pilot program for refugees who are interested in attaining a CDL.

Apprenticeships

The Technology Apprenticeship Accelerator is shaping up to be a great event and will take place on November 15, 2023, virtually from 10-11 a.m. Katelyn will do an incredible job leading the event and following up. Additionally, the BuilditAZ proposal to Governor Hobbs was due on November 6th. Our team will continue to be involved in this upcoming initiative, and we are very excited to see how it evolves!

Committee & Council Involvement

MCWDB will now be represented by Katelyn in various workgroups, committees, and councils with the following employers: AZNext, WESTMARC, PipelineAZ, AAED, VSUW and more!

**not an all-inclusive list*

In-Demand Career & Apprenticeship Strategist Report

Katelyn Harris Lange | October 2023

New Strategist Joins the Team!

I joined the team on September 18th and spent October onboarding with Jordan. With Jordan's departure, I will continue Jordan's work as an apprenticeship catalyst and oversee the Advanced Manufacturing, Healthcare, and IT in-demand industries.

Arizona@Work Maricopa County Website Refresh

As a special project, I am working to refresh our website content. My focus is to enhance the amount of detail regarding services offered to jobseekers and businesses.

MEET & GREETINGS

- **Oct 10**, East Valley Career Center meeting with the BSR team
- **Oct 11**, WESTMARC Education & Workforce Committee Meeting
- **Oct 12**, AAED Workforce Committee Meeting
- **Oct 12**, CFA Healthcare Apprenticeship Employer Discussion
- **Oct 16**, Met with AZNext
- **Oct 16**, Besty Nelson, WDD Apprenticeship Supervisor
- **Oct 17**, Met with Skill Up AZ
- **Oct 20**, Attended the second BuilditAZ Pathways Committee meeting put together by the Office of Economic Opportunity to design an apprenticeship program proposal for the Governor

TOP PROJECTS & NEW CONNECTIONS

EVENTS

IT Apprenticeship Accelerator - Register

In partnership with Apprentice Now, the next apprenticeship accelerator IT/Tech will be held during apprenticeship week! **November 15, 2023 | 10am-11am MST | Virtual**



Upcoming Workforce Events

**click the date to be taken to the event page*

- **Nov 13-19**, National Apprenticeship Week
- **Nov 15**, IT Apprenticeship Accelerator, Virtual @10a
- **Nov 29**, WESTMARC Business Tech Summit, Goodyear @8am
- **Nov 29-Dec 2**, ACTE's CareerTech VISION 2023, Phoenix

COMMITTEES

Community Committee Participation

Jordan facilitated introductions between me and various workforce development entities including: Department of Economic Security, Pipeline AZ, BuildItAZ, Center for the Future of Arizona, Arizona Department of Education, AZNext, AAED & WestMARC



Consent Agenda.

FY24 MCWDB 1st Quarter Report

MCWDB FY24 QUARTERLY REPORT



Program Year 2023

1st Quarter

July - September 2023

Summary of Progress on Goals

During the 1st Quarter (July - September 2023), the Maricopa County Workforce Development Board (MCWDB) continued to clarify progress toward goals and closely monitor requirements to ensure compliance with the Workforce Innovation and Opportunity Act (WIOA) and the Department of Labor. The MCWDB, in partnership with the Chief Elected Official's liaison and the State of Arizona, has been successfully establishing procedures and timelines to ensure full compliance with WIOA and provide the best value-added services to the constituents of Maricopa County. During this quarter, the following highlights were completed:

- Participated in US Department of Labor Monitoring of the Maricopa County WIOA program;
- MCWDB continues to receive a Department of Economic Security (DES) review with "no findings" for the required quarterly WIOA Title I-A Governance submissions;
- MCWDB staff diligently worked on the renewal of the Shared Governance Agreement (SGA) receiving MCWDB Full Board and Maricopa County Board of Supervisors approval;
- MCWDB staff organized and hosted the Healthcare Apprenticeship Accelerator 2.0, with nearly 100 in attendance, including healthcare industries, community colleges, and workforce-driven community partners;
- Successfully transitioned the oversight of the Eligible Training Providers List (ETPL) program to the Maricopa County Workforce Development Board.

MCWDB Goals

- Create a High-Quality Workforce Development System
- Build Brand Awareness of Workforce Development to Increase Utilization
- Implement Regional Workforce Entity
- Build a Self-Sustaining System of Workforce Development
- Design and Utilize Performance-Based Metrics that Ensure Capacity Management and Improve System Outcome



Actions on MCWDB Required Roles

Strategic Functions

- 01 Monthly MCWDB budget financial reviews with the MCWDB Fiscal Agent to ensure open communication and proper management of MCWDB funds.
- 02 Continued collaboration with regional partners, including monthly meetings with the City of Phoenix and Pinal County, the creation of the Regional Workforce Initiatives Committee, and the Central Arizona Workforce Forum in September 2024.
- 03 Continued 6-month review and oversight of Memorandum of Understanding - Infrastructure Funding Agreement.
- 04 Continued work with the MCWDB Board and partners to identify areas of improvement for employers and job seekers, as identified in the 2022 Strategic Plan.
- 05 Continued collaboration with postsecondary education and associated partners to identify career pathways by aligning occupational training in the targeted occupations and in-demand industries. As an example of this collaboration, MCWDB staff and community partners held the Healthcare Apprenticeship Accelerator 2.0 event this quarter. MCWDB staff are planning the Technology Apprenticeship Accelerator on November 15, 2023.
- 06 Continued collaboration with all workforce development local area stakeholders to ensure compliance.



2023 AHAA 2.0! Arizona Healthcare Apprenticeship Accelerator: Jordan Utley, Director of Education with Pima Medical Institute, Joy Jamerson, Registered Apprenticeship Program Manager with H-CAP, Jordan Dodeward, Career Pathway and Apprenticeship Strategist with Maricopa County Workforce Development Board, Joann Bueno, Interim State Apprenticeship Director with the Arizona Apprenticeship Office, and Jennifer Kolb, National Director of Workforce Development with MedCerts.

System Capacity Building

- 01 Regular engagement with community stakeholders and key partners to actualize the Board's vision of creating a best-in-class workforce system.
- 02 Engagement with the National Association for Workforce Boards by attending their 2023 Forum to identify best practices and trends for areas of improvement.
- 03 Ongoing efforts to solicit and refer potential Board member candidates to the Board of Supervisors Liaison based on vacancies and needs of the MCWDB.





System Alignment & Effective Operations

Continued meetings with Board of Supervisors' Liaison, Administrative Entity, and Career Service provider to ensure system and program oversight, alignment, and open and transparent communication.

One-Stop Operator Quarterly Progress

Continues to provide daily assistance for clients at the Maricopa County [ARIZONA@WORK](#) career centers.

MCWDB Policies

No policies were renewed at this time, as the MCWDB major policies were recently approved during FY23 - 1st Quarter. Policies will continue to be reviewed on a regular basis, as part of the MCWDB best-in-class practices.

Anticipated Activities

This program year, the MCWDB, with support from their staff, will focus on carrying out the goals and strategies within the 2022 Strategic Plan, continue measuring the outcome and performance of the local area to ensure resources are being maximized, pursuing regional and collaborative opportunities, and identifying innovative ideas in workforce development. All while ensuring compliance of the WIOA and the 13 required functions of the MCWDB.

MCWDB Activities include, but are not limited to:

- Board Training & Engagement
- Continued Policy Review as Needed
- Carrying out the 2022 Strategic Plan Goals and Strategies
- Regional Collaborative Opportunities
- Innovation in Workforce Development
- In-Demand Industry Focus

2023 Technology Apprenticeship Accelerator

Sponsored by *Apprentice Now* and *ARIZONA@WORK*

📅 November 15, 2023 10:00 am 📍 Virtual, Zoom

Learn how a Registered Apprenticeship Program can help with your Technology workforce needs: retention, recruitment, training, and return on investment! Hear from industry experts on how to register, integrate, recruit, and fund candidates for a Technology Registered Apprenticeship Program.

REGISTER NOW ➔

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Consent Agenda.

Title IB 1st Quarter Report

November 2023

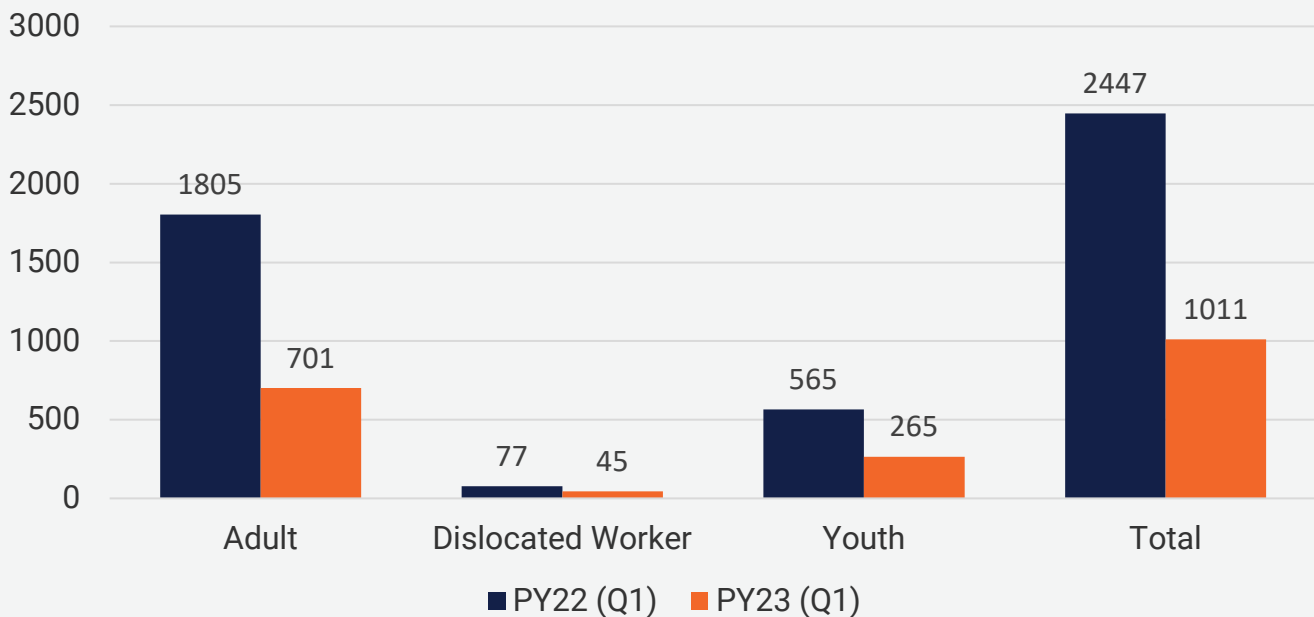
Quarter 1 Report PY23

Maricopa County
Human Services Department
Workforce Development Division

Overall Participation

In the 1st quarter of PY23 we had 1011 total WIOA participants across the Youth, Adult, and Dislocated Worker Program. There are an additional 565 active participants funded through ARPA, which brings our overall participation to 1576. This reflects a 36% decrease from this time last year which can easily be attributed to our reduction in funding and Priority of Service Policy which is ensuring we're serving those most in need, with the funding available. We are still projected to fully expend our current budget, so this reduction in participants is allowing for more frequent contact to assess any coaching or support services needed.

Program Participation



Comprehensive Center Traffic

We currently operate 2 Comprehensive Centers, One located in the East Valley at 1001 W Southern Ave. Suite 101 Mesa, AZ 85210, the other located in the West Valley at 4425 W Olive Suite 190 Glendale, AZ 85302. Through the 1st quarter, traffic through the One Stop Centers was captured as follows:

West Valley – 2549 Job Seekers

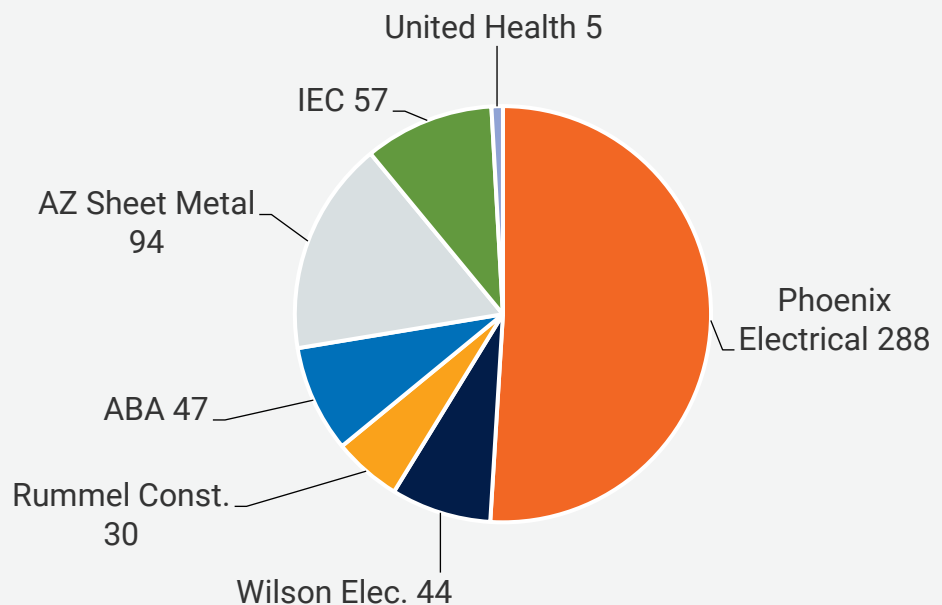
East Valley – 2410 Job Seekers

Apprenticeship

There are 565 active apprentices within our Apprenticeship Program currently. This number does not reflect the 2nd cohort many of our program submit to us for funding in the second quarter of the program year. During the first quarter we were able to successfully hire the final member of the apprenticeship team. Charles Hargrave joins our team with an extensive background in Reentry work, bringing a unique perspective to this team. Charles has worked at the Phoenix Parole Office, Native Health/working with both the Native American population and General population, and New Freedom's – 90-day treatment program for Men & Woman just released from incarceration.

Apprenticeship Participation Breakdown

We are currently working with 8 apprenticeship programs; however, we only have active participation in 7. We haven't facilitated any enrollments with Skill Up AZ currently as they are still actively developing their programs and recruiting. Construction remains the most funded industry across apprenticeships.



United Health Group Apprenticeship

Become a Certified Clinical Medical Assistant in as little as 12 months!

The UHG Medical Assistant Apprenticeship Program is a pathway to a rewarding health care career that will prepare you to care for patients while making the healthcare system work better.

Apprentices are hired on as company employees as they participate in 10-weeks of academic instruction and up to 12-months of hands-on training as a Medical Assistant. This program provides entry-level training in one of the most demanding and sought after career fields!

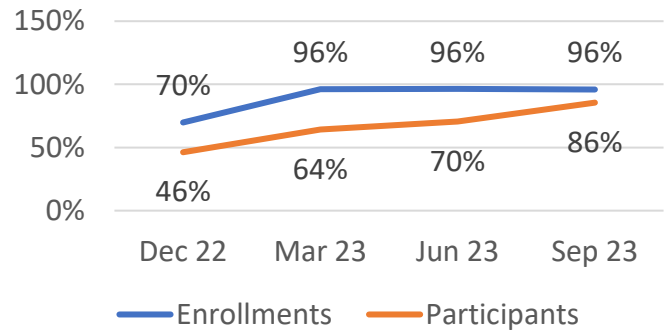
In the Phoenix area, the UHG MA Apprenticeship Program has successfully completed two cohorts, while quickly approaching cohort 3's graduation.



Priority Population Summary

Priority of Service was implemented to ensure those most in need were receiving assistance. This approach has been instrumental in navigating the decrease in budget from PY22 to PY23. At the beginning of PY22, Maricopa County was ranked in the bottom 3 amongst all local areas, we are currently 3rd overall. For a LWA to be as diverse and populous as ours, this is a huge accomplishment and a true testament to the work being done by our Title 1B frontline staff.

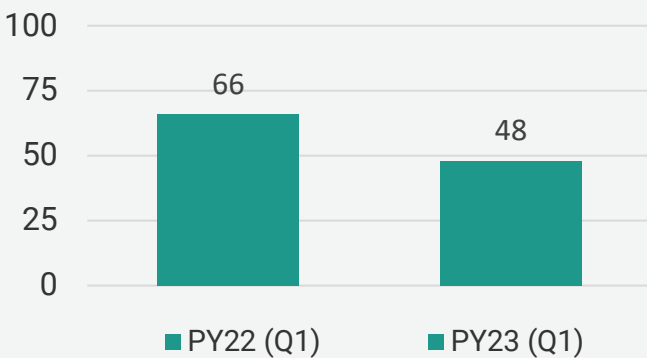
Priority of Service



Work Experience

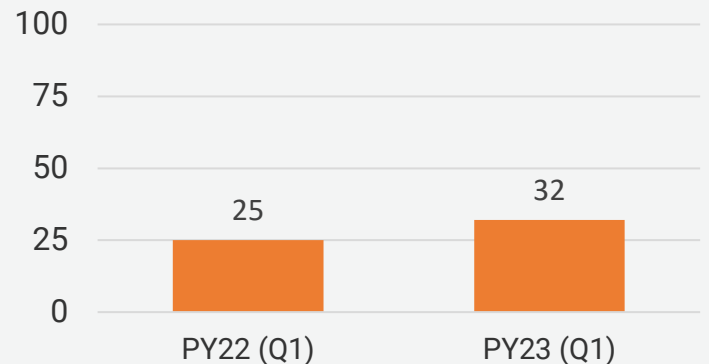
A Work Experience (WEX) is a planned, structured learning experience that takes place in a workplace for a limited time. Work Experiences may be paid or unpaid, as appropriate, and consistent with other laws, such as the Fair Labor Standards Act. A Work Experience provides participants with opportunities for skill development and includes academic and occupational education. The employer provides supervision and training to the participant as outlined in a Worksite Agreement. Work Experience wages are funded through the WIOA grant.

Youth Program



The Youth WEX program experienced a decrease in participation during the 1st quarter, compared to last years participation. We are actively doing Youth outreach in the east and west valley to increase these numbers.

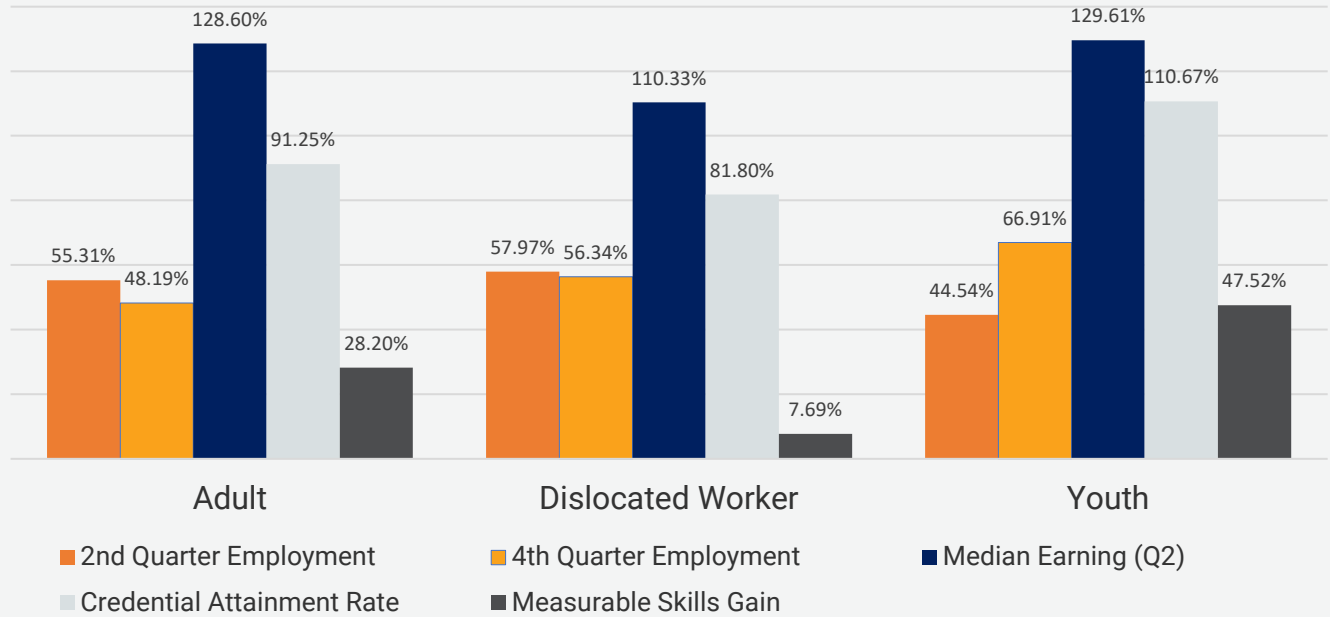
Smart Justice



In Q1 of PY23, there are more Smart Justice Participant’s enrolled in a WEX opportunity. As anticipated, we’ve seen increased participation between the past two quarters. (22 to 32 enrollments)

WIOA Performance

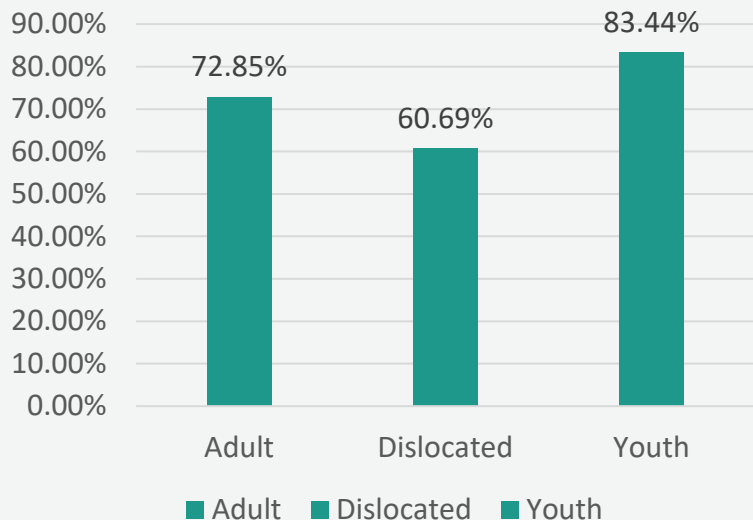
WIOA Performance Measures



Adjusted Performance: Amongst all WIOA Performance Measures, Median Earnings continues to be our most successful metric. The low numbers displayed are indicative of the cumulative nature of the remainder of these metrics. As the year goes on, we expect to see steady growth in all categories until our numbers exceed what is deemed successful by the state.

Overall Scoring: The overall scores for the three core programs are an average of the scores from the five performance measures displayed above. As the individual metrics increase, so will our overall scores.

Overall Scores



Program Highlights

Youth Program

This summer, The Maricopa County Human Services Department received funding to support a Youth Summer Employment Program. Two organizations were selected, The Greater Phoenix Urban League and Equus to deliver this program. During this past summer, The Greater Phoenix Urban League was able to support and provide 106 youth with summer employment. Currently, the Youth Program is working collaboratively with Greater Phoenix Urban League to help transition some of the Summer Youth Employment program attendees to the WIOA Youth Workforce Program. The Youth team is working to identify opportunities to meet youth to assist them with the next steps to enrolling into the program. Once enrolled, youth will continue to have opportunities to access additional work experience opportunities in addition to the 13 other elements provided by the Youth Program. During Q1, the Youth Program facilitated 109 new youth enrollments and initiated 722 new services. The Youth team also focused heavily on community outreach with an emphasis on foster and justice involved youth. Details regarding the Youth Program were presented at a symposium that included multiple foster agencies. Staff also visited Halle House, an independent living facility for foster kids to promote access to services and resources. A Youth Career Advisor was also stationed at the Mesa Probation office on Wednesdays to engage justice involved youth. Outreach continued through our ties with local schools and title partners presenting at Gilbert Adult School and Rio Salado College. Other high school events attended include resource or career fairs at: Skyline, Hamilton, Mountain View and La Joya. Lastly, the team also engaged and promoted services at the Mesa Public Schools Education Fair.

Smart Justice Program

Smart Justice is always seeking to identify opportunities to provide equitable, direct in-person Reentry Based Workforce Curriculum to clients that are currently incarcerated. This has led to a new collaboration with the Maricopa County Sheriff's Office's Choose to Change Reentry Program. The Choose to Change Reentry Program is an 8-week cohort currently offered at Estrella & Watkins Jail that encourages positive behavior and helps those in custody make better life choices to end the cycle of reoffending. The Smart Justice Coaches have begun facilitating Two hour in person workshops for Choose to Change participants, in which the team has developed curriculum to inspire integrity and a new mindset for reentering the workplace.

Program Highlights (continued)

The Smart Justice team looks forward to more innovative practices within this new partnership to deliver services that ensure reentry clients have the same opportunity to thrive.

Adult/Dislocated Worker Program

During the 1st Quarter, the Adult/Dislocated Worker team completed 465 Meet & Greet appointments and enrolled 346 individuals while continuing to focus on serving high priority individuals which includes veterans, eligible spouses of veterans, low-income individuals, and individuals who are basic skills deficient. To enhance our engagement with high priority individuals, the team worked collectively to develop a Career Pathing Presentation. The presentation was designed to facilitate meaningful conversations between the Career Advisor and participant. This presentation helps to identify needs and educate the participants on available services such as labor market information and career planning. The Career Pathing Presentation also provides consistency with the delivery of WIOA program expectations.

The Adult and Dislocated program engaged in several outreach efforts during the first quarter. Supervisors Paul Ruiz and Alicia McCleod facilitated outreach presentations to St Joseph the Worker, Career Connectors, DES, and Mesa & Gilbert Public Schools and provided information on WIOA program and services. Supervisor, Laura Malhoit, presented at the ACTE Summer Conference in Tucson along with MCWDB Strategist Jordan Dodeward, Program Manager Jinkee Pacifico, and Apprenticeship Supervisor Betsy Nelson. The presentation was designed to provide educators information on Occupational Skills Trainings and WEXs within the Healthcare industry. To support and engage with more of our dislocated worker population, the team partnered with the Business & Community Services team to aid at several Rapid Response events. The team supported impacted employees from General Motors, Novembal, and Westfall Technik, Inc.

Business and Community Services

Maricopa County received twelve WARN notices this quarter alone, indicating that 2,141 employees would be laid off in the coming months. Industries impacted are Information, Manufacturing, Transportation, and Finance. Business services, State and some local municipality staff held nine Rapid Response events with information sessions, workshops, community resources and hiring opportunities.

Program Highlights (continued)

A Goodyear Workforce Development Coordinator (WDC) was selected and will begin offering workforce services for employers and job seekers in Goodyear and the surrounding areas. The WDC will be located on a campus that includes Maricopa County Head Start classrooms and Public Health.

The Business Services team, Smart Justice team, A New Leaf, and the City of Mesa partnered to plan and deliver a hiring event for people with backgrounds and barriers to employment. We called the event “New Beginnings” and held it at the Mesa Convention Center. In attendance were 22 businesses and 52 job seekers. Employers completed 20 interviews and hired 8 participants. Maricopa County staff conducted on the spot resume reviews throughout the event.

Family Resource and Hiring Events were held at both the East and West Valley Career Centers. In addition to regularly offered services, Maricopa County provided qualified families with free diapers accessed through a Diaper Bank operated out of both Career Centers. Tailored events were created in partnership by the Workforce Development, Early Education and Community Services Divisions of the Maricopa County Human Services Department with families in mind. Both events featured parent-friendly employment opportunities that feature flexible schedules and work from home opportunities as well as;

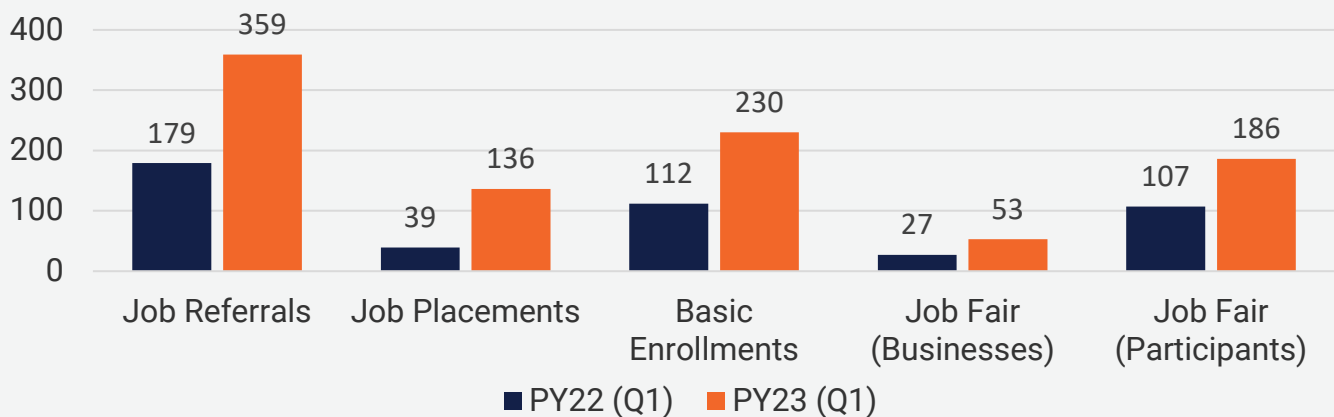
- Resume’ workshops and labs
- Resources including,
- Head Start Enrollment
- Rental & Utility Assistance
- Dress for Success Clothing Bank
- Equality Health
- SRP Energy Education
- Veterans Services
- Diaper Bank

The two events were attended by 230 jobseekers, who participated in 139 on-the-spot interviews, by 29 employers. Four hires have been made to date and more are expected.

Business and Community Services

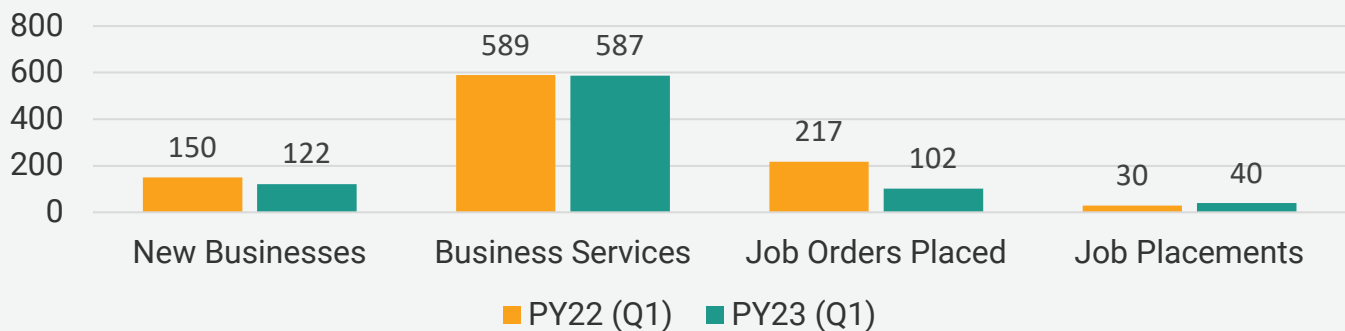
The Business and Community Services team is made up of Workforce Development Coordinators located in various local municipalities and regionalized Business Service Representatives. The hiring events are being promoted both internally and externally by community partners increasing the level of participation from both businesses and job seekers. The Business Service Representatives are providing labor market information and job leads to the Workforce Development Coordinators monthly, which is resulting in an increase in both job referrals and placements.

Workforce Development Coordinators



The Workforce Development Coordinators (WDC's) continue to work closely with the local municipalities in whom we share an agreement with. The WDC's are tasked with providing all services offered at the two main career centers in Glendale and Mesa.

Business Service Representatives



The Business Service Representatives serve as the face of services available to local businesses on behalf of the program. Staff are committed to connecting employers with highly trained and talented job seekers throughout our communities. There have been increases in all major Key Performance Indicators amongst our BSR team. Staff are tracking follow up services and providing the information to the employers for enhanced engagement.

Success Story

Success Story 1: General Motor's Layoff Response

General Motors submitted a WARN notice indicating they would be laying off 936 employees, 735 of them in software development positions and the remaining in other varied information positions. They reported the cessation of nearly all operations at their Arizona IT Innovation Center in Chandler would occur on 10/31/23.

The Maricopa County Business Services team, the State Rapid Response team, and the City of Chandler Economic Development team worked closely together on how to best deliver Rapid Response services to affected employees. The three entities collaborated to deliver 3 events.

The first event, held at Gilbert Community College, was attended by over 500 affected employees and 25 employers, and led by the City of Chandler. The State provided Unemployment Information, Employment Services, and Disabled Veterans Outreach Program staff to meet with the displaced workers. County staff facilitated a resume workshop for 27 participants, provided information about our services, and assisted in supporting roles.

The next two events were held at the Mesa Workforce Center and were led by the County. These events were attended by 220 affected employees, featuring 15-17 employers with a variety of information technology opportunities at each event. Two resume workshops, attended by 20 participants, were held at the beginning of each event.

Conversations were had with employers prior to the event setting the expectation that on-the-spot pre-screens be conducted at the event. As a result, 358 pre-screens were conducted by employers over the two events. Although the outcomes are just beginning to occur, 105 additional interviews have been conducted so far and 5 job placements.

As employers, Maricopa County conducted 80 pre-screens, the Arizona Department of Economic Security conducted 35 pre-screens and 12 interviews, the City of Scottsdale conducted 55 pre-screens and 5 of those are in the process of being hired, and Mayo Clinic conducted 58 interviews, all for information technology positions.



Maricopa County
Human Services Department
Workforce Development Division
Maricopa.gov/WDD



Information/Discussion/Possible Action.

FY25 MCWDB Budget Recommendation

MCWDB FY25 Budget Recommendation

WDB-FY25	FY24 BUDGET	Recommended FY25 BUDGET	JUSTIFICATION
TOTAL COSTS	1,358,879	1,168,362	
Fund - 222 Budget			
PERSONNEL			
REGULAR SALARIES	506,340	624,320	Includes 5% merit projections
TOTAL PERSONNEL	506,340	624,320	
FRINGE BENEFITS			
TAXES	38,735	47,761	
RETIREMENT	61,622	76,729	
MEDICAL	81,792	109,056	
UNEMPLOYMENT & WORKERS' COMP	2,500	2,500	
TUITION REIMBURSEMENT	10,500	10,500	
TOTAL FRINGE BENEFITS	195,149	246,546	
INDIRECT COSTS			
INDIRECT COSTS	153,340	190,446	
TOTAL INDIRECT COSTS	153,340	190,446	
TRAVEL & TRAINING			
TRAVEL	35,000	35,000	
TOTAL TRAVEL & TRAINING	35,000	35,000	
SUPPLIES			
OFFICE SUPPLIES	5,000	5,000	
FOOD SUPPLIES	1,500	1,500	
EQUIPMENT	5,000	5,000	
POSTAGE	50	50	
TOTAL SUPPLIES	11,550	11,550	
CONTRACTUAL			
ONE STOP OPERATOR	397,000		
CONSULTANT	40,000	40,000	
TOTAL CONTRACTUAL	437,000	40,000	
OPERATING SERVICES			
ASSOCIATION/MEMBERSHIPS	8,000	8,000	
MARKETING	2,000	2,000	
LABOR MARKET	1,000	1,000	
PRINTING (COPIER)	6,000	6,000	
CELL PHONES	3,500	3,500	
TOTAL OPERATING SERVICES	20,500	20,500	
TOTAL COSTS	1,358,879	1,168,362	
Internal Decrease (Allocations)	95,122		
Total Costs	1,263,757		

FY 24 to FY 25 Difference

95,396



Information/Discussion/Possible Action.

Service Provider Agreement Renewal



Service Provider Agreement (SPA) Revision Update

Background

Service Provider Agreement(SPA)

- The Service Provider Agreement or “SPA” is the written Agreement between the Maricopa County Workforce Development Board (MCWDB) and the designated Service Provider that describes how the Service Provider will carry their roles and responsibilities under WIOA.
- Renew and approve every 3-years.
- Renewed term for SPA: Date signed - 12/31/2026. ✓

Summary of Revisions

- Updated agreement term,
- Confirmed alignment with Arizona Workforce Council policies,
- Spelling, grammar, punctuation and format revisions.
- Incorporated leadership and attorney feedback.
 - Addition of language on prioritization of services and a system referral platform.
 - Revised citations and terminology for consistency.

01 Complete

- MCWDB staff redline revisions.
- Maricopa County Leadership review, input, and redline revisions.
- Maricopa County attorney review, input, and redline revisions

02 In progress

- **Executive Committee approval to move forward to MCWDB.**
- MCWDB approval.
- BOS approval.

Next Steps

Timeline

- 12/2023 Full Board Approval
- 12/2023 Board of Supervisors Approval

Questions?



Recommendation

Recommend the revised Service Provider Agreement as presented to the Full Board for final approval.



Thank You



Information/Discussion/Possible Action.

One-Stop Operator Contract Renewal



One Stop Operator Contract Update

One Stop Operator



Current contact expires **December 31, 2023**

Recommendation

Recommend approval to renew the OSO contract for an additional 6-months to the Full Board
(January 1, 2024 – June 31, 2024)

Next Steps

Timeline

- **11/16/2023** **Executive Committee approval to move forward to MCWDB.**
- 12/2023 Full Board Approval.
- 12/2023 Letter of Renewal submitted to Office of Procurement Services (OPS).

Questions?



Recommendation

Recommend approval to renew the OSO contract for an additional 6-months to the Full Board
(January 1, 2024 – June 31, 2024)



Thank You



Information/Discussion/Possible Action.

US Department of Labor Monitoring Report and Response Plan

DOL/ETA Monitoring Report Summary & Response Plan

Steve Clark, Executive Director
November 2023

DOL/ETA Monitoring Report Summary

Grants/Programs Reviewed

- ✓ WIOA Titles I and III

Time Period Covered

- ✓ July 1, 2020 – August 4, 2023

Purpose

- ✓ Ensure compliance with all laws, regulations, and policies

Entities Involved

- ✓ ADES/DERS/OEO
- ✓ City of Phoenix BWDB
- ✓ Maricopa County WDB
- ✓ Yuma County WDB

Findings Summary

Finding #2 – LWDB’s Noncompliant Sunshine Provision (MC)

- ✓ Awarding of Grants and Contracts

Corrective Action

- ✓ Ensure compliance with sunshine provision requirement

Findings Summary

Finding #3 – Noncompliant Stevens Amendment (MC)

- ✓ Program Flyers (Workshops, various program flyers)

Corrective Action

- ✓ Include notice of Federal funding
- ✓ Train staff in funding disclosure process/requirements

Findings Summary

Finding #4 – Lack of One-Stop Center Assessments & Missing AJC Branding Requirements (MC)

- ✓ No AJC signage on the building or entrance
- ✓ No service provision of Unemployment Insurance (UI)

Corrective Action

- ✓ Provide the Regional Office with documentation of completed one-stop assessments and certifications
- ✓ EV-Provide signage exterior and front entrances
- ✓ Implement provision of UI

Findings Summary

Finding #6 – Noncompliant OSO Procurement (MC)

- ✓ Failed to procure competitive OSO

Corrective Action

- ✓ Confirm Zero cost solicitations
- ✓ Resubmit fully-compliant bids

Findings Summary

Finding #7 – Noncompliant Sub-Award Agreement (MC)

- ✓ Lacked some elements of a sub-award

Corrective Action

- ✓ Update contracts for sub-recipients (Equus)
- ✓ Update policies and procedures

Findings Summary

Finding #10 – ADA Accessibility at One Stops (MC)

- ✓ EV-Front Entry, No Doorbell, Lacks ADA equipment

Corrective Action

- ✓ Make corrections
- ✓ Ensure accessibility
- ✓ Submit documentation

Findings Summary

Finding #11 – Insufficient MOU (MC)

- ✓ No appeal process for impasse

Corrective Action

- ✓ Update complaint process including appeals
- ✓ Submit for approval

Promising Practices

1. Innovative Resource Page on Job Market Trends
2. Yuma Parks and Recreation and Arizona@Work

Next Steps

- **October 25-Collaborated with DES on next steps**
- **October 29-DES responds to DOL**
- **September 2024-Target date to remedy all findings**

Questions?

U.S. Department of Labor

Employment and Training Administration
San Francisco Regional Office
90 7th Street, Suite 17300
San Francisco, California 94103



September 29, 2023

Angie Rodgers
Director
Arizona Department of Economic Security
1789 West Jefferson Street
Phoenix, AZ 85007

Grant Numbers: AA-34755; AA-36307; ES-35329; ES-36741

Dear Ms. Rodgers:

During the period of July 17 - July 28, 2023, the U.S. Department of Labor, Employment and Training Administration (ETA), conducted an onsite and desk monitoring review of your Workforce Innovation and Opportunity Act (WIOA) titles I and III grants. The exit conference was held remotely on August 17, 2023.

The enclosed report outlines the scope of the review and identifies 13 findings and two promising practices. Please respond to the findings within 30 days of receipt to the Regional Office at R06-RA-SF@dol.gov with a copy to the Federal Project Officer, Marian Esver, at esver.marian@dol.gov.

I hope that our review was helpful to you and your team. Please express my gratitude to your staff for their assistance in the review. If you have any questions, please contact Ms. Esver at (415) 625-7948 or esver.marian@dol.gov or me at (415) 625-7900.

Sincerely,

A handwritten signature in black ink, appearing to read "Tamika L. Ledbetter".

Dr. Tamika L. Ledbetter
Regional Administrator

Enclosure

EXECUTIVE SUMMARY

ETA's review resulted in 13 compliance findings and two promising practices.

Findings:

- Finding #1: Noncompliant Rapid Response (RR) System
- Finding #2: Local Workforce Development Boards are Noncompliant with the Sunshine Provision (repeat finding)
- Finding #3: Noncompliance with the Stevens Amendment
- Finding #4: Lack of One-Stop Career Center Certification Assessments for Comprehensive Sites and Missing AJC Branding Requirements
- Finding #5: Noncompliant One-Stop Operating Budget
- Finding #6: Noncompliant One-Stop Operator Procurement
- Finding #7: Noncompliant Subaward Agreement
- Finding #8: Lack of Onsite Monitoring of Subrecipients
- Finding #9: Failure to Follow the Audit Resolution Policy
- Finding #10: Lack of Physical Access Requirements and Accessible ADA Equipment at Some Comprehensive One-Stops
- Finding #11: Insufficient Memorandum of Understanding
- Finding #12: Failure to Obligate Funds Prior to the Recapture
- Finding #13: Lack of Monitoring Statewide Activity Projects (repeat finding)

Promising Practices:

- Promising Practice #1: Innovative Arizona@Work Resource Page on Job Market Trends
- Promising Practice #2: Creative Partnership Between Yuma Parks and Recreation Department and Arizona@Work

Please note that the review did not cover any areas outside the defined scope. Although no material issues came to the reviewers' attention, there is no assurance that other issues may not exist.

SCOPE OF REVIEW

Dates of Review:

July 17, 2021 – August 4, 2023

Exit Date:

August 17, 2023

Sites Visited (Virtually and/or In-Person):

- Arizona Department of Economic Security (ADES), Division of Employment and Rehabilitation Services (DERS)
- Office of Economic Opportunity – Workforce Arizona Council
- City of Phoenix-South (comprehensive) Arizona@Work Career One-Stop Center
- Phoenix Business and Workforce Development Board

- Maricopa East and West (comprehensive) Arizona@Work Career One-Stops
- Maricopa County Workforce Development Board
- Yuma (comprehensive) Arizona@Work Career One-Stop Center
- Yuma County Local Workforce Development Board

ETA Reviewers:

- Marian Esver, Federal Project Officer, Division of Workforce Investment
- Latha Seshadri, Federal Project Officer, Division of Workforce Investment
- Frances Stokes, Workforce Analyst, Office of Workforce Investment
- Lorraine Jamison, Chief, Division of Financial Management and Administrative Services
- Monique Henderson, Accountant, Division of Financial Management and Administrative

Attendees at Exit Conference:

ADES/DERS

- Aaron Johnson, Fiscal Compliance Manager
- Adam Muntian, Policy Unit Manager
- Ali Gamero-Hernandez, Policy Administrator
- Anna Hunter, Assistant Director
- Chevera Trillo, Workforce Development Administrator
- Claryssa Detrick, Financial Services Budget, and Finance Manager
- David Almaraz, Acting Finance and Business Operations Administrator
- Gustin Wallin, Employment Services Manager
- Jacqueline Butera, Quality Assurance and Integrity Administrator
- Jelensky Irons, Deputy Administrator
- Jessica Miner, Audit Coordinator
- Joann Bueno, Regional Program Manager, Registered Apprenticeship Office
- John Diemer, Local Veterans Employment Representative
- Julia Maciel, Management Analyst
- Kelly Hart, DERS Senior Advisor
- Luke Bethany, Financial Services
- Lynn Larson, Deputy Assistant Director
- Nancy Meeden, Senior Workforce Policy Manager
- Nicole Schnakenberg, State Rapid Response Coordinator
- Rachael Leisen, Finance Strategy Manager
- Sara Agostinho, Program Administrator
- Tom Colombo, Deputy Assistant Director

Local Area and State Representatives

- Beverly Wilson, State Director of Adult Education, Arizona Department of Education
- LaSetta Hogans, Executive Director, City of Phoenix Business and Workforce Development Board
- Nidia Herrera, Executive Director, Yuma County
- Nicole Forbes, Fiscal Manager, Maricopa County
- Nancy Avina, Management Analyst, Maricopa County
- Tina Luke, Program Manager, Maricopa County Human Services Department

Office of Economic Opportunity

- Kennedy S. Riley, Workforce Performance Manager
- Mingyu Yang, Economist
- Stacey Faulkner, Workforce Administrator

ETA

- Latha Seshadri, Federal Project Officer
- Lorraine Jamison, Chief, Division of Financial Management and Administrative Services
- Marian Esver, Federal Project Officer
- Monique Henderson, Accountant

Purpose:

The purpose of the review was to 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.

Grants/Programs Reviewed:

WIOA titles I and III

Time Period Covered:

July 1, 2020 – August 4, 2023

Tools used to Conduct Review:

ETA Core Monitoring Guide (2018)

FINDINGS

Finding #1: Noncompliant Rapid Response (RR) System

Indicator: 1.a.1 Strategic Planning

The state is not in compliance with adhering to some of the provisions in their RR policy, as identified below:

- The state did not have a tracking system of activities/services performed. No reports were developed to demonstrate data collection on performance and resources expended from the LWDBs.
- There was no mechanism in place for LWDBs to request RR funds; the request for reimbursable costs directive was not issued until June, 2023. The LWDBs expended Dislocated Worker funds on RR activities.
- No monitoring has been performed by DERS.
- The Arizona@Work webpage featuring the *Workforce Reduction Support-Rapid Response Services/Find Local Coordinators* is not functional for public viewing.

Additionally, the state's RR allocation to the LWDBs, fund utilization, tracking of RR activities and expenditures, and financial reporting is inconsistent and inconclusive. Based on

conversations with the ADES, they are in the process of reconciling their fund utilization towards RR activities at the state and local level.

The state's Workforce Innovation and Opportunity Act Policy Manual, Chapter 2, Section 900 lays out the RR policy provisions. The RR policy includes guidance on the state's assistance to local workforce development boards (LWDBs); the process of accessing RR funds needed to address workforce dislocation events in their local workforce development area (LWDA); and the provision of a required monthly report to the local RR coordinators on all RR activities using the data provided by the state's system of record as well as managing a public-facing dashboard and an internal dashboard. The state's policy also requires RR resources be available to proactively support employers and mitigate potential layoffs or closings, as applicable. When WIOA title I Dislocated Worker formula funds are insufficient to assist dislocation events, LWDBs may request state RR funds, and DERS will monitor the state, LWDBs, and all service providers.

20 CFR § 682.310(b) requires that, "States must establish and maintain a rapid response unit to carry out statewide rapid response activities and to oversee rapid response activities undertaken by a designated state entity, Local WDB, or the chief elected officials for affected local areas, as provided under WIOA sec. 134(a)(2)(A)(i)(I)."

20 CFR § 682.330(g)(3) requires rapid response activities include, "...developing systems and processes...[for] tracking outcome and performance data and information related to the activities of the rapid response program."

The state's RR Policy, Section 905, 01.E.2 states that the state RR coordinator and team will coordinate and assist LWDBs with the process of accessing RR funds needed to address a dislocation event in their LWDA. Section 905, 01.E.4 describes the provision of a monthly report to the local RR coordinators on all RR activities using the data provided by the state's system of record, as well as manage a public facing dashboard and an internal dashboard (905, 01.F).

RR Policy section 906.01 states that ADES must make RR resources available to proactively support employers and mitigate potential layoffs or closings, as applicable.

RR Policy section 911, "LWDB Request for RR Funding," describes the provisions of allowable RR activities and when WIOA title I Dislocated Worker formula funds are insufficient to assist dislocation events, LWDBs may request state RR funds.

RR Policy Section 912 describes that DERS will monitor the state, LWDBs, and all service providers.

Corrective Action: To resolve this finding:

1. ADES must, for PY 2022 and beyond, develop a tracking system to include activities and services performed and demonstrate data collection on performance and resources expended from the LWDBs.

2. DERS must develop a monitoring plan to include monitoring activities of ADES, LWDBs, and service providers (as appropriate).
3. ADES must make functional the Arizona@Work webpage featuring the Workforce Reduction Support-Rapid Response Services/Find Local Coordinators option.
4. The state must submit accurate and reconciled financial reports in the quarter ending September 30, 2023. All submitted financial reports will be reviewed and analyzed by the ETA Regional Office.
5. The state must provide assurance that staff have been trained in their RR policy and it is being followed.

Finding #2: Local Workforce Development Boards are Noncompliant with the Sunshine Provision (repeat finding)

Indicator: 1.a.3 Coordination and Integration

After LWDB websites were reviewed, the reviewers noted that City of Phoenix, Maricopa, and Yuma LWDBs were noncompliant with the WIOA sunshine provision. WIOA requires that LWDBs conduct business in an open manner, as described in the “sunshine provision.” The state has provided official guidance, technical assistance, and a location (Arizona@Work website) for this.

LWDB	Missing Required Information
City of Phoenix	<ul style="list-style-type: none"> • Information about the Local Plan, including modifications, before it has been submitted; • A list that includes affiliations (employment organization) of all LWDB members; • Selection of the One-Stop Operator; and • Award of grants and contracts to eligible training providers of workforce investment activities, including providers of youth workforce investment activities.
Maricopa County	<ul style="list-style-type: none"> • Information about the Local Plan, including modifications, before it has been submitted; • A list that includes affiliations (employment organization) of all LWDB members; and • Award of grants and contracts to eligible training providers of workforce investment activities, including providers of youth workforce investment activities.
Yuma County	<ul style="list-style-type: none"> • Information about the Local Plan, including modifications, before it has been submitted; • Selection of the One-Stop Operator; and • Award of grants and contracts to eligible training providers of workforce investment activities, including providers of youth workforce investment activities.

The state has provided guidance on this requirement, but some LWDBs have not complied with posting all required activities available to the public.

WIOA section 107(e), 20 CFR 679.390(a)-(f), and Workforce Arizona Council WIOA Local Board Governance Policy 01-2023, section IX, describe requirements for LWDBs to conduct business in an open manner by making available to the public on a regular basis through electronic means and open meetings, information about the activities of the LWDB.

Corrective Action: To resolve this finding, the state must provide assurance that all 12 LWDBs are in compliance with the sunshine provision requirement, which requires conducting business in an open manner, making available to the public, on a regular basis through electronic means and open meetings, information about the activities of the LWDB. These include:

- Information about the Local Plan before submission of the plan;
- A list and affiliations of LWDB members;
- Selection of the One-Stop Operators;
- Award of grants for contracts to eligible training providers of workforce investment activities, including providers of youth workforce investment activities; and
- Minutes of all formal meetings of the LWDB and LWDB bylaws, including all elements listed in 679.310(g).

Finding #3: Noncompliance with the Stevens Amendment

- Indicators:** 1.a.1 Strategic Planning
 1.b.2 Participant Recruitment Activities

The following public announcements did not contain the required acknowledgement statement regarding the use of Federal funds:

City of Phoenix	Program brochure: <i>Pathways to Success</i> Program flyers: <i>Hiring Event; References and Resources; and Membership Benefits</i>
Maricopa County	Program flyers: <i>Career Development Workshops; Adult & Dislocated Worker and Youth Services; Workforce Development Apprenticeship; Business Services; and Smart Justice</i>
Yuma County	Program flyers: <i>Need Help Finding a Job?; Youth-Earn While You Learn; and Getting Started-4 Steps to Complete</i>

The City of Phoenix, Maricopa County, and Yuma County inadvertently omitted the required Federal funding disclosure information.

The Stevens Amendment (P.L. 116-260, Division H, Title V, Section 505), as reiterated in the Grant Agreement, Section 14.a, Fiscal Year 2021 Federal Appropriations Requirements, Page 25, requires:

When issuing statements, press releases, requests for proposals, bid solicitations, and other documents describing projects or programs funded in whole or in part with Federal money, all non-Federal entities receiving Federal funds shall clearly state:

- (1) The percentage of the total costs of the program or project which will be financed with Federal money;*
- (2) The dollar amount of Federal funds for the project or program; and*
- (3) The percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.*

Corrective Action: To resolve this finding, the City of Phoenix, Maricopa County, and Yuma County must submit revised public-facing materials identified above with the required notice of Federal funding to the Regional Office. Also, all LWDBs must ensure that staff receive training on the required Federal funding disclosure information and submit evidence of the training to the Regional Office. This will allow the public to be aware of the amount and percentage of Federal funding invested in the grant programs.

Finding #4: Lack of One-Stop Carer Center Certification Assessments for Comprehensive Sites and Missing AJC Branding Requirements

Indicator: 1.a.2 Service Design

There was no verification that one-stop assessments or certifications of one-stops centers were conducted of all 12 LWDBs. When ETA reviewers visited the East Valley Comprehensive One-Stop Center (American Job Center (AJC)), there was no AJC signage on the building or on the front entrance of the one-stop center. In addition, there is no service provision of Unemployment Insurance (UI) (no dedicated phone directly connected to UI services).

LWDBs must assess at least once every three years the effectiveness, physical and programmatic accessibility, and continuous improvement of one-stop centers and the one-stop delivery systems using the criteria and procedures developed by the state WDB and must certify one-stop centers to be eligible to use infrastructure funds in the state funding mechanism. To meet certification criteria, one-stop centers must include all required partner services to be available to customers. In addition, one-stop centers and affiliates must fulfill WIOA branding requirements for signage, brochures, hand-outs, etc.

The state WDB, Workforce Arizona Council (WAC), did not carry out all elements of the certification process to ensure comprehensive and affiliate sites comply with key WIOA requirements.

WIOA Section 121(g) and 20 CFR §678.800(d) require that the LWDB assess the effectiveness, physical and programmatic accessibility, and continuous improvement of each AJC/one-stop delivery system using the certificate criteria established by the state WDB at least once every three years.

Workforce Arizona Council Certification of ARIZONA@WORK Job Center Policy 05 2023 establishes a statewide objective criterion for use by the LWDBs to certify the ARIZONA@WORK Job Centers. LWDBs will complete the certification assessment tool and submit a letter signed by the LWDB Chair and Executive Director certifying their comprehensive and affiliate sites to the WAC. The following requirements will be outlined in the assessment:

1. Physical accessibility;
2. Programmatic accessibility;
3. Career services;
4. Business services;
5. Employment and training;
6. Youth measures; and
7. Continuous improvement.

Corrective Action: To resolve this finding, the following actions must be completed:

1. The WAC must ensure that all LWDBs comply with its Certification of ARIZONA@WORK Job Center Policy by providing the Regional Office with documentation of completed one-stop assessments and certifications issued to the 12 LWDBs.
2. The Maricopa LWDB must ensure the following is accomplished at the East Valley AJC:
 - a. Provide AJC signage around the exterior entrance of the building and around the front entrance area of the AJC; and
 - b. Implement the provision of Unemployment Insurance (UI) service.

Finding #5: Noncompliant One-Stop Operating Budget

Indicator: 2.b.1 Budget Controls

The one-stop operating budget located within the memorandum of understanding (MOU) for Yuma LWDB was noncompliant in that it did not identify career services costs. Yuma LWDB did not follow instructions provided by ADES to identify career service costs.

Training and Employment Guidance Letter (TEGL) No. 17-16 states, “The one-stop operating budget may be considered the master budget that contains a set of individual budgets or components that consist of costs that are specifically identified in the statute: infrastructure costs, defined in WIOA sec. 121(h)(4); and additional costs, which must include applicable career services and may include shared operating costs and shared services that are related to the operation of the one-stop delivery system but do not constitute infrastructure costs. These additional costs are described in WIOA sec. 121(i).”

Additionally, 20 CFR 678.760 describes the other shared costs under the MOU. These additional costs relating to the operation of the one-stop delivery system must include applicable career services and may include other costs, including shared services. Any shared costs agreed upon by the one-stop partners must be included in the MOU.

Corrective Action: To resolve this finding, the ADES must ensure that Yuma LWDB provides to the Regional Office a copy of the fully compliant Infrastructure Funding Agreement for Yuma LWDB.

Finding # 6: Noncompliant One-Stop Operator Procurement

Indicator: 2.d.1 Procurement Standards

Yuma, Maricopa County, and the City of Phoenix have not successfully or compliantly procured a one-stop operator (OSO). The local areas issued zero-dollar solicitations, which failed to procure an OSO competitively.

Yuma, Maricopa County, and City of Phoenix staff were unaware that a zero-dollar solicitation limited competition due to a lack of guidance and understanding of WIOA rules and regulations.

20 CFR 678.605(a) states, in part, “Consistent with paragraphs (b) and (c) of this section, the Local WDB must select the one-stop operator through a competitive process, as required by sec. 121(d)(2)(A) of WIOA, at least once every 4 years.”

The Uniform Guidance at 2 CFR 200.319(a) further indicates, “All procurement transactions for the acquisition of property or services required under a Federal award must be conducted in a manner providing full and open competition consistent with the standards of this section and § 200.320.”

Further, TEGL 15-16, *Competitive Selection of One-Stop Operators*, states in section 8.B.v “Transparency and Responsibility” that, “The entire procurement process must be performed under a process that promotes transparency and responsibility from the planning phase to the closeout phase.”

Corrective Action: To resolve this finding, the state must:

1. Ensure that Yuma, Maricopa County, and the City of Phoenix LWDBs develop and submit to the Regional Office for review an updated OSO procurement policy and procedure showing steps that will be taken to confirm future solicitations are not issued at zero cost.
2. Ensure that, at the end of the current one-year contracts, Maricopa County, City of Phoenix, and Yuma resubmit bids with fully compliant OSO Requests for Proposals (RFPs) ending 12/31/2023, 3/19/2024, and 6/30/2024, respectively. Additionally, the state must submit to the Regional Office for review a copy of the revised OSO RFP, all bids received along with their evaluations, and the executed OSO contract, once it is in place.

Finding # 7: Noncompliant Subaward Agreement

Indicator: 2.f.3 Post Subaward Responsibilities

Maricopa County's contracts with its subrecipients, Arbor Education and Training doing business as (dba) Equus and DK Advocates, Inc., lacked some elements of a subaward. Specifically, the subrecipient agreements were missing the Unique Entity Identifier, Federal Award Identification Number (FAIN), Federal Award Date, subaward budget period start and end date, and amount of funds obligated. The noncompliance was due to Maricopa County's lack of guidance and understanding of the requirements for pass-through entities.

2 CFR 200.332 (a)(1) states that, "All pass-through entities must: (a) Ensure that every subaward is clearly identified to the subrecipient as a subaward and includes the following information at the time of the subaward and if any of these data elements change, include the changes in subsequent subaward modification. When some of this information is not available, the pass-through entity must provide the best information available to describe the Federal award and subaward. Required information includes:

(1) Federal award identification.

- (i) Subrecipient name (which must match the name associated with its unique entity identifier);
- (ii) Subrecipient's unique entity identifier;
- (iii) Federal Award Identification Number (FAIN);
- (iv) Federal award date (see the definition of *Federal award date* in § 200.1 of this part) of award to the recipient by the Federal agency;
- (v) Subaward period of performance start and end date;
- (vi) Subaward budget period start and end date;
- (vii) Amount of Federal funds obligated by this action by the pass-through entity to the subrecipient;
- (viii) Total amount of Federal funds obligated to the subrecipient by the pass-through entity including the current financial obligation;
- (ix) Total amount of the Federal award committed to the subrecipient by the pass-through entity;
- (x) Federal award project description, as required to be responsive to the Federal Funding Accountability and Transparency Act (FFATA);
- (xi) Name of Federal awarding agency, pass-through entity, and contact information for awarding official of the pass-through entity;
- (xii) Assistance Listings number and title; the pass-through entity must identify the dollar amount made available under each Federal award and the Assistance Listings number at time of disbursement;
- (xiii) Identification of whether the award is R&D; and
- (xiv) Indirect cost rate for the Federal award (including if the de minimis rate is charged) per § 200.414.

Corrective Action: To resolve this finding, the state must submit to the Regional Office updated and fully compliant contracts for Maricopa County's subrecipients, Arbor Education and Training dba Equus and DK Advocates, Inc. In addition, the state must ensure that this

requirement is included in Maricopa County's policies and procedures and provide technical assistance on the requirements for pass-through entities for all its LWDBs.

Finding #8: Lack of Onsite Monitoring of Subrecipients

Indicator: 2.f.4 Subrecipient Monitoring

The state has not conducted formal onsite monitoring of the LWDBs. The noncompliance was due to the state's lack of understanding of the updated coronavirus guidance.

WIOA Section 184(a)(4) states, "Monitoring – Each governor of a state shall conduct on an annual basis onsite monitoring of each local area within the state to ensure compliance with the uniform administrative requirements referred to in paragraph (3)."

The administrative provisions under title I of WIOA state at 20 CFR 683.410(b)(2)(i), "The state monitoring system must provide for annual onsite monitoring reviews of local areas' compliance with 2 CFR part 200, as required by sec. 184(a)(3) of WIOA."

ETA further addressed this in the Covid-19 frequently asked questions:

Q30: Can grant recipients continue to manage fiscal monitoring of sub-recipients remotely?

Response: Monitoring and oversight can take many forms and may include remote or desk monitoring. The transmission of PII data may be done through encrypted email or cloud services, with the appropriate protections to prevent inappropriate disclosure.

2023 Update – Revised Response: Monitoring and oversight can take many forms and may include remote or desk monitoring. The transmission of PII data may be done through encrypted email or cloud services, with the appropriate protections to prevent inappropriate disclosure. If programs have a statutory or regulatory requirement to conduct onsite monitoring, steps must be in place to perform the function in accordance with the requirements. This response is in effect on May 11, 2023, and remains in effect until otherwise noted.

Corrective Action: To resolve this finding, the state must return to onsite monitoring of its subrecipients, implement a monitoring schedule, and maintain a written record of the reviews and associated findings, corrective actions, and resolutions. The state must submit to the Regional Office a copy of the implemented onsite monitoring schedule.

Finding #9: Failure to Follow the Audit Resolution Policy

Indicator: 2.f.4 Subrecipient Monitoring

The state of Arizona did not follow its own audit resolution policy, which states, "It is the responsibility of the WIOA Fiscal Unit to follow-up on all findings and monitor the resolution process of the grant recipient...deadline dates for all resolutions will be set for six months from the date the Management Decision Letter is issued."

The City of Phoenix (COP) was issued a findings letter from ADES dated 3/22/2022 that addressed the questioned costs of the Arizona Call a Teen Youth Resources, COP's youth service provider. According to an email from COP to ADES dated 4/11/2022, those costs were disallowed. However, to date, the disallowed costs have not been remitted to ADES.

The administrative provisions under title I of WIOA state at 20 CFR 683.410(b)(4) that "the governor must require that prompt corrective action be taken if any substantial violation of standards identified in paragraph (b)(2) or (3) of this section is found."

Corrective action: To resolve this finding, the state must provide the following evidence to the Regional Office:

1. Proof that payment has been remitted from COP to ADES. This part of the finding has been corrected.
2. A copy of the cover letter requested from COP detailing the amount returned and to which programs/grant years it applies. Depending upon the grant year to which it applies, the disallowed costs may be required to be returned to the Department of Labor.

Finding #10: Lack of Physical Access Requirements and Accessible ADA Equipment at Some Comprehensive One-Stops

Indicator: 2.i.3 Facilities

The reviewers noted the following accessibility issues:

- The Yuma County One-Stop Career Center (AJC) entrance and exit doors do not provide enhanced physical accessibility. The AJC does not have a doorbell nor an accessibility device for automatic door entry.
- The Maricopa East Valley One-Stop Career Center (AJC) entrance does not meet physical access requirements by not providing ADA compliant front entry access to individuals with physical impairments.
- The Maricopa East Valley One-Stop Career Center (AJC) does not have functional accessibility to ADA equipment to provide accommodations for individuals who have communication challenges, such as individuals who are deaf or hard of hearing, individuals with vision impairments, and individuals with speech-language impairments.

The Yuma County LWDB executive director acknowledged that the LWDB has funds to cover the enhanced accessibility of the entrance and exit doors but has not established a plan to address the enhancement. The Maricopa LWDB lacks a plan to address concerns raised by staff that the East Valley front door entrance is not ADA compliant and lacks a strategy to make functional the ADA equipment to accommodate individuals with communication challenges.

Titles II and III of the Americans with Disabilities Act (ADA) requires public accommodations to remove barriers in existing buildings where it is easy to do so without much difficulty or expense; it also directs businesses to make "reasonable modifications" to their usual ways of doing things when serving people with disabilities. 29 CFR Part 38 requires facilities for workforce programs ensure and enhance access to the system for people with disabilities.

The ADA and WIOA sec. 188 (“Nondiscrimination”) require that services and information about services to be accessible to individuals with disabilities.

WIOA Sec. 107(d)(13) requires that, “The local board shall annually assess the physical and programmatic accessibility, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq), of all one-stop centers in the local area.”

Titles II and II of the ADA require public entities (including state and local governments) and private entities (including businesses and nonprofit organizations that serve the public) to provide auxiliary aids and services to make sure that individuals with speech, hearing, and vision disabilities can understand what is said or written and can communicate effectively.

WIOA’s implementing regulations address accessibility requirements and protections for individuals with disabilities at 29 CFR 38.5 and 38.12-17.

Corrective Action: To resolve this finding, the state must submit documentation to the Regional Office verifying that the below actions are completed, ensuring equal access to services through reasonable accommodations and physical and technological accessibility at the identified One-Stop Centers:

- The Yuma County One-Stop Career Center (AJC) entrance and exit doors have a doorbell or an accessibility device for automatic door entry.
- The Maricopa East Valley One-Stop Career Center (AJC) has established and met ADA compliant access requirements for its front entrance.
- The Maricopa East Valley One-Stop Career Center (AJC) has functional accessibility to ADA equipment to provide accommodations for individuals who have communication challenges, such as individuals who are deaf and hard of hearing, individuals with vision impairments, and individuals with speech-language impairments.

Finding #11: Insufficient Memorandum of Understanding

Indicator: 3.a.1 Effectiveness and Efficiency of Operations

The appeal process contained in the MOU between Maricopa County and their respective one-stop partners did not include what happens at the state level during an impasse, including the use of the state funding mechanism. The noncompliance was due to Maricopa County’s failure to adhere to the MOU training provided by ADES.

20 CFR 678.510(c)(1) states, “The local WDB must report to the state WDB, governor, and relevant state agency when MOU negotiations with one-stop partners have reached an impasse. The Local WDB and partners must document the negotiations and efforts that have taken place in the MOU. The state WDB, one-stop partner programs, and the governor may consult with the appropriate Federal agencies to address impasse situations related to issues other than infrastructure funding after attempting to address the impasse. Impasses related to infrastructure

cost funding must be resolved using the state infrastructure cost funding mechanism described in 20 CFR 678.730.”

20 CFR 678.730(a) states, “Consistent with sec. 121(h)(1)(A)(i)(II) of WIOA, if the local WDB, chief elected official, and one-stop partners in a local area do not reach a consensus agreement on methods of sufficiently funding the costs of infrastructure of one-stop centers for a program year, the state funding mechanism is applicable to the local area for that program year.”

Additionally, 20 CFR 678.755 covers the required elements regarding infrastructure funding that must be a part of the one-stop MOU, including, in part (e), “[A] description of the process to be used among partners to resolve issues during the MOU duration period when consensus cannot be reached.”

Corrective Action: To resolve this finding, ADES must provide the Regional Office with the updated compliant MOU for Maricopa County, inclusive of the complete appeal process.

Finding #12: Failure to Obligate Funds Prior to the Recapture

Indicator: 3.a.1 Effectiveness and Efficiency of Operations

The state of Arizona did not properly obligate rapid response dollars in accordance with the applicable Federal regulation. Neither the state of Arizona’s rapid response policy nor their funding allocation policy addresses that 80 percent of rapid response dollars must be obligated by the second quarter of the program year to avoid recapture. The policy only reflects that 25 percent is held at the state level. As a result, the state of Arizona could not provide contracts or demonstrate that funds were obligated at the local level prior to the recapture requirement.

The WIOA Regulations at 20 CFR 683.135 (a)state, “The Secretary determines, during the second quarter of each program year, whether a state has obligated its required level of at least 80 percent of the funds allotted under secs. 127 and 132 of WIOA for programs serving youth, adults, and dislocated workers for the prior program year, as separately determined for each of the three funding streams. The amount to be recaptured from each state for reallocation, if any, is based on state obligations of the funds allotted to each state under secs. 127 and 132 of WIOA for programs serving youth, adults, or dislocated workers, less any amount reserved (up to five percent at the state level) for the costs of administration. The recapture amount, if any, is separately determined for each funding stream.”

Corrective Action: To resolve this finding, the state must:

1. Update their policy and procedures to reflect all rapid response requirements.
2. Return the unobligated and misappropriated dollars from Program Year (PY) 2020/Fiscal Year (FY) 2021 and PY 2021/FY 2022, as recorded on the ETA-9130 Financial Reports dated 6/30/2021 and 6/30/2022, amounting to \$9,997,860 and \$9,021,988.48, to the United States Treasury.

Finding #13: Lack of Monitoring Statewide Activity Projects (repeat finding)**Indicator:** 2.f.4 Subrecipient Monitoring

The state did not conduct program monitoring of the Governor's Office awards to subrecipients. ADES has two interagency service agreements (ISAs) with the Governor's Office to implement statewide activities and projects. The ISA for PY 2020 has a contracted amount for \$10,554,990 awarded to five subrecipients. The PY 2021 ISA has a contracted amount for \$9,564,655 awarded to eight subrecipients. When serving as a pass-through entity, the Governor's Office must perform oversight responsibilities, including the monitoring of subrecipients to ensure Federal funds are used for authorized purposes.

ADES stated that the Governor's Office does not conduct onsite monitoring for each of their subrecipients every year; however, they have procedures for conducting risk management and completing evaluations of each subrecipient. Currently, the Governor's Office is working on putting the documentation together regarding monitoring reports for each of the subrecipients.

The Uniform Guidance at 2 CFR 200.332 (d) requires, in part, that "All pass-through entities must monitor the activities of the subrecipient as necessary to ensure that the subaward is used for authorized purposes, in compliance with Federal statutes, regulations, and the terms and conditions of the subaward; and that sub-award performance goals are achieved...."

Corrective Action: To resolve this finding, ADES must submit to the Regional Office a program monitoring plan that identifies the monitoring the Governor's Office will conduct of subrecipients. The plan should include a monitoring schedule of projected dates and copies of monitoring reports that have been issued.

PROMISING PRACTICES

The practices described below are noted for the record to provide a fuller picture of grant activities. Their inclusion here constitutes neither a specific endorsement nor a recommendation for future funding.

Promising Practice #1: Innovative Arizona@Work Resource Page on Job Market Trends

The Arizona@Work resource page on job market trends has easy access to in-demand jobs and trends with wage and employment information for key industries and occupations from around the state: <https://arizonaatwork.com/job-market-trends/demand-jobs>.

The interactive tool allows for review of wages by occupation, exploration of industry trends, analyzing e-data by region, and tools to plan for a career. The Office of Economic Opportunity used data visualization software to improve and expand the products offered on its website. The data visualization tools allow web users to create data tables and charts from customizable filter selections including geography, time, and type, to name a few.

Promising Practice #2: Creative Partnership Between Yuma Parks and Recreation Department and Arizona@Work

The Yuma Parks and Recreation Department's Art and Culture Division partners with Arizona@Work to provide summer mural programs. For over 26 years, 28 murals across Yuma have been produced. During this summer, WIOA Youth participants engaged in a five-week program where they initially immersed in "art boot camp" to learn intensive art foundation techniques from color theory to shading. During the remainder of the program, a mural was created entitled, "Welcome to Carver Park." The mural project empowers the youth with skills such as time management, public speaking, art essentials, and community engagement.



Information/Discussion Only.
Program Year (PY) 2021 / Fiscal Year (FY) 2022
Redistribution and Priority of Service

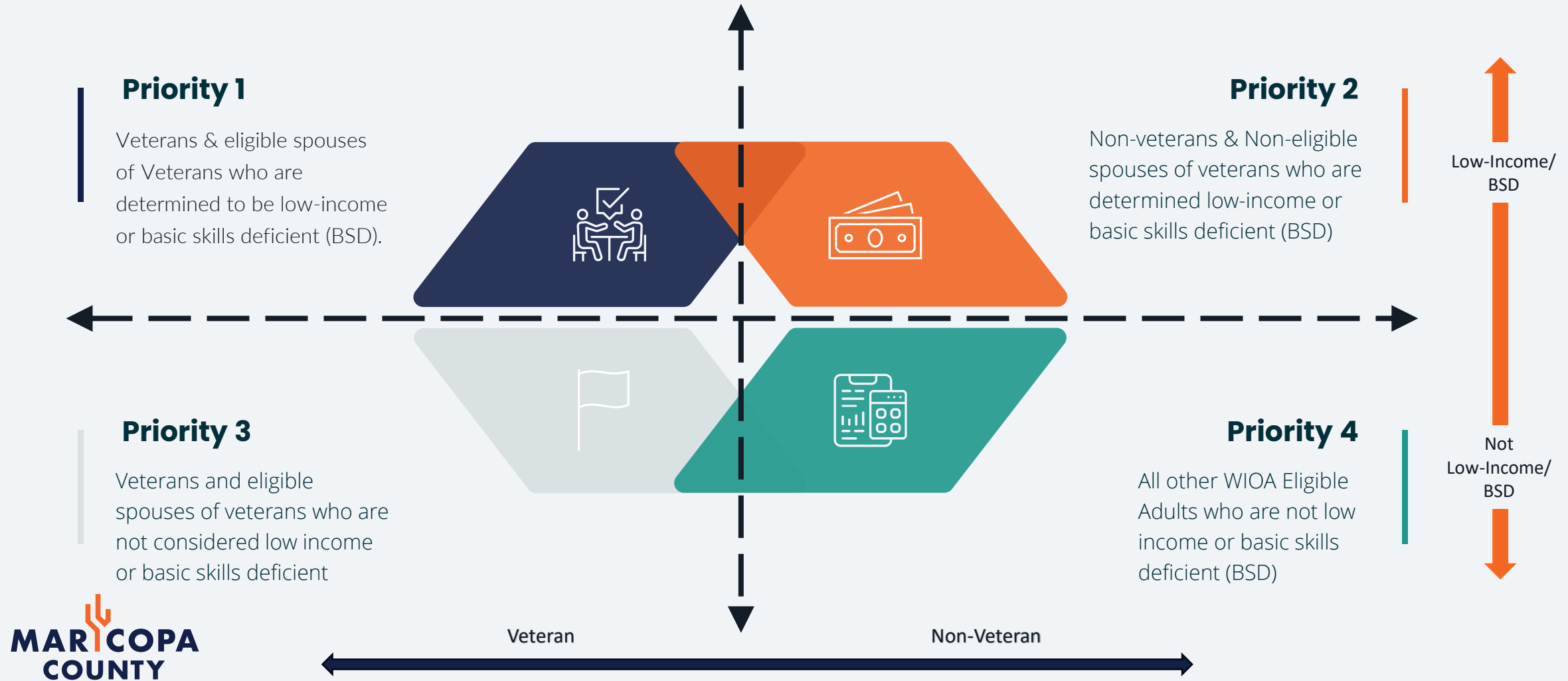
Program Year 2021 Fiscal Year 2022 Redistribution & Priority of Service Implementation Guidelines

Steve Clark, Executive Director
Jared Beard, Asst. Dir. WDD
November 2023

Program Year
2021 Fiscal
Year 2022
Redistribution

Alert Allocation Increase Summary				
	YT	AD	DW	Total
NEAZ	\$0	\$0	\$0	\$0
Cochise	\$51,718	\$50,411	\$84,300	\$186,429
Coconino	\$0	\$0	\$0	\$0
Maricopa	\$518,203	\$483,834	\$619,524	\$1,621,561
Mohave	\$0	\$0	\$0	\$0
Phoenix	\$428,540	\$404,788	\$397,748	\$1,231,076
Pima	\$292,486	\$273,526	\$298,858	\$864,870
Pinal	\$0	\$0	\$0	\$0
Santa Cruz	\$0	\$0	\$0	\$0
Tribal	\$0	\$0	\$0	\$0
Yavapai	\$0	\$0	\$0	\$0
Yuma	\$458,642	\$428,720	\$208,702	\$1,096,064
Total	\$1,749,589	\$1,641,279	\$1,609,132	\$5,000,000

Priority of Service Matrix



Priority of Service - Implementation



November 2022

Policy Released

Effective November 7th, 2022 – All WIOA funding for the Adult and Dislocated Worker Program is subject to Priority of Service (POS).

This change allows for greater intentionality with our reduced allocations.



January 2023

Apprenticeship Convening

In January 2023, Maricopa County Workforce Development Division held an Apprenticeship Convening to discuss funding. The differences between ARPA and WIOA were covered during that meeting, and it was shared that ARPA allowed us to bypass (POS), but WIOA wouldn't.



July 2023

WIOA Allocation

Early this fiscal year, Maricopa County received it's PY Allocation which resulted in a nearly \$2.5 million dollar reduction.

Semester 2 Budgets

At the end of July, a communication was sent out to all apprenticeship programs informing them of what their remaining budget for the FY was. This was calculated by what was originally allocated for them, minus the costs of their first semester enrollment.



October 2023

Budget Reconciliation

In October 2023, Maricopa County received an additional allocation of PY21 funding that was recouped. This funding is WIOA and is a bit more restrictive in nature than other WIOA funding (inability to transfer).

Participant Funding Criteria

PY23

WIOA Funded

Income under 450% of LLSIL



Income under 70% of LLSIL; and 1 of the following:



Veteran or Eligible Spouse of Veteran



Basic Skills Deficient



Recipient of public assistance (SNAP, TANF, etc.)



ARPA Funded

Income under 450% of LLSIL



Income under 70% of LLSIL; and 1 of the following:



Veteran or Eligible Spouse of Veteran



Basic Skills Deficient



Recipient of public assistance (SNAP, TANF, etc.)



Questions?