



Innovative Workforce Solutions

## **WORKFORCE ARIZONA COUNCIL**

### **Full Council**

Thursday, May 30th, 2024 | 1:00 pm – 3:00 pm

Hybrid Meeting

Location: 1700 W Washington St. Phoenix, AZ 85007; Conference Room 200

#### **Zoom Information**

Meeting ID: 661 253 0414

Passcode: 612238

- 1. Call to Order, Chair Mark Gaspers**
- 2. Roll Call, Kennedy Riley**
- 3. Call to the Public, Chair Mark Gaspers**
- 4. Success Story, Chair Mark Gaspers**
- 5. Consent Agenda**
  - a. Approval of minutes from February 22nd, 2024 Full Council meeting**
  - b. ETPL Policy**
  - c. Yuma LWDB Vacancy Waiver**
  - d. Nineteen Tribal Nations LWDB Job Center Certification Extension**
- 6. OEO Updates, CEO Carlos Contreras**
  - a. OEO Overview**
  - b. BuildItAZ**
  - c. Workforce Grants Office**
  - d. 2024 Arizona Workforce Summit**
- 7. Funding Allocations, Stacey Faulkner**
  - a. Allocations Briefings**
  - b. Policy Updates**
  - c. Annual Allocations, Vote**
    - i. Adult**
    - ii. Youth**
    - iii. Dislocated Worker**
    - iv. Rapid Response**
- 8. Economic Update, Doug Walls**
- 9. Adjournment**

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council and to the general public that the Council will hold a meeting open to the public, on Thursday, May 30th, 2024 at 1:00-3:00pm. via Zoom and/or in-person.*

*Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Council members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 1400 W Washington St., Phoenix, AZ 85007*

*Under A.R.S. § 38-431.03(A)(3), the Council may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.*

*At its discretion, the Council may consider and act upon any agenda item out of order. Members of the Council may appear by telephone.*

**ARIZONA**  
OFFICE OF  
ECONOMIC OPPORTUNITY

# Workforce Arizona Council

Full Council Meeting  
May 30, 2024



# Call to Order

Mark Gaspers, Chair

# Roll Call

Kennedy Riley, OEO

# Call to the Public

Mark Gaspers, Chair

# Success Story: A Path to New Beginnings

Pinal County Local Workforce Development Board

# Approval of Consent Agenda

- Minutes: February 22nd, 2024 Full Council meeting
- Eligible Training Provider List Policy
- Yuma LWDB Vacancy Waiver
- Nineteen Tribal Nations LWDB Job Center Certification Extension



# OEO Updates

CEO Carlos Contreras, OEO

# OEO Mission

Strengthen  
Arizona's  
Workforce &  
Economy



# Mission Areas and Initiatives

Workforce Planning



Economic & Labor Market



Population & Data



Grants Office



Arizona Finance Authority

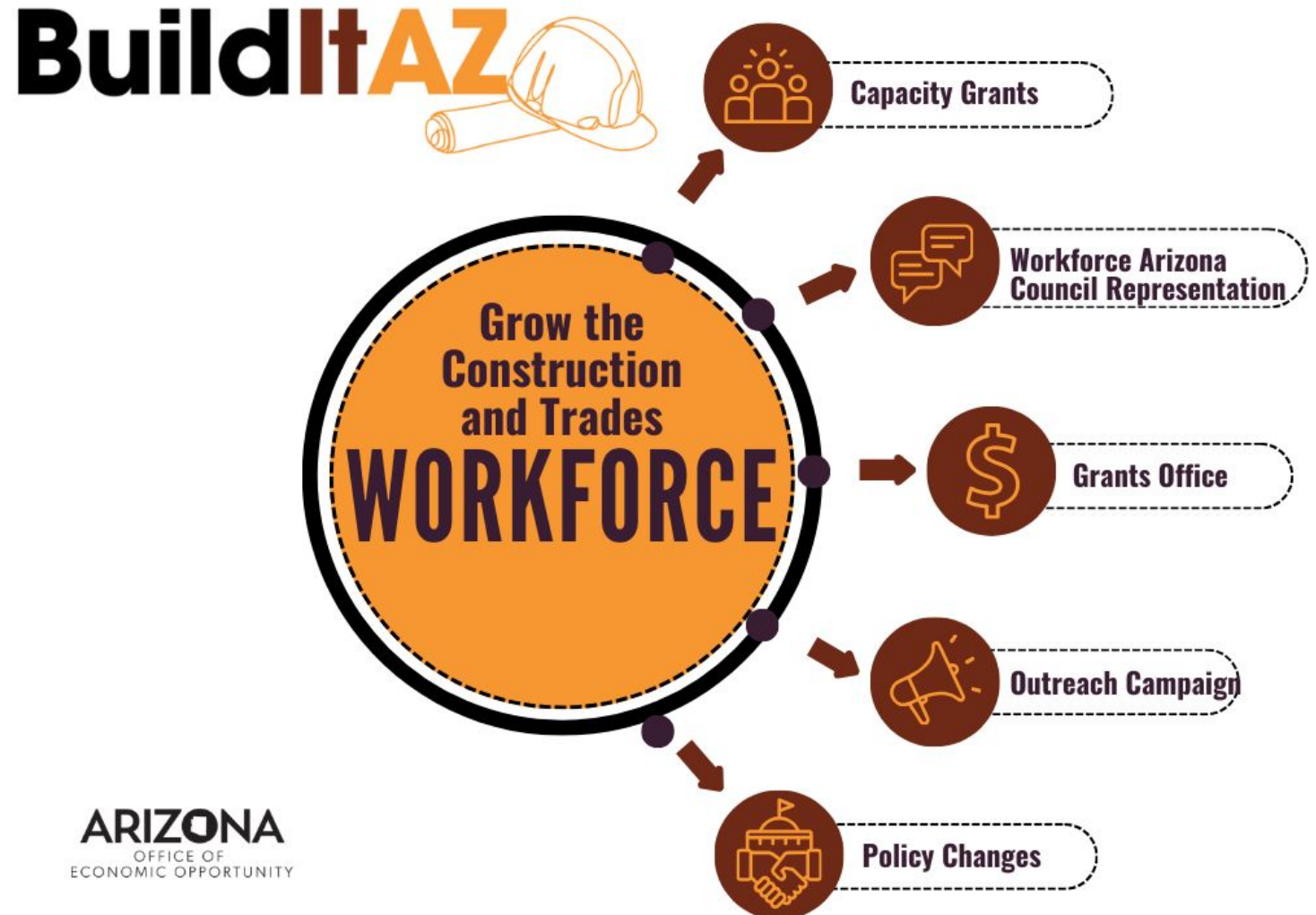


Tax & Regulatory

# Double # construction & trades apprentices by 2026

“From electricians to heavy equipment operators and more, Arizona needs trades and craftspeople to support our thriving economy.”

–Governor Katie Hobbs.



# BuildItAZ

## Grant application - Initial Round

- March 7th open, closed on March 21st
- Original amount: \$500,000
- Received 13 applications

## Results

- Increase funding to \$650,000
- Initial round grantees:
  - Arizona Building Trades and Council
  - Phoenix Electrical Joint Apprenticeship and Training Program
  - Rummel Construction
  - The Laborers Training and Retraining Trust of Arizona
  - Tucson Electrical Joint Apprenticeship and Training Program

**This first round of investments is expected to create additional training capacity for at least 1,500 apprentices over the next 2 years.**



# Workforce Grants Office

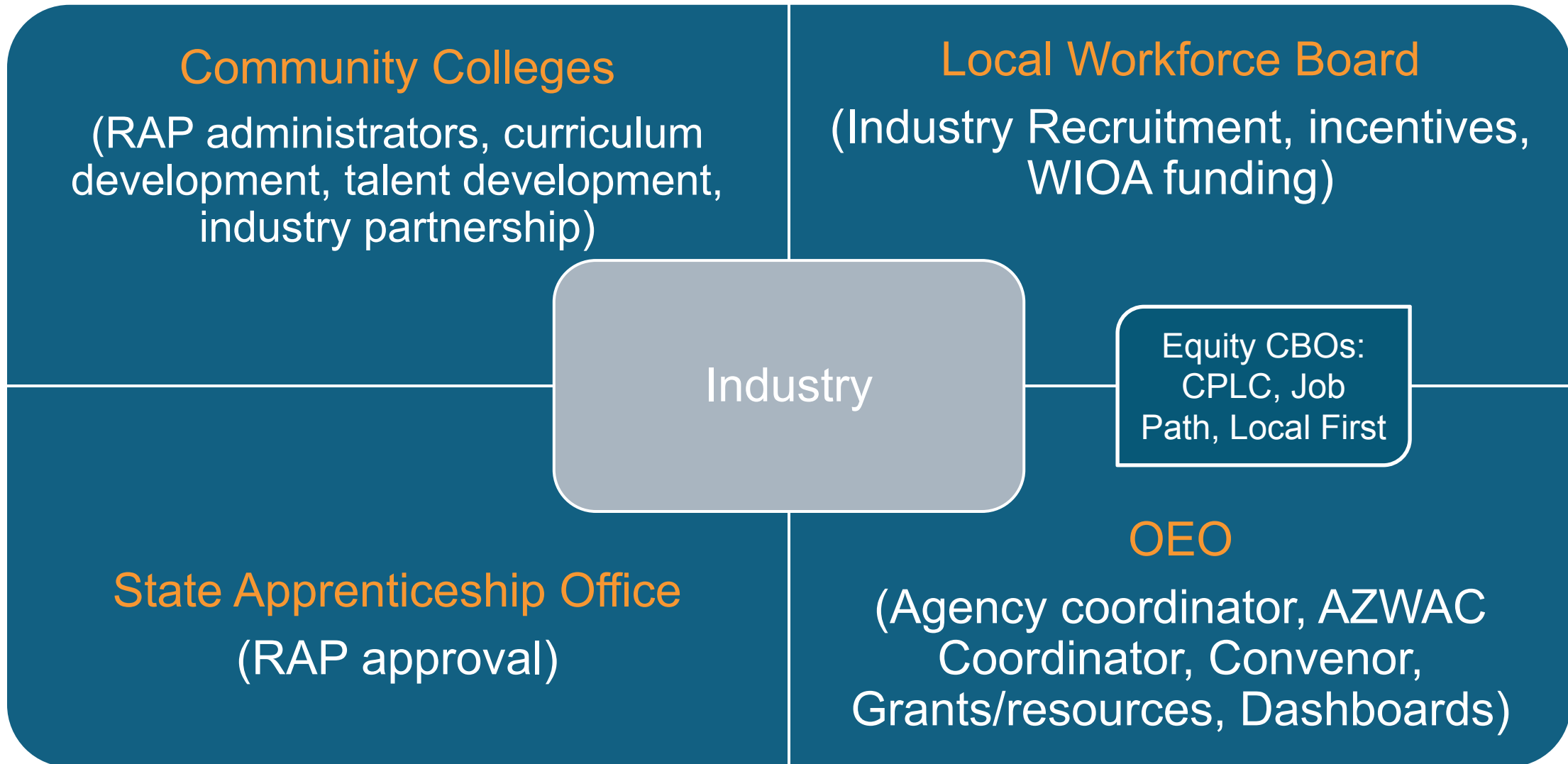
## **BuilditAZ announcement created Workforce Grants Office:**

- Set aside \$750,000 in funding
- Goal #1: Secure additional workforce dollars for Arizona in support of AZWC priorities
- Goal #2: Convene/organize and encourage stakeholder collaboration to submit stronger applications
- Services offered: Grant synopsis, grant writing, OEO data & letters of support coordination

## **Grants Submitted:**

- **Powering Climate & Infrastructure Careers Challenge - Green Jobs planning: \$800K**
  - OEO and Office of Resiliency application made it to second round + Interview
  - Decision expected before end of May
- **State of Arizona Apprenticeship Hub: \$6M - Expand and Grow apprenticeships**
  - Over 40 Letters of Commitment including Governor Hobbs and Chairman Gaspers
  - Target industries: construction, semiconductor, avionics, healthcare, cybersecurity and early childhood education
  - Four community colleges systems, six local workforce boards & five state agencies
  - Decision expected late May to June

# Apprenticeship Partnership Model



# 2024 Annual Arizona Workforce Summit (June 10-11, 2024)



**The High Country Conference  
Center in Flagstaff, Arizona**



# 2024 Annual Arizona Workforce Summit (June 10-11, 2024)

- This year, our focus is on showcasing the vibrant landscape of workforce development in Northern Arizona, including our rural and tribal communities.
  - Spotlight in-demand industries, strategic partnerships, and collaborative efforts across the state.
- Sneak peek of what to expect:
  - Insights into best practices and effective partnership models
  - Technical assistance tailored to enhance your endeavors
  - Real-world examples showcasing robust support in key sectors like childcare, forestry, healthcare, and tourism.
  - Alignment with the Governor's Workforce Arizona Council Strategic Plan and Workforce Innovation Opportunity Act 4-Year State Plan.
  - Exploration of overarching economic priorities outlined by the Hobbs' Administration.
- Guest panelists include:
  - Mayor Becky Daggett, City of Flagstaff
  - Jeronimo Vasquez, District 2 Supervisor, Coconino County
  - Lena Fowler, District 5 Supervisor, Coconino County
  - Mayor Roberta Cano, City of Winslow
  - Brad Turner-Little, NAWB President
  - and more!

# PY 2024 WIOA Funding Allocations

Stacey Faulkner, OEO

# PY 24 WIOA Allocation Briefings

- **WIOA requires state boards to assist the Governor in** the “development of allocation formulas for the distribution of funds for employment and training activities for adults, and youth workforce investment activities, to local areas.”
- Conducted two comprehensive WIOA allocation briefings for workforce system stakeholders.
  - Allocations timeline
  - Briefing attendees
  - Session overview
- Goal of the briefings is to provide the Executive Committee and Full Council with information and recommendations on annual allocations from our workforce system stakeholders.
  - Least harm and most benefit amongst 12 Local Workforce Development Areas
  - WIOA activities
  - Core principles
- TEGL 12-23 allotments for PY 24
  - Adult- \$21,688,667, Distribution- \$18,435,367
  - Youth- \$22,893,156, Distribution- \$19,459,183
  - DW- \$28,315,755, Distribution- \$16,989,453 (RR \$7,078,939)

# Stakeholder Comments

## PY24 Allocations Stakeholder Engagement

May 13-14, 2024

Seventy participants attended the two-day PY24 Allocations Briefing for Stakeholders. Below is a summary of the extensive stakeholder engagement.

### ADULT FUNDING

#### Appreciation for Option 2b

Option 2b is appreciated from a statewide perspective as it objectively balances the percentage losses each area faces, keeping them the most balanced overall.

#### Concerns with Option 2b

Despite its balance, the largest concern with Option 2b is the budget constraint, which may limit the ability to serve an increasing number of participants year over year.

#### Mixed Opinions

While some prefer Option 2b and value being involved in the decision-making process, they acknowledge ongoing challenges with providing necessary services with the allocated funding. Others do not prefer Option 2b or have no strong opinion (COP held harmless).

### DISLOCATED WORKER FUNDING

#### Impact of Low Dislocated Worker (DW) Activities

Some areas with lower DW activities, due to different regional makeups, are less affected by funding changes and believe other areas might need the funds more. Option 1 is noted for holding the fewest areas harmless, minimizing overall harm.

#### Economic Conditions and Industry Reset

Despite low unemployment, there is an anticipation of more WARN notices and industry adjustments, highlighting a skills gap that needs addressing to match DW skills with employer needs.

#### Funding Preferences and Challenges

While Option 1 is favored for causing the least harm, there are severe impacts from other options. There is support for avoiding Option 1 due to increasing WARN notices and industry normalization. Options 2-6 hold harmless for NTN areas.

#### Flexibility and Skills Gap Focus

There is flexibility to transfer DW funds to Adult funding locally, which helps in a low unemployment context. However, the overall funding decrease stresses LWDBs as they strive to assist communities. Addressing the skills gap is crucial, and the focus is on service impacts rather than the number of people served. The "hold harmless" policy caps reductions at 10% of the previous year's shared funding.

### RAPID RESPONSE FUNDING

#### Need for Funding Business Services Representatives (BSRs)

Rapid Response funding is crucial for maintaining BSRs who facilitate key services like WEX opportunities, apprenticeships, and business community connections. Local areas need at least a minimum amount to fund these essential roles.

#### Local Direct Funding and Planning

There is a call for a seamless process to direct Rapid Response funding to local areas, allowing them to provide necessary services and plan effectively. Past reliance on DW funds highlights the need for a robust local business services team.

#### Disaster Preparedness and Additional Funding Sources

Rapid Response funds are vital for quick disaster response, with FEMA funding also available for natural disasters. The ability to tap into these resources promptly is essential for effective disaster management.

#### Policy Revisions and Communication Improvement

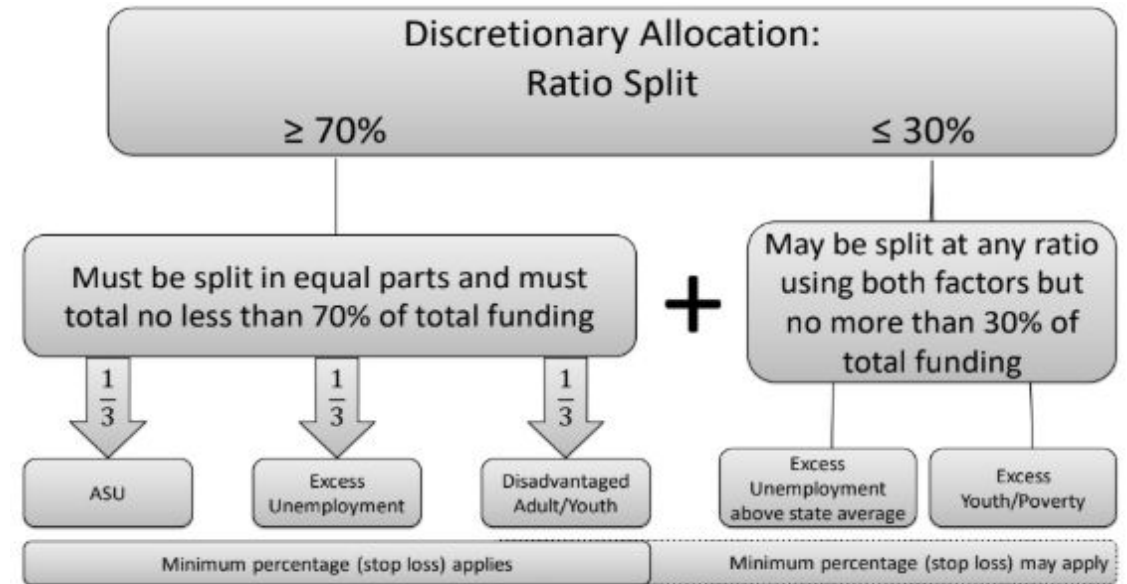
Revisiting Rapid Response policy to ensure direct local funding and better long-term planning is recommended. Improved communication regarding state-funded BSR changes is needed, as local areas often rely on other funds to maintain service levels when state support is withdrawn.

# Future Policy Updates: Funding Allocations & Recapture and Reallocation of Funds

- Council staff researching best practices in other states to revise and develop new policy:
  - Allocation method
  - Rapid Response split
  - DW formula
- Receiving technical assistance from:
  - NGA
  - NAWB
  - DOL
- The recapture and reallocations of funds will be a new policy.
- Council staff will work closely with state partners and stakeholders to ensure all necessary information is captured and added.
  - Policy will be released for public comment and feedback will be incorporated.
- Policy will be presented to the Council in Q4 to go into effect prior to the PY 25 allocation cycle.

# PY 2024 Annual Allocations: Adult and Youth

- Workforce Arizona Council Funding Allocations Policy states that the Council will utilize the Discretionary Allocation method.
    - Adult & Youth: 70/30 split
  - Review [Adult Allocations](#)
    - Option that provides most benefit and least harm statewide
      - 2b
  - Review [Youth Allocations](#)
    - Option that provides most benefit and least harm statewide
      - 2b
- 
- **Action Item: Motion approve the PY 24 WIOA Annual Allocations options Adult 2b and Youth 2b.**



# PY 2024 Annual Allocations: Dislocated Worker

- Review [Dislocated Worker Allocations](#)
- Option that provides most benefit and least harm statewide
  - 1

WIOA Dislocated Worker Sub-State Allocations:  
*Must be allocated to local areas per Formula created by the Governor*

States must use the following six data factors using the most appropriate data available



Sum of the weights of the six data factors must add up to 100 percent

Minimum percentage (stop loss) applies

Maximum percentage (stop gain) not required but may apply

Weighting a factor zero is not permitted unless a rationale is presented in an approved State Plan

- **Action Item: Motion to approve the PY 24 WIOA Annual Allocations option 1 for Dislocated Worker.**

# PY 2024 Annual Allocations: Rapid Response

- Review [Rapid Response allocations](#) and options
- Option that provides most benefit and least harm statewide
  - Option 1 (withhold 25% at State (DES))
  - Hybrid Option 2 (10% held at State (DES) and remainder evenly split between all local areas)
    - Allows the State to maintain statewide rapid response and allows local areas to develop local area response
    - Allows local areas 2 years to expend funds
  - Hybrid Option 3 (15% held at State (DES) and remainder evenly split between all local areas)
    - Allows the State to maintain statewide rapid response and allows local areas to develop local area response
    - Allows local areas 2 years to expend funds
- **Action Item: Motion to approve the PY 24 WIOA Annual Allocations Rapid Response Option 2.**

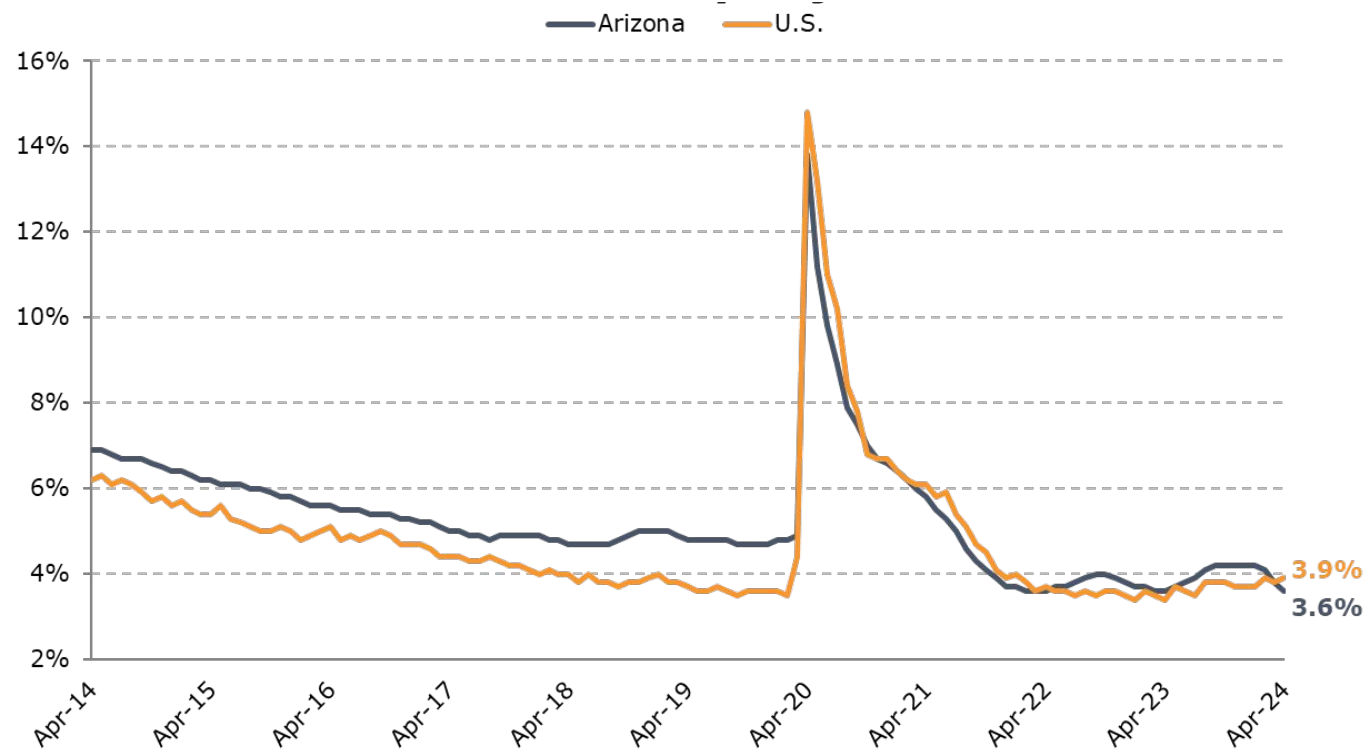


# Economic Update

Doug Walls, OEO

# ARIZONA & U.S. UNEMPLOYMENT RATES

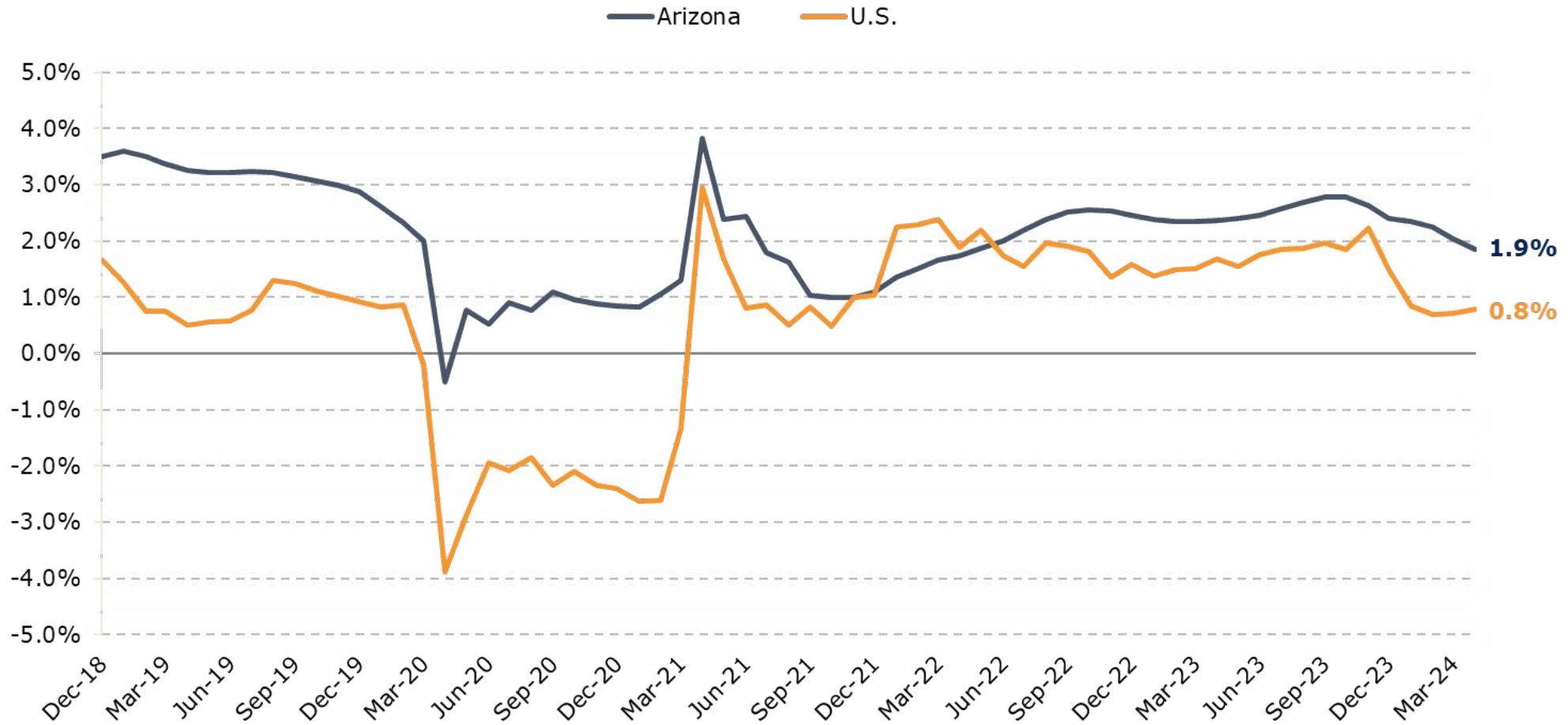
Seasonally Adjusted, Rounded to Nearest Hundred



| PERIOD            | LABOR FORCE      | EMPLOYMENT       | UNEMPLOYMENT   | UNEMPLOYMENT RATE |
|-------------------|------------------|------------------|----------------|-------------------|
| <b>Apr-24</b>     | <b>3,738,500</b> | <b>3,605,400</b> | <b>133,200</b> | <b>3.6%</b>       |
| <b>OTM CHANGE</b> | 3,000            | 13,300           | -10,400        | -0.2              |
| <b>QTY CHANGE</b> | 68,000           | 68,100           | 0              | 0.0               |

# ARIZONA & U.S. LABOR FORCE YEAR-OVER-YEAR PERCENTAGE CHANGE

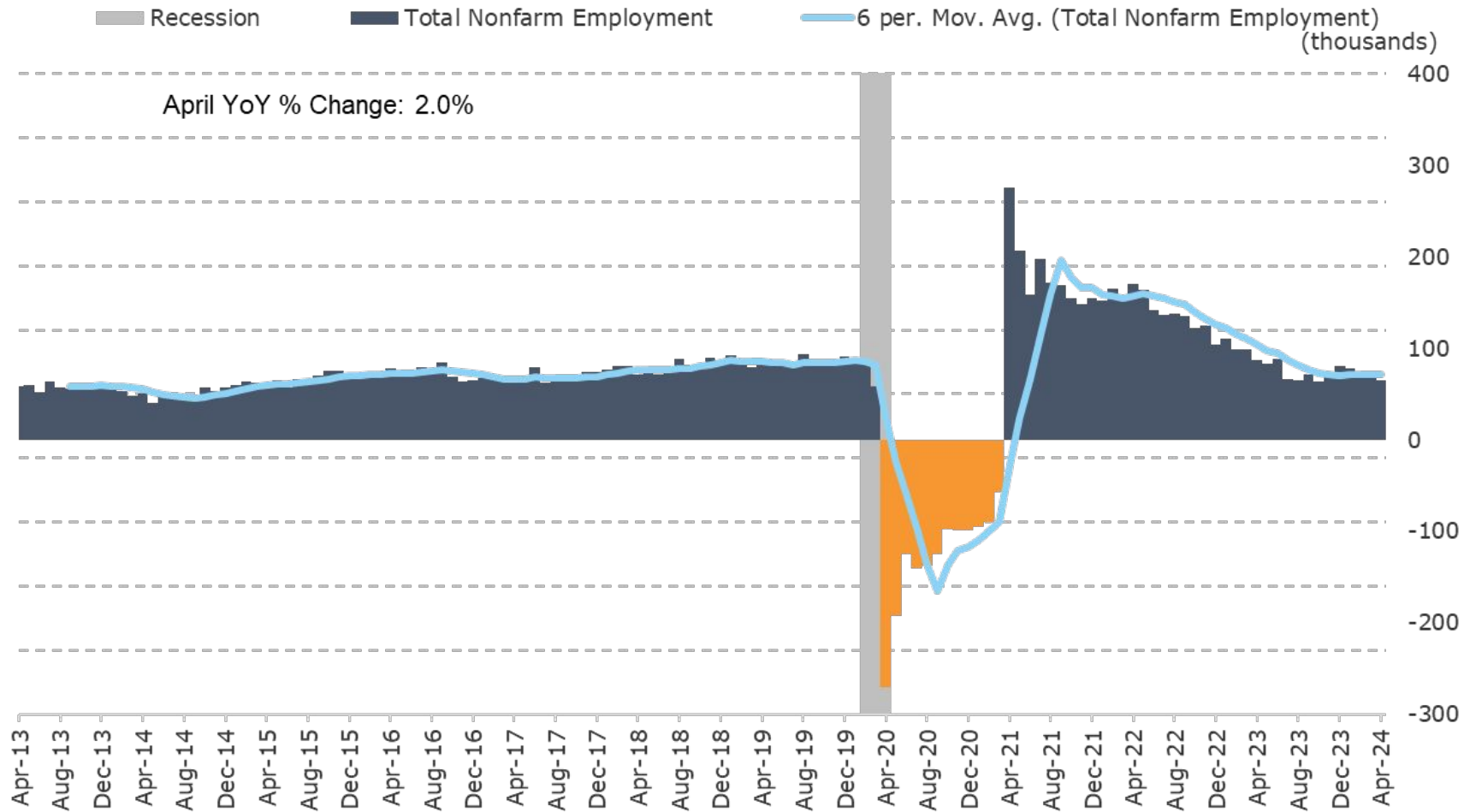
Seasonally Adjusted, Through April 2024



# YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted

## Arizona Total Nonfarm Employment

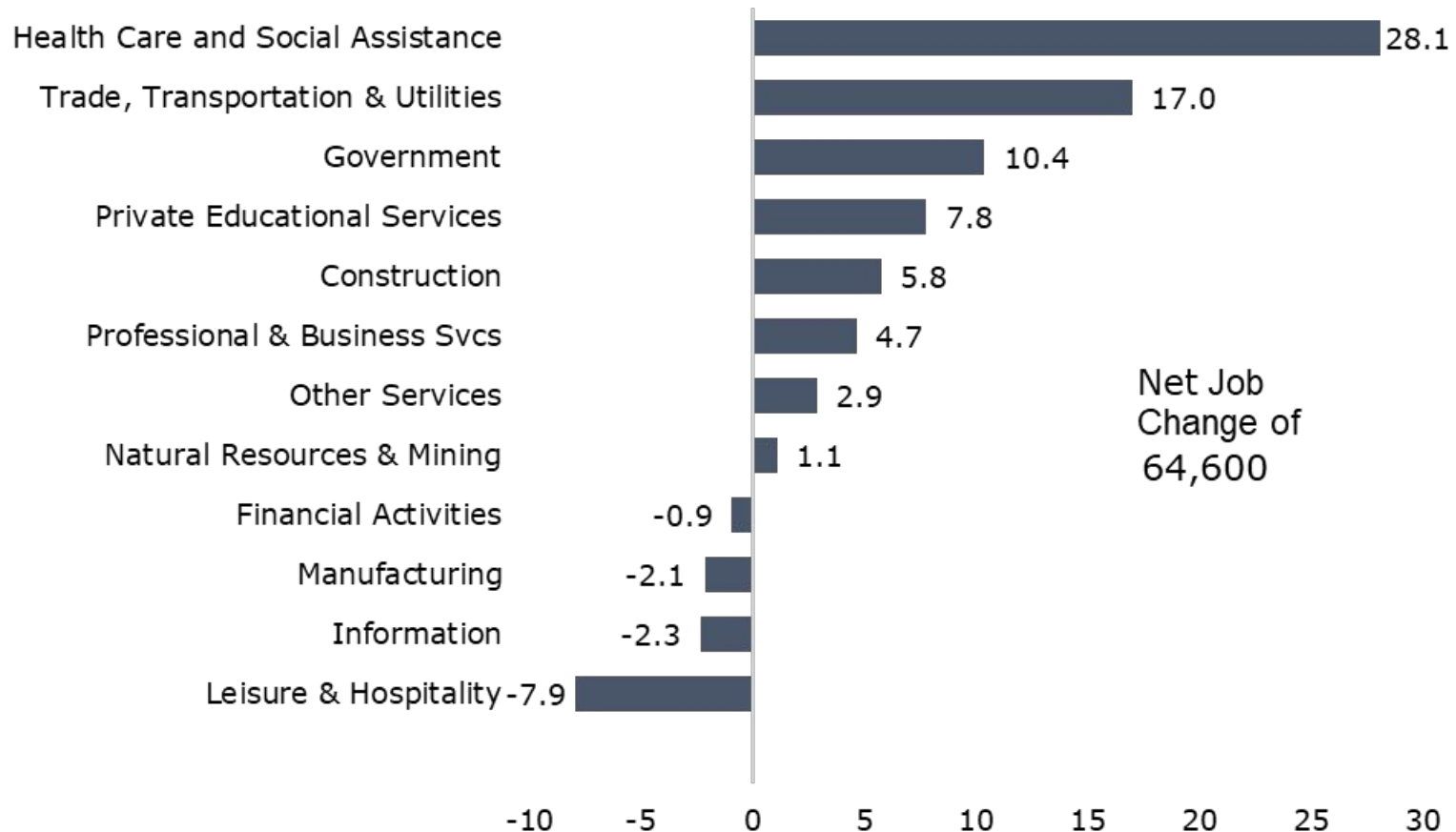


# YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, April 2024

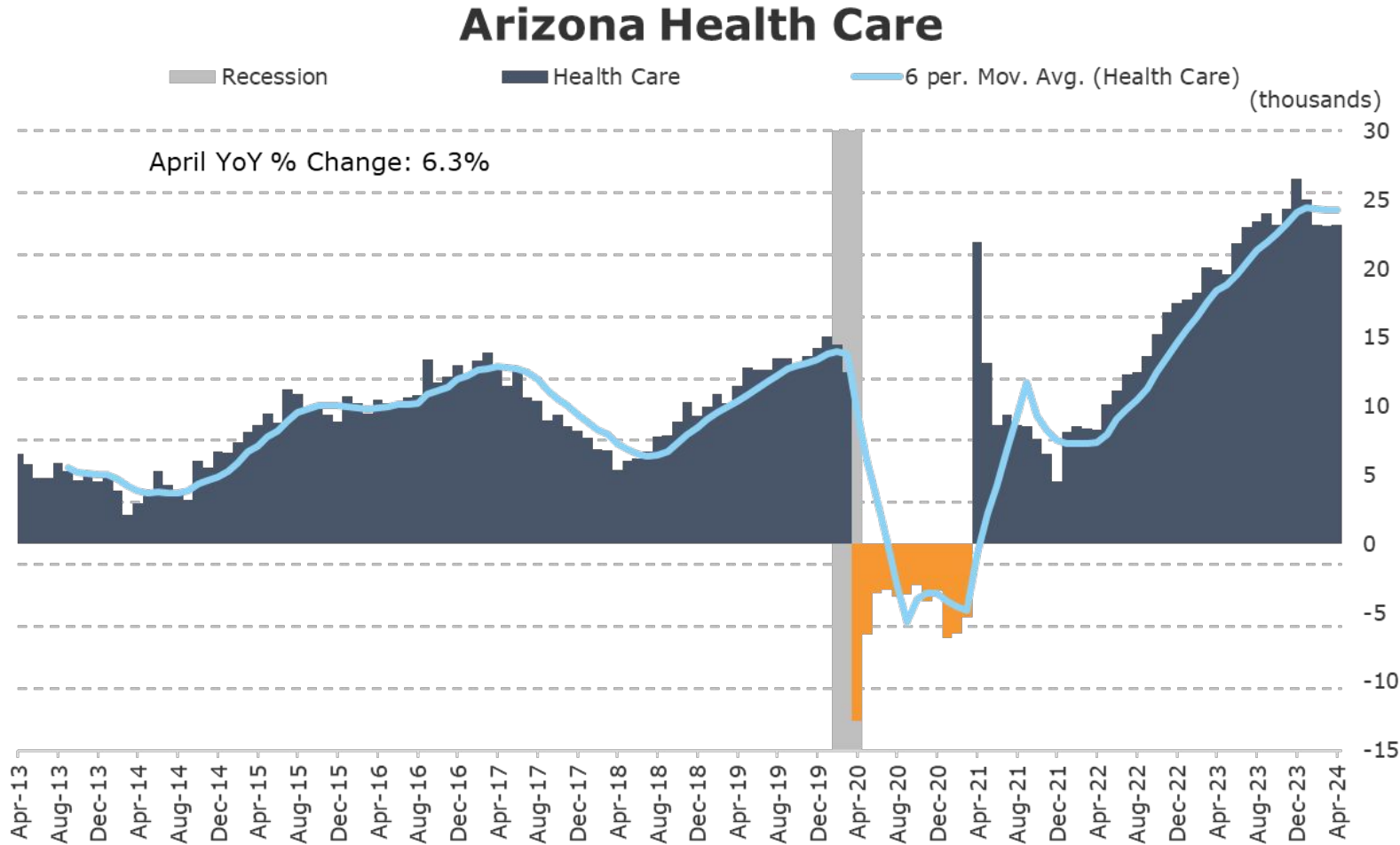
Arizona NSA Year-Over-Year Employment Gain/Loss by Sector

thousands



# YEAR-OVER-YEAR EMPLOYMENT CHANGE

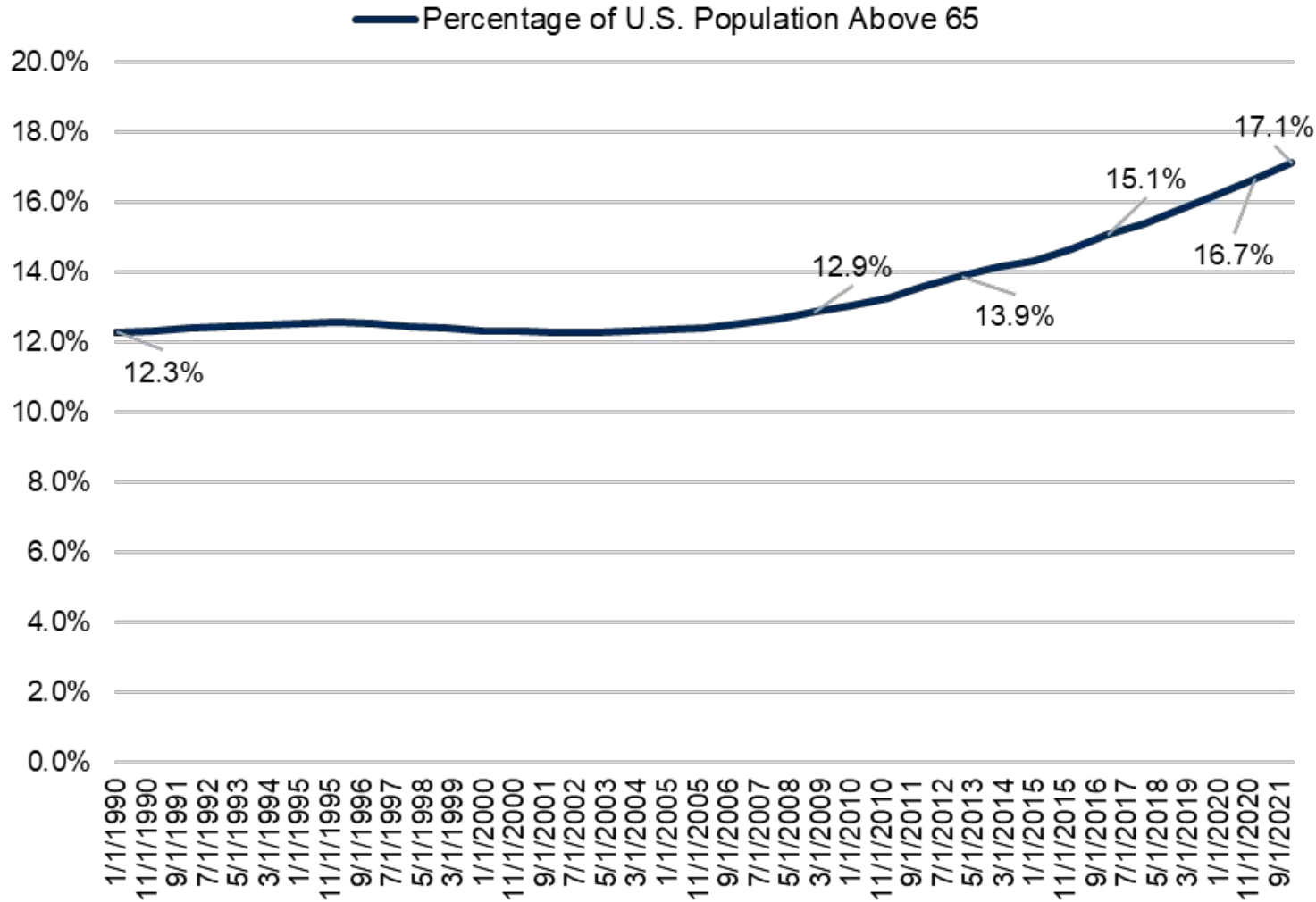
Not Seasonally Adjusted



Health Care gained 23,200 jobs (6.3%)

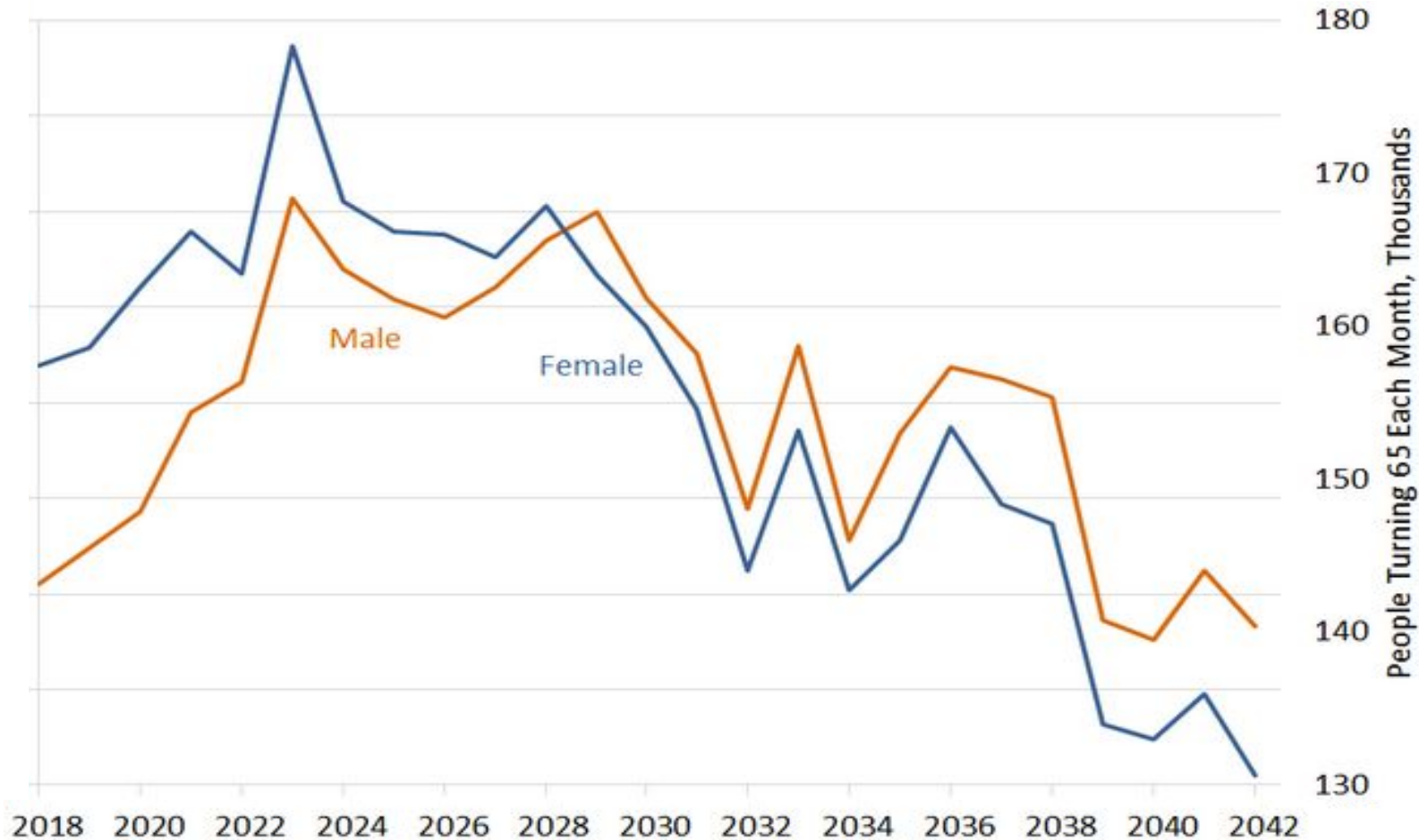
- Ambulatory Health Care Services gained 13,500 jobs (6.6%)
- Hospitals gained 5,900 jobs (5.7%)
- Nursing and Residential Care Facilities gained 3,800 jobs (6.5%)

# PERCENT OF U.S. POPULATION AGE 65+



- From 1990 to 2022, the share of individuals 65+ in the United States has increased from 12.3% to 17.1%
- Since 2006, the share of the population 65+ has increased each year

# THE AGING U.S. POPULATION



The number of people reaching retirement age will peak in 2023

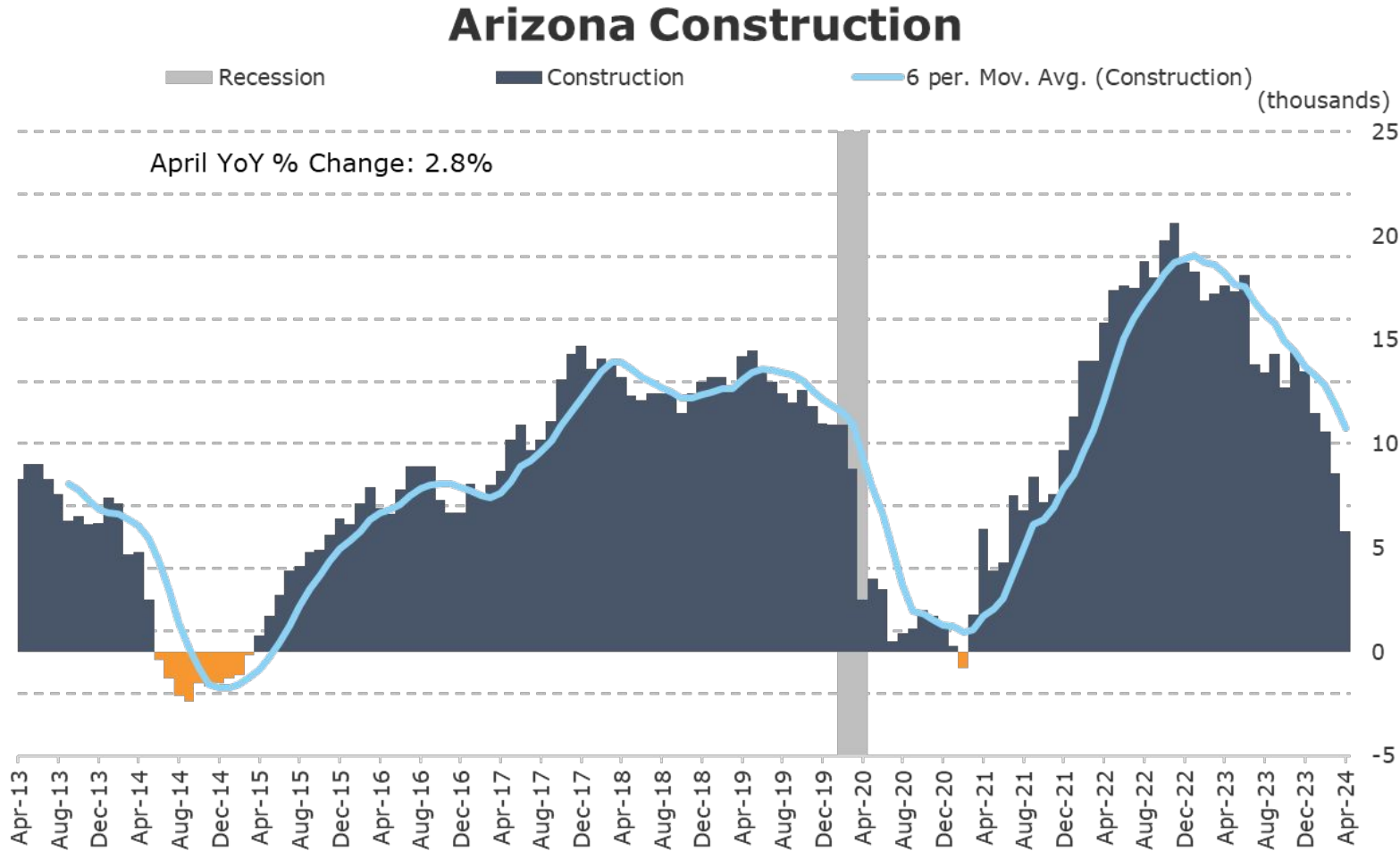
Research has shown that nearly half of lifetime medical expenditures is incurred during the senior years (age 65+)

Health care job growth will be driven, in part, by increasing demand for health care services from older adults



# YEAR-OVER-YEAR EMPLOYMENT CHANGE

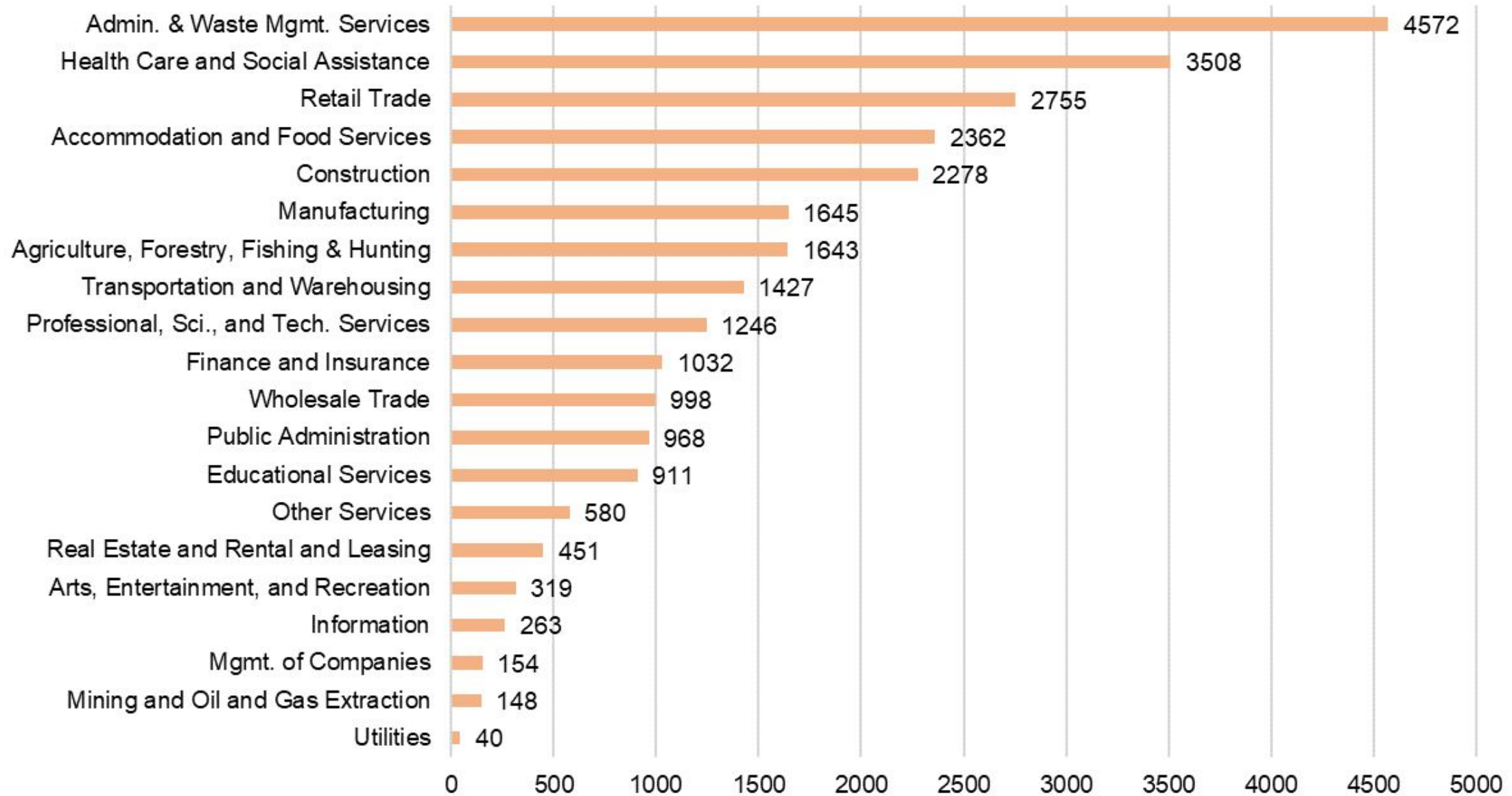
Not Seasonally Adjusted



Construction gained 5,800 jobs (2.8%)

- Construction of Buildings gained 3,300 jobs (7.5%)
- Specialty Trades Construction Contractors gained 1,500 jobs (1.1%)
- Heavy and Civil Engineering Construction gained 1,000 jobs (4.1%)

# TITLE 1: ADULT PROGRAM PARTICIPANT EMPLOYMENT 2ND QTR AFTER EXIT BY INDUSTRY



# OCCUPATIONAL TRAINING COMPLETION RATE BY TRAINING SUBJECT FOR TITLE 1 ADULT PROGRAM

| 2021 Q1 to 2023 Q2                  |              |                 |
|-------------------------------------|--------------|-----------------|
| Program                             | Completers   | Completion Rate |
| Transportation and Materials Moving | 2,425        | 81%             |
| Health Professions                  | 1,257        | 78%             |
| Computer and IT                     | 132          | 59%             |
| Culinary and Personal Services      | 330          | 86%             |
| Business Management and Marketing   | 110          | 73%             |
| Law Enforcement and Firefighting    | 152          | 90%             |
| Construction Trades                 | 133          | 88%             |
| Precision Production                | 45           | 87%             |
| Mechanic and Repair                 | 77           | 86%             |
| Engineering                         | 76           | 79%             |
| Other                               | 74           | 72%             |
| <b>TOTAL</b>                        | <b>4,811</b> | <b>80%</b>      |

# EMPLOYMENT AND WAGE OUTCOMES BY OCCUPATIONAL TRAINING SUBJECT; TITLE 1 ADULT PROGRAM

| Training Program Subject            | Completers   | Emp. 2nd Qtr. After Exit | Emp. 4th Qtr. After Exit | Wages 2nd Qtr. After Exit |
|-------------------------------------|--------------|--------------------------|--------------------------|---------------------------|
| Transportation and Materials Moving | 1,126        | 77%                      | 64%                      | \$10,087                  |
| Health Professions                  | 772          | 85%                      | 81%                      | \$9,460                   |
| Computer and IT                     | 84           | 80%                      | 67%                      | \$9,151                   |
| Culinary and Personal Services      | 122          | 61%                      | 52%                      | \$5,898                   |
| Business Management and Marketing   | 78           | 73%                      | 62%                      | \$6,836                   |
| Law Enforcement and Firefighting    | 77           | 94%                      | 90%                      | \$14,436                  |
| Construction Trades                 | 37           | 76%                      | 62%                      | \$6,705                   |
| Precision Production                | 30           | 77%                      | 70%                      | \$8,553                   |
| Mechanic and Repair                 | 36           | 97%                      | 89%                      | \$7,648                   |
| <b>TOTAL</b>                        | <b>2,410</b> | <b>80%</b>               | <b>70%</b>               | <b>\$9,612</b>            |

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OFFICE OF  
ECONOMIC OPPORTUNITY

**Thank you!**





Innovative Workforce Solutions

## WORKFORCE ARIZONA COUNCIL

### Full Council

Thursday, February 22nd, 2024 | 1:00 pm – 3:00 pm

Hybrid Meeting

Location: 4016 N Black Cyn Hwy, Phoenix, AZ 85017

<https://us02web.zoom.us/j/6612530414?pwd=WEJaVjcrejRyY1hCTkhUMmFCdGFiQT09>

Meeting ID: 661 253 0414 Passcode: 612238

#### **Full Council Members Present:**

Chairman Mark Gaspers, Boeing  
 Vice Chair John Walters, Liberty Mutual  
 Second Vice Chair Audrey Bohanan, Adelante Healthcare  
 Ian O’Grady, Policy Advisor, Governor Hobbs  
 Todd Graver, Freeport McMoRan  
 Alexander Horvath, Tucson Medical Center  
 Larry Hofer, Cox Communications  
 Willard James, Centene  
 Brian Rice, HonorHealth  
 Dennis Anthony, Arizona Public Services  
 Thomas Winkel, Arizona Coalition for Military Families  
 Jackie Elliott, Ed.D, Central Arizona College  
 Shawn Hutchinson, Phoenix Electrical  
 Beverly Wilson, Arizona Dept. of Education, Title II  
 Angie Rodgers, CEO, Department of Economic Services  
 Kristen Mackey, Department of Economic Services, Title IV  
 Jenna Rowell, Local First Arizona

Bill Ruiz, Southwest Mountain States Carpenters Local Union 1912

#### **Full Council Members Absent:**

Senator Sine Kerr, Senator of Arizona  
 Representative Justin Wilmeth, Arizona House of Representatives  
 Gregory Anderson, Summit Healthcare Services  
 Bobbi D. Taylor, CP North America  
 Karla Moran, SRP  
 Randall Garrison, FenTek Industries  
 Stephen Richer, Maricopa County Recorder  
 Michelle Bolton, Intel  
 Daniel Witt, Lucid  
 Danny Seiden, Arizona Chamber of Commerce & Industry  
 David Martin, Arizona General Contractors  
 Debra Margraf, NECA  
 Sandra Watson, Director, Arizona Commerce Authority

Josh DeSpain, IBEW Local 570  
 Heather Carter, Maricopa County Community College District  
 Jeffrey McClure, CEO, Pinal County

### **1. Welcome**

Chairman Gaspers welcomes all members of the Workforce Arizona Council and the public to the Q1 2024 Full Council meeting.

### **2. Call to Order**

The meeting is called to order at 1:05pm.

### **3. Success Story**

This quarter’s success story highlights Santa Cruz County and Jesus Garcia.

Jesus and his family were facing financial challenges after his father's COVID-19-related death, 20-year-old Jesus Garcia sought support at the WIOA office to pursue an IT certification and employment. Jesus co-enrolled in the WIOA Out-of-School program, he gained Work Experience with the Santa Cruz County IT Department, receiving supportive services and attire. Through the

HIB Grant, Jesus earned his IT certification at New Horizons, securing an entry-level IT position with the County Superintendent's office.

His journey underscores the program's positive impact on his life and the fulfillment derived from witnessing his progression

#### **4. Call to the Public**

Leah Cickavage provides an Arizona Workforce Association (AWA) update. The AWA members met this morning. There was a lot of gratitude, extended, to this council as well as the state for focusing on the reallocation of the one-time funding opportunities as well as some private response funds going towards the local areas to make a positive impact. It was mentioned if there was any consideration for those that were not awarded that had applied, potentially technical assistance might be considered for those local areas. Also, again, gratitude and thanks to Chairman Gaspers, for continuing to meet with our local directors for strengthening our partnership. Local areas currently are underway with plan development, another consideration that was mentioned was at this time there's a lot of different monitoring that are going on at one time. If there was consideration for staggering state monitoring it would be greatly appreciated. I know many are diving into those local plans and that development process. Lastly, the AWA will be hosting some great training seminars within the next few months, they are going to have presentations from Larry Robbins who is a WIOA expert. We are going to sponsor these seminars. It's going to be open to anyone who may be interested and we will be happy to share and forward the information for those interested.

#### **5. Consent Agenda**

- a. Approval of minutes from November 30th, 2023**
- b. LWDB Job Center Certification Timeline**
- c. Local Plan Timeline**
- d. Apprenticeship Workgroup Development**
- e. Employer Measures**
- f. ETPL Workgroup Update**
- g. ARIZONA@WORK Branding**
- h. Council Convening Outcomes**
- i. NGA Winter Policy Forum Update**
- j. Performance Measures Update**
- k. NTN Update, Tom Colombo**

Chairman Gaspers: Before we jump into the Consent agenda, Congratulations to Kennedy Riley on her well-deserved promotion as Deputy Workforce Administrator. We are thrilled to see the incredible contributions she will undoubtedly make in her new role. Prior to Kennedy's promotion Stacey Faulkner served in this capacity and is now passing the reins over to Kennedy.

Welcome Nancy Avina, who will be OEO's new Research & Policy Manager. We are excited to see all the great things you will accomplish in your new role! Welcome Nancy Avina & congratulations, we are happy to have you as a part of the Workforce team!

Second Vice Chair Audrey Bohanan motions to approve the consent agenda. Alexander Horvath seconds. The motion passes.

#### **6. 2024-2027 4 Year WIOA Unified State Plan Review & Approval, Vote, Sara Agostinho, DES**

In May, the initial engagement opportunity involved distributing a stakeholder survey to key individuals integral to our system. The purpose was to gauge perspectives on path state plan goals,

vision, and mission. This survey marked the commencement of initiatives that progressed into more tangible opportunities. The primary focus was on involving stakeholders to gather content crucial for shaping the vision, mission, and goals of the state plan, along with ideas for implementing the strategy. This process concluded at the close of 2023, culminating in the curation of information and collaboration with our essential state agency team. This collaboration aimed to digest proposed goals and strategies. Notably, our teams within administration, the Department of Economic Security (inclusive of core partner programs in Title 3 and Title 4), state agency partners at the Department of Education for Adult Education (Title 2), and local area partners vital to our Title One B program services, actively contributed to the state plan. Throughout January, these stakeholders were provided the opportunity to review the state plan during its final stages of public comment.



The public comment period extended from January 15th to January 30th. The council had the plan in its possession a week before that period commenced. As previously stated, significant contributors, particularly core partner programs, were involved in the design, review, and refinement processes. Their active participation greatly influenced the overall development of the state plan open for public comment. A total of 89 inputs were received, including contributions from local areas, board members, and council representatives who also shared public comment inputs.

#### WIOA Clarifications Examples

- Explanations regarding data summarized in Economic Analysis
- Super-sector information
- Updated descriptions of ARIZONA@WORK system, Business Services Team’s role, and Adult, Dislocated Worker, and Youth programs
- Additional explanation of Re-entry program services

#### Verbiage & Formatting Examples

- Use of “%” vs. “percent”
- Acronym clarifications
- Adoption of “recognized credential” and/or “industry recognized credential” throughout plan

#### Content Additions

- Definition of “Employer Penetration Rate”
- Information of where ARIZONA@WORK local plans can be found
- Reference to coordination between the Eligible Training Provider List (ETPL) and Arizona Office of Apprenticeship



- Customer Choice ETPL clarifications
- Northern Arizona Good Jobs Network (NAGJN) Project summary
- ARIZONA@WORK Job Center Certification process
- Finalization of State Plan Waivers
- “No Wrong Door” approach clarity

For more Information: [WIOA Unified State Plan Public Comment Summary](#)

#### State Plan Goals:

Goal # 1: Promote a customer-driven workforce system approach - Build worker-centered, industry driven career pathways and sector strategies to meet the current and future needs of jobseekers, employers, and the state's economy.

Goal #2: Foster Business Engagement - Enhance workforce services that ensure employers have access to a diverse and skilled workforce.

Goal #3: Invest in Opportunity and Growth - Leverage statewide, systems-level partnerships to strengthen collaborative, coordinated, and streamlined services to achieve results for all Arizonans.

Goal #4: Prepare Arizona's Youth for Workforce Success - Enhance youth services to provide equitable access to high quality training, ensuring Arizona's youth are equipped for meaningful employment and long-term career success.

#### **Questions/Comments:**

Bill Ruiz: What was some specific unique feedback on Goal #4, Preparing Arizona's Youth for Workforce Success?

Sara Agostinho: Much of it was about the unique expansion of outreach into our full and into population. There were many conversations around partnership being part of that conversation early for the information sharing with our schools and how we better make those connections, especially, knowing that, education, under the Department of Education, can help, to spread in some of that conversation. I know there were early conversation to try to move forward with a combined state plan, which means that we will be able to tap some of our other required partner programs like CTP, into that, conversation and the timing didn't work, but we were able to start that conversation and have little focus of coordinated efforts, they plan about that being one of the focus coordinated efforts, but there is a tremendous amount of interest. I'm thinking through the population side of our use and how we get to the population side of our use and how we get. So, that they know about all of the assets. I'm thinking through the population side of our use and how we get, so that they know about all of the assets and resources available.

Ian O'Grady: Would you mind highlighting the in-demand and emerging industries as well that was mentioned in the 4 year report?

Sara Agostinho: I can't name them off the top of my head, but I do know that the in-demand industries were voted on by the council. They did include manufacturing, construction, and technology, and public health care, but they are very clearly outlined and listed in the plan for people to follow.

Ian O'Grady: Thank you. I know we have some new members that are in those industries. So I wanted to make sure they were aware of those.

Angie Rodgers: I think Sarah rightly gave credit to her entire team, on their work on this process and the OEO team. So I just want to say thanks also to Sara who has shepherded a very year-long process through this. Getting lots of feedback from every community in our state and I think the birth of this baby now today, also it's probably very, you know, gives you a sense of relief, but also it's probably very, you know, gives you a sense of relief, but also some accomplishments. So thank you, Sara.

Chairman Gaspers: Echoes Angie Rodgers comment, thank you for the very thorough process and thank you to the Council members who have been a part of this process as well.

Beverly Wilson: Title IV felt very included and so did our providers around the state have the opportunity to put our efforts into this plan, and make suggestions and revisions that was really an exciting part of this process. Thank you, Sara.

Thomas Winkel: I would like to qualify my vote, of Yay, with a brief request. So, I'd like to humbly request the inclusion of Arizona's guidance, that of Arizona Road Map to better employment, and with our active duty military basis and our efforts relating to the Arizona Veterans for the employer and campus designation and switch our part of our these efforts have been in operation one way or another since 2009. They have highlighted the Arizona by 2, soon to be 3, white houses. The Department of Defense, the VA, many other. I've been invited to speak on these multiple times in front of both the Senate and the house, some better in the military. In our concept here in Arizona has been provided as technical assistance to all 50 governors challenge teams, and their desires to replicate efforts that we have of their service members, their families within their states.

Ensuring that Arizona is doing all that it should for our military affiliated operations. I want to be really clear here. This is not about the Arizona coalition, this is not about Thomas Winkle presenting. This is about Arizona Coalition for Military Families with a Governor's office, the Arizona Department of Economic Security, The Office of Economic Opportunity, and all of the other organizations that, work towards workforce, and including the ARIZONA@WORK system that has been involved with this since it's inception back in 2009. Working and being recognized nationally, as being a best practice state for ensuring that service members, families are landing well. At any point in their lifespan and ensuring that they are getting everything that they deserve. It's really important to know that this has already been going on there has been a collaboration between all the principal agencies so far. There are MOUs, tying us all together between the military base and doing different various organizations. It is my hope that the council continues to support the inclusion of these efforts. These things have been woven into the previous, state plans. So this is not, adding again, but just read, including this information into the state plan. We hope that this inclusion will not just maintain our best practice status. But that it will, allow us to be able to attract more service members better.

Chairman Gaspers: Would there be reasonable peaceful that we could add what's being discussed in like an appendix?

Stacey Faulkner: I think if the council voted to include Thomas's suggestions, you would have to move very quickly, but I think we have just a little tiny bit of wiggle room, understanding that it still needs to be approved by the governor and also give time to put those edits in the plan and go through the process. Thomas, I'm going to hope that you have language already written that we could just slide into the plan. And if that's the case, I think that we should make it work, within the timeline still.

Second Vice Chair Audrey Bohanan: So did we include the language and the plan last time? Can we use the same language that was in the plan last time that you want to put it in a plan this time?

Thomas Winkel: Yes, it was included last time, but the effort has become more robust, so I would like to add the additional robustness.

Vice Chair John Walters: Is the reason we didn't include it this plan?

Sara Agostinho: I can't speak to the last plan cycle, as I was not here during that time frame. But much of what we have built off of, Built off of was the former content aside from the area where we built out our goals and our new strategies. So we can go back and see where that content was plugged in the past.

Angie Rodgers: Did the questions or the format change at all that would have caused us to say yes this content certainly was not an oversight that there are mentions in the state plan about veterans and supporting military families. They're maybe just not in the same places that they have been.

Sara Agostinho: In priority service, the veterans and then other, identified, priority or service groups, I would honestly have to go back more closely to our old state plan, to kind of reference where those components would have been included, but there were small modifications in the state and guidance that was released by the Department of Labor that did remove certain prompts that used to be in the state plan that I do remember when I was creating, some of our guidance and so

there were a handful of items, that have been removed, but I cannot speak to whether or not they were.

Chairman Gaspers: in terms of the format it does allow for kind of additional review?

Sara Agostinho: We can add an appendix, if you wanted to format it maybe in, more explanation or, you know, some, take the, intentionality of continued coordination. There is more for flexibility in what appendices can include. The prompts themselves are not ones that we determine and not one that we can change.

Second Vice Chair Audrey Bohanan: I also want to hear, we're sure that the data and the information is not there that you want to be there.

Thomas Winkel: It is not there.

Kristen Mackey: I don't remember seeing anything in the spreadsheet that said, Thomas Winkel, or anybody from your team, you know, would like to add all this. So just kinda curious whether, one public comment was put in and in two, if we're going to add substantial information does it have to go out for public comment? And right now we don't have language to even vote on.

Second Vice Chair Audrey Bohanan: Once the plan is approved, can it be amended at a later date?

Sara Agostinho: There is a two year modification.

Chairman Gaspers: Although that is subject to change and just want to flag that.

Sara Agostinho: There is a review process that happens with DOL. So the plan is only finalized once those conversations, inclusive of the negotiation of the state's performance levels across our whole corporate programs are established. But, submission to the Department of Labor, is set, for March, fourth, at this point, there is limited flexibility with requesting. We can identify what content we would want to include and sort of think through the right space for that.

Chairman Gaspers: My big question is whether we need to go out for public comment, which I'm not sure that we have time for.

Second Vice Chair Audrey Bohanan: Versus a link to redirect people to these resources or another partner?

Thomas Winkel: During the creation process, I had requested to be a part of the creation of the state plan. I was directed toward the public comment period. Which I had sent staff to and was it was still not included in the plan.

Chairman Gaspers: So as a council member you were not included?

Thomas Winkel: As a council member I was not included in the initial planning process.

Sara Agostinho: I believe every council member received invitations to the state plan survey to the state plan development session. We did have one of your team members join our South Arizona regional state plan development session and I know your feedback was on our list of recipients. But those clarifications were shared.

Thomas Winkel: I was not able to attend specific sessions for a variety of different reasons. So I was asked to participate in some other way, and the way I was directed towards was the other sessions.

Second Vice Chair Audrey Bohanan: What is what is the impact or risk for moving forward with the plan as is presented today without the additional information?

Thomas Winkel: I think the state plan is incredibly important it is part of the reason why I'm on council is to be able to ensure that the information that is going on in the community between the various partners that we have partnerships that it is included into the state. I look at it as a super guidance document that helps to support the efforts. We have referred to them, or different organizations and entities, and the local development boards, once they're interacting, but now I want to provide them with, what is possible and highlighting the need and the necessity for the utilization of the services.

Second Vice Chair Audrey Bohanan: If the additional information is not there, what's the impact to our folks doing the work? Is there a gap? Or can they get the information easily someplace else? I'm trying to understand should we move forward and just mediate in some other way? I mean are there other actions that we can take as a council to ensure that we have given all of our workforce partners all of the data and information and tools that they need, even if it is not directly included in the plan, assuming that the plan has the kind of language that committed to our veterans and their families.

Thomas Winkel: I am wonderfully satisfied with an alternative plan, this is important to the council, it's important being able to move forward and recognize that, but, you know, these are important issues. Without the level of importance being committed to by the leadership that we have here in this room. That other priorities take place, take emphasis and then the infrastructure that has been held becomes less of a priority. There are a thousand priorities that are sitting at best of all good folks and the earnest work that they are doing. I will not take anything away from each person that's out there in the ARIZONA@WORK centers that are doing the work every day. They are doing extraordinary work. They have to prioritize the that they are doing each every day. So that's not the issue there.

Second Vice Chair Audry Bohanan: I love compromise. And so what I'm thinking is that we move forward with the plan that is, but we have a work group because this council now has work groups and we put a work group together who is focused on exactly that.

Angie Rodgers: I can imagine from the local workforce perspective, we can ask questions about how they have served military, how they serve veterans, and we could come back with some data and information to at least set where we're at right now to see if locals or other partners, are doing right now to be able to engage that.

Beverly Wilson: Did a quick search on the state plan, and there are 2 mentions for veteran services. One is the Coalition that Thomas Winkel represents, the other one is under partnerships, specifically speaks to partnership with Arizona Department of Veterans Services. To improve outreach capabilities and provide toolkit assistance to all veterans across the state and then further explains the operation with ARIZONA@WORK. So I'm thinking that maybe a solution to this would be to include the document you'd refer to earlier as appendices. And the language I think is inclusive in the section that I'm looking at as I'm searching, but that would be an additional reference. For ARIZONA@WORK partners to be able to further get information about how to do this work better in a better way.

Chairman Gaspers: I appreciate the recommendation and I would lean towards that, the only question I have is this piece on appendix, whether or not I would have to go to public comment before proceeding after this vote to the governor's office. So. I don't know that we can do that unless I have some guidance on required public comment. So then I would suggest for a discussion, not a motion. Just as you said, with an appendix to that language. Also a work group to be formed. So we're not losing sight of, veterans issues. And third quarter to have that placed on the agenda item for veterans issues that can be raised in full public, meeting settings for the full council, the third quarter of 2024.

Angie Rodgers: Just a process questions about submitting additional information to the Department of Labor, but this council has not seen.

Chairman Gasper: Do you have it, Thomas?

Thomas Winkel: Not on me, no.

Angie Rodgers: Is there an ability for us to submit something now? And then later offer with council approval, can we say this is our addition to our previously submitted plan?

Anna Hunter: Yes, we can submit an amended plan. So. I think they're it could be easier to essentially submit comfortable with the current plan and with the potential of Thomas and the Coalition to suggest language that could be added to an amended plan that you will have to look at at the next quarterly meeting. We can submit an amended plan to DOL with the recommended language as an option.

Chairman Gaspers: I prefer that approach. Given a chance for this council to review the language. Before motioning, the council would want a veteran work group to form and ask that all stakeholders are engaged in this work group, we will work towards an agenda item Q3 Full Council meeting to raise in full that setting these issues to ensure we're not losing sight of veterans issues as a state, and recognizing that option, I will just ask for a clean motion to approve the 2024-2027, four-year WIOA State Plan.

Thomas Winkel motions to approve. Second Vice Chair Audrey Bohanan seconds the motion. The motion passes.

**7. Rapid Response, Anna Hunter, DES**

**a. Fiscal Alert 24-001: PY21/FY22-5 One-Time Funding Opportunity**

ALERT 23-002 (October 20, 2023): Rapid Response allocation increased to LWDAs and established \$775,000 availability for LWDAs to apply for WBL focused funds

- \$3,825,000 of 1<sup>st</sup> year Rapid Response funding is allocated and available to LWDAs
- No applications received for establishing new, or expanding current, WBL programs

ALERT 24-001 (January 10, 2024): \$10 Million Funding Opportunity for Allowable Statewide Activities.

- \$11.125M in Requests/Proposals Received
- 6 LWDAs submitted proposals

\$5.9 million awarded based on submitted proposals

In the last quarter of October 2023, a total of \$3,825,000 in first-year rapid response funding was fully allocated and made available to local workforce development areas. Additional first-year rapid response funds are also available if needed. The aim is to continue making these funds accessible to address the needs of dislocated workers and employers. In January 2024, an alert (24-001) was issued, and the Department of Economic Security (DES) requested proposals from local workforce development areas. There is \$11,125,000 available for grants related to allowable statewide activities. Proposals were submitted by six areas, including Coconino County, Northeast Arizona, Pinal County, Yuma County, City of Phoenix, and Pima County.

DES has evaluated all submitted proposals for allowability and sufficiency to spend the allocated funds by June 2024. Based on these assessments, \$5.9 million has been awarded to local workforce development areas, leaving a balance to be spent on statewide allowable activities by the specified deadline. DES is confident in the availability of allowable expenses and assures that no funds will be reverted back to the Department of Labor.

While there are opportunities for immediate activities that the council or the governor's office may be interested in, allowing the expenditure of funds by June 2024, DES remains confident that there are enough allowable expenses to prevent any funds from being reverted.

| Counties and City of Phoenix |                      |                      |               |                      |                     |              |
|------------------------------|----------------------|----------------------|---------------|----------------------|---------------------|--------------|
|                              | PY22FY23             |                      |               | PY23FY24             |                     |              |
|                              | Allocation           | Expenditures         | % Expended    | Allocation           | Expenditures        | % Expended   |
| CITY OF PHOENIX              | 13,795,876.00        | 8,454,744.00         | 61.28%        | 11,320,035.00        | 103,444.00          | 0.91%        |
| COCHISE COUNTY               | 1,909,000.00         | 1,435,685.00         | 75.21%        | 1,993,830.00         | 157,379.00          | 7.89%        |
| COCONINO COUNTY              | 1,339,575.00         | 53,346.00            | 3.98%         | 1,367,391.00         | -                   | 0.00%        |
| MARICOPA COUNTY              | 17,732,120.00        | 12,967,470.00        | 73.13%        | 14,815,449.00        | -                   | 0.00%        |
| MOHAVE COUNTY                | 2,139,103.00         | 1,568,915.00         | 73.34%        | 2,292,941.00         | 15,794.00           | 0.69%        |
| NEAZ (Navajo County)         | 1,018,786.00         | 908,065.00           | 89.13%        | 1,225,956.00         | 91,895.00           | 7.50%        |
| PIMA COUNTY                  | 8,494,538.00         | 7,022,647.00         | 82.67%        | 8,041,914.00         | 849,196.00          | 10.56%       |
| PINAL COUNTY                 | 2,639,696.00         | 577,574.00           | 21.88%        | 2,626,394.00         | -                   | 0.00%        |
| SEAZ (Santa Cruz County)     | 1,022,512.00         | 360,239.00           | 35.23%        | 1,392,681.00         | 971.00              | 0.07%        |
| NACOG (Yavapai County)       | 1,479,692.00         | 637,706.00           | 43.10%        | 1,591,440.00         | -                   | 0.00%        |
| YPIC (Yuma County)           | 8,054,671.00         | 6,910,571.00         | 85.80%        | 10,136,468.00        | 296,814.00          | 2.93%        |
| <b>Totals</b>                | <b>59,625,569.00</b> | <b>40,896,962.00</b> | <b>68.59%</b> | <b>56,804,499.00</b> | <b>1,515,493.00</b> | <b>2.67%</b> |

This is an update regarding program year 22 fiscal year 23 allocations and expenditures across 11 of the local areas. 68.5 9% of the allocations have been expended. And these expenditures across the local areas are very typical for the local area. Expenditures at this point in the state fiscal year. And the department has no concerns.

| NTN - Tribal Entities       |                     |                   |               |            |              |            |
|-----------------------------|---------------------|-------------------|---------------|------------|--------------|------------|
|                             | PY22FY23            |                   |               | PY23FY24*  |              |            |
|                             | Allocation          | Expenditures      | % Expended    | Allocation | Expenditures | % Expended |
| COCOPAHI TRIBE              | 106,443.00          | 58,169.00         | 54.65%        | -          | -            | 0.00%      |
| COLORADO RIVER TRIBE        | -                   | -                 | 0.00%         | -          | -            | 0.00%      |
| FORT MOJAVE TRIBE           | 110,394.00          | 25,358.00         | 22.97%        | -          | -            | 0.00%      |
| GILA RIVER TRIBE            | 490,664.00          | 94,254.00         | 19.21%        | -          | -            | 0.00%      |
| HOPHI TRIBE                 | 242,794.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| HUALAPAI TRIBE              | 126,318.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| PASCUA YAQUI TRIBE          | 355,396.00          | 94,507.00         | 26.59%        | -          | -            | 0.00%      |
| QUECHAN TRIBE               | 152,690.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| SALT RIVER PMIC             | 182,973.00          | 58,023.00         | 31.71%        | -          | -            | 0.00%      |
| SAN CARLOS APACHE TRIBE     | 284,772.00          | 284,772.00        | 100.00%       | -          | -            | 0.00%      |
| TOHONO O'ODHAM TRIBE        | 594,996.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| WHITE MOUNTAIN APACHE TRIBE | 286,352.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| YAVAPAI APACHE TRIBE        | 129,995.00          | -                 | 0.00%         | -          | -            | 0.00%      |
| <b>Totals</b>               | <b>2,957,344.00</b> | <b>556,914.00</b> | <b>18.83%</b> | -          | -            | 0.00%      |
| * = Contracts in process    |                     |                   |               |            |              |            |

Highlight the Nineteen Tribal Nation tribal entities. This is a challenging situation with no identified fiscal agent for the 19 tribal nations local workforce development area at this time.

Without a fiscal agent, we have 2 independent contracts with tribes who allow us to continue to provide funds. But many of the tribal activities have been suspended. Due to an inability of us to provide those dollars to the tribes to continue to provide services.

1st Year Rapid Response DW Budget PY23/PY24

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

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).

| 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          |
| <b>Total Expenses for Planned Activities</b> | <b>\$ 7,539,000</b> |

Arizona received \$7.5 million in first-year rapid response dislocated worker funding for fiscal year 2024. Over 50% of this fiscal year's rapid response dollars have already been allocated to local workforce development areas. An additional \$1.5 million is set aside for rapid response activities, specifically for work-based learning funding opportunities released through an alert last summer. This funding aims to assist local workforce development areas in establishing work-based learning programs to meet employer metrics.

Responding to concerns about delays in receiving rapid response dollars under the previous methodology, the department has implemented a new process to expedite fund distribution.

Although no local area has utilized this process yet, the department is actively seeking feedback on its efficiency once engaged.

The state rapid response program operations allocate funds for statewide coordination, ensuring a coordinated response to federal requirements for dislocated worker assistance. The team collaborates with local areas promptly upon receiving or issuing a warning to address the needs of dislocated workers. Lastly, there is an ongoing communication and outreach plan, involving a vendor, to strategically provide outreach and communication for Arizona at Work as a whole.

| Rapid Response Funding PY23FY24**                                   |                     |                  |              |
|---|---------------------|------------------|--------------|
|   | Allocation          | Expenditures     | % Expended   |
| CITY OF PHOENIX   | 300,000.00          | -                | 0.00%        |
| COCHISE COUNTY  | 325,000.00          | 11,546.00        | 3.55%        |
| COCONINO COUNTY   | 325,000.00          | -                | 0.00%        |
| MARICOPA COUNTY   | 300,000.00          | -                | 0.00%        |
| MOHAVE COUNTY   | 325,000.00          | 11,460.00        | 3.53%        |
| NEAZ (Navajo County)  | 325,000.00          | 30,238.00        | 9.30%        |
| PIMA COUNTY   | 300,000.00          | -                | 0.00%        |
| PINAL COUNTY  | 325,000.00          | -                | 0.00%        |
| SEAZ (Santa Cruz County)  | 325,000.00          | 971.00           | 0.30%        |
| NACOG (Yavapai County)  | 325,000.00          | -                | 0.00%        |
| YPIC (Yuma County)  | 325,000.00          | -                | 0.00%        |
| NTN*  | 325,000.00          | -                | 0.00%        |
| <b>Totals</b>   | <b>3,825,000.00</b> | <b>54,215.00</b> | <b>1.42%</b> |
| *= No Fiscal Agent, Funds cannot be drawn against                   |                     |                  |              |
| **= For expenditures through 6/30/24 with Final Reports due 8/15/24 |                     |                  |              |

Update regarding the allocated, first year rapid response dollars provided to the local areas. So, these the amount expended by the local areas at this point is low but certainly available as local areas need to use these dollars they are available for them for all first year rapid response allowable activities.

Q4 2023, October 1, 2023 - December 31, 2023 Statewide Rapid Response Activity  
 WARNs received: 13 Note: Rapid Response Events from Q3 2023 WARNs occur in Q4 2023.

Total Number of Affected Workers: 1,671

- Data per WARN information submitted by employer
- Note: The number of affected employees does not equal the number of individuals that become Dislocated Workers (DWs) at the date of employment separation. The actual DW number is usually significantly lower due to various factors:
  - WARN is notice due to a contract change - no employment interruption
  - Affected employees tallied in the WARN transferred into other positions within the company
  - Affected employees gained reemployment prior to the date of separation
  - Affected individuals go into retirement

Resource Packets Delivered to Employer site or via email: provided to 4 Employers  
 ARIZONA@WORK Resource Packets delivered to the affected employees

- a. This action is dependent on employer cooperation and availability

Rapid Response Events:13

Note: These events are in response to Q3 and Q4 2023 WARNs and Layoffs

Activities: Resource Packets, Information Sessions (Resources, Resume, Interview Skilling), and Hiring Events:

- b. Flex LTD - 2 Information Sessions in partnership with Maricopa County
- c. General Motors - 3 Information Sessions and 2 Hiring Events in partnership with Maricopa County
- d. Shaw Industries Group, Inc. - 2 Information Sessions, 1 Hiring Event in partnership with Yuma County
- e. Management & Training Corporation (MTC) - 2 Information Sessions state-supported, lead by Pima County
- f. TuSimple - 1 Information Session in partnership with Pima County

**Questions/Comments:**

Second Vice Chair Audrey Bohanan: So when you compare quarter 3 to the prior years, that's 1,600 lower than it normally is?

Anna Hunter: We have seen an uptick in WARNS, year over year. I think we are seeing. Certain amount of WARN and Non-WARN activities. But I think overall we are seeing an uptick in WARN activity across the state. Obviously we have a large number of employers there in Maricopa County, which is not surprising just right per capita, but it's all over the state. So almost every local area has engaged some sort of rapid response activity because of, the unfortunate nature of layoffs.

Beverly Wilson: Are there any plans of the state has for that 1.5 million that's being called for contingency?

Anna Hunter: That 1.5 million in the first year of spending, and it's a third year dollar. So those dollars can roll over and be available in the second year, if they roll into the third year they are more available for state wide activities. They are available right now for immediate needs but they will not be reverted they have 2 more years of program opportunity to be spent.

Vice Chair John Walters: Is most of the money spent in the third year, second or first?

Anna Hunter: It depends. The law allows the dollars to be spent more liberally in the third year. So I think when it comes to how the dollars are spent historically, we spend more dollars in the third year. Now, because we can't predict the activity for the allowability of the first year. I think the other thing that makes it difficult to answer your question is that we handle these dollars differently. Over time that historically it's hard to say. Before when the Rapid Response dollars were held at the statewide level in 2020 the first year Rapid Response dollars, the entire allocation of that 7.4 was allocated directly out of the 12 local local areas. It didn't allow for statewide coordination. And they also didn't necessarily account for if there were more or less layoffs in any one part of the state. Once they were allocated, they belong to local areas for allowable services.

Jenna Rowell: To clarify, around the allocations already made to the local workforce development areas when the Arizona Workforce Association update occurred. I think there was a request, could any technical assistance be provided to those who didn't get an allocation? Is there any opportunity to take those that were allowable and viable and share the principles of those to give those other areas any additional shot at funding?

Anna Hunter: We can absolutely do that, and I put note of that. As I mentioned in the Executive Committee last week, DES is confident that not one of these dollars will be reverted back to the Department of Labor. Now, if the council or the governor's office has activities that are both viable and allowable DES is open to how we can potentially use these funds to serve Arizona in the best way between now and June 30th. But that's a wonderful idea, we can absolutely post the awarded projects. And certainly our conversation about public comment.

Jenna Rowell: It's great to hear how innovative they were. So just helping others see what was workable and allocated could be really helpful, so thank you.

Chairman Gaspers: Whether the 6 local areas that had already submitted, whether they could expand those potentially or whether they could expand those potentially and or the those that were not awarded whether they could amend or to be able to potentially access the remaining balance?

Anna Hunter: Yes, we want to see these dollars out in the communities. We received a few, proposals and they were considered. So happy to have conversations about potential options.



However, some of the proposals were not allowable they were very innovative, but didn't fall within the allowable activities.

Thomas Winkel: Are we able to see what the results were?

Anna Hunter: The expectation of the proposals is that they had to have outcomes tied to their proposal and an opportunity to review and evaluate those outcomes.

Kristen Mackey: I'm assuming that the CFR and the 2-200, those all those regulations were provided, right?

Anna Hunter: Yes. Our team at DES, many, local areas reached out regarding allowability. So we have this idea, it is possible and then with provided technical assistance during the process of submitting those proposals will ensure they have the strongest proposal.

Chairman Gaspers: thank you to DES for all your efforts on this to make sure that the resources are going to our fellow Arizona. I also just want to say thank you to all the local areas and I know we are discussing this issue and I know we have been discussing this issue and will continue. We have a sort of a big decision building next quarter as we have to just make decisions on our allocations in this all ties into that. And then just for history for those that weren't here, but some of you were, you know, there was a decision made back, right, like within a month of the pandemic and our second quarter of 2020 that did allocate rapid response funding at the state and so there is this question of balance of power. And specific type of funding and with all its restrictions and opportunity and importance to our pillars and how do we get that balance right. I know from my perspective that everybody's been working with great intent to try and do that. So thank you for everybody's collaboration and we have some more discussion to have and decisions to be made next quarter.

## **8. Funding Allocations, Stacey Faulkner**

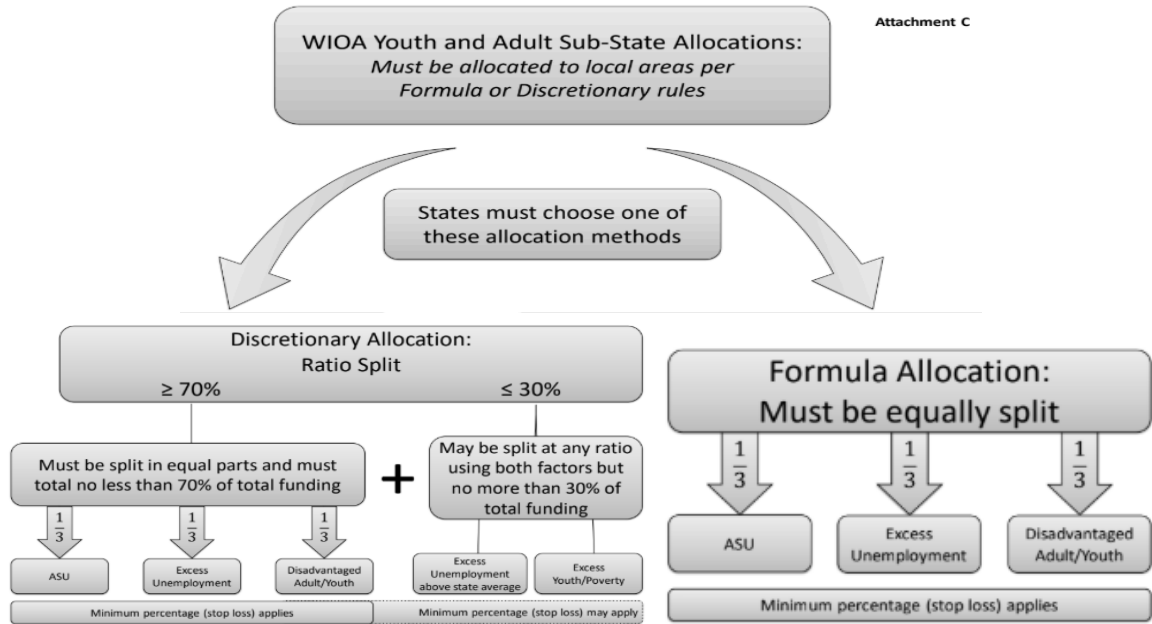
As a reminder, the governor appoints the council to decide on statewide allocation formulas for dispersing funds across the 12 local boards for three populations: adults, dislocated workers, and youth. The team at OEO receives both estimates and final guidance, determining the awarded amounts for Arizona.

Factors for Deliberation

1. Achieving the greatest benefit with minimal harm to all areas.
2. Allocating based on the size of the labor pool and the number of unemployed individuals.
3. Assessing negative impacts on specific local areas.
4. Considering the amount of reverted funds in prior years.
5. Addressing the Rapid Response allocation.

Arizona's allocation hinges on the size of its labor pool and the number of unemployed individuals. Special attention is given to reviewing negative impacts in rural communities, which typically receive a lesser annual allocation than larger local areas. Additionally, the council considers the amount of funds reverted in prior years to inform data-driven allocation decisions. The policy dictates that the council, responsible for adult, youth, and dislocated worker allocations, also determines whether the Rapid Response allocation will be withheld at the state level or reallocated to the local boards.

Formula:



An overview to remind the council of what those factors look like and, you know, serve as kind of a chart to to help you understand those allocation, allocation methods. So in the first square over here on the left hand side, you'll see that if you select to go with the formula allocation, it's going to be spread 3 ways. Between the substantial unemployment, excess unemployment and disadvantaged adult and youth. And then if we choose to go with a discretionary allocation, it's really a ratio split split. The formula allocation to be split 3 ways. But there will also need to be determination to spend the remainder of that allocation on excess unemployment above state average or excess youth poverty.

**PY23 Planning Estimates:**

It shows that our allocation will be roughly 72 million this year. Across each funding string what would be allocated to the local boards and then for the rapid response funds in the statewide set aside that goes to the governor's office is roughly 18 million.

Allocation of PY24 Planning Estimate WIOA Title I funds to LWDA's -- Allotments

| Funding Stream               | Distribution to LWDA's | Percentage | Total Funds Allotted (100%) |
|------------------------------|------------------------|------------|-----------------------------|
| PY24 Youth                   | \$19,448,918           | 85%        | \$22,881,080                |
| PY24 Adult                   | \$18,427,583           | 85%        | \$21,679,509                |
| PY24 Dislocated Worker       | \$16,982,456           | 60%        | \$28,304,094                |
| <b>Total LWDA allocation</b> | <b>\$54,858,957</b>    |            | <b>\$72,864,683</b>         |

To be retained at State level

|                                      |                     |           |  |
|--------------------------------------|---------------------|-----------|--|
| PY24 State Reserve of Rapid Response | \$7,076,024         | 25% of DW |  |
| 15% State wide funds                 | \$10,929,702        | 15%       |  |
| <b>Total</b>                         | <b>\$18,005,726</b> |           |  |

Arizona Decrease- TEN 19-23 Planning Estimate for Workforce Innovation and Opportunity Act (WIOA) Youth, Adult, and Dislocated Worker Program Allotments for Program Year (PY) 2024

PY24 Planning Estimate Allotments minus PY23 Allotments

| Funding Stream         | Distribution to LWDAs | Percentage | Total Funds Allotted (100%) |
|------------------------|-----------------------|------------|-----------------------------|
| PY24 Youth             | (\$2,160,991)         | -10.00%    | 85%                         |
| PY24 Adult             | (\$2,047,509)         | -10.00%    | 85%                         |
| PY24 Dislocated Worker | (\$1,111,280)         | -6.14%     | 60%                         |
| Total LWDA allocation  | (\$5,319,780)         | -8.84%     |                             |

To be retained at State level

|                                      |               |        |           |
|--------------------------------------|---------------|--------|-----------|
| PY24 State Reserve of Rapid Response | (\$463,033)   | -6.14% | 25% of DW |
| 15% State wide funds                 | (\$1,020,497) | -8.54% | 15%       |
| Total                                | (\$1,483,530) | -7.61% |           |

Per the guidance that was sent out last week it does show that in that planning estimate in Arizona, as well as every other state is getting a decrease in the annual allocation. And so you'll see a little bit more than 2 million decrease for youth. The same for adults and then a little over a million for a dislocated worker. So statewide, we're getting about 6 million-7 million decrease in our annual allocations. It will attack rapid response by about 460,000 and then the statewide set aside dollars will be reduced by a little over a million. [Link to show more information.](#)

Rapid Response Allocation Discussion

9/12 Local Boards submitted plans

- Over 10 RR activities per plan

Build Business Service Teams

- Capacity building
- Workforce planning
- Job retention/ layoff aversion
- Work-based learning
- Proactive approach to businesses at risk (prior to WARN)

Local Area Employer Engagement

- More time to collaborate and invest

Needs Assessments

- Outreach
- Reporting
- Economic/workforce development growth

Customized services for employers and job seekers

- Wrap around services
- Employment rights/regulations

**Questions/Comments:**

Kristen Mackey: Are the reverted funds at the third year that they're reverted? Not the first year fund reversion, second, third. So that that leads to me thinking, these are great things, but in they previously have had the money for 3 years. But then we had a lot that was continuing to be reverted. So, did they say how these might be implemented what might be new, that would allow them to actually implement because it sounds like, you know, basically for brand new activities and I don't know from the local level. But, what happened previously that didn't allow them to spend, I'm trying to reconcile that a little bit.

Stacey Faulkner: I think year after year we've been a very compliance driven council. And I think over the last few years, we've been able to build really strong relationships with DES, local areas and

core partners. I think that it's finally time where we are comfortable as a council to put requirements and standard work process in place. I think if the council made a decision, to revert the funds we would have to set an expectation around budgets and get monthly budget breakdowns to see how we are doing as state and continue to monitor.

Kristen Mackey: Are we really using that money for what it's intended for or are we letting enough time pass so that it gets shuffled and then is that in another consideration we need to use for? So they get shuffled, and then is that in another consideration we need to use the local area in our budgets, right? If they're having to shovel it to support other activities because of reductions in budget, so what is the real need for that?

Stacey Faulkner: DES is able to do that now with the fiscal policy they can actually transfer a hundred percent of their funding.

Kristen Mackey: Is that in the third year?

Stacey Faulkner: No, that is in the first year.

Thomas Winkel: But, it would be helpful to see a side by side. If we're looking at where the allocation are going to. What do those look like? What would be the outcome of those two? What is the plan? What would be accomplish? Where we see the reductions. What's that mean as far as the impact on the the local area? Does that mean that we're gonna have a reduction in the staff? Does that mean a reduction of services available? What does it all mean?

Stacey Faulkner: So also the local boards are responsible for their own annual budgets. And so when they receive the annual allocation.

Thomas Winkel: Maybe even anecdotal stories about what the potential is, where we're going to have. That's would be interesting.

Second Vice Chair Audrey Bohanan: Would all of the boards prefer to have all of the funds? Or some of the boards want the state to hold a small portion of that? That's what I'm not understanding. I'm assuming if I'm a local board and I feel that I'm effectively managing my funds, I want them all. Because it gives me 3 years to manage it effectively and some of our boards may be very good at managing the funds and then there might be a group that has the challenge, and does it have to be consistent?

Stacey Faulkner: We only hear from 9 of the 12 boards, but I can only speak for 9 of the 12.

Second Vice Chair: Sp those 9 wanted all the funds right now, give it to me because I can manage it more effectively than the state can. That is their view?

Stacey Faulkner: Yes, that is their view.

Angie Rodgers: If I read this correctly, they have spent, 62.6 7 of the current fiscal year dollar?

Anna Hunter: It's slightly updated, it's now up to nearly 2% of the currently released first year rapid response dollars have been expended.

Angie Rodgers: I just wanna make sure we as a council are creating a balanced approach towards giving them dollars that they can spend while at the same time being planful over the course of the use of these dollars at local local at the state level.

Second Vice Chair Audrey Bohanan: But these are year one dollars, so they can have convert year 2 and as long as they spend them by year 3.

Kristen Mackey: For the council to understand it, are we really getting money for repairs from that to each or are we allowing the fund to use in different ways?

Angie Rodgers: And is there a reason that the locals are not using them on rapid response activities?

Stacey Faulkner: I did not get that granular due to time. But one thing that the locals were using a lot of the Rapid Response dollars on was funding business service teams that went out and worked

with employers. That is where the local areas had to allocate the resources to fund those staff to provide those services.

Chairman Gaspers: When did they receive these funds?

Anna Hunter: October.

Vice Chair John Walters: It sounds that the budget should be higher in some areas than in others because you're really not using rapid response for rapid response needs. You're using it for personnel, but now I gotta sit on it for a year, 2 years, So that's nothing for me for a couple of years. Unless you have to use it and it goes bad.

Chairman Gaspers: Thank you for the robust discussion and thank you Stacey for the presentation. Our door is open to all the local areas directly or through the association, but please do contact Stacy and the team because we want your input as we proceed to next quarter.

## **9. Labor Market Information Update, Doug Walls**

The latest short term projections we used the second quarter of 2023 as the base here to project off from and we generated employment estimates for the second quarter of 2025. So it's a two-year forecast through the second quarter of 2025. And we produce, employment estimates at the state level as well as for 20 substate regions, which include the 15 Arizona counties, 3 multi-county local workforce areas and 2 sub county local workforce areas. And then the full release is available on our website, including the report, slide deck, data files and data tools, the most recent employment forecast is already integrated into our industry ranking tool on our website.

### The Industry Projection Highlights

Our office is projecting that the employment outlook for Arizona will remain positive, but moderated over the two-year period. More specifically, we're projecting that Arizona will add over 102,000 jobs growing at a annual rate of 1.5%. We're projecting that 11 of the 12 industry sectors will add jobs with education and health services projecting to add the largest number of jobs and the construction industry projected to record the largest percentage gain of 3.3% over that time period. The one industry sector, we're projecting to lose jobs is natural resources in mining, which we're projecting will decline at a rate of 2 tenths of 1% annually.

Headwinds to Employment Growth- over the next 2 years.

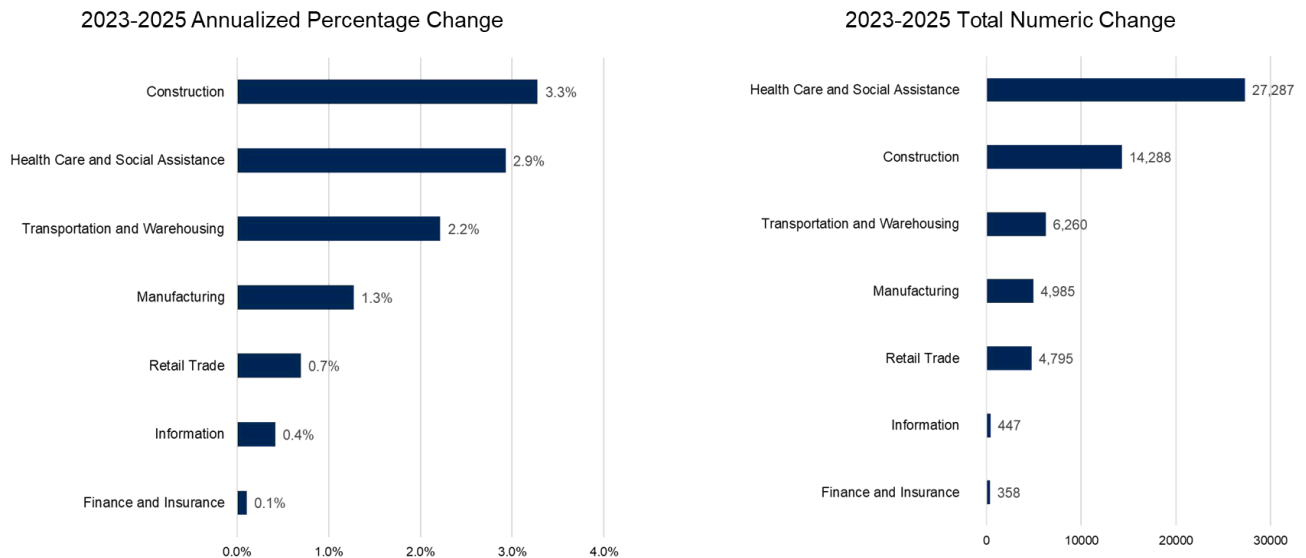
The increased cost of borrowing as likely to continue to be a challenge for the US economy overall in the Federal Reserve is committed to curving inflation and that will help. In the long run, but it's likely to slow down economic activity in a number of industries in the short run. More recently we've seen a slowdown in retail spending, which could be, an indication that the disposable income that was saved up over the last several years is drying out, working services are being, consumers are being more conservative about their spending choices. And then the third bullet related to the first one is persistent inflation. And while we have seen the consumer price index, which is the proxy for inflation, we have seen growth rates slow. Over the last year, the rate of growth is still above that 2% target rate that the Federal Reserve set. We will see elevated interest rates until the CPI growth rate slows down to that target range.

Opportunities for Employment Growth- over next 2 years

Arizona remains one of the fastest growing states in the nation, and this helps bolster economic activity around the state for a number of different industry sectors. It also strengthens. Arizona's labor force making Arizona more competitive. A more competitive landing spot for companies that are interested in relocating. Another opportunity is around the aging US population, studies show that over half of, lifetime medical expenses are accrued, at the age of 65 or older. And, the number of individuals or the population cohort over 65 so there will be the demand for health care services.

Arizona has had one of the fastest and strongest labor forces over the past decade, ranking third among the 50 states, in terms of the growth rate so that's been a huge benefit to employers that are looking for talent and who have had trouble finding talent in the past.

### Projected In-Demand Industry Employment



All 7 are projected to record positive employment gains over the two-year period and then construction, health care, transportation, and warehousing and manufacturing are 4 of the 5 industries that are projected to record the fastest growth rate. Of those 12 total industries. So there is opportunity for individuals looking specifically at the in demand industries as a source of employment in the future.

### Sub State Projection Estimate- Total Employment Change by Area

| Region            | Projected Change <sup>2</sup><br>(2023-2025) |                   |
|-------------------|--|-------------------|
|                   | Numeric Change                               | % Change (Annual) |
| Greenlee County   | 274  | 2.2%              |
| Pinal County      | 3,270  | 1.9%              |
| Graham County     | 395  | 1.7%              |
| Maricopa County   | 81,541                                       | 1.6%              |
| <b>Arizona</b>    | <b>102,656</b>                               | <b>1.5%</b>       |
| Yavapai County    | 2,298  | 1.5%              |
| Pima County       | 9,722  | 1.1%              |
| Santa Cruz County | 309  | 1.0%              |
| Yuma County       | 1,490  | 1.0%              |
| Navajo County     | 541  | 0.9%              |
| Cochise County    | 653  | 0.8%              |
| Coconino County   | 1,159  | 0.8%              |
| La Paz County     | 84   | 0.6%              |
| Mohave County     | 561  | 0.5%              |
| Gila County       | 142  | 0.4%              |
| Apache County     | -75  | -0.2%             |

Nearly all Arizona counties (14 of 15) are projected to record employment growth through 2025 Q2. We did see 14 of the 15 we are projecting to record positive and employment. Growth with Apache County being the one county projected to see declines. And we can see on those declines are projected to be fairly minimal over the two-year period with a total loss of 75 jobs and, at an annual rate of 2 tenths of 1%.

The largest numeric and percent changes are projected to occur in:

- Maricopa County (81,541 jobs)
- Pima County (9,722 jobs)
- Greenlee County (2.2%)
- Pinal County (1.9%)

The smallest numeric and percent changes are projected to occur in:

- Apache County (-75 jobs)
- La Paz County (84 jobs)
- Apache County (-0.2%)
- Gila County (0.4%)

Upcoming Monthly Releases:  
March 7th and March 21st

**Questions/Comments:**  
None

**10. Northern Arizona Good Jobs Network Presentation- Jenna Rowell, Local First Arizona**  
Northern Arizona Good Jobs Network: 4 Focus Sectors



Local First Arizona is patterned after the US Economic Development Administration's good jobs area of practice. It was designed to be rolled out in 3 phases over a 4 year period and developing a regional workforce training system. So in part, this is an exciting opportunity for the community colleges, the 4 of them across the 5 northern Arizona counties to advance an MOU, that their president signed back in fall of 2022, and looking at ways they could collaborate, share resources, and build some programming together. This grant and effort provides some structure that for example might advance those opportunities and accelerate them into delivery for job seekers. You can see the 4 focus sectors, they match exactly the in-demand industries and sectors and are aligned

to the 2 sets for this area which come out of Mojave County and out of for the remaining 4 counties, from Mojave over to Apache or the counties in scope here, including Yavapi.

### Increase and Enhance Community Regional Growth

- Avoid duplication of services
- Maximize resources
- Develop, adapt, or scale training-to-employment programs that:
  - Provide workers with the skills to secure or advance in quality jobs that provide good pay, benefits, and growth opportunities
  - Address needs identified in Comprehensive Economic Development Strategies (CEDs)
  - Connect underemployed or unemployed workers to existing and emerging job opportunities in Northern Arizona

**Fall 2022:** Announcement of funding  
**1Q23:** Contract finalized with Governor's Office  
**2Q23:** Phase 1 subrecipients contracted; network launched



3 phases that again some work happened that took some time to get the funding in place and contracted between us and the governor's office and then with the network, which are sub recipients who receive the majority of the funding. We are about to wrap up phase one and when we come out of that phase we'll have a blueprint document and that's really will contain the meet that the council might be interested in. This year will be about designing the training programs and then the next 2 years starting in 25 will be about implementing and that's really when measurement and tracking of metrics begins.

Total Budget: 9.5 Million over 4 years (on a reimbursement basis)





That amount of money over that amount of time across 5 counties is only going to spread so far, but we hope that it can do some good in scaling, adopting and piloting some new training models that will be heavy on the employment, and on the job learning. 80% of that money flows out to the sub recipients in the network. There's a small amount to 3% that is for some of what overhead type expenses across the network and then local first in our role as the State Rural Development Council. That's a federal designation is in that system lead entity role, providing a lot of the compliance, oversight, reporting, and technical assistance to the network.

Primary Phase 1 Deliverable: A Regional Blueprint

The blueprint guides Phases 2 and 3.

Developing it involved:

- Gathering information about skills and hiring needs from sector employers across the region
- Assessing existing community college offerings by sector across the region
- Identifying training-to-employment programs to be adapted, scaled or developed in Phase 2

Next Steps:

- Finalizing blueprint (March 2024)
- Sharing blueprint with LWDBs, CBOs and other key stakeholders for input and engagement
- Launching Phase 2: Design
- Expanding network to fulfill deliverables across:
  - Training design
  - Employer engagement & technical assistance
  - Wraparound service design
  - Evaluation & reporting

Questions/Comments:

None

## 11. ARIZONA@WORK System, Anna Hunter, DES

This is live on the ARIZONA@WORK website. There's instructions on how to use this interactive tool. This is a vision for what this could be as a useful tool, not only to council members, but to the people that are served by this ecosystem.

Link to [ARIZONA@WORK Tool](#)

Questions/Comment:

Chairman Gaspers: Who is the audience for this product being live?

Anna Hunter: The audience could be a number of different people and populations.

Chairman Gaspers: If it's just providing definitions and I'm either an employer or seeking a job, is it really taking me where I need to go?

Anna Hunter: This tool is so full of links, almost every word are a link to take you to the ARIZONA@WORK website, the local workforce development version website to connect you immediately to the service that provides either the provider that provides that service or the local area, you connect with that provider.

Chairman Gaspers: so how much are we boiling down for people not to have to understand like what Wegner Peysner is, rather, I just need a job, I live here, where do I go?

Anna Hunter: Oh, absolutely. This is not meant to replace the Arizona Outlook website, which provides most high-level needs. This is on the additional information on the ARIZONA@WORK website.

Second Vice Chair Audrey Bohanan: Can we de-jargon?

Anna Hunter: Absolutely, this is the feedback we are looking for from the Council to make this tool as useful as possible for a wide variety of audiences.

Thomas Winkel: One area where this I think will be highly effective with our navigators, resource navigators, veterans, social workers, case managers, whatever access, you know, those types of things. But I saw a couple of confusion

Second Vice Chair Audrey Bohanan: It's easily get confused with the different programs and what they provide. So, it's beneficial for us as board members to understand this information.

Anna Hunter: Once again, we don't want to be the best kind of secret, but this is an exceptionally complex ecosystem for breaking that down into services, what service are you looking for and how do we connect you with someone who provides that service? Or do you already know what program you're interested in? So, let's talk about programs. It is a really complicated system, so anything we can need do to help.

## **12. Adjournment**

Vice Chair John Walters motions to adjourn the meeting. Thomas Winkel seconds the motion. The meeting is adjourned at 3:05pm.

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Full Council and to the general public that the Committee will hold a meeting, open to the public, on Thursday February 22nd, **1:00pm** via Zoom. For more information, please call (480) 798-4809.*

*Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Committee members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 1400 W Washington St., Phoenix, AZ 85007*

*Under A.R.S. § 38-431.03(A)(3), the Committee may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.*

*At its discretion, the Committee may consider and act upon any agenda item out of order. Members of the Committee may appear by telephone.*



PINAL COUNTY

## Innovative Workforce Solutions

### **Success Story: A Path to New Beginnings**

In February, a participant took a crucial step toward rebuilding his life by engaging with ARIZONA@WORK Pinal County's Intentional Design of Career Pathways initiative. This service delivery program is strategically designed to align workforce and community services, enhancing support and outcomes for Justice Involved individuals eager to re-enter the workforce. He faced substantial challenges, including a background that required him to manage weekly group sessions, frequent drug testing, one-on-one counseling, and probation meetings, all of which significantly restricted his employment availability and added stress to his precarious situation.

During his early engagement in the program, the participant was on the verge of losing his transitional sober living housing. The stakes were high, as failure to maintain this arrangement could have led to reincarceration. Recognizing the urgency, his career planner took proactive steps to secure his stability and future. She collaborated with a local production employer to identify transitional job opportunities tailored to his specific needs.

With the career planner's guidance, he navigated the application process, and by the end of February, he began his transitional job placement. This role not only provided him with an immediate lifeline but also set the stage for future success. Due to his dedication and strong work ethic, he transitioned to full-time employment at the company on May 20, 2024, where he has become highly valued and appreciated.

Looking ahead, he is exploring various training opportunities to further his career, with plans to pursue these once he has made more progress in his rehabilitation activities. He hopes further professional development will provide additional stability and a more prosperous future. His journey from near desperation to a promising career path exemplifies the transformative power of targeted services and the dedicated support of his career planner.

His story is not merely about overcoming barriers; it's a testament to human resilience and the profound impact of dedicated support systems. As he moves forward, his success serves as a source of inspiration and a demonstration that with the right help and determination, new beginnings are indeed possible.

**Workforce Arizona Council**  
Eligible Training Provider List Policy

**POLICY NAME:** Eligible Training Provider List Policy

**POLICY NUMBER:** 10

**EFFECTIVE DATE:** Pending Approval

**ISSUING AGENCY:** Workforce Arizona Council

**SCOPE:** All service providers operating Workforce Innovation and Opportunity Act (WIOA) Title I, WIOA fiscal agents, Arizona Department of Economic Security (DES) staff, Local Workforce Development Boards (LWDBs) and their staff, and the State Workforce Development Board (Council).

**REFERENCES:** Workforce Innovation and Opportunity Act (WIOA) of 2014; Federal Register 20 CFR § 680; Training and Employment Guidance Letter (TEGL) 3-18, Eligible Training Provider (ETP) Reporting Guidance under WIOA; TEGL 8-19, WIOA Title I Training Provider Eligibility and State List of ETPs and Programs; TEGL 8-19, Change 1, provides clarification on Registered Apprenticeship Programs (RAPs) as WIOA Title I Eligible Training Providers (ETPs). Training and Employment Notice (TEN) 9-20.

**OBJECTIVE:** This policy provides information and direction required under the Workforce Innovation and Opportunity Act (WIOA) for the State, LWDBs, and training providers on Arizona's statewide Eligible Training Provider List (ETPL).

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- I. Background
- II. General
- III. Registered Apprenticeships
- IV. Licensing and Business Requirements
- V. Initial Eligibility
- VI. Continued Eligibility
- VII. Training Provider Responsibilities
- VIII. Training Provider Registration Process
- IX. State Responsibilities
- X. Local Workforce Development Board Responsibilities
- XI. Monitoring
- XII. Reciprocal Agreement
- XIII. Third-Party Training Services
- XIV. Removal of Program and Training Providers
- XV. Appeals

## **I. Background**

The Eligible Training Provider List (ETPL) supplies useful information on training providers, the programs they provide, and the quality of their training programs. To maximize consumer choice and assure that all population groups are served, a comprehensive process must ensure that a significant number of qualified Eligible Training Providers (ETPs) are available to participants. Only approved programs listed on the State's ETPL are authorized for referral and enrollment of a WIOA participant. Eligible participants can use the ETPL to make an informed choice regarding training providers. In this way, the ETPL provides participants with an option, which also supports increased performance accountability.

The Governor, in consultation with the State Workforce Development Board, establishes the criteria, information requirements, and procedures, including procedures identifying the respective roles of the State and local areas, governing the eligibility of providers and programs of training services to receive funds through ITAs through 20 CFR 680.430 (a).

The Governor may designate a State agency (or appropriate State entity) to assist in carrying out the process and procedures for determining the eligibility of training providers and programs of training services through CFR 680.430 (b).

In Arizona, the State Workforce Development Board is called the Workforce Arizona Council. In Arizona, the State Administrative Entity is the Arizona Department of Economic Security.

## **II. General**

The ETPL includes training providers who are eligible to receive WIOA Title I funds to train eligible adults, dislocated workers, and youth as well as training program cost, credential information, labor market information, and performance information. WIOA Title I programs are required to give priority consideration to training programs that are related to occupations in-demand in local workforce development areas in Arizona. Arizona's ETPL is available on the State's comprehensive workforce case management and reporting system of record, Arizona Job Connection (AJC). The State's system of record will be used through this policy to make reference to the AJC system.

Entities that fall under 20 CFR 680.320 and 20 CFR 680.530 are exempt from this policy.

Eligible Training Providers are entities that are qualified to receive WIOA Title I funds, according to criteria and procedures established by the Governor. To be eligible to receive monies, ETPs must be one of the following:

- A postsecondary educational institution that provides a program that leads to an associate degree, baccalaureate degree, diploma, recognized credential as defined in TEGL 10-16 (2) and all subsequent changes.
- An entity that conducts programs under the National Apprenticeship Act.
- A training provider that has demonstrated effectiveness in training populations that face established barriers to employment; or
- Other groups as determined by the Governor.

Training programs eligible for the ETPL include (TEGL 8-19):

- Occupational skills training, including training for nontraditional employment;
- On-the-Job Training (OJT);
- Incumbent Worker Training (IWT);
- Programs that combine workplace training with related instruction, which may include cooperative education programs;
- Training programs operated by the private sector;
- Skill upgrading and retraining;
- Entrepreneurial training;
- Job readiness training provided in combination with the training services described in bullets 1-7 of this list or transitional jobs;
- Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services provided in any of clauses 1 through 7; and
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Training programs may be delivered in person, online, hybrid, or blended format and must lead to at least one of the following:

- An industry-recognized certificate or certification.
- A certificate of completion of a Registered Apprenticeship Program (RAP).
- A license recognized by the State involved or the Federal government.
- An associate or baccalaureate degree.

### **III. Registered Apprenticeships**

All recognized RAPs are automatically eligible to be included on the statewide ETPL if they choose and are certified by a Federal or State Apprenticeship Office. RAPs are not subject to the same application, performance information requirements, or period of initial eligibility since they have already gone through a detailed application and vetting process through the Arizona Apprenticeship Office or US- Department of Labor (DOL) Office of Apprenticeship. The information required for an RAP program to be added to the ETPL is:

- Occupation(s) included within the registered apprenticeship program.

- Name and address of the Registered Apprenticeship Program Sponsor.
- Name and address of the related technical instruction provider, including the location of the facility if different from the program sponsor's address.
- Method and length of instruction.
- The number of active apprentices.
- Programs must be certified by the Federal or State Apprenticeship Office as an active Registered Apprenticeship program to be eligible for the ETPL.
- Registered Apprenticeship Programs are required to ensure cost information including tuition and fees on the ETPL is current. Information will be reviewed periodically to ensure accuracy.

#### **IV. Licensing and Business Requirements**

In-state and out-of-state postsecondary institutions must be authorized by a State governing body to operate in the State of Arizona, or the state where they have operations if applicable. This does not apply to RAPs. Training providers must also:

- Be a legal entity, registered to do business in Arizona.
- Licensed through Arizona Private Postsecondary Education unless exempt under state law.
- Current license from appropriate Arizona or a state licensing authority.
- Comply with non-discrimination and equal opportunity provisions of all Federal and State applicable laws.
- Provide training that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities.
- Comply with all requirements from WIOA, federal regulations, federal guidance, and State policies.

Training providers that have been debarred by any State or the Federal government are not eligible to be included on the ETPL during the debarment period which can be found [here](#).

#### **V. Initial Eligibility**

Training providers that want to be placed on the statewide ETPL must complete the online application found on the State's comprehensive workforce case management and reporting system of record, Arizona Job Connection (AJC). The initial eligibility procedures apply to all training providers except for RAPs. Training providers must offer at least one program which meets state and local requirements and submit the following documentation for initial eligibility for the program:

- Description of each program of training services to be offered.
- Information concerning whether the provider is in a partnership with a business.
- Evidence that programs result in the awarding of an industry-recognized credential, or degree, including all appropriate industry competencies, licensing,

and certification requirements as defined in TEGL 10-16 (2) and all subsequent changes.

- Cost information, including tuition and fees.
- Information that addresses alignment of the training services with in-demand industry sectors and occupations, to the greatest extent possible.
- Access to training services throughout the State (including rural areas and through technology use).
- The training provider must provide information to show that the program is made available to and used by the general public.
- The training provider must not charge more to WIOA participants than what is advertised for the general public.
- One or more of the WIOA indicators of performance for all students: employment 2nd & 4th Quarter after exit, median earnings 2nd Quarter after exit, or credential attainment for the last four quarters.
- Complete and submit the required Training Program Credential Checklist (WIO-1031A).
- Provide training that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities.

Approved training providers receive initial eligibility for one year for a particular program.

## **VI. Continued Eligibility**

After the initial eligibility expires, training providers are subject to application procedures for continued program eligibility every two years. All approved training providers on the ETPL are required to provide performance data on all training participants as required by WIOA section 116(d)(4). In addition, local areas will review training provider performance specifically for WIOA participants.

Continued eligibility information:

- Total number of individuals served.
- Total number of individuals exited (includes students who completed, withdrew, or transferred out of the program).
- Total number of individuals who completed the program.
- Total number of exiters employed in the 2nd quarter after exit.
- Total number of exiters employed in the 4th quarter after exit.
- Median earnings of exiters in the 2nd quarter after exit.
- Total number of exiters who attained a credential during participation or within one year after exit.
- Average earnings in the 2nd quarter after exit.
- Average earnings in the 4th quarter after exit.
- Submit documentation of current status of provider meeting initial eligibility requirements.



Training providers may also be subject to additional continued eligibility factors listed in 20 CFR 680.460.

## **VII. Training Provider Responsibilities**

Training providers must:

- Answer all questions on the application located on the AJC website.
- Submit additional documents as needed to the Local Workforce Development Board (LWDB), the Workforce Arizona Council (WAC), and Department of Economic Security (DES) as required or requested.
- Provide periodic updates on WIOA training participants, including copies of credentials and transcripts received by WIOA participants as required or requested by the LWDB.
- Collect information about all students attending a training program as required for reporting of performance measures.
- Submit an Annual Training Performance Report to the system of record.
- Notify the LWDB of any changes or updates to a training program and update the system of record.
- Notify the LWDB of any other changes such as a change in the point of contact, a transition of the school's location, or impending sale or closure, and update the system of record.
- The training provider must not withhold services or credentials to the participant for delayed payment for training services.
- Training providers must upload to the state system of record (AJC) their training provider account information regarding partnerships with businesses. The evidence may include whether the training program was designed as a result of the collaboration with the company and may include assurance from employers that they will hire students upon successful completion of the training program.
- Training providers may provide general information about WIOA but may not guarantee eligibility or assure enrollment.

Performance Data Requirements for Annual Reporting (Excluding Registered Apprenticeship Programs):

- ETPs must submit accurate and timely information for participants receiving training under WIOA Title I.
- ETPs must provide the information necessary to determine program performance and to meet requirements per WIOA. The ETP must agree to make their data available to validate the information submitted for reporting.
- The annual performance reports must contain individual-level data for all participants in programs offered by the ETP that include at least one (1) student receiving WIOA funding.
- The reports are due to the DES annually as agreed to in the Training Provider Assurances form (WIO-1040A FORFF).

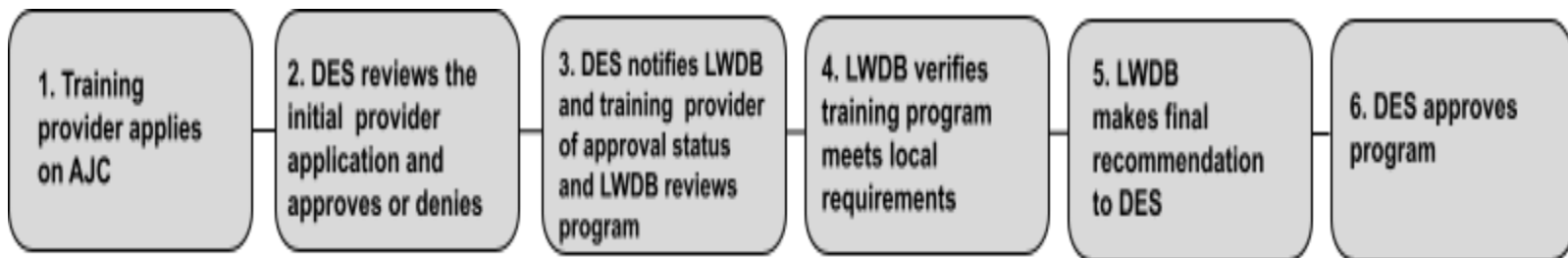
Training Provider Assurances:

- All Training providers must complete and sign the Training Provider Assurances form (WIO-1040A FORFF) to certify that their organization meets all WIOA and Arizona ETPL requirements and agrees to comply with all ETPL training provider responsibilities listed in this policy.
- The Training Provider Assurances (WIO-1040A FORFF) must be returned to the State ETPL Manager within 14 business days of receiving the form.

Required Training Provider Documentation:

- Training providers must make available the following documents upon request and during monitoring visits:
  - Current license(s) from the appropriate Federal, State, or professional licensing authority, where applicable (not required for Registered Apprenticeship Programs).
  - Certificate of Liability Insurance naming DES as the certificate holder, and as an additional insured with a \$2 million general aggregate limit (not required for public postsecondary institutions or Registered Apprenticeships).
  - LWDBs may also adopt a policy to require a Certificate of Liability Insurance naming the LWDB and/or subrecipient/fiscal agent as an additional insured.

**VIII. Training Provider Approval Process**



**IX. State Responsibilities**

The DES and the LWDBs share responsibilities for managing the eligible training provider process. DES is the designated State agency for WIOA administration and is responsible for:

- Approval and removal of providers and programs for the State ETPL.
- Ensuring that the information contained on the ETPL is accurate and current.
- Determining training providers' applications and programs approved by the LWDB are reviewed, and those approved are placed on the ETPL.
- Establishing a process for adding programs to the ETPL and assessing program eligibility.

- Maintaining the list of eligible training providers and programs approved by LWDBs.
- Providing an updated list to all LWDBs and the public through the AJC website.
- Establishing initial eligibility criteria for new training providers and setting minimum levels of performance for all training providers to remain eligible and making that information available to the public.
- Submitting all reports to the appropriate Federal Agency as required.
- Distributing the ETPL, accompanied by credential, cost, and performance information for each ETPL training program throughout Arizona.
- Allowing training providers to appeal a denial or termination of eligibility, including an opportunity for a hearing at the State level, after a training provider receives an unsatisfactory decision.
- Monitoring training providers for training provider requirements.

## **X. Local Workforce Development Board (LWDB) Responsibilities**

The LWDB is responsible for ensuring that all job center and partner staff members in the respective LWDA have access to the ETPL and are knowledgeable about its use; the LWDB will also provide local access to the ETPL for customers within the job centers.

The LWDB is also responsible for ensuring that:

- They work with the State to ensure that there are sufficient numbers and types of providers of training services.
- Training programs support in-demand industries.
- Programs that use technology-based learning meet all State and local requirements.
- There are sufficient programs with expertise in assisting individuals with disabilities.
- There are sufficient training providers with expertise in assisting adults in need of adult education and literacy activities.

Additionally, the LWDB is responsible for:

- Reviewing for initial and continued eligibility.
- Ensuring participants who receive training are enrolled in approved training programs, as identified on the ETPL.
- Collecting performance and cost information and any other required information related to programs from training providers.
- Monitoring training providers for compliance and performance.
- Evaluating performance data of all training providers during the continued eligibility review to verify that the training programs meet minimum levels of performance.

- Consulting with the State ETPL Manager in cases where removal of a training provider or program from the local ETPL is under consideration, or where there is a recommendation to remove a provider or program from the State ETPL.
- Following State policies, assisting with the removal of training programs from the State ETPL that are found to not meet ETPL requirements and performance levels and/or are out of compliance with provisions of the WIOA.
- Notifying training providers and the State ETPL Manager of denial of programs at the local level.
- Allow training providers to appeal a denial or termination of eligibility of programs that includes an opportunity for a hearing at the local level, a timely decision, and a right to appeal to the DES if the provider is unsatisfied with the LWDB decision.

LWDBs may add additional requirements for providers and their programs on the local ETPL, except RAPs. However, if the LWDB is reviewing provider applications for inclusion on the State ETPL, it must do so using only the State's requirements as noted above and not the LWDBs additional requirements. All RAPs on the State ETPL must be on the local ETPL.

The LWDB may choose not to fund specific training programs based on, but not limited to, the following reasons:

- Lack of occupational demand; or
- High tuition costs compare to similar programs; or
- Lack of a living wage upon program completion

## **XI. Monitoring**

- DES will monitor the LWDBs for ETPL compliance at a minimum of every two (2) years. DES must develop monitoring procedures and make them available to LWDBs.
- DES is responsible for monitoring training providers for accuracy for training provider information in the AJC system and compliance with training provider requirements in section IV of this policy.
- DES must monitor a minimum of fifteen percent (15%) of the training providers within the State each year between July 1 and June 30.
- DES must develop monitoring procedures for monitoring training providers for compliance with ETPL training provider requirements in section IV and make them available to training providers and LWDBs.
- Each LWDBs must monitor a minimum of fifteen percent (15%) of the training providers' programs each year between July 1 and June 30.
- The LWDBs must monitor training programs for compliance with state/ local ETPL policy, ETPL reporting requirements, accuracy of information in the program description in the AJC System, and Equal Opportunity requirements as part of the ETPL monitoring.
- The LWDBs must establish monitoring procedures and make them available to training providers and DES.

## **XII. Reciprocal Agreement**

While the Arizona ETPL is the primary list of ETPs and programs to be used when referring an eligible WIOA Title I candidate to training, the LWDB can send a participant to training located in a different State if the training provider has a Reciprocal Agreement with Arizona. These agreements allow Arizona participants to use ETPs if that training provider appears on the other State's ETPL. Similarly, WIOA participants in the reciprocal States can utilize programs that are on Arizona's ETPL. Reciprocal agreement information can be found on the [DES website](#).

## **XIII. Third-Party Training Services**

ETPL approved training providers who wish to partner with third-party training services must ensure the training service provider has a physical presence in the United States. The third-party provider must be authorized for postsecondary training by the appropriate State authorization agency and comply with all WIOA and ETPL procedures. Each program must be evaluated individually to determine if successful completion of the program results in an industry recognized credential. The ETPL training provider is responsible for collecting initial and continued performance data requirements of the ETPL annual reporting. Further, the certificate received by participants upon successful completion must be issued by the ETPL training provider. It must include the name of the training provider listed on the ETPL, not the name of the third-party training provider.

## **XIV. Removal of Program and Training Providers**

Failure to meet performance requirements can result in punitive action to include written warnings, suspension, or removal of a training provider program from the ETPL. The State ETPL Manager must notify the training provider when a provider application or a training program has been denied or removed from the State ETPL. The LWDB must notify the State ETPL Manager and the training provider when a training program is denied or removed from the local ETPL, or if the LWDB is recommending removal from the State ETPL. Both, the State ETPL Manager and the LWDB must communicate the decision to deny an application and/or the intent to deny eligibility or remove a provider or program to the other party before taking written action.

Training Providers must be removed if:

- All the training providers programs have been removed.
- The training provider has not maintained licenses or insurance.
- The training provider violates WIOA, Federal and State regulations, Federal and State policies, and Federal and State Laws.
- They make false claims to participants and/or the State Board and LWDBs. In addition to performance, programs must be removed if they no longer result in a credential.

Training Providers may be removed if:

- No WIOA participant has used this provider from the last two years of their renewal date.

Training providers eligibility will also be terminated if the training provider is determined to have committed a substantial violation. A substantial violation is identified when at least one of these types of violations has occurred:

1. Fails to meet the State's procedure for timely and accurately submitting required information for annual ETP performance reporting.
2. Fails to meet the State's procedure for timely and accurately submitting all required information for initial or continued eligibility.
3. Violates any provision of WIOA Title I or its regulations, including the nondiscrimination and equal opportunity provisions.
4. DES or the LWDB determines that the institution intentionally supplied inaccurate information within the state system of record (AJC).
5. The institution, over a period of five years, has had three separate complaints filed against it under 29 CFR part 38 of the WIOA nondiscrimination and equal opportunity provisions that have resulted in final determinations finding one or more violation(s).
6. The institution is found to have not complied with the corrective or remedial actions identified to end and/or redress the violation(s) stemming from a single complaint under 29 CFR part 38.
7. There is an order against the institution under 29 CFR § 38.113 suspending, terminating, denying, or discontinuing WIOA Title I financial assistance to the institution.

DES will consider exceptional circumstances beyond the institution's control (e.g., natural disasters, unexpected personnel transitions, and unexpected technology-related issues) when determining if an institution committed a substantial violation for failing to timely and accurately submit required information. If it is determined that an institution committed a substantial violation, the institution is prohibited from having its programs on the published ETPL for a minimum of two years and it is liable to repay any WIOA Youth, Adult, and Dislocated Worker Program funds to the LWDB received during the period of noncompliance, and the timeframe is subject to local area policy.

If DES receives a WIOA participant complaint alleging these types of substantial violations, the complaint will be referred to the appropriate State or Federal investigative body for a determination. If a LWDB receives the complaint, it must notify DES. The process for removing an ETP from the ETPL is detailed in the DES Standard Work document.

## **XV. Appeals**

Training providers have a right to appeal any DES or LWDB decision or action that has an adverse effect on the training provider's organization. Appeals regarding the eligibility of a training provider or program for the local ETPL must be filed with the LWDB within 45 days. LWDBs appeal policy for training providers must include an informal resolution process and an opportunity for a hearing. Appeals regarding the eligibility of a training provider or program for the State ETPL by DES must be filed with DES. All State-level appeals that are not resolved using the informal resolution process must be heard by the DES Office of Appeals.

**CONTACT ENTITY:** Inquiries regarding this policy must be directed to the Workforce Arizona Council staff at [Workforce.Council@oeo.az.gov](mailto:Workforce.Council@oeo.az.gov).

OFFICE OF THE  
BOARD OF SUPERVISORS  
198 Main Street  
Yuma, Arizona 85364

IAN McGAUGHEY  
COUNTY ADMINISTRATOR



MARTIN PORCHAS  
DISTRICT 1  
JONATHAN W. LINES  
DISTRICT 2  
DARREN R. SIMMONS  
DISTRICT 3  
MARCO A. (TONY) REYES  
DISTRICT 4  
LYNNE PANCAZI  
DISTRICT 5

April 29, 2024

Via Email: [deseret.romero@oeo.az.gov](mailto:deseret.romero@oeo.az.gov)

Mark Gaspers, Chair  
Workforce Arizona Council  
1400 West Washington Street, Suite 3300  
Phoenix, Arizona 85007

**Re: Request for Workforce Arizona Council Approval of ARIZONA@WORK-Yuma County Membership Vacancy Waiver**

Dear Chair Gaspers:

As identified in Workforce Arizona Council Policies, [Local Workforce Development Board Recertification \(Section II.B.7\)](#) and [Local Board Governance Policy \(Section IV.A.1\(g\)\)](#), the ARIZONA@WORK-Yuma County requests Workforce Arizona Council's approval of this Local Workforce Development Board Membership Waiver Request for the following vacancies.

| Membership Category | Vacancy Term Date |
|---------------------|-------------------|
| Business            | 6/30/2025         |
| Business            | 6/30/2026         |

The ARIZONA@WORK-Yuma County has been unable to fill the above vacancies in the designated 120 day policy timeframe, due to candidates not eligible based on the optimum policy making authority, conflict of interest, personal restrictions, lack of experience relevant to the organizations need of the LWDB roles. Finding candidates availability to dedicate themselves to this role has proven to be a considerable challenge.

The ARIZONA@WORK-Yuma County anticipates filling the vacancies within the next 90 by the Yuma County Board of Supervisors (CEO) working closely with the LWDB to recruit for the vacancies and is hopeful the position can be filled by July 31, 2024. The CEO has been working diligently to search for potential candidates by actively reaching out to employers and Greater Yuma Economic Development (GYEDC) for assistance in identifying potential business representatives. While we have actively reached out to various industry and professional networks and organizations to identify suitable candidates, the



April 29, 2024

Re: Yuma County Membership Vacancy Waiver

Page 2

response has been slower than anticipated. However, the below listed individuals were contacted and awaiting responses to serve in the vacant business member positions.

Sandra Navarrete, Vice President-Regional Sales Manager of National Bank of Arizona

Betty DeNise, Business Owner-DeNise Builders

Joel De LaVarra, IT Operations Manager-Avenir

Isaac Liggett, Business Owner-Liggett Electrical Service, LLC

Should you have any questions or require further information, please do not hesitate to contact Ian McGaughey, Yuma County Administrator at (928) 373-1169 or via email [Ian.McGaughey@yumacountyaz.gov](mailto:Ian.McGaughey@yumacountyaz.gov), Nidia Herrera, Executive Director at (928) 329-0990 or via email [nherrera@ypic.com](mailto:nherrera@ypic.com).

Thank you for the Workforce Arizona Council's consideration of this request.

Sincerely,



Ian McGaughey

Chief Elected Official

ARIZONA@WORK-Yuma County

cc: Mark Gaspers, Chair, Workforce Arizona Council  
Stacey Faulkner, State Workforce Administrator, Office of Economic Opportunity  
Kennedy Riley, Deputy Workforce Administrator, Office of Economic Opportunity  
Samuel Loveless, Chair, ARIZONA@WORK-Yuma County  
Nidia Herrera, ARIZONA@WORK-Yuma County, Executive Director  
Deseret Romero, Governance and Compliance Advisor, Office of Economic Opportunity

May 17, 2024

Via Email: [deseret.romero@oeo.az.gov](mailto:deseret.romero@oeo.az.gov)

Mark Gaspers, Chair  
 Workforce Arizona Council  
 1400 West Washington Street, Suite 3300  
 Phoenix, Arizona 85007

**Re: Job Center Certification Extension Request**

Dear Chair Gaspers:

As identified in Workforce Arizona Council Policies, [Certification of ARIZONA@WORK Job Center Policy \(Section VI.\)](#) and [Local Board Governance Policy \(Section VI.16\)](#), the NTN Workforce Development Board requests Workforce Arizona Council's approval of this Job Center Certification Extension Request for the following centers.

| Job Centers                               | Location Address  |
|---|---|
| Cocopah Indian Tribe                      | 14259 S Ave I<br>Somerton, AZ 85350<br>Center Type: Affiliate                     |
| Colorado River Indian Tribes              | 13370 1st Ave<br>Parker, AZ 85344<br>Center Type: Affiliate                       |
| Fort Mojave Indian Tribe                  | 8490 S Highway 95, Suite 102<br>Mohave Valley, AZ 86440<br>Center Type: Affiliate |
| Gila River Indian Community               | 192 Skill Center Rd., #208<br>Sacaton, AZ 85147<br>Center Type: Comprehensive     |
| The Hopi Tribe                            | Main Street off Highway 264<br>Kykotsmovi, AZ 86039<br>Center Type: Affiliate     |
| Hualapai Tribe                            | 460 Hualapai Way<br>Peach Springs, AZ 86434<br>Center Type: Affiliate             |
| Pascua Yaqui Tribe                        | 7600 S Settler Ave<br>Tucson, AZ 85757<br>Center Type: Affiliate                  |
| Quechan Indian Tribe                      | 498 Quechan Drive<br>Winterhaven, CA 92283<br>Center Type: Affiliate              |
| Salt River Pima-Maricopa Indian Community | 10005 E Osborn Rd.<br>Scottsdale, AZ 85256<br>Center Type: Affiliate              |
| San Carlos Apache Tribe                   | 20 San Carlos Ave<br>San Carlos, AZ 85550<br>Center Type: Affiliate               |

|                             |   |
|-----------------------------|---|
| Tohono O'odham Nation       | SR 86 & Indian Route 19 – Main Business Loop<br>Sells, AZ 85634<br>Center Type: Affiliate |
| White Mountain Apache Tribe | 201 E Walnut Street<br>Whiteriver, AZ 85941<br>Center Type: Affiliate                     |
| Yavapai-Apache Nation       | 2400 W Datsi Street<br>Camp Verde, AZ 86322<br>Center Type: Affiliate                     |

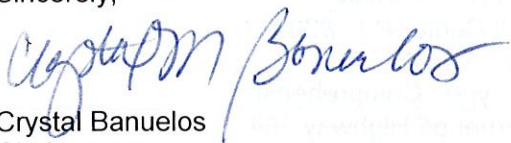
The Arizona Tribal Workforce Board has been unable to complete the above job center certification assessments by the June 4, 2024 Job Center Certification Submission deadline, due to the NTN Workforce Development Board not having adequate staff to complete assessments for thirteen tribes. In January 2024, the Executive Director and board staff were furloughed through March 2024.

The NTN Workforce Development Board anticipates completing the above job center certification assessments by June 28, 2024.

Should you have any questions or require further information, please do not hesitate to contact Connie Fraijo, NTN Workforce Development Board, Executive Director directly at (480) 529-2559 or via email at [NTNposting2021@gmail.com](mailto:NTNposting2021@gmail.com).

Thank you for the Workforce Arizona Council's consideration of this request.

Sincerely,



Crystal Banuelos  
 Chairwoman  
 NTN Workforce Development Board

- cc: Mark Gaspers, Chair, Workforce Arizona Council  
 Stacey Faulkner, State Workforce Administrator, Office of Economic Opportunity  
 Kennedy Riley, Deputy Workforce Administrator, Office of Economic Opportunity  
 Connie Fraijo, Executive Director, NTN Workforce Development Board  
 Deseret Romero, Governance and Compliance Advisor, Office of Economic Opportunity