



**WORKFORCE DEVELOPMENT BOARD**

**September 19, 2024**  
**Board Meeting Packet**



COCONINO COUNTY

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# Meeting Packet

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## WORKFORCE DEVELOPMENT BOARD MEETING AGENDA

Thursday, September 19, 2024, 1:30 pm-3:00 pm Hybrid

Meeting Location: 211 W. Aspen Ave, Flagstaff, AZ 86001, Chamber Conference Room

Microsoft Teams: Join on your computer, mobile app, or room device

[Join the meeting now](#)

Meeting ID: 273 595 697 64 Passcode: gxk9is

### 1. CALL TO ORDER:

Agenda items may be taken out of order. Pursuant to A.R.S. 38-431.03(A)(3) the Board may vote to go into executive session for legal advice from its attorney on any item listed on this agenda.

- A. Pledge of Allegiance
- B. Roll Call - *Armando Bernasconi, Secretary*

### 2. Call the public

### 3. Approval of Minutes:

- A. Approval of minutes from the 7/25/2024 and 8/2/2024 board meeting

### 4. Approval of Consent Items:

- A. Approval to submit new member's application for Kengatta Callen, John Diemer, and Jabarha Nichols

### 5. Presentation

Career Connectors - Jessica Pierce, Founder/CEO

### 6. Committee Reports:

- A. One Stop Operator updates – *CPLC, Heather Bachicha*
- B. Rapid Respond update – *Steven Reyna*
- C. Finance Report -- *Armando Bernasconi*
- D. Executive Director Report – *Billy Francis, Executive Director*

### 7. Meeting Recap

### 8. ADJOURNMENT

- A. Next Workforce Development Board Meeting, Thursday, November 14, 2024

**COCONINO WORKFORCE DEVELOPMENT BOARD**  
**Annual Board Advance Meeting Minutes**  
**July 25, 2024**

**WDB Members Present**

Beth Caplan  
 Bruce Sobczak  
 Kay Leum  
 Armando Bernasconi  
 Donovan Weidmann  
 Gail Jackson  
 Brent Neilson  
 Valerie Kelly  
 Brenda sipe  
 Julie Pastrick

**Board Staff**

Billy Francis  
 Yanzi Liu  
 Regina Salas  
 Steven Reyna

**Guests**

Alice Christie  
 Amanda Henry  
 Becky Peratrovich  
 David McIntire  
 Deseret Romero  
 Eilise Fisher  
 Evelyn Casuga  
 Jessica Hudson  
 John Diemer  
 Jennifer Gale  
 Jonathan Zeigler  
 Julie Baumgartner  
 Nicole Kelsheimer  
 Michael Johnson  
 Nicole Schnakenberg  
 Olivia Hendricks  
 Larissa Muller  
 Linda Fullerton  
 Andrea Merrihew  
 Robert M Garcia  
 Simeona Sheree Beasley  
 Troy Roland  
 Kim Musselman  
 Daniel Nickerson  
 George Ovalle  
 Heather Bachicha  
 Sandra Darling  
 Donna Eastman Liddle  
 James Betoney  
 Osei Akoto Kwarteng  
 Melissa Armstrong  
 Feifei Zhang  
 Sarah Bradley  
 Debra Goldenstein

**WDB Members Absent**

Geoffory D. Lloyd  
 Seth Gregar  
 John Saltonstall  
 Judy Franz

- i. **CALL TO ORDER** – Agenda items may be taken out of order. Pursuant to A.R.S. 38-431.03(A)(3), the Board may vote to go into executive session for legal advice from its attorney on any item listed on this agenda. Chair Sobczak called the meeting to order.
- ii. **PLEDGE OF ALLEGIANCE** – Chair Sobczak led the pledge of allegiance.

iii. **ROLL CALL** – Armando Bernasconi did the roll call. We did have a quorum.

iv. **CALL TO THE PUBLIC**

- Dr. Alice Christie from Tynkertopia expressed thanks to the board for receiving \$400,000 One-Time Funding to develop a curriculum certificate program for high-school youth and young adults.
- Sarah Bradley from Katalyst thanks the board for supporting and funding two internships this summer and incumbent worker training for their team.

v. **Minutes**

- Julie Pastrick approved the minutes of the May 23 meeting; Brenda Sipe seconded.

vi. **Approval of Consent items**

- Items A and C were approved with a typo on item C to be corrected. (Page 32 Public Affairs Director should be County Manager) Both items were approved by Julie, and seconded by Armando.
- Item B, Eckerd Connects as the Title 1B service provider for Adult Dislocated Workers and Youth. Julie asked if there were any local applications for the RFP. Bruce said that we had 3 candidates, and Eckerd scored the highest. Jonathan Zeigler from Eckerd said, they are not local today, however, they will hire local staff and build a team to serve the locals. Kay asked how Eckerd would serve the Page area. Jonathan said they will ensure that they will be providing access to everyone in the county. Julie said:” We need a commitment that you're going to serve the entire county “Billy said, the experience Eckerd will bring in is from a national platform. The people that will make up their team will be Coconino County individuals. Deborah Goldenstein asked if there is a probationary period and what is the length of time that they're accepted for. Billy said there will be a transition period. We do have in our contract that anytime that if this commitment is not working, we can go back to the table and go out for an RFP if we need to. Key asked if the contract would be signed for how many years. Billy answered: It will be signed for two years of approval, with an option for two additional years if approved by the board. Beth asked how many submissions to the RFP were received. Bruce answered three. Armando made a motion to approve the selection of Eckert to be advanced to the contract face. George said HHS agreed to extend the Title 1B service for only 90 days. Kay said need some more reassurance that there is an understanding of the services that would be provided. Gail suggested get a presentation from Eckerd within the following week before the BOS. Donovan seconded the motion. Secretary did a roll call, and Beth abstained, Gail abstained. Bruce, Aye. Julie abstained. Brenda abstained. Kay abstained. Brent abstained. Valerie abstained. Armando and Donovan

are both vote yes. A total of 7 abstaining and 3 yes. A follow-up special section board meeting will be held the next week to vote on this item.

vii. **Introduction- Selected consultant to update draft WIOA Coconino Local**

- Feifei Zhang from NAU introduced NAU EPI team and two consultants who will work on this project.

viii. **Committee Reports**

- One Stop Operator Program Year 2023/2024 Report presented by Tyson from CPLC.
- Rapid Response report by Regina Salas. Scheef Steel will have an RR hiring event on 8/7-8/8.
- Finance Report by Armando Bernasconi. The expenditures for the Workforce Development Board salaries are \$311,223 for the year to date(Q1-Q4). ERE \$113,171, IWT \$14000, Operations \$31000, Travel \$24000, Work-Based Learning \$49000, OSO \$52000, One-Time Funding \$529000, bring a total of \$1126104 expenditures. The budget remaining \$433000 will roll over to next year. Title 1B's expenditure total is \$895046, budget remaining is \$589234 will roll over to next year.
- Billy Francis presented the Executive Director's Yearly Report.

ix. **WIOA Partners' Year in Review:**

- Title 1 – Youth and Adult Dislocated Worker, Coconino Health and Human Services, George Ovalle
- Title 2- Adult Education: Coconino Community College by Daniel Nickerson and Debbie
- Title 3- Arizona Department of Economic Security, by John Diemer
- Title 4- Vocational Rehabilitation, by Valerie Kelly

x. **Local Plan Pages 43-52 need board members to review before the next focus meeting**

xi. **ADJOURNMENT**–The meeting was adjourned at approximately 3:00 p.m. The motion was first approved by Armando and seconded by Valerie Kelly.

**COCONINO WORKFORCE DEVELOPMENT BOARD**  
**Special Section | Meeting Minutes**  
**August 2, 2024**

<u>WDB Members Present</u>	<u>Board Staff</u>	<u>Guests</u>	<u>WDB Members Absent</u>
Beth Caplan	Billy Francis	Jonathan Zeigler	Geoffory D. Lloyd
Bruce Sobczak	Yanzi Liu	Aaron Moon	John Saltonstall
Kay Leum	Regina Salas	Jess Lodermeier	Valerie Kelly
Armando Bernasconi		John Diemer	
Donovan Weidmann		Kennedy Riley	
Gail Jackson		Matthew Smith	
Brent Neilson		Nancy Avina	
Judy Franz		Troy Roland	
Seth Gregar			
Brenda sipe			
Julie Pastrick			

- i. **CALL TO ORDER** – Agenda items may be taken out of order. Pursuant to A.R.S. 38-431.03(A)(3), the Board may vote to go into executive session for legal advice from its attorney on any item listed on this agenda. Chair Sobczak called the meeting to order.
- ii. **PLEDGE OF ALLEGIANCE** – Chair Sobczak led the pledge of allegiance.
- iii. **ROLL CALL** – Armando Bernasconi did the roll call. We did have a quorum.
- iv. **CALL TO THE PUBLIC** – No one from the public requested to comment.
- v. **Presentation** – Eckerd Connects Introduction
  - Presenter Team:
    - Jonathan Zeigler, Sr. VP Operations
    - Jessica Lodermeier, Sr. Operations Director
    - Troy Roland, Operations Director
    - Aaron Moon, Area Manager Pinal AZ
  - Julie asked if the staff (case manager) will be a new hire, or if they are already on board. Billy answered that would be new hire.
  - Brenda asked, for the ETPL contact information available for her to review and involve NAU be the part of the provider.
  - Beth asked what your success metric looks like. Jonathan said participants of the program and the wage improvement are the two measurements tracked by Eckerd. Billy said some of the goals will be customized for Arizona.
- vi. **Approve of the consent item:**

Eckerd Connects is the selection of Title 1 Partner- Youth and Adult Dislocated Workers. Brent Nelson approved it, and Julie seconded. Roll call vote was requested by the Chair and done by Armando:

Beth, yes; Judy yes; Gail yes; Bruce, yes; Julie, yes; Armando, yes; Seth, yes; Brenda yes; Kay yes; Brent yes; Donovan yes. The vote is unanimous.

- vii. **ADJOURNMENT**—The meeting was adjourned at approximately 9:30 AM. The motion was first approved by Brent Nelson and seconded by Beth Caplan.

DRAFT

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [workforce development](#)  
**Subject:** Online Form Submission #53129 for Workforce Development Board Nomination Form  
**Date:** Tuesday, August 6, 2024 4:00:29 PM

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## Workforce Development Board Nomination Form

First Name	Kengatta
Last Name	Callen
Position/Title	Owner
Business/Organization Representing	Creative Culinary Solutions
Please check one:	New Application
Representation – Complete One Section (1, 2, or 3) relevant to the category that you represent. All applicants must hold optimum policy-making authority or optimum hiring authority.	
Please check one identifier:	I hold optimum policy-making authority
Category 1: Business Representative	Business Owner
If Other is checked please describe policy making and/or hiring authority.	<i>Field not completed.</i>
B. Select one of the following Business Types that you represent.	Private Sector Small/For-Profit Business (fewer than 500 employees)
C. Describe the In-Demand Industry or Occupation represented by your business.	Entrepreneur, Mobile Restaurant, and Foodservice Industry Description: The restaurant and foodservice industry encompasses a wide range of roles, including both front-of-house and back-of-house positions. Front-of-house careers include roles such as servers, hosts, and bartenders, while back-of-house careers encompass positions like cooks, chefs, and kitchen staff. Additionally, entrepreneurship i
D. Describe Employment Opportunities in the In-Demand Industry or	The restaurant and foodservice industry offers diverse career opportunities that are crucial for the local economy. Employment opportunities in front-of-house roles include servers, hosts, bartenders, and customer service representatives. Back-of-

Occupation provided by your business. house opportunities include cooks, chefs, kitchen staff, and food preparation workers. Additionally, the entrepreneurial aspect of the business provides

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E. Describe the nature of your business and your position. Please include a description of your policy- making and hiring responsibilities within your organization, including the role you play in training and/or employee development. My business consists of a restaurant consulting firm and a mobile restaurant. The consulting firm focuses on providing expert advice to restaurant owners and aspiring entrepreneurs, helping them optimize operations and achieve business success. The mobile restaurant offers a dynamic and flexible dining experience, catering to various events and locations.

---

F. Select Organization Type nominating you. Local Business Organization (List Org Name)

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List Organization name, if Local Business Organization is checked. ARIZONA@WORK Coconino County Workforce Development Board

---

List Organization Name, if Business Trade Association is checked. *Field not completed.*

---

### Category 2: Workforce Representative

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A. Select one or more of the following Organization Types that you represent. Community-Based Organization (CBO) providing services to individuals with barriers to employment

---

B. If you selected Registered Apprenticeship Program, select one of the following roles that you fulfill. *Field not completed.*

---

If Member of Labor Organization is checked, please give the name of the organization. *Field not completed.*

---

C. If you selected Community-Based Organization above, describe the organization's demonstrated experience addressing employment, training, and education needs to those with barriers to employment.

Our organization has a strong track record of addressing the employment, training, and education needs of individuals facing barriers to employment. We provide tailored training programs that focus on skill development, job readiness, and career advancement. Our initiatives include partnerships with local businesses, mentorship programs, and support services aimed at overcoming obstacles such as lack of experience, education, or access to resources. We are committed to fostering an inclusive environment where individuals can achieve their full potential.

D. If you selected Youth Training, Youth Employment, or Youth Education Organization for Disconnected Youth, describe the organization's demonstrated experience addressing employment, training, and education needs to WIOA- eligible youth. State if the experience is serving in-school or out-of-school youth.

*Field not completed.*

E. If you selected Labor Organization or Registered Apprenticeship Program above, list the Local Labor Federation nominating you.

*Field not completed.*

Category 3: Other Representative

A. Select one of the following Organization Types in which you have optimum policy-making authority.

Economic and Community Development Entity

B. Name of Organization nominating you.

ARIZONA@WORK Coconino County Workforce Development Board

Additional Information:

Business/Organization Address	1701 E Fourth St
City	Flagstaff
State	Arizona
Zip	86004
Phone	<i>Field not completed.</i>
Fax	<i>Field not completed.</i>
Mobile	<i>Field not completed.</i>
Email address	<i>Field not completed.</i>
Website address	<i>Field not completed.</i>
Business license number	<i>Field not completed.</i>
1. The Coconino County Board of Supervisors values member diversity reflecting the demographics of Coconino County. Briefly describe how your appointment would contribute to the diversity of the Workforce Development Board. (Response Optional)	<i>Field not completed.</i>
2. Please list your current chamber and association memberships, the duration of each membership and the positions you currently hold.	<i>Field not completed.</i>
3. Please list any professional award(s)	<i>Field not completed.</i>

or recognition you have received within the last 5 years.

---

### Coconino County WDB Related Questions

*Please answer the following questions by attaching additional pages:*

---

1. The purpose of the WDB is to provide strategic leadership and operational oversight to Coconino County's workforce development system through building partnerships, developing career pathways, and providing highquality workforce development services. What knowledge skills and abilities do you have that would assist the WDB in effectively achieving this?

As the owner and operator, I am responsible for strategic decision-making, policy development, and overall business management. My role includes hiring staff, setting organizational policies, and ensuring compliance with industry standards. I am actively involved in training and employee development, focusing on equipping youth with the necessary skills and knowledge to excel in the hospitality industry. This includes hands-on training, mentorship, and continuous professional development opportunities.

---

2. Membership on the Coconino County WDB requires that each member attend a full WDB meeting every quarter, attend training sessions for board members and become an advocate for workforce development. The time commitment for these activities ranges from 4 to 6 hours per month. Can you make this time commitment?

Yes

---

3. Serving on a subcommittee of the Coconino County WDB is strongly encouraged.

Yes

The time commitment for this activity ranges from 3 to 4 hours per month. Can you make this time commitment?

4. Why do you wish to serve on the Coconino County WDB? (Describe in 100 words or less).

To foster an inclusive environment where individuals can achieve their full potential.

Additional Required Documentation:

Nomination Letter: Please include a letter from a senior executive of the nominating organization you listed above in your category of representation.

*Current Resume.*

Upload Nomination Letter

[CCWDB Board Member Invite--NAME -Kengatta Callen.docx](#)

Upload Current Resume

[Kengatta Callen Resume 2024-2.docx](#)

Signature and Acknowledgement:

I, the undersigned, certify that the information on this application is true and correct to the best of my knowledge and that, if appointed to serve, I will do so to the best of my ability and in the best interest of Coconino County and its citizens.

Signature

Kengatta Callen

Date

08/06/2024

To be completed by County official only

*Field not completed.*

Date Received By Coconino County

*Field not completed.*

Received By

*Field not completed.*

X

X

Email not displaying correctly? [View it in your browser.](#)

**Kengatta Callen**  
 2061 E Hoctor Rd  
 William Arizona 86046  
 (623) 218-8247  
[kengatta.callen@gmail.com](mailto:kengatta.callen@gmail.com)  
**Business Management**  
 Over 30 years of experience

With my various job experiences, I've gained a set of skills that allows me to effectively and efficiently lead, manage, reward, a diverse group of employees to become successful in their career by fostering a high standard for quality and service resulting in a creative and inclusive work environment leading to outcomes of improvement, employee development, productivity and company growth.

***Areas of Study and education***

***Johnson & Wales University***

Bachelor of Science Degree, Hospitality/business Management June 1994 Providence, RI

***Johnson & Wales University***

Associate degree, Culinary Arts June 1992 Providence, RI

***Coconino County***

Certificate of completion Supervisor Development Academy May 2023 Flagstaff, AZ

Certificate of completion Managing a Multigenerational Workforce February 2024 Flagstaff, AZ

Certificate of completion Executive Leadership Academy March 2024 Flagstaff, AZ

***Leadership Experience***

**Coconino County Board of Supervisors** March 2024 – Present Flagstaff AZ  
***District Director***

The District Director position is the Executive Assistant and direct support for the Elected County Supervisor:

- represents the assigned Supervisor at community or chapter meetings or forums.
- Manages multiple competing priorities, events, meetings, files, travel, and appointments
- Plans, coordinates, and implements programs including community outreach programs
- Composes articles, bulletins, booklets, news releases, correspondence, speeches, and other County publications and documents including transcribing minutes
- Prepares reports and maintains various financial/accounting functions to include district discretionary funds, council accounts and procurement card reports

**Coconino County Local Workforce Development Board** August 2022-March 2024 Flagstaff AZ  
***Financial Manager***

- Develops, implements, trains, and maintains financial policies and procedures
- Performs general accounting tasks such as budget management, invoice processing, preparing reports and financial projections, and reconciles financial statements.
- Grant management
- Audit support

**Coconino County Clerk of the Superior Court** April 2021-August 2022 Flagstaff AZ  
***Business Manager***

- Administered departmental accounting functions including preparing cost projections and financial reports, managing the department budget and grants, training staff, and providing audit support

**Bank of America** October 2015-February 2021 Phoenix, AZ  
***Assistant Vice President; Financial Centers Manager***

- Manage branch staff, including daily supervision, interviewing and hiring, mentoring and training, performance appraisals, career development, promotion and pay recommendations, and terminations of direct reports.
- Manage inside business development activities, promoting the bank's full suite of consumer and business products, ensuring growth goals are achieved, and customers receive excellent service.
- Proactively serve as role model and coach business development activities, including opportunity spotting/referrals, relationship building, outbound calling and lobby management
- Execute strategic and tactical plans to ensure sound operational performance, including effective audit results
- Maintains responsibility and accountability for banking center security for all employees occupying the facility and ensures compliance with the bank's security program, policies, and procedures

**Medical Records Tech**

October 2010 – December 2015

Florence, AZ

**ICE Detention Center Pinal County**

- Prepares, updates, and maintains a medical record for each patient ensuring accuracy of information.
- Maintains appointment system for patients and clinical staff where applicable.
- Files/scans laboratory, radiology, and other reports in appropriate sections of the electronic medical record within prescribed timeline.
- Completes and passes Medical Records Technician competencies initially and annually.
- Maintains patient confidentiality, and confidentiality of medical records in compliance with the Privacy Act and HIPAA regulations in all work activities.

**Enterprise Rental Car**

May 2003 – Sept 2010

Phoenix, AZ

**Branch Rental Manager**

- Skillfully managed business finances through cost controls, excellent customer service, and promoting value services and products and helped the company become profitable.
- Developed and motivated employees to achieve effectiveness and efficiency in their job responsibilities

**CERTIFICATES, AWARDS, AFFILIATIONS**

- |   |   |
|---|---|
| <input type="checkbox"/> National Association of Workforce Boards   | <input type="checkbox"/> Arizona Association for lifelong Learning          |
| <input type="checkbox"/> Coalition on Adult Basic Education (COABE) | <input type="checkbox"/> Member of Phi Beta Sigma Fraternity incorporated   |
| ● Local First Arizona Foundation                                    | ● A. Lanston Taylor Lodge N0. 284 (Free Mason)                              |
| ● Workforce GPS   | ● A.E.A.O.N.M.S- Ancient Egyptian Arabic Order                              |
| ● Flagstaff Southside Community Association Board Member            | Nobles Mystic Shrine of North and South America and its Jurisdictions, inc. |
| ● African Diaspora Advisory Council – Coconino County               | ● St. Thomas Consistory No. 415, US Virgin Island                           |

*References may be provided upon request.*



**Executive Committee**  
Bruce Sobczak, Chair  
Gail Jackson, Vice Chair  
Armando Bernasconi, Secretary

7/17/2024

Kengatta Callen, 203 E Brannen Ave, Flagstaff, AZ 86001

Dear Kengatta Callen,

***I'm pleased to invite you to join the ARIZONA@WORK Coconino County Workforce Development Board for 2024-2026.***

Coconino County Local Workforce Board (CCWB) is part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce. State and local WDBs connect the U.S. Department of Labor and local American Job Centers that deliver services to workers and employers. The CCWBs' role is to develop regional strategic plans and set funding priorities for Coconino's local area.

The primary role of the local WDB is to serve as a strategic convener to promote and broker effective relationships between the CEOs and economic development, education, and workforce partners throughout the local area. CCWB also oversees the One-Stop Career Centers, where job seekers can get employment information, find out about career development training opportunities, and connect to various programs in their area.

The primary purpose of the Coconino County Workforce Board is to provide management advice about the direction of the local workforce and provide guidance to board staff and contractors on the path they should follow. Specific goals for this year include developing plans in outcomes to assist with creating a skilled workforce to meet the high wage/high demands of our local workforce both locally and regionally.

We would truly like to invite you to join our Local Workforce Development Board and share in our efforts to support and enhance the Coconino County communities throughout. Membership on the Coconino County WDB requires that each member attend a full WDB meeting every quarter, attend training sessions for board members and become an advocate for workforce development. The time commitment for these activities ranges from 4 to 6 hours quarterly.

Thank you for taking the time to read this letter and to consider being a part of the Coconino County Workforce

Sincerely,

Billy Francis

Executive Director



Office: (928) 679-8602 • Email: [workforcedevelopment@coconino.az.gov](mailto:workforcedevelopment@coconino.az.gov)

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [workforce development](#)  
**Subject:** Online Form Submission #53160 for Workforce Development Board Nomination Form  
**Date:** Friday, August 9, 2024 1:31:09 PM

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## Workforce Development Board Nomination Form

First Name John

---

Last Name Diemer

---

Position/Title Program Manager

---

Business/Organization Representing State of Arizona DES/WSA

---

Please check one: New Application

---

Representation – Complete One Section (1, 2, or 3) relevant to the category that you represent. All applicants must hold optimum policy-making authority or optimum hiring authority.

---

Please check one identifier: I hold optimum policy-making authority

---

Category 1: Business Representative Other (Describe policymaking and/or hiring authority)

---

If Other is checked please describe policy making and/or hiring authority. *Field not completed.*

---

B. Select one of the following Business Types that you represent. Organization Representing Business

---

C. Describe the In-Demand Industry or Occupation represented by your business. *Field not completed.*

---

D. Describe Employment Opportunities in the In-Demand Industry or Occupation provided. *Field not completed.*

by your business.

---

E. Describe the nature of your business and your position. Please include a description of your policy- making and hiring responsibilities within your organization, including the role you play in training and/or employee development. *Field not completed.*

---

F. Select Organization Type nominating you. *Field not completed.*

---

List Organization name, if Local Business Organization is checked. *Field not completed.*

---

List Organization Name , if Business Trade Association is checked. *Field not completed.*

---

#### Category 2: Workforce Representative

---

A. Select one or more of the following Organization Types that you represent. *Field not completed.*

---

B. If you selected Registered Apprenticeship Program, select one of the following roles that you fulfill. *Field not completed.*

---

If Member of Labor Organization is checked, please give the name of the organization. *Field not completed.*

---

C. If you selected Community-Based *Field not completed.*

---

Organization above, describe the organization's demonstrated experience addressing employment, training, and education needs to those with barriers to employment.

---

D. If you selected Youth Training, Youth Employment, or Youth Education Organization for Disconnected Youth, describe the organization's demonstrated experience addressing employment, training, and education needs to WIOA- eligible youth. State if the experience is serving in-school or out-of-school youth.

---

*Field not completed.*

E. If you selected Labor Organization or Registered Apprenticeship Program above, list the Local Labor Federation nominating you.

---

*Field not completed.*

Category 3: Other Representative

---

A. Select one of the following Organization Types in which you have optimum policy-making authority.

---

Wagner-Peyser (Arizona Department of Economic Security)  
WIOA Title III

B. Name of Organization nominating you.

---

State of Arizona DES/WSA

Additional Information:

---

Business/Organization

*Field not completed.*

Address

---

City *Field not completed.*

---

State *Field not completed.*

---

Zip *Field not completed.*

---

Phone *Field not completed.*

---

Fax *Field not completed.*

---

Mobile *Field not completed.*

---

Email address *Field not completed.*

---

Website address *Field not completed.*

---

Business license number *Field not completed.*

---

1. The Coconino County Board of Supervisors values member diversity reflecting the demographics of Coconino County. Briefly describe how your appointment would contribute to the diversity of the Workforce Development Board. (Response Optional) *Field not completed.*

---

2. Please list your current chamber and association memberships, the duration of each membership and the positions you currently hold. *Field not completed.*

---

3. Please list any professional award(s) or recognition you have received within the last *Field not completed.*

5 years.

---

Coconino County WDB Related Questions

*Please answer the following questions by attaching additional pages:*

---

1. The purpose of the WDB is to provide strategic leadership and operational oversight to Coconino County's workforce development system through building partnerships, developing career pathways, and providing highquality workforce development services. What knowledge skills and abilities do you have that would assist the WDB in effectively achieving this?

I serve on the Mohave county board

---

2. Membership on the Coconino County WDB requires that each member attend a full WDB meeting every quarter, attend training sessions for board members and become an advocate for workforce development. The time commitment for these activities ranges from 4 to 6 hours per month. Can you make this time commitment?

Yes

---

3. Serving on a subcommittee of the Coconino County WDB is strongly encouraged. The time commitment for this activity ranges

Yes

from 3 to 4 hours per month. Can you make this time commitment?

4. Why do you wish to serve on the Coconino County WDB? (Describe in 100 words or less).

To provide my expertise and fulfill my title 3 responsibilities

Additional Required Documentation:

Nomination Letter: Please include a letter from a senior executive of the nominating organization you listed above in your category of representation.  
*Current Resume.*

Upload Nomination Letter

*Field not completed.*

Upload Current Resume

*Field not completed.*

Signature and Acknowledgement:

I, the undersigned, certify that the information on this application is true and correct to the best of my knowledge and that, if appointed to serve, I will do so to the best of my ability and in the best interest of Coconino County and its citizens.

Signature

John Diemer

Date

8/9/2024

To be completed by County official only

*Field not completed.*

Date Received By Coconino County

*Field not completed.*

Received By

*Field not completed.*

*Field not completed.*

*Field not completed.*

Email not displaying correctly? [View it in your browser.](#)

# John R. Diemer

---

3617 Vega Ln  
Lake Havasu City, AZ 86403  
(480) 353-9077  
jdiemer@azdes.gov

## **PROFILE**

Results-oriented, driven individual who demonstrates a sound work ethic. Responsible and well organized, dependable and detail orientated with a service-focused approach

## **SUMMARY OF SKILLS & ABILITIES**

- Ability to build collaboration with internal and external partners, and the business community
- Proficiency with MS Office, Google, and data systems
- Experience in Leadership roles over up to 20 individuals
- Ability to problem solve and deal with changes
- Skilled in training others
- Ability to achieve goals that have been given to me
- Participate in and support team planning efforts
- Ability to work with organizations outside of mine
- Ability to speak well in front of large groups
- Skilled in working effectively in a team
- Completed the State of Arizona Management Academy classes

## **PROFESSIONAL EXPERIENCE**

### **Program Manager**

#### **State of Arizona, DES- Workforce Solutions Administration 2022-Present**

- Serve on the Mohave County Workforce Development Board
- Manage staff that work with job seekers and employers to help fill vacancies in the workforce
- Lead teams to create and implement new processes for the Workforce Solutions Administration
- Help Maintain records that are sent to the Department of Labor
- Conduct a state-wide business call for all the partners weekly

### **Local Veterans Employment Representative**

#### **State of Arizona, DES- Employer Engagement Administration 2018-2022**

- Establish, register, and build long-term relationships with new and existing businesses with a focus on placement services, expedite workforce solutions for business needs utilizing labor market information, education talent pipelines, innovative programs, and our job-seeker talent pool.
- Collaborate with our other administrations, managers, vet coordinators, disabled veterans' team, and Vocational Rehabilitation job developers to identify potential job opportunities for their veteran clients that are in alignment with in-demand industries and skill transferability.
- Conduct outreach to employers to assist veterans in obtaining gainful employment; recruitment events; seminars for employers, job search workshops; facilitate employment, training, and placement services furnished to veterans.
- Work with internal and external partners in a collaborative system, local economic development offices to align business outreach, the Registered Apprenticeship team,

and our Education Coordinator to find training solutions/ pipelines for our In-demand Industry businesses.

- Contact community leaders, employers, unions, training programs, and veterans' service organizations to be sure eligible veterans get the services to which they are entitled. Work with federal contractors and give priority to eligible veterans, promote the participation of veterans in federally-funded employment and training programs.

**United States Army National Guard 1998-2015**

- Staff Sargent- Squad and Platoon leader
- Trained groups of 25-100 Soldiers
- Lead 10-20 Soldiers
- Maintained the mechanical readiness of over a million dollars of equipment
- Maintained accountability of sensitive items

**EDUCATION**

- **Middle Tennessee State University**
- BS-Business Administration/ Minor –Management



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona

Katie Hobbs  
Governor

Vacant  
Director

August 16, 2024

Billy Francis, Executive Director  
Coconino County Workforce Development Board  
2625 N. King Street  
Flagstaff, AZ 86004

Dear Director Francis:

The Department of Economic Security, Division of Employment and Rehabilitation Services would like to designate John Diemer as its Wagner-Peyser representative to the Coconino County Workforce Development Board. This designation replaces Heather Bachicha who is no longer with the agency.

Mr. Diemer is a Program Manager within the Department's Division of Employment and Rehabilitation Services and is responsible for managing Employment Services and Jobs for Veterans State Grant across Coconino County. Mr. Diemer's leadership role within the ARIZONA@WORK system makes him a valuable partner on the Workforce Development Board. Mr. Diemer's contact information is provided below:

John Diemer, Program Manager  
Arizona Department of Economic Security, Division of Employment and Rehabilitation Services  
Workforce Solutions Administration  
Mobile: (480) 353-9077  
Email: [jdiemer@azdes.gov](mailto:jdiemer@azdes.gov)

The appointment meets the criteria outlined in the Training and Employment Guidance Letter Attachment III Local Board Membership Requirements; Representatives of Education and Training (Workforce Innovation and Opportunity Act Section 107(b)(2)(C)):

- The state Employment Service Office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area.

If you have any questions or need further information, please contact Kevin Herring, Workforce Solutions Program Administrator, Division of Employment and Rehabilitation Services at [KHerring@azdes.gov](mailto:KHerring@azdes.gov) or (520) 910-1896.

Sincerely,

Lynn Larson  
Deputy Assistant Director, Division of Employment and Rehabilitation Services

Enclosures: Resume

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [workforce\\_development](mailto:workforce_development)  
**Subject:** Online Form Submission #53450 for Workforce Development Board Nomination Form  
**Date:** Tuesday, September 3, 2024 4:27:33 PM

---

## Workforce Development Board Nomination Form

First Name	Jabarha
Last Name	Nichols
Position/Title	Owner Instructor
Business/Organization Representing	Kutz Enterprises
Please check one:	New Application
Representation – Complete One Section (1, 2, or 3) relevant to the category that you represent. All applicants must hold optimum policy-making authority or optimum hiring authority.	
Please check one identifier:	I hold optimum policy-making authority
Category 1: Business Representative	Business Owner
If Other is checked please describe policy making and/or hiring authority.	<i>Field not completed.</i>
B. Select one of the following Business Types that you represent.	Private Sector Small/For-Profit Business (fewer than 500 employees)
C. Describe the In-Demand Industry or Occupation represented by your business.	I own 2 barbershops, a barber college and a beauty college
D. Describe Employment Opportunities in the In-Demand Industry or Occupation provided	Stylist & Barbers are always in high demand

by your business.

---

E. Describe the nature of your business and your position. Please include a description of your policy- making and hiring responsibilities within your organization, including the role you play in training and/or employee development.

My mission is to provide clients with an amazing experience. I show and teach my students that hard work pays off . I do everything under the sun.

---

F. Select Organization Type nominating you.

Local Business Organization (List Org Name)

---

List Organization name, if Local Business Organization is checked.

Coconino County

---

List Organization Name , if Business Trade Association is checked.

*Field not completed.*

---

#### Category 2: Workforce Representative

---

A. Select one or more of the following Organization Types that you represent.

Youth Training, Youth Employment, or Youth Education Organization (WIOA-eligible Youth)

---

B. If you selected Registered Apprenticeship Program, select one of the following roles that you fulfill.

*Field not completed.*

---

If Member of Labor Organization is checked, please give the name of the organization.

*Field not completed.*

---

C. If you selected Community-Based

*Field not completed.*

Organization above, describe the organization's demonstrated experience addressing employment, training, and education needs to those with barriers to employment.

---

D. If you selected Youth Training, Youth Employment, or Youth Education Organization for Disconnected Youth, describe the organization's demonstrated experience addressing employment, training, and education needs to WIOA- eligible youth. State if the experience is serving in-school or out-of-school youth.

---

We provide beauty and barber schooling for youth and adults with mental and physical disabilities. We have on hands training and try to tailor their schooling experience to suit the needs of the students.

E. If you selected Labor Organization or Registered Apprenticeship Program above, list the Local Labor Federation nominating you.

---

*Field not completed.*

Category 3: Other Representative

---

A. Select one of the following Organization Types in which you have optimum policy-making authority.

---

Higher Education (Providing workforce development activities

B. Name of Organization nominating you.

---

Coconino County Work Development Board

Additional Information:

---

Business/Organization 2219 E 7th Ave

Address

---

City	Flagstaff
State	Az
Zip	86004
Phone	928-779-6011
Fax	<i>Field not completed.</i>
Mobile	928-707-3076
Email address	kuttzbarbercollege@gmail.com
Website address	<a href="https://kuttz.com">https://kuttz.com</a>
Business license number	BL-10622

---

1. The Coconino County Board of Supervisors values member diversity reflecting the demographics of Coconino County. Briefly describe how your appointment would contribute to the diversity of the Workforce Development Board. (Response Optional)

I am a black business owner in Flagstaff Arizona. I've struggled to get to where I am now and have gained a lot of knowledge and met a lot of amazing people on my journey. I feel with my background I can lend my voice for those who aren't heard.

2. Please list your current chamber and association memberships, the duration of each membership and the positions you currently hold.

N/A

3. Please list any professional award(s) or recognition you have received within the last

City of Flagstaff-Office of the Mayor made a proclamation that September 28-29, 2019 as Jabarha L. Nichols Weekend.  
Certificate of appreciation from College America 5/15/2019

5 years.

---

Coconino County WDB Related Questions

*Please answer the following questions by attaching additional pages:*

---

1. The purpose of the WDB is to provide strategic leadership and operational oversight to Coconino County's workforce development system through building partnerships, developing career pathways, and providing highquality workforce development services. What knowledge skills and abilities do you have that would assist the WDB in effectively achieving this?

I came from the ground up and built my businesses through hard work and dedication. From Street Life to Business life. I possess the skills to speak to those who feel like they aren't part of our community and have the ability to build them up to see their potential. I will do everything in my power to help the board make decisions based on all walks of life.

---

2. Membership on the Coconino County WDB requires that each member attend a full WDB meeting every quarter, attend training sessions for board members and become an advocate for workforce development. The time commitment for these activities ranges from 4 to 6 hours per month. Can you make this time commitment?

Yes

---

3. Serving on a subcommittee of the Coconino County WDB is strongly encouraged. The time commitment for this activity ranges

No

from 3 to 4 hours per month. Can you make this time commitment?

---

4. Why do you wish to serve on the Coconino County WDB? (Describe in 100 words or less). I want to help serve the community.

---

Additional Required Documentation:

---

Nomination Letter: Please include a letter from a senior executive of the nominating organization you listed above in your category of representation.  
*Current Resume.*

---

Upload Nomination Letter [CCWDB Board Member Invite--NAME - Jabarha Nichols.pdf](#)

---

Upload Current Resume [Jabarha Nichols Resume .docx](#)

---

Signature and Acknowledgement:

---

I, the undersigned, certify that the information on this application is true and correct to the best of my knowledge and that, if appointed to serve, I will do so to the best of my ability and in the best interest of Coconino County and its citizens.

---

Signature Jabarha Nichols

---

Date 9/3/24

---

To be completed by County official only *Field not completed.*

---

Date Received By Coconino County *Field not completed.*

---

Received By *Field not completed.*

---

*Field not completed.*

---

*Field not completed.*

---

Email not displaying correctly? [View it in your browser.](#)



# JABARHA L. NICHOLS

Founder & CEO, Kuttz Enterprises LLC.

## PROFILE

In need of a life-change, Kutt decided to go to Universal Barber College. One month after graduating in 2005, he opened up Kuttz Barbershop. After 9 years behind the chair, Kutt was inspired to educate others and preserve the art of barbering.

As an instructor, Kutt is passionate about leading by example. He believes it is possible to achieve any goal with hard work and dedication. Kutt demonstrates his commitment to the Kuttz Barber Shop/College community by developing caring relationships with students, barbers, and customers.

## CONTACT

PHONE:  
928-707-3076

WEBSITE:  
Kuttzbarbershop.com

EMAIL:  
[Kuttzbarbercollege@gmail.com](mailto:Kuttzbarbercollege@gmail.com)

## AWARDS

Proclamation of the Mayor  
Jabarha L. Nichols Weekend  
September 28-29, 2019

Lifetime Achievement Award  
Back to Flagstaff 2018

Kuttz Barbershop  
Best of Flagstaff 2015

## EDUCATION

<b>Universal Barber College</b>	February -December 2004
<b>California Barber &amp; Beauty Expo</b>	September 2018
<b>Arizona State Board of Barbers Waxing Training</b>	2018
<b>Barber &amp; Cosmetology Convention</b>	2016
<b>Arizona State Board of Barbers Training Examination</b> Covered grading practices for State Board Exam	2015
<b>Social and Economic Equity for Minority Enterprises Program</b>	2022

## WORK EXPERIENCE

<b>4<sup>th</sup> Street Barber Supply</b> 2022-Present	<b>Owner</b>
<b>Westside Kuttz Barbershop</b> 2022-Present	<b>Owner</b>
<b>Kuttz Beauty College</b> 2020-Present	<b>Owner</b>
<b>Kuttz Barber College</b> <b>Owner/Instructor</b> 2014-Present	
<b>Kuttz Barbershop</b> 2005-Present	<b>Owner</b>
<b>Conoco</b> 1998-2004	<b>Manager</b>

## SKILLS

Intrapersonal Intelligence	80%
Community Building	100%
Management	90%
Problem Solving	80%
Barbering (Technical)	90%

7/17/2024

Dear Jabarha Nichols,

***I'm pleased to invite you to join the ARIZONA@WORK Coconino County Workforce Development Board for 2024-2026.***

Coconino County Local Workforce Board (CCWB) is part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce. State and local WDBs connect the U.S. Department of Labor and local American Job Centers that deliver services to workers and employers. The CCWBs' role is to develop regional strategic plans and set funding priorities for Coconino's local area.

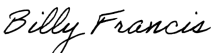
The primary role of the local WDB is to serve as a strategic convener to promote and broker effective relationships between the CEOs and economic development, education, and workforce partners throughout the local area. CCWB also oversees the One-Stop Career Centers, where job seekers can get employment information, find out about career development training opportunities, and connect to various programs in their area.

The primary purpose of the Coconino County Workforce Board is to provide management advice about the direction of the local workforce and provide guidance to board staff and contractors on the path they should follow. Specific goals for this year include developing plans in outcomes to assist with creating a skilled workforce to meet the high wage/high demands of our local workforce both locally and regionally.

We would truly like to invite you to join our Local Workforce Development Board and share in our efforts to support and enhance the Coconino County communities throughout. Membership on the Coconino County WDB requires that each member attend a full WDB meeting every quarter, attend training sessions for board members and become an advocate for workforce development. The time commitment for these activities ranges from 4 to 6 hours quarterly.

Thank you for taking the time to read this letter and to consider being a part of the Coconino County Workforce

Sincerely,

  
Billy Francis  
Executive Director

# ARIZONA@WORK | Coconino County



**CAREER**  
CONNECTORS



# Jessica Pierce

*Career Connectors, Founder & CEO*





**CAREER**  
CONNECTORS

**OUR VISION:**

Building a better community-one organization, one career at a time.

**OUR MISSION:**

To elevate communities by empowering job seekers, employers and service providers.

**OUR VALUES:**

Inspiration, Innovation, Impact, Integrity, Perseverance



- Launched in 2009
- Over 68,000 Professionals Served
- Over 1000 Hiring Companies Served
- Over 120 Community Partners
- 501(c)3 Nonprofit Organization
- #2 Networking Organization- *PHX Business Journal*
- 2-4 Monthly Events (virtual & in-person)
- 125 Active Volunteers
- Features on ABC, NBC, CBS and many more





### **We are the driving force behind:**

- Equipping jobseekers with cutting-edge resources, workshops, coaching and HOPE!
- Connecting job seekers and employers through virtual/in-person hiring events, outplacement services and grant initiatives
- Bringing together workforce agencies to amplify engagement, serve targeted communities and positively impact change

***Our efforts eliminate unsolved barriers, creating a community where everyone has the opportunity to thrive in a fulfilling career.***

### **Services**

- Jobseeker workshops
- Jobseekers coaching: LinkedIn, career coaching, financial, resume
- Hiring events – in person and virtual
- High school career exploration and hiring events
- Outplacement services
- Talent acquisition / HR support Consulting
- Specialized programs: Diversity, Veterans, Women, Colleges, High Schools

- ## Features:
- Esteemed speakers delivering jobseeker content
  - Career guidance, tips & trends
  - 1-on-1 coaching
  - Resume writing mentors
  - LinkedIn expert coaches
  - Breakout rooms to interact with coaches, employers, and experts
  - Networking opportunities

		
<p>Unleashing Your Super Power During Job Loss and Career Transition</p>	<p>AZCareersNOW Insurance &amp; Financial Services Career Expo</p>	<p>Where the Jobs Are with Trevor Stokes</p>
		
<p>AZCareersNOW Business &amp; Office Administration Career Expo</p>	<p>AZCareersNOW Manufacturing Career Expo</p>	<p>Navigating Career Transition with Confidence</p>
		
<p>Driving Your Career Forward with Stephanie Clerge</p>	<p>Tech, Tac, Toe: Winning Strategies for Your Job Search</p>	<p>Health Care Hiring Expo</p>
		
<p>Red Hot Resumes Panel March 9, 2023</p>	<p>See Me, Hear Me, Love Me, Hire Me</p>	<p>IT &amp; Cyber Security Hiring Expo</p>



## MESA PUBLIC SCHOOLS Career Planning & Hiring Expo

Mesa Convention Center  
263 N. Center St.  
Mesa, AZ 85201

APRIL 10  
4 - 6 PM

Land your **DREAM JOB** before graduation!

- Gain independence
- Be prepared for onsite interviews
- Secure your after-school or summer job
- Internship and apprenticeship opportunities

MEET AND HAVE FACE-TO-FACE CONVERSATIONS WITH EXCITING COMPANIES WHO ARE HIRING

Presented by:



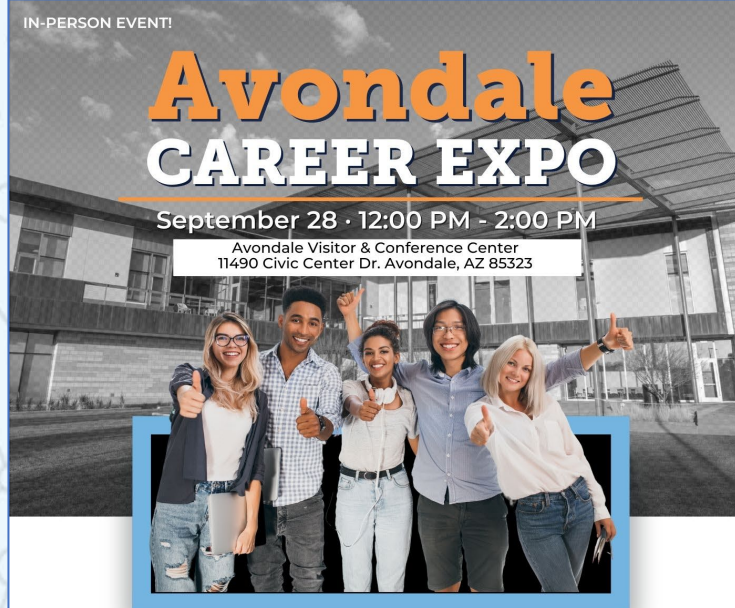
BOOK YOUR FREE SPOT NOW!!

IN-PERSON EVENT!

## Avondale CAREER EXPO

September 28 · 12:00 PM - 2:00 PM

Avondale Visitor & Conference Center  
11490 Civic Center Dr. Avondale, AZ 85323



### ATTENTION STUDENTS

Looking for an after-school job, internship or apprenticeship? Attend this Career Expo!

Attend this in-person career expo featuring hiring companies from multiple industries:

- 25+ companies hiring right now
- Multiple Industries
- 1,000+ open positions
- Part-time, internship and apprenticeship opportunities
- One-on-one conversations with hiring managers
- On-the-spot interviews
- Training and certification opportunities



LOTS OF FUN

- Free taco lunch!
- Free business portraits
- Raffles and giveaways!



REGISTER FOR FREE TODAY!

Find your next part-time job, apprenticeship or internship!

Register now: [app.careerconnectors.org/avondale](http://app.careerconnectors.org/avondale)



PRESENTS

## VET Talks

Explore Careers with Veteran Committed Companies

ADVANCE YOUR CIVILIAN CAREER!

11am-1:30pm March 30, 2023

University of Phoenix, 4035 S. Riverpoint Pkwy, Phoenix 85040

[WWW.MILITARYAZ.ORG](http://WWW.MILITARYAZ.ORG)



**Jordan Machado**  
Sales Development Representative,  
Marine Corps



**Patrick Callahan**  
Corporate Trainer, Marine Corps



**Amanda King**  
Vice President of  
Software Services, Army



**Dean Irwin**  
Vice President of  
Field Operations, Navy



**Patrick Fitzhugh**  
Director of Regional  
Site Management, Air Force



Funded in part by the Arizona Department of Veterans' Services as made available through the Arizona Veterans' Donations Fund.

**Virtual Event!** **AZ CAREERS NOW**

## AZ's Fastest Growing Industries

**ANNUAL SIGNATURE EVENT!  
JOB GROWTH TRENDS PANEL & VIRTUAL HIRING EVENT**  
August 24 · 9:00 AM - 11:30 AM PST



**PLUS SPECIAL GUEST PRESENTATION ON A.I.**

**Be on the forefront of Arizona's explosive growth!**  
CONSTRUCTION - FINANCE/INSURANCE - IT/CYBERSECURITY - MANUFACTURING - HEALTH CARE

These leading industry experts will highlight hiring trends you need to know to break into these top 5 fastest growing industries.

Join us for this upcoming free virtual event where you will experience:

- Exclusive state-of-the-industry expert panel insights
- Cutting-edge opportunities for employment and career advancement
- Network with award-winning employers in each of these fast-growing industries
- One-on-one interactions with hiring managers
- On-site, remote, and hybrid positions available

Register now: [app.careerconnectors.org/fastest](http://app.careerconnectors.org/fastest)

**REGISTER FOR FREE TODAY!**

**HIRING COMPANIES:** Dignity Health, HONORHEALTH, Phoenix Children's, Charles Schwab, State Farm, Able, CSE, achieve, Medtronic, DOVER FOOD RETAIL, Express, Liberty Mutual, USAA, waimeng, ADHS

# East Valley Job-A-Palooza

PRESENTED BY: **ARIZONA@WORK** MARICOPA COUNTY, Pipeline AZ, CAREER CONNECTORS

**September 23, 2021 9 AM - noon (AZ Time)**

Join us on September 23rd from 9am to noon for our virtual East Valley Job-A-Palooza on Brazen, a virtual platform whose easy-to-use features are optimized for one-on-one conversations. More than 20 companies will participate in this event. There are hundreds of jobs available across multiple industries, with a wide range of roles for all skill levels. Interviews will be available. All of the hiring companies have unique benefits, with many offering remote positions or sign on bonuses.

Wages and opportunities are going up, so now is the time to reenter the job market or reenergize your career. Register today for this engaging and interactive virtual hiring event!

**Virtual Event**

**Register Today!**

<https://bit.ly/PaloozaEast>



**AZ CAREERS NOW**

## Insurance and Financial Services Career Expo

July 27 · 9:00 AM - 11:30 AM PST

**HIRING COMPANIES:** Liberty Mutual, Vanguard, achieve, State Farm, DES, VOYA, AHCCCS, bestcompaniesaz, paylocity, charles schwab, USAA, SCOTTSDALE COMMUNITY COLLEGE

**Are YOU looking for a job in the finance or insurance industries?**

**AZ Careers NOW invites you to meet with companies hiring right now!**

Register for this free virtual career expo where you will have one-on-one conversations with companies hiring in these two industries.

With a range of online career resources available, emailed upon registration, you will be well prepared to interact with multiple employers during the event.

**Registration link:** [AZcareersNOW.com/finance](http://AZcareersNOW.com/finance)

**REGISTER FOR FREE TODAY!**

**Virtual Event!**



Go to <https://app.careerconnectors.org/events>

Date	Topic	Hiring Companies
<b>September 19<sup>th</sup></b> <b>9:00 AM – 11:30 AM PST</b>	<b>Fastest Growing Industries Panel and Hiring Event</b>	<ul style="list-style-type: none"><li>- 20 Hiring Companies (Healthcare, Finance/Business Services, Construction/Trades, Advanced Manufacturing)</li></ul>
<b>October 3<sup>rd</sup></b> <b>9:00 AM – 11:30 AM PST</b>	<b>Interviewing with Confidence</b> <b>Branding Your Greatest Asset</b>	<ul style="list-style-type: none"><li>- Free Professional Resume Review</li><li>- Career Coaching</li><li>- LinkedIn Coaching/Review</li><li>- Financial Coaching</li></ul>
<b>November 7<sup>th</sup></b> <b>9:00 AM – 11:30 AM PST</b>	<b>LinkedIn: Your Job Search Superpower</b>	<ul style="list-style-type: none"><li>- Free Professional Resume Review</li><li>- Career Coaching</li><li>- LinkedIn Coaching/Review</li><li>- Financial Coaching</li></ul>
<b>November 13<sup>th</sup></b> <b>2-5pm In Person</b>	<b>Arizona Career Pathways Career Expo</b>	<ul style="list-style-type: none"><li>- 40-50 Hiring Companies (Healthcare, Finance/Business Services, Construction/Trades, Advanced Manufacturing)</li></ul>

## CAREER READINESS WORKSHOPS

PRESENTED BY CAREER CONNECTORS

# Upcoming Workshops

Date	Topic	Hiring Companies
<b>Tuesday</b> <b>September 17th</b> <b>1:00 PM – 4:00 PM PST</b>	<b>Job Search Essentials Workshop (virtual)</b>	<ul style="list-style-type: none"> <li>- Create a job search checklist</li> <li>- Discover online resources</li> <li>- Targeted job search strategies</li> </ul>
<b>Tuesday</b> <b>September 24<sup>th</sup></b> <b>1:00 PM – 4:00 PM PST</b>	<b>LinkedIn (In Person)</b>	<ul style="list-style-type: none"> <li>- Hands-on instruction</li> <li>- How to create a strong profile and make connections with the right people will help you land your next job.</li> </ul>
<b>Thursday</b> <b>September 26<sup>th</sup></b> <b>9am-12pm PST</b>	<b>Resume Writing (virtual)</b>	<ul style="list-style-type: none"> <li>- Professional resume writing workshop</li> </ul>

Additional workshops include: Where the Jobs Are, Networking & Branding, Finance and Interview Prep.

In Person locations throughout Pinal County: Apache Junction, City of Maricopa, Santan Valley, Casa Grande, etc

# Workforce, Economic Development, Government and NGO Partners



## Connecting

Diverse and underserved populations

- Dislocated worker
- Individuals with barriers
- Veterans
- Youth

Employers and Jobseekers

New AJC users

## Growing

The number of qualified engagements

Participant supportive services

Upskill/ Education/  
Apprenticeships/  
Certs

Outreach capacities

Employer engagement

## Delivering

More hires

Economic mobility

Employment  
readiness

Work-based learning  
/ OJT

2<sup>nd</sup> / 4<sup>th</sup> Quarter  
employment

***Your ally in achieving workforce goals and objectives***

## Typical Results

- Job Seeker participation: **240% over goal**
- Employer engagement: **400% over goal**
- Event satisfaction rate: **94%**



# SERVICES OFFERED

Event Management	Marketing & Outreach	Job Seeker Services	Employer Engagement	Collaborations
Professional Hiring Events Job Readiness Webinars/Events College & High School Career Exploration & Readiness Target Funded Projects	Proven marketing to increase participant engagement Targeted outreach to fill your pipeline Above average conversion rate from registration to attendance Over 2.46 million social media event impressions	Professional Hiring Events Job Readiness Webinars/Workshops College & HS Career Exploration Job Readiness Resources Networking	Increased connections to AZ's Workforce Dislocated workers Individuals with barriers Veterans Youth Enable direct interactions with hiring managers 73% of displaced workers employed within 3 months	Educational Entities / Upskilling Apprenticeship Exploration Wrap Around Support Services Audience Targeted Resources

***...serving as a catalyst to accelerate your success!***



# RECENT PROJECT IMPACT/METRICS



8,076 Job Seekers  
521 Employers with 149,137 jobs  
384% Over Goal



Rapid Response  
487 Job Seekers  
219 AZ Services Requested



3,465 Job Seekers  
91 Employers  
94% Event Satisfaction



Second Chance Hiring  
392 Justice Job Seekers  
17 Employers / 17 NGOs



502 Job Seekers  
260 Onsite Interviews  
126 Job Offers



438 Job Seekers  
18 Employers



Rapid Response  
Medium Size Company Shutdown  
31 Services Provided



219 Job Seekers  
13 Employers  
43 Interviews



- Expert Resume/LinkedIn/Career/Financial Coaching- All coaches are certified, professionally trained career experts with over 15 years' experience.
- Professional hiring events targeting industry segments, geographic areas or demographic hosting 15 – 40 employers where candidates interact directly with hiring managers.
- Monthly Career Readiness webinars- taught by industry experts with easy to implement content, breakout session to meet with resume/career/LinkedIn & financial coaches during the webinars, and 24/7 access to all webinars post-event.
- Model of interaction and connection shortens the hiring window by three- months via our proactive approach to job search.
- Utilize AI and technology to reach the entire community / area served.
- Proactively attract, equip and empower job seekers to connect with resources, employers, and each other. And refer them to additional support resources as needed.
- Contracted by entities like ARIZONA@WORK and Pipeline AZ to support their workforce efforts, extend their staffing efforts, or facilitate career readiness workshops with the goal of driving more participation and engagement into their programs and required metrics.
- Activate programs within 5 business days to respond to company lay-offs due to our vast network of professional coaches, over 900 employers, and 300+ community partners. We've helped 73% of displaced workers get reemployed in less than three months.
- Foster a friendly, approachable community that's easy to access, ensuring job seekers feel supported and not alone.



**CAREER**  
CONNECTORS

**Thank You!**

**Jessica Pierce**  
Founder & CEO  
480-239-6738

[jessica@careerconnectors.org](mailto:jessica@careerconnectors.org)

**Joey Richardson**  
Executive Director  
602-315-6356

[jrichardson@careerconnectors.org](mailto:jrichardson@careerconnectors.org)



**WIOA One-Stop Operator Monthly Report**

**Month:** August 2024

**Reporting Agency:** CPLC OSO, Heather Bachicha

- **Introduction: August was such an exciting month in Coconino County. Arizona @ Work pulled together to provide resources to Shuff Steel due to closure. There were many days of outreach to explain our new referral system to community partners. Monthly One Stop meetings have been established.**
- **Customer Services Total Customers Served: 850**
  - New Customers: 58
  - Returning Customers: 792
  - **Service Breakdown:**
    - Initial Assessments:
    - Career Counseling:
    - Resume and Cover Letter Assistance:
    - Job Search Workshops:
    - Other Services (Specify):
      - Job placements: 6
  - **Customer Satisfaction:**
- **Employer Services**
  - **Total Employer Interactions: 0**
    - New Employer Contacts:
    - Existing Employer Meetings:
  - **Services Provided:**
    - Job Posting Assistance: 95
    - Recruitment Events Held:
    - On-the-Job Training (OJT) Agreements Signed:
    - Other Services (Specify):
- **Program participation**
  - **WIOA Title I Adult Participants:**
    - Enrolled in Training:
    - Placed in Employment:
  - **WIOA Title I Youth Participants:**
    - Enrolled in Education/Training:
    - Placed in Employment:
  - **Other Programs (if applicable):**
    - Vocation Rehab (Title IV)
      - New Clients:
      - Continuing Clients:
    - Job placements:

- **Key Performance Indicators (KPIs)**
  - **Job Placement Rate:** 52%
  - **Credential Attainment Rate:** 26%
- **Challenges and Opportunities**
  - Some communication barriers are still present
  - With the introduction of a new referral system, it will be easier to track all data that is presented by the partners, and compile into better quantitative data trackers
- **Next Steps**
  - Modify data collection tool to ensure it matches what is requested of this monthly report
  - Continue to build rapport between OSO and partners
  - Continue to build connections and relationships between OSO and community
    - This will be done through attendance at events and communicating with hosts of events and participants
  - Exciting news with ATLAS and Eckerd Connects joining this amazing team
  - One Stop partner meetings will be begun on September, 16 and scheduled for the 3<sup>rd</sup> Tuesday of each month

**Coconino County Workforce Development Area**  
**YTD Expenses as of 08/31/2024**  
**Fiscal Year 2025**

<b>Expenditures</b>	<b>Jul-Sep Expenses Quarter 1</b>	<b>Oct-Dec Expenses Quarter 2</b>	<b>Jan-Mar Expenses Quarter 3</b>	<b>Apr-Jun Expenses Quarter 4</b>	<b>Expenditures Total</b>
<b>Local Workforce Development Board (LWDB)</b>					
Salaries	\$ 45,839				\$ 45,839
ERE	17,018				17,018
Indirect Costs to County	-				-
Incumbent Worker Training/WDB Initiatives	-				-
Operations	6,293				6,293
Travel	95				95
Work-Based Learning (RR)	19,754				19,754
One-Stop Operator	19,388				19,388
One-Time Funding State Admin	53,292				53,292
<b>Total WDB Expenditures</b>	<b>161,679</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>161,679</b>
<b>Health and Human Services Program (HHS)</b>					
Salaries	28,376				28,376
ERE	11,406				11,406
Indirect Costs to County	-				-
Operations	58				58
Travel	-				-
Direct Client Expenditures					
In-School Youth Training & Support	-				-
Out-of-School Youth Training & Support	-				-
Youth WEX	7,675				7,675
Adult Training & Support	12,636				12,636
Dislocated Worker Training & Support	-				-
<b>Total Program Services Expenditures</b>	<b>60,151</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>60,151</b>
<b>Total Expenditures</b>	<b>\$ 221,830</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 221,830</b>

<b>Youth Requirement Tracking</b>	<b>PY23 Category Expenses</b>	<b>PY23 Allocation</b>	<b>% of Allocation</b>	<b>YTD Category Expenses</b>	<b>YTD Total Youth Exp</b>	<b>% of YTD Expenses</b>
<b><u>Out-of-School Youth % of Total Youth</u></b> (should be at least <b>75%</b> )	\$ 37,976	\$ 423,113	<b>9%</b>	\$ 7,155	\$ 7,675	<b>93%</b>
<b><u>WEX % of Total Youth</u></b> (should be at least <b>20%</b> )	\$ 7,675	\$ 423,113	<b>2%</b>	\$ 7,675	\$ 7,675	<b>100%</b>

<b>Funding Overview</b>	
FY25 Available Funding	\$ 2,591,843
YTD Expenditures	221,830
<b>Remaining</b>	<b>\$ 2,370,013 91%</b>