



**WORKFORCE DEVELOPMENT BOARD**

**November 14, 2024**  
**Board Meeting Packet**



COCONINO COUNTY

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# Meeting Packet

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## WORKFORCE DEVELOPMENT BOARD MEETING AGENDA

Thursday, November 14, 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: 271 026 520 868 Passcode: Pg3mq9

### 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 9/19/2024 board meeting

### 4. Approval of Consent Item:

- A. Approval board meeting calendar for 2025

### 5. Presentation

- **Northern Arizona Good Jobs Network Update:** Andrew Witzel, Rural Program Manager - Workforce Development, Local First Arizona
- **Coconino WIOA Local Plan Update:** Northern Arizona University – Economic Policy Institute, NAU-EPI

### 6. Committee Reports:

- A. One Stop Operator updates – *CPLC*
- B. Title 1B update -- *Eckerd*
- C. Finance Report and FY25 Budget Discussion -- *Armando Bernasconi*
- D. Board Staff Report – *Regina Salas, Assistant Director*
- E. Chair update – *Bruce Sobczak, Chair*

### 7. Meeting Recap

### 8. ADJOURNMENT

- A. Next Workforce Development Board Meeting, Thursday, January 16, 2025

**COCONINO WORKFORCE DEVELOPMENT BOARD**

**Meeting Minutes  
September 19, 2024**


<u>WDB Members Present</u>	<u>Board Staff</u>	<u>Guests</u>	<u>WDB Members Absent</u>
Kay Leum	Billy Francis	John Diemer	Geoffory D. Lloyd
Armando Bernasconi	Yanzi Liu	Troy Roland	Beth Caplan
Donovan Weidmann	Steven Reyna	Heather Bachicha	Valerie Kelly
Gail Jackson		Jessica Hudson	Bruce Sobczak
Brent Neilson		Jessica Pierce	Seth Gregar
Judy Franz		Joey Richardson	
Brenda sipe		Andrea Merrihew	
Julie Pastrick		Kim Musselman	
John Saltonstall		Sandra Darling	
		Terence Pinkston	
		Tyson Knudsen	
		Eric Deschamps	
		Linda Branch	
		Eilise Fisher	

- 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** – Vice Chair Gail Jackson 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. **Approval of Minutes** – Both meeting minutes from 7/25/2024 and 8/2/2024 were approved by Brent Nelson and seconded by Julie Pastrick.
- vi. **Approval of consent items** – All three new member applications were approved by Kay Leum and seconded by John Saltonstall.
- vii. **Presentation** – ARIZONA@WORK Coconino County by Jessica Pierce, CEO and founder of Career Connectors.
  - Brenda asked, if you could see further collaboration with the educational institutions, what would that be? Jessica said they are working with Arizona Career Pathway.
- viii. **Committee Reports**
  - One Stop Operator update by Heather Bachicha from CPLC. Armando asked if the ATLAS has been implemented at One-Stop Center. Heather said she is expecting that will happen in about two weeks. Gail asked how many people had come through the office over the last


few months. Heather said last month there were about 350 people that went through the One-Stop.

- Rapid Response report by Steven Reyna. Scheef Steel had a successful RR hiring event on 8/7-8/8.
  - Finance Report by Armando Bernasconi. The expenditures for the Workforce Development Board salaries are \$45839 in salaries, \$17018 ERE, Operations, \$6293, WBL \$19754, OSO \$19388 and One-Time Funding \$53295, bringing a total of Board expenditures of \$161679. Title 1B's expenditure (Still by HHS) total is \$60151. The FY25 available Funding is \$2591843, YTD expenditures are \$221830, and the budget remaining is \$2370013(91%). Gail asked that the one-time funding state admin amount be awarded to the companies as well as the Workforce Development Board or just the money that was awarded to the Workforce Development Board. Billy clarified that that's the amount awarded just for the board. Key asked what the \$53292 had been used for. Billy answered we've used the money for the Indigenous Community health and resource fair sponsorship, the MoonShot partnership, and employ outreach. Flagstaff business news. And incumbent worker training advertisement and then the website of the coconinocounty.org that we started. We still have 105,000 remaining that we can utilize on other marketing campaigns until June 30th.
  - Billy Francis did the Executive Director's Report. You will see the Local Plan be out for public comment and review. NAU won the bid for the Minimum Wage Study.
- ix. **ADJOURNMENT**—The meeting was adjourned at approximately 9:30 AM. The motion was first approved by Armando and seconded by Key.

Workforce Board Meetings

 (Highlighted in Orange)

Executive Member Meeting

 (Highlighted in Yellow)



- January 2nd
- February 27th
- May 1st
- July 3rd
- September 4th
- October 30th


Workforce Board Events


New Member Orientation  
TBD

Holidays



-  (Underlined in Blue)
- Jan 1, New Year's Day
- Jan 20, Martin Luther King Jr. Day
- Feb 17, Washington's Birthday
- May 26, Memorial Day
- Jul 4, Independence Day
- Sep 1, Labor Day
- Oct 13, Columbus Day
- Nov 11, Veterans Day
- Nov 27, Thanksgiving Day
- Dec 25, Christmas Day

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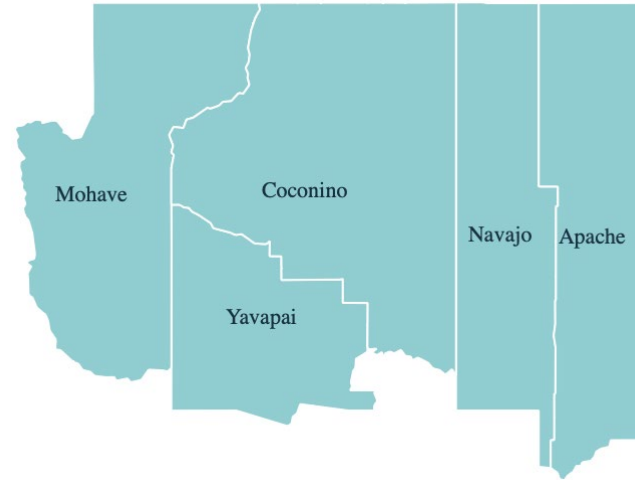
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# Northern Arizona Good Jobs Network

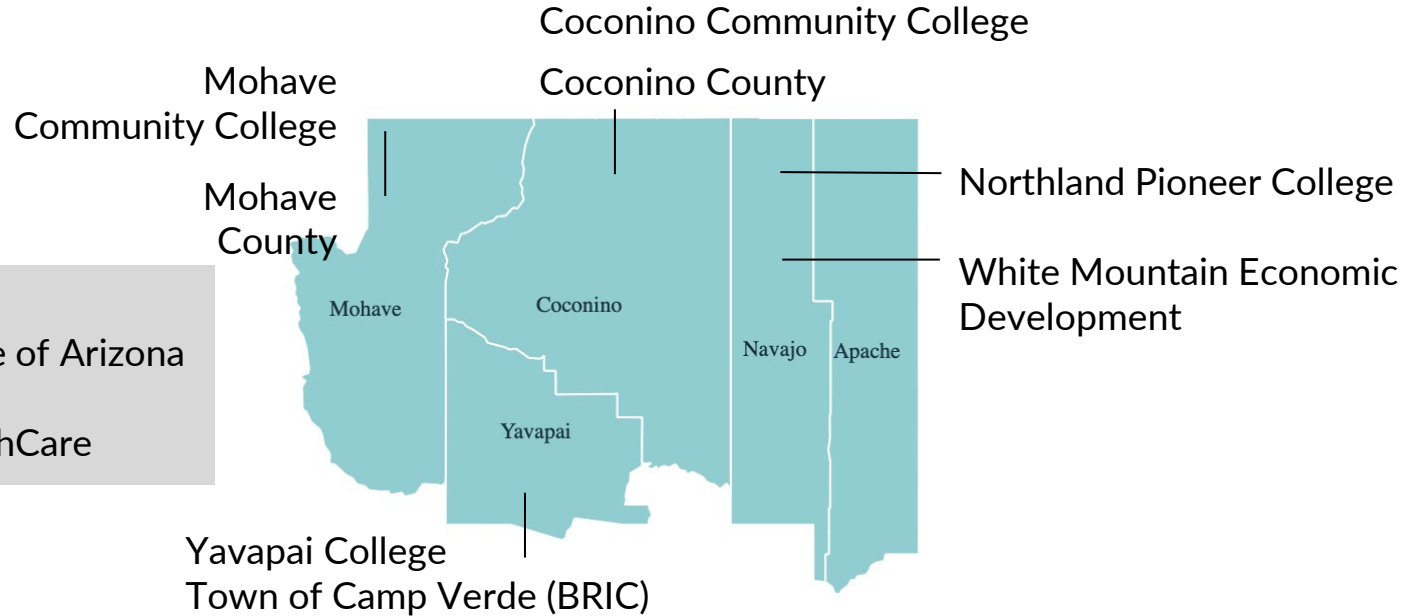




**A 4-year, 3-phase project focused on developing a *regional* workforce training system across the 5 Northern Arizona counties. It is patterned after the EDA's Good Jobs Challenge framework.**

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# The Network as It Now Stands



CBOs:

Center for the Future of Arizona  
Local First Arizona  
North Country HealthCare

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# What We're Trying to Accomplish

With the BuildItAz initiative & Governor's focus on apprenticeships, employer TA is also an opportunity to expand awareness & participation



- Provide direct **technical assistance to rural employers** on:
  - all aspects of providing good jobs (not just pay)
  - earn-while-you-learn employment and training models to accelerate people into paid roles while upskilling/earning credentials
- **Market-back training formats** designed on 1) direct employer feedback and 2) helping the most vulnerable to participate
- **Retain talent in rural Az** via placement and advancement into good and better *rural* jobs
- **Retain workers** by offering more options to employers to close their skills gaps and accelerate their upskilling
- **Supplement existing wraparound services** by trying to close WIOA gaps, pilot new approaches

*This program complements and adds capacity to rural LWDA's*

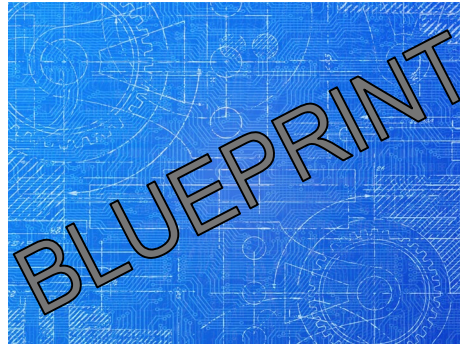
## Phase 1: System Development (Developed Regional Blueprint)

## Phase 3: Program Implementation 2025-2026



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# Primary Phase 1 Deliverable: A Regional Blueprint

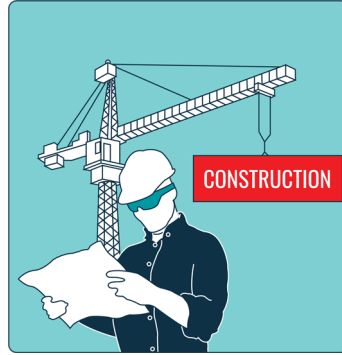


This blueprint guides Phases 2 and 3.

Developing it involved:

- Consulting labor market & other data
- 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

# Phase 2: Training-to-Employment Models by Sector



Program

**Non-Technical Skills Training Resource Hub**

**Stackable, Hands-on Training**

**Medical Assistant Accelerator**

**Food Services Upskilling & Entrepreneurism**

Lead

Mohave Community College

Northland Pioneer College

North Country HealthCare

White Mountain Economic Development

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# Next Steps for NAGJN Program

- Develop program curriculum/content
- Conduct employer outreach for programs requiring further exploration
- Develop network of community-based orgs to support employer and trainee recruitment and design and delivery of wraparound services

This program is a  
journey, not a  
sprint. More than  
2 years to go ...



Thank  
You

We appreciate  
your knowledge,  
support &  
collaboration!

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# Contacts:

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[andrew@localfirstaz.com](mailto:andrew@localfirstaz.com)

Jay Johnson: 602-956-0909 ext 67  
[jay@localfirstaz.com](mailto:jay@localfirstaz.com)

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# Appendix

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# Training Models Being Further Explored with Employers



## Commercial Driver Apprenticeships

**Manufacturing:  
Entry-Level Skills Training**  
*(possible pre-apprenticeship)*



## Outdoor Hospitality

**RV Maintenance**

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# Non-technical Skills (NTS) Program

This project led by Mohave Community College will:

- Develop a resource hub for employers with consolidated list of available NTS training programs
- Convene employers and industry orgs for assessment and analysis of NTS training gaps and recommendations
- Deliver a set of pilot NTS training programs, pathway programs or partnership programs to fill identified gaps



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# Construction Program

This program led by Northland Pioneer College will include 3 areas:

- Adaptation of Job Site Ready program from Montana
- Construction of site-built and modular homes
- Optional parallel entrepreneur track for those who want to go into business for themselves



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# Medical Assistant Accelerator

This project led by North Country Healthcare with Yavapai College leading training design will:

- Develop a workgroup of training providers, employers, and industry stakeholders
- Meet industry needs in an accelerated model
- Map career pathways for individual development and growth, i.e., nursing, healthcare administration, etc.



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# Food Services Upskilling & Entrepreneurism

This project led by White Mountain Economic Development will:

- Conduct community outreach, including roundtables, career pathway mapping, and assessment of employer attributes in a three-county area
- Research existing food and culinary programs in that area
- Pilot a shared kitchen program, utilizing community food businesses when their facilities are not in use
- Explore supporting Registered Apprenticeships



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# Wraparound Service Needs



- Program design includes considering the localized needs of target trainee populations
- Additional CBOs will help match services to critical support identified for training completion. This support could include:
  - Housing services (rent, utilities, move-in expenses, etc.)
  - Transportation
  - Mental health/substance use services
  - Childcare support
  - Needs of specific underserved populations (Native Americans, veterans, single-parent families, justice-involved individuals, individuals with disabilities, etc.)

# Coconino County Workforce Development Plan (2025-2028) Updates

Economic Policy Institute  
Northern Arizona University

# Timeline

EPI was  
awarded  
July 23

1<sup>st</sup> stakeholder  
meeting (10 board  
members)  
reviewed goals  
August 2

Employer  
survey  
August 19-23

Public  
comment  
addressed  
Nov 1

Coconino  
Workforce  
Board  
meeting  
July 25

2<sup>nd</sup> stakeholder  
meeting (48  
attendees,  
included  
employers)  
August 14

Draft for public  
comment  
September 24 –  
Oct 30

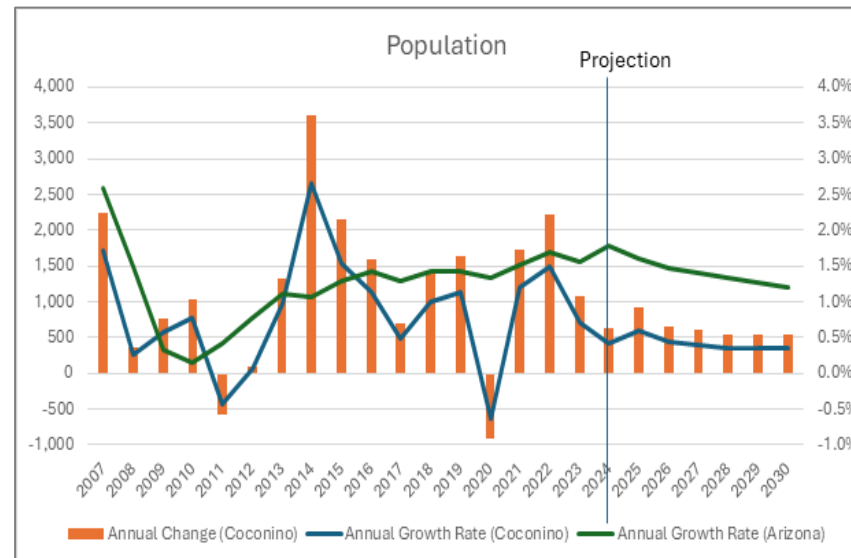
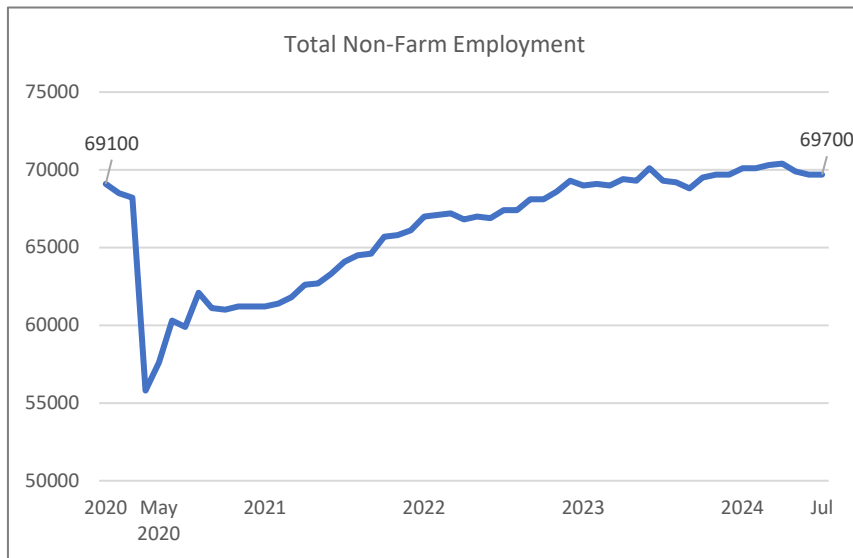
# Current Employment and Population Trends

The local labor market is shaped by land ownership in Coconino County

- 38% of land in tribal areas and over 40% controlled by federal and state agencies.
- Reflected in key industries like tourism and government: together account for half of the employment.

Coconino County is experiencing its tightest labor market in over a decade

- Unemployment rates: 4.1%
- Workforce participation rates above the state average: 79.4% vs 77.8%
- Slow population growth is slowing: 0.4% annually, much lower than the state average
  - Coupled with a housing shortage, makes it challenging to attract and retain workers

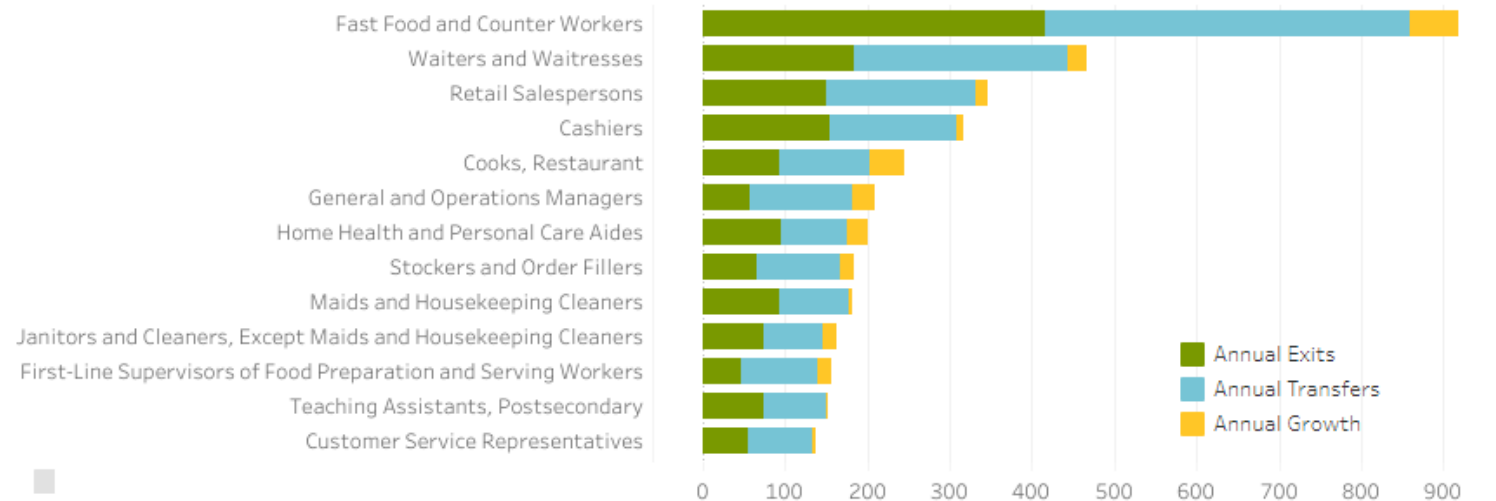


## Long-Term (2022-2032) Coconino County Occupational Projections

- The projected net increase in employment is modest (the projected annual numerical change is 2,475 over the ten-year period from 2022-2032)
- The number of annual job openings is significantly higher (9,282) due to employee turnover (exits and transfers), driven in part by baby-boomer retirements.
- There will be high volumes of job openings across multiple sectors
  - Even in industries projected to have negative growth.
  - Fast growing sectors will face dual pressures from turnover and an overall increase in job demand
    - food services, accommodation, professional and technical services, and healthcare

SOC Code	Occupation Title	Based Employment	Projected Employment	Annual Growth	Annual Percent Change	Total Annual Openings
35-3023	Fast Food and Counter Workers	3,478	4,056	58	1.5%	918
35-3031	Waiters and Waitresses	2,030	2,257	23	1.1%	466
41-2031	Retail Salespersons	2,222	2,364	14	0.6%	346
41-2011	Cashiers	1,560	1,645	8	0.5%	317
35-2014	Cooks, Restaurant	1,154	1,577	42	3.2%	246
11-1021	General and Operations Managers	2,190	2,448	26	1.1%	209
31-1120	Home Health and Personal Care Aides	1,073	1,338	26	2.2%	202
53-7065	Stockers and Order Fillers	952	1,124	17	1.7%	184
37-2012	Maids and Housekeeping Cleaners	1,230	1,280	5	0.4%	183
37-2011	Janitors and Cleaners, Except Maids and Housek..	977	1,135	16	1.5%	163

Coconino County Projected Annual Openings by Type



# In-Demand Industries and Occupations

- These industries offer strong or growing employment levels and competitive or growing wages.
- Employment in these sectors is expected to grow by 1.6% annually, outpacing overall job growth.
- High-growth sub-sectors like forestry and fleet vehicle maintenance are also identified.

Rank	Industry	Employment Level (2023)	Employment Location Quotient (Q4 2023)	Projected Employment Numeric Change (2023-2025)	Projected Annual Percent Change (2023-2025)	Average Weekly Wages	Wage Location Quotient (Q4 2023)	Average Weekly Wage Percent Change (Q3 2020-2023)
1	Health care and social assistance	10,030	0.9	325	1.6%	\$1,342	1.07	2.80%
2	Construction	3,042	0.85	52	0.9%	\$1,129	0.71	7.40%
3	Management of companies and enterprises	600	0.48	58	4.7%	\$1,063	0.46	-0.60%
4	Professional, scientific, and technical services	1,977	1.1	59	1.5%	\$1,029	1.06	3.80%
5	Manufacturing	3,996	0.72	136	1.7%	\$1,259	1.12	-4.10%

## Five-Star Rated Core In-Demand Occupations, Ten Highest Average Annual Wages

In-Demand Occupation		Projected Jobs (2023-2025)		Average Annual Wages (2022)	Education Level	Core In-demand Industries
Job code	Occupation Title	% Change	Openings			
29-1171	Nurse Practitioner	10.9%	36	\$132,629	Master's degree	Health care and social assistance
17-2112	Industrial Engineers	6.8%	56	\$110,853	Bachelor's degree	Manufacturing; Professional, scientific, and technical services
41-9022	Real Estate Sales Agents	3.2%	38	\$78,800	High school diploma	Real estate and rental & leasing
13-2011	Accountants & Auditors	2.8%	92	\$73,563	Bachelor's degree	Professional, scientific, and technical services
41-4012	Sales Representatives, Wholesale and Manufacturing	2.1%	78	\$72,408	High school diploma	Manufacturing
13-1161	Market Research Analysts & Marketing Specialists	5.4%	72	\$63,787	Bachelor's degree	Professional, scientific, and technical services; Manufacturing
33-3051	Police & Sheriff Patrol Officers	0.9%	56	\$63,118	High school diploma	Government
47-2111	Electricians	1.5%	50	\$53,801	High school diploma	Construction
47-2073	Operating Engineers & other Construction Equipment Operators	2.5%	36	\$53,576	High school diploma	Construction
53-3032	Heavy and Tractor-Trailer Truck Drivers	3.5%	158	\$50,807	Post-secondary non-degree	Trade, Transportation and Utilities
47-2031	Carpenters	2.5%	81	\$47,385	High school diploma	Construction

## Workforce Development Challenges and Opportunities

- Filling Senior Positions
- Aligning Youth Education with Industry Needs
- Limited Certified Training Programs
- Demand for Tech Skills.
- Opportunities for Underemployed Populations.
- Geographic Barriers
- WIOA Awareness
- Flagstaff's Minimum Wage

## Strategic Workforce Development Priorities

- Upskill the Workforce
- Engage Youth in Career Pathways
- Expand Workforce Participation
- Enhance Digital Literacy
- Certify More Training Programs
- Increase Awareness of Services

# Strategic Goals and Focus Areas

The CCWDB has set five goals and 14 strategies across three focus areas:  
**Relevance:** Align programs with

Coconino County's evolving needs.

**Access:** Expand services geographically and to underserved populations, including youth

**Engagement:** Strengthen partnerships with local businesses and service providers

Focus Area 1: Expand Relevance	
Goal #1: Create a responsive workforce system that is tailored to the specific needs of Coconino County.	1.1: Expand the list of registered eligible training providers in the region, prioritizing those related to Coconino County's in-demand industries and occupations. 1.2: Prioritize training programs that upskill and reskill the current workforce, helping existing employees advance into more senior roles, particularly in sectors facing the highest retirement rates and labor shortages. 1.3: Prepare workers for increasingly automated environments by offering digital literacy and technology training, helping industries integrate higher levels of automation while maintaining a skilled workforce.
Focus Area 2. Expand Access	
Goal #2: Increase participation of youth and individual job seekers in the system and expand their access to in-demand industries.	2.1: Promote career opportunities in the county's in-demand and emerging industries to younger workers. Use a sectoral approach with industry leaders and top employers to engage youth. Develop initiatives that raise awareness about well-paying career options, starting from high school, and create clear pathways for training and career progression. 2.2: Reduce barriers that prevent underrepresented populations from participating in the workforce. This includes addressing financial barriers such as childcare and transportation costs, and providing wage subsidies for priority groups. 2.3: Diversify methods of connecting with priority populations to include partnerships with schools, elected leaders, faith communities, and organizations such as food banks, to maximize ways for individuals to connect with services.
Goal #3: Increase access to services in rural communities.	3.1: Connect with workforce development boards of Native American communities of Coconino County to share services and opportunities. 3.2: Creatively market WIOA services to rural communities through avenues such as radio ads, attending rural events such as job fairs and sporting events, and collaborating with title partners that regularly travel throughout the county. 3.3: Expand opportunities to include virtual internships for youth and rural kiosks that reduce wait time in connecting job seekers with opportunities.
Focus Area 3. Expand Engagement	
Goal #4: Enhance collaboration among core partners to provide the best services possible to individual job seekers and businesses.	4.1: Provide One Stop with a frictionless digital referral and co-enrollment system that can connect all Title providers and provide an aligned way of supporting individuals. 4.2: Determine the common metrics for understanding workforce system success and data collection methods so that information can be shared regularly with stakeholders via a digital dashboard.
Goal #5: Expand engagement with local and regional businesses.	5.1: Increase awareness and communicate the value-added of WIOA services to businesses using a customer-service approach to help them quickly see the WIOA services relevant to them and opportunities to access funding. 5.2: Convene the business community to explore and realize internships and employment opportunities for youth and individuals with barriers to employment by highlighting the workforce system's supportive services for prioritized populations. 5.3: Strengthen strategic partnerships with local and regional Economic Development boards, Chambers of Commerce, and other relevant community partners to increase awareness of WIOA services and coordination of programs.

**Thank you!**

**NIAU**  
NORTHERN ARIZONA UNIVERSITY

**WIOA One-Stop Operator Monthly Report**

**Month:** October 2024

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

- **Introduction: October was an exciting month with welcoming Eckerd Connect to the already great Coconino Team. Extremely hopeful for the calibration they will bring to the community**
- **Customer Services Total Customers Served:**
  - New Customers: 25
  - Returning Customers: 672
  - **Service Breakdown:**
    - Initial Assessments:
    - Career Counseling:
    - Resume and Cover Letter Assistance:
    - Job Search Workshops:
    - Other Services (Specify):
      - Job placements: 16
  - **Customer Satisfaction:**
- **Employer Services**
  - **Total Employer Interactions:**
    - New Employer Contacts: 0
    - Existing Employer Meetings: 0
  - **Services Provided:**
    - Job Posting Assistance: 0
    - Recruitment Events Held: 0
    - On-the-Job Training (OJT) Agreements Signed: 0
    - Other Services (Specify): 0
- **Program participation**
  - **WIOA Title I Adult Participants:**
    - Enrolled in Training:
    - Placed in Employment:
  - **WIOA Title I Youth Participants:**
    - Enrolled in Education/Training: 6
    - Placed in Employment:
  - **Other Programs (if applicable):**
    - Vocation Rehab (Title IV)
      - New Clients:
      - Continuing Clients:
    - Job placements:
- **Key Performance Indicators (KPIs)**
  - **Job Placement Rate:**

- **Credential Attainment Rate:**
- **Challenges and Opportunities**
  - Some communication barriers are still present
  -
  
- **Next Steps**
  - Continue to build rapport between OSO and partners



COCONINO COUNTY

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

# Adult, Dislocated Worker, and Youth

**CCWDB Service Provider Updates**  
**November 2024**

Troy Roland, Eckerd Connects  
Operational Director

Aaron Moon, ARIZONA@WORK Area  
Manager



# New Team Member Onboarding

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## Meet

- Luke Metzheiser – Career Coach
- Justine Molitor – Career Coach
- Thomas Yellowhair – Career Coach

## Still to join

- Program Manager – Target November 12
- Workforce Development Specialist (Business Services) - Target November 18



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# Training Timeline



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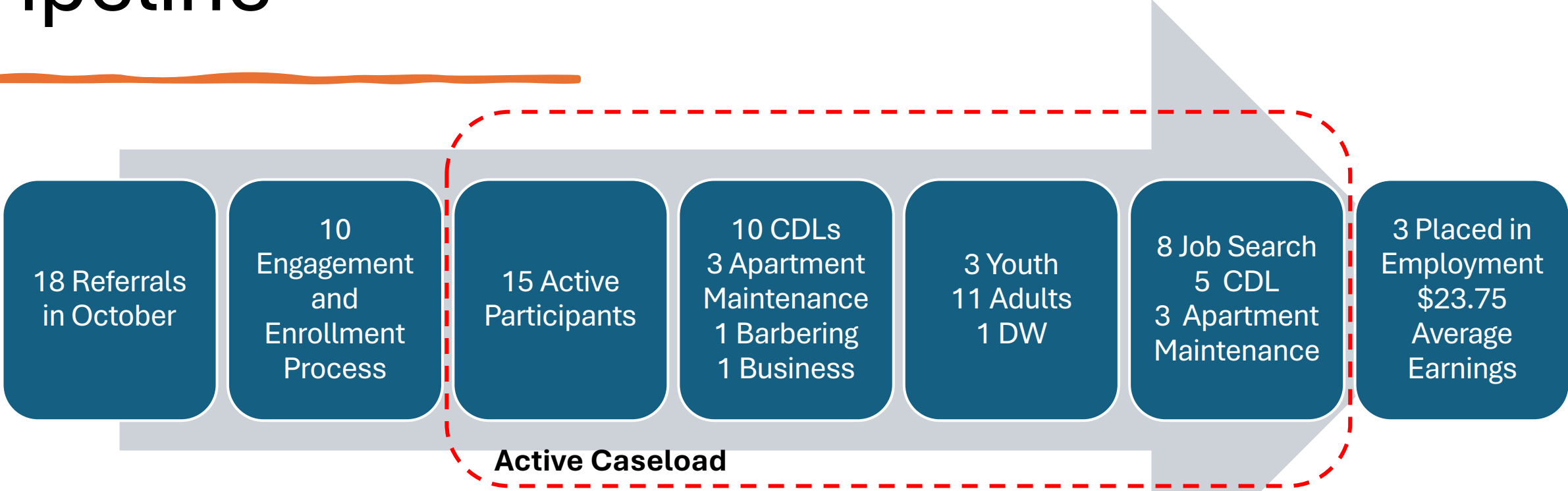
# Service Alignment and Transparency

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- Met with Kuttz Barber School and Phoenix Truck Driving School (Coconino Community College)
  - Eckerd coordinated meet & greet with key local training providers
  - Provide information on customer engagement processes and activities
  - Align services and communication standards to help manage customer and partner expectations



# PY24 Skill Development Pipeline



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# Service Transparency

## PY24 COCONINO ACTIVE CASELOAD REPORT - Updated 10/30/24

	Enrollment Date	PARTID	Last Name	Adult/DW	Training Type (ITA, OJT, WEX)	Training Provider	MSG Set (Yes, No, NA)	Voucher Received (Yes, No)	Last Check-in Date	Employment Search Assistance Needed?	Employment Date	Exit Date	Notes
Job Search	2/28/2024	2617668	Ybarra	Adult	CDL	PHX	Yes		10/14/2024	Yes			Participant stated he received his CDI, Asked for a copy to be sent in, Now unable to reach been blocked
	3/8/2024	158805	Soke Jr	Adult	APT Maint	CCC	Yes		10/7/2024	Yes			Participant is working looking for employment with credential received
	3/18/2024	3160284	Begay	Adult	APT Maint	CCC	Yes		8/13/2024				Unable to reach participant last was incontact with previous Career Planner 8/13/2024, Credential received, 10/28-No Nanswer VM left
	3/18/2024	699996	Begay Sr	Adult	APT Maint	CCC	Yes		8/13/2024				Unable to reach participant last was incontact with previous Career Planner 8/13/2024, Credential received, 10/28 Hung up on Career Planner
	3/20/24	2628607	Porter	Adult	CDL	PHX	Yes		10/7/2024	Yes			Received credential job searching for CDL employment, Currently employed at local market
	4/2/2024	3163617	Fogg	Adult	CDL	PHX	Yes		10/7/24	Yes			Received HAZMAT job searching
	5/8/2024	2588409	Rodriguez	Youth	CDL	PHX	Yes		10/22/2024	Yes			Client received CDL looking for employment with background
	8/9/2024	2996616	Fauci	Adult	CDL	PHX	Yes		10/7/2024	Yes			Client received CDL , Job searching
HEALTH SERVICES													

### Live Active Caseload Report

- Provides a comprehensive snapshot of ADY active caseloads and participant status
- Link provided to Workforce Board staff and submitted monthly



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# Next Steps

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- Continue onboarding and training initiatives
- Continue to embed services in Coconino County through new and existing partnerships
- Continue to integrate transformative services and customer engagement practices that are highly localized and align with labor market demands





# Questions

**Coconino County Workforce Development Area**  
**YTD Expenses as of 09/30/2024**  
**Fiscal Year 2025**

**Money In**

FY24 Carryover	\$ 530,745.00
New Funding	1,619,261
<b>Total Funding Available</b>	<b>\$ 2,150,006.00</b>

**Money Out**

	Budget	Jul-Sep Expenses Quarter 1	Oct-Dec Expenses Quarter 2	Jan-Mar Expenses Quarter 3	Apr-Jun Expenses Quarter 4	Expenditures Total	% of Budget Remaining	% of Year Remaining
<b>Subrecipients</b>								
One-Stop Operator	\$ 126,876	\$ 29,815				\$ 29,815	77%	75%
Service Provider	940,000	-				-	100%	75%
<b>Special Funding</b>								
One-Time Funding	159,774	53,292				53,292	67%	75%
Rapid Response Salary and ERE	357,988	23,089				23,089	94%	75%
Rapid Response Operations/Travel	132,092	10,539				10,539	92%	75%
<b>Regular WIOA Expenses</b>								
Salary and ERE	205,374	154,279				154,279	25%	75%
Operations	200,000	34,290				34,290	83%	75%
Travel	15,000	208				208	99%	75%
<b>Expense Total</b>	<b>\$ 2,137,104</b>	<b>\$ 305,511</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 305,511</b>	<b>86%</b>	<b>75%</b>

**Youth Requirement Tracking**

	PY23 Category Expenses	PY23 Allocation	% of Allocation	YTD Category Expenses	YTD Total Youth Exp	% of YTD Expenses
<b>Out-of-School Youth % of Total Youth</b>						
(should be at least 75%)	\$ 86,788	\$ 423,113	<b>21%</b>	\$ 55,967	\$ 56,486	<b>99%</b>
<b>WEX % of Total Youth</b>						
(should be at least 20%)	\$ 7,675	\$ 423,113	<b>2%</b>	\$ 7,675	\$ 56,486	<b>14%</b>

**Expiring Funding Overview**

Funding to Expire by June 30th, 2025	\$ 862,522
YTD Expenditures in Expiring Funds	152,565
<b>Remaining</b>	<b>\$ 709,957 82%</b>

**Coconino County Workforce Development Area**  
**One-Time Funding Expenses as of 09/30/2024**  
**Fiscal Year 2025**

**Marketing**

Indigenous Community Heath & Resource Fair sponsorship	\$ 100.00
Moonshot Partnership in Employer Outreach	1,500.00
Flagstaff Business News IWT advertisement	1,160.00
Wix website services for coconinoworks.org	1,411.65
<b>Total</b>	<b>4,171.65</b>
<b>Budget</b>	<b>109,774.00</b>
<b>Remaining</b>	<b>\$ 105,602.35</b>
	96%

**Atlas Referral System**

Setup services and software	\$ 49,120.00
<b>Budget</b>	<b>50,000.00</b>
<b>Remaining</b>	<b>\$ 880.00</b>
	2%

**Summary**

<b>Grand Total</b>	<b>\$ 53,291.65</b>
<b>Budget</b>	<b>159,774.00</b>
<b>Remaining</b>	<b>\$ 106,482.35</b>
	67%

**Coconino County Workforce Development Area  
WIOA Budget  
Fiscal Year 2025**

**Money In**

FY24 Carryover	\$	530,745
New Funding		1,619,261

<b>Total Funding Available</b>	<b>2,150,006</b>
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**Money Out**

**Subrecipients**

One-Stop Operator	126,876
Service Provider	940,000

**Special Funding**

One-Time Funding	159,774
Rapid Response Salary and ERE	357,988
Rapid Response Operations/Travel	132,092

**Regular WIOA Expenses**

Salary and ERE	205,374
Operations	200,000
Travel	15,000

<b>Total Expenses</b>	<b>2,137,104</b>
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<b>Surplus/Deficit</b>	<b>\$ 12,902</b>
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# YOU ARE INVITED!

## Attention Business Owners:

You are invited to an online focus group to help us understand the impact of Flagstaff's higher-than-average minimum wage on local businesses. Join us for a 90-minute virtual session to share how the wage increase has affected your operations, workforce, and business decisions. Your insights will help shape a clearer picture of the challenges and opportunities this policy creates for the Flagstaff business community.

**WHEN:** Choose from one of the following sessions:

- Wednesday, November 13 from 9:00 - 10:30 am
- Thursday, November 14 from 5:30 - 7:00 pm

**WHERE:** Virtual Zoom session. Link will be sent after you register.

**REGISTER HERE**



**OR**

**CLICK HERE TO REGISTER**



This study is being conducted by Northern Arizona University's Economic Policy Institute for the Coconino County Workforce Development Board.

Share your story and make your voice heard – register today!

# YOU ARE INVITED!

## Attention Employees in Flagstaff Working at or Near the Minimum Wage:

We want to hear from you! Please join a 90-minute focus group to share your experiences working in Flagstaff with a higher minimum wage than the state of Arizona. This is your chance to talk about how the wage increase has affected your work, hours, and quality of life. Your insights will help us understand the impact of Flagstaff's minimum wage on employees across our community.

**WHEN:** Choose from one of the following sessions:

- Wednesday, November 13 from 5:30 - 7:00 pm
- Thursday, November 14 from 9:00 - 10:30 am

**WHERE:** Virtual Zoom session. Link will be sent after you register.



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