



Innovative Workforce Solutions

**WORKFORCE ARIZONA COUNCIL  
Executive Committee**

Thursday August 14th, 2025 | 1:00 pm – 3:00 pm  
Virtual Meeting

**Zoom Information**

<https://us02web.zoom.us/j/81455687758?pwd=CvBhbTZlkaVlCTEQW9lY3DDS4iIuQh.1>

Meeting ID: 814 5568 7758 | Passcode: 557163

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1. **Call to Order, Chair Mark Gaspers** (3 minutes)
2. **Roll Call, Giselle Retana** (2 minutes)
3. **Call to the Public, Chair Mark Gaspers** (3 minutes)
4. **Approval of minutes from Q2 April 17th, 2025 Executive Committee Meeting, Vote, Chair Mark Gaspers** (2 minutes)
5. **Governance and Compliance, Deseret Romero** (10 minutes)
  - a. **2025 LWDB Recertifications, Vote**
6. **2026 Executive Committee and Full Council Dates, Giselle Retana, Vote** (3 minutes)
7. **OEO Director Update, Director Contreras** (10 minutes)
  - a. **New Workforce Administrator!**
  - b. **Workforce Summit Recap**
  - c. **Other Agency Updates**
8. **State Plan Modification Update, Patrick Brown, Janice Garza and Deseret Romero** (15 minutes)
9. **Workgroup Updates, Janice Garza** (8 minutes)
10. **DES Agency Updates, Anna Hunter** (20 minutes)
  - a. **WIOA & Federal Funding**
  - b. **Rapid Response**
  - c. **Recapture**
  - d. **TEGL 2-25**
  - e. **System Modernization**
  - f. **DES Strategic Plan**
11. **Membership Update, Giselle Retana** (5 minutes)
12. **Adjournment**

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Executive Committee and to the general public that the Committee will hold a meeting, open to the public, on August 14th, 2025 from 1:00pm-3:00pm. via Zoom.*

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

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

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



OFFICE OF  
**ECONOMIC**  
OPPORTUNITY

# Workforce Arizona Council Meeting

Executive Committee

August 14, 2025

# Welcome & Call to Order

Mark Gaspers, Chair



# Roll Call

Giselle Retana, Workforce Arizona Council  
Administrative Coordinator



# Call to the Public

Mark Gaspers, Chair



# Approval of Minutes

Q2 April 17, 2025

Executive Committee Meeting

Mark Gaspers, Chair



# Governance and Compliance

Deseret Romero, Governance and Compliance Advisor



# Compliance Overview & Next Steps

COMPLIANCE REQUIREMENTS			
2023	2024	2025	2026
	2024 LWDB JOB CENTER CERTIFICATION (3-Year Requirement)		
	2025 - 2028 LWDB LOCAL PLANS (4-Year Requirement)		
		2025 LWDB RECERTIFICATION (2-Year Requirement)	
			2026 TITLE IA MONITORING (2-Year Best Practice)
			COMPLIANCE REQUIREMENTS REVIEW (2-Year Best Practice)
			2027 LWDB LOCAL PLAN MODIFICATION (2-Year Requirement)



# LWDB Compliance Status Update

<b>LOCAL WORKFORCE DEVELOPMENT BOARDS</b>			
<b>2024 JOB CENTER CERTIFICATION</b>			
<b>COUNCIL APPROVED</b>		<b>EXTENSION REQUESTS</b>	
Arizona Tribal Workforce City of Phoenix Coconino County Maricopa County Mohave/La Paz Counties Pima County	Pinal County Northeastern Arizona Santa Cruz County Southeastern Arizona Yuma County	Yavapai County	
<b>2025-2028 LOCAL PLANS</b>			
<b>COUNCIL APPROVED</b>		<b>EXTENSION REQUESTS</b>	
City of Phoenix Coconino County Maricopa County Mohave/La Paz Counties Pima County	Pinal County Santa Cruz County Southeastern Arizona Yuma County Yavapai County	Arizona Tribal Workforce Northeastern Arizona	
<b>2025 RECERTIFICATION</b>			
<b>COUNCIL APPROVED</b>		<b>EXTENSION REQUESTS</b>	
Maricopa County Mohave/La Paz Counties Pima County	Pinal County Southeastern Arizona Yuma County	Arizona Tribal Workforce City of Phoenix Coconino County	Northeastern Arizona Santa Cruz Yavapai County
<b>2027 LOCAL PLAN MODIFICATION</b>			
<b>*PLANNING IN PROCESS*</b>			



# 2025 LWDB Recertification

Deseret Romero, Governance and Compliance Advisor



# LWDB Recertification Overview

- **Purpose:**

Local Workforce Development Boards (LWDBs) must complete the recertification process by submitting required governance and compliance documents, signed by the LWDB Chair and Chief Elected Official, to certify their adherence to state and federal policies. The recertification requirements ensure proper oversight, transparency, and alignment with Workforce Innovation and Opportunity Act (WIOA) regulations, including membership composition, governance structures, service provider agreements, financial management, and open meeting law compliance.

- **Importance:**

Ensures that Local Workforce Development Boards (LWDBs) maintain compliance with WIOA\* regulations by establishing clear governance, financial oversight, and transparency standards. By meeting recertification requirements, LWDBs demonstrate accountability, support effective workforce development strategies, and foster public trust in the administration of workforce programs.

- **Scope:**

Applies to all Local Workforce Development Boards (LWDBs) in Arizona, requiring them to complete the recertification process by submitting key governance, compliance, and operational documents. It encompasses membership structure, financial management, service provider agreements, policy development, and adherence to transparency laws to ensure LWDBs operate effectively within WIOA guidelines.

# LWDB Recertification Submission Policy

- **Key Policy and Compliance Requirements:**

Local Workforce Development Boards are tasked with the completion of the recertification requirements and signed recertification guide by the LWDB Chair and Chief Elected Official certifying the LWDB's official submission. The following includes the recertification policy requirements:

- LWDB Membership Roster
- List of Standing Committees and Committee Members
- Bylaws
- Consortia Agreement (if applicable)
- Shared Governance Agreement (including Organizational Chart)
- Service Provider Agreements
- Local Plan
- One-Stop Operator Procurement (including contract)
- Memorandum of Understanding/Infrastructure Funding Agreement
- Policy Development
  - Conflict of Interest
  - Training Services
- LWDB Oversight
- LWDB Management of Funds
- Sunshine Provision and AZ Open Meeting Law Requirements (NEW)
- Self-Assessment Checklist

\*[Workforce Arizona Council Recertification Policy](#)

# 2025 LWDB Recertification Recommendations

## Phoenix Business and Workforce Development Board

- Recommend 2025 LWDB Recertification contingent upon the City Council's approval of the following agreements:
  - Memorandum of Understanding/Infrastructure Agreement (September 17, 2025)
  - One-Stop Operator Contract (September 17, 2025)

## Coconino County Workforce Development Board

- Recommend 2025 LWDB Recertification of Coconino County Workforce Development Board.

## Santa Cruz County Workforce Development Board

- Recommend 2025 LWDB Recertification contingent upon the Santa Cruz County's Board of Supervisors' approval of the following agreements:
  - One-Stop Operator Contract (August 20, 2025)

## Yavapai County Workforce Development Board

- Recommend 2025 LWDB Recertification of Yavapai County Workforce Development Board.



# 2025 LWDB Recertifications “Pending”

## Northeastern Arizona Workforce Development Board

- 2025-2028 LWDB Local Plan
  - Public Comment Period (Until August 22, 2025)
  - Compliance Review
  - Council Consideration for Approval (October - November 2025 Meetings)

## Arizona Tribal Workforce Development Board

- Fiscal Agent

Over the past few years, the Arizona Tribal Workforce Board, in collaboration with the Department of Economic Security (DES), has made several attempts to establish a fiscal agent. After exploring multiple options, the Office of Economic Opportunity agreed to assume the role of fiscal agent in late 2024.

The delay in securing a fiscal agent resulted in staffing reductions and project management challenges for the Arizona Tribal Workforce Board. This delay impacted the Board’s ability to stay on track with its recertification obligations.
- Technical Assistance Requirements
  - Under Council policy, Council staff must provide technical assistance to Local Workforce Development Boards (LWDBs) that are unable to complete recertification, reinforcing Council’s obligation to support LWDBs through guidance, training, and capacity-building efforts.
- Corrective Action Plan
  - Monthly Technical Assistance Meetings
  - Monthly Status Updates
  - Timeline for Completion of Requirements
  - Updates to Council on Progress



# 2025 LWDB Recertification Recommendation

LOCAL WORKFORCE DEVELOPMENT BOARDS			
2025 LWDB RECERTIFICATION			
COUNCIL APPROVED (MAY 25, 2025)		COUNCIL CONSIDERATION TODAY (EXTENSION REQUESTS)	
Maricopa County Mohave/La Paz Counties Pima County	Pinal County Southeastern Arizona Yuma County	City of Phoenix Coconino County Santa Cruz County	Yavapai County

**Action Item: Motion to approve the recommended 2025 LWDB Recertifications of City of Phoenix, Coconino County, Santa Cruz County and Yavapai County as presented to the Full Council for final consideration.**



# 2026 Executive Committee and Full Council Dates

Giselle Retana, Workforce Arizona Council Administrative Coordinator



# Workforce Arizona Council 2026 Meeting Dates

Executive Committee Meeting	Full Council Meeting
Q1 February 12, 2026	Q1 March 12, 2026
Q2 April 9, 2026	Q2 May 14, 2026
Q3 August 13, 2026	Q3 September 17, 2026
Q4 October 15, 2026	Q4 November 19, 2026

**Action item:** Motion to approve the proposed 2026 meeting dates for the Executive Committee & Full Council



# OEO Director Update

Carlos Contreras, OEO Director



# OEO Director Update

- New Workforce Council Administrator
  - Patrick Brown
- Workforce Summit Recap
  - Drew over 400 participants and incorporated media partners - 3TV and Phoenix Business Journal
  - Presenters included Governor Hobbs, NGA, Mayors and County Supervisors
  - 87% of respondents found sessions to be both relevant and diverse, with a wide range of engaging topics and outstanding presenters.
- Other Agency Updates
  - Invited to apply for second round: Southwest Border Regional Commission's Economic and Infrastructure Development (EID) Grant Program: \$1M - ReadyTechGo
  - Submitted NGA Apprenticeship Grant : \$50,000
  - Congressional Directive Spending \$2M for BuilditAZ
  - Round 3 & 4 BuilditAZ Grants to be released before end of August



# State Plan Modification Update

Patrick Brown, Workforce Council Administrator, Janice Garza, Workforce Council Policy Manager and Deseret Romero, Governance and Compliance Advisor



# State Plan Modification 101

- **Planning Guidance Issued:** 2023 for PY 2024-2027
- **Planning:** Required Elements, Stakeholder Collaboration and Public Comment
- **Organization:** Strategic Elements and Operational Elements
- **Modification Guidance Issued:** Tentative-12/2025
- **Modification Requirement:** Two Years Due-Tentative 03/2026
- **Purpose:** A formal process by which Arizona revises its WIOA Unified State Plan to adapt to new priorities, performance data, or other strategic changes. The States are required to submit a plan modification at least every two years to align their workforce development strategies with their needs based on the strategic and operational elements included in the approved state plan.



# State Plan Modification Update

## Overview of Timeline, Guidance Gaps, and Strategic Priorities

- **Context and Challenges**

- The anticipated July 2025 TEGL from the U.S. Department of Labor was not released, limiting our ability to align early with updated federal guidance.
- The last modification TEGL (04-21) provides only partial guidance, as it was framed around post-pandemic priorities that do not fully reflect current workforce conditions.
- While the 2021 TEGL can serve as a foundational framework for submission, updated federal guidance is now expected in December 2025—after key planning milestones.



# State Plan Modification Update

## State Planning Strategy (Proposed)

- Our project timeline is structured to account for potential changes in federal guidance, allowing for necessary adjustments once the December TEGL is released.
- To move forward proactively, OEO will convene a WIOA Core Program Interagency Workgroup in October 2025 to lead the plan modification process.
- Participating agencies include:
  - DES
  - ADE
  - ACA
  - Vocational Rehabilitation
  - Governor's Office
- The workgroup is targeting a draft completion date of **February 2026**.



# State Plan Modification Update

## Initial Review Analysis for Areas of Modification

- Arizona's WIOA State Plan for PY2024–2027 is strongly aligned with the Governor's focus on **economic growth, workforce equity, and sector partnerships**, setting goals for upskilling the state's labor force and addressing employer needs across urban, rural, and tribal communities
- Initial Areas for Review:
  - **Training Effectiveness: Data, Evaluation, and Public Reporting**
  - **Equity and Access in Training**
  - **Employer Engagement and Skills Alignment**
  - **Data Integration and System Modernization**
  - **Continuous Improvement and Accountability**



# State Plan Modification Update

## Potential improvement opportunities center on:

- Data-driven evaluation and public reporting of training provider performance
- Increasing workforce accessibility and training equity for rural, tribal, and underrepresented populations
- Standardizing outcome and effectiveness metrics across partner agencies and programs
- Expanding employer engagement and alignment of training to sector needs



# State Plan Modification Timeline\*

Phase	Start Date	End Date
Project Initiation & Team Formation	October 1, 2025	October 25, 2025
Data Collection Environmental Scan	October 26, 2025	November 15, 2025
Stakeholder Engagement	November 16, 2025	December 20, 2025
Drafting Plan Modification	December 21, 2025	January 31, 2026
Internal Review & Leadership Approval	February 1, 2026	February 15, 2026
Public Review & Comment Period	February 16, 2026	February 29, 2026
Revision & Finalization	March 1, 2026	March 8, 2026
Submission to Federal Agencies	March 9, 2026	March 15, 2026

\*Subject to change pending the release of the State Plan Modification TEGl by DOL.



# Updates Following the State Plan Modification

- **PY24 Annual Report Narrative (in progress)**
  - To DES on August 25, 2025
- **PY24 WAC Annual Report**
  - To Governor's Office on December 1, 2025
- **PY25 Strategic Plan and Initiatives Updates**
  - To Council on Q2 April 2026\*\*

\*\*Subject to change: Pending Modification approval by DOL.



# Workgroup Updates

Janice Garza, Workforce Council Policy Manager



# Workgroup Updates

- Expand CI Workgroup to discuss Federal Policy Changes
- Reconvene and schedule workgroups in Q1 and Q2
- Alter membership as needed and expand to include new members
- Recap 2024-2025 successes and progress



# DES Agency Updates

Anna Hunter, DES





# ARIZONA

— DEPARTMENT OF —  
**ECONOMIC SECURITY**

## DES Updates:

- WIOA & Federal Funding
- Rapid Response
- Recapture
- TEGL 2-25
- System Modernization
- DES Strategic Plan

# Federal Funding Update

The Department of Labor (DOL) published Training and Employment Guidance Letter [\(TEGL\) No. 11-24](#) on May 20, 2025 which contained the following PY 2025 (FY 2026) allotments for Arizona:

## **Period of Performance (PoP) 04/01/2025 to 06/30/2028**

- Adult: \$19,520,972 - Notice of Award (NOA) received 7/30/2025 - \$3,799,066.00
- Dislocated Worker: \$25,479,655 - NOA received 8/04/2025 - \$5,438,628.00
- Youth: \$20,629,527 - NOA received 7/22/2025 - \$20,629,527.00

## **PoP 07/01/2025 to 09/30/2028:**

- Employment Service/Wagner Peyser: \$14,020,076 - Awaiting NOA
- Workforce Information Grants to States (WIGS): \$667,272 - Awaiting NOA

## **FFY 2206:**

- Senate Appropriations Committee passed budget which included funding levels for WIOA Title I for FFY 2026 at or slightly below levels for FFY 2025.
  - Did not consolidate the workforce programs into a single block grant.
- House Subcommittee to work on their bill in September.



# PY25 WIOA Title I Funding Allocations

Alert Published 8/13/2025



PY25/FY26							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Begin Date	4/1/2025	7/1/2025	7/1/2025	10/1/2025	10/1/2025	7/1/2025	10/1/2025
End Date	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027
Final Report Due	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027

Navajo County - NEAZ	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$30,703	\$5,779	\$3,604	\$23,915	\$13,281			\$77,282
Prog	\$276,330	\$52,008	\$32,436	\$215,230	\$119,524	\$94,130	\$346,864	\$1,136,522
<b>Total</b>	<b>\$307,033</b>	<b>\$57,787</b>	<b>\$36,040</b>	<b>\$239,145</b>	<b>\$132,805</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,213,804</b>

Cochise County - SEAZ	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$33,705	\$7,002	\$11,785	\$28,977	\$43,429			\$124,898
Prog	\$303,349	\$63,019	\$106,069	\$260,795	\$390,857	\$94,130	\$346,864	\$1,565,083
<b>Total</b>	<b>\$337,054</b>	<b>\$70,021</b>	<b>\$117,854</b>	<b>\$289,772</b>	<b>\$434,286</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,689,981</b>

Coconino County	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$41,611	\$4,552	\$4,469	\$18,837	\$16,469			\$85,938
Prog	\$374,500	\$40,966	\$40,223	\$169,531	\$148,218	\$94,130	\$346,864	\$1,214,432
<b>Total</b>	<b>\$416,111</b>	<b>\$45,518</b>	<b>\$44,692</b>	<b>\$188,368</b>	<b>\$164,687</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,300,369</b>

Maricopa County	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$375,124	\$68,760	\$107,680	\$284,557	\$396,798			\$1,232,919
Prog	\$3,376,116	\$618,847	\$969,130	\$2,561,015	\$3,571,185	\$94,130	\$346,864	\$11,537,287
<b>Total</b>	<b>\$3,751,240</b>	<b>\$687,607</b>	<b>\$1,076,810</b>	<b>\$2,845,572</b>	<b>\$3,967,983</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$12,770,208</b>

Mohave County - MoPAZ	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$48,447	\$11,248	\$8,659	\$46,547	\$31,909			\$146,810
Prog	\$436,026	\$101,230	\$77,934	\$418,925	\$287,181	\$94,130	\$346,864	\$1,762,290
<b>Total</b>	<b>\$484,473</b>	<b>\$112,478</b>	<b>\$86,593</b>	<b>\$465,472</b>	<b>\$319,090</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,909,099</b>

City of Phoenix	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$276,111	\$50,856	\$66,716	\$210,460	\$245,843			\$849,986
Prog	\$2,484,997	\$457,703	\$600,440	\$1,894,140	\$2,212,588	\$94,130	\$346,864	\$8,090,862
<b>Total</b>	<b>\$2,761,108</b>	<b>\$508,559</b>	<b>\$667,156</b>	<b>\$2,104,600</b>	<b>\$2,458,431</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$8,940,848</b>

PY25/FY26							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Begin Date	4/1/2025	7/1/2025	7/1/2025	10/1/2025	10/1/2025	7/1/2025	10/1/2025
End Date	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027
Final Report Due	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027

Pima County	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$211,371	\$37,396	\$41,955	\$154,758	\$154,603			\$600,083
Prog	\$1,902,337	\$336,564	\$377,599	\$1,392,825	\$1,391,431	\$94,130	\$346,864	\$5,841,750
<b>Total</b>	<b>\$2,113,708</b>	<b>\$373,960</b>	<b>\$419,554</b>	<b>\$1,547,583</b>	<b>\$1,546,034</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$6,441,832</b>

Pinal County	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$63,648	\$15,237	\$15,038	\$63,054	\$55,413			\$212,390
Prog	\$572,829	\$137,128	\$135,338	\$567,486	\$498,712	\$94,130	\$346,864	\$2,352,487
<b>Total</b>	<b>\$636,477</b>	<b>\$152,365</b>	<b>\$150,376</b>	<b>\$630,540</b>	<b>\$554,125</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$2,564,876</b>

Santa Cruz County	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$34,440	\$5,684	\$3,929	\$23,523	\$14,476			\$82,052
Prog	\$309,964	\$51,156	\$35,356	\$211,703	\$130,287	\$94,130	\$346,864	\$1,179,460
<b>Total</b>	<b>\$344,404</b>	<b>\$56,840</b>	<b>\$39,285</b>	<b>\$235,226</b>	<b>\$144,763</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,261,512</b>

OEO - AZ Tribal Workforce	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$123,076	\$22,648	\$13,425	\$93,726	\$49,470			\$302,345
Prog	\$1,107,683	\$203,833	\$120,824	\$843,532	\$445,231	\$94,130	\$346,864	\$3,162,097
<b>Total</b>	<b>\$1,230,759</b>	<b>\$226,481</b>	<b>\$134,249</b>	<b>\$937,258</b>	<b>\$494,701</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$3,464,441</b>

Yavapai County - NACOG	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$35,909	\$8,015	\$7,655	\$33,170	\$28,209			\$112,958
Prog	\$323,166	\$72,138	\$68,898	\$298,532	\$253,883	\$94,130	\$346,864	\$1,457,611
<b>Total</b>	<b>\$359,075</b>	<b>\$80,153</b>	<b>\$76,553</b>	<b>\$331,702</b>	<b>\$282,092</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$1,570,569</b>

Yuma County - YPIC	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR	Total
Admin	\$386,384	\$68,897	\$34,095	\$285,119	\$125,638			\$900,133
Prog	\$3,477,458	\$620,070	\$306,854	\$2,566,074	\$1,130,739	\$94,130	\$346,864	\$8,542,189
<b>Total</b>	<b>\$3,863,842</b>	<b>\$688,967</b>	<b>\$340,949</b>	<b>\$2,851,193</b>	<b>\$1,256,377</b>	<b>\$94,130</b>	<b>\$346,864</b>	<b>\$9,442,322</b>



# Rapid Response Update

## FY25 Data

- **50** WARNs affecting **6440** workers
- **39** Non-WARNs affecting **3777** workers
- **63** Coordinated Events

## Top 5 Layoff-Affected Industries by number of companies

1. Retail trade - **23**
2. Health care and social assistance - **19**
3. Manufacturing - **13**
4. Transportation and warehousing - **10**
5. Information Technology (IT) - **7**

## Top 5 Layoff-Affected Industries by number of affected workers

1. Manufacturing - **2049**
2. Retail trade - **1527**
3. Transportation and warehousing - **1432**
4. Health care and social assistance - **1103**
5. Information Technology (IT) - **935**

### Arizona Rapid Response Layoff Dashboard



# Rapid Response Update - Continued

## Mobile Resource Units (MRU) Project

44% complete as of July 31, 2025

Project completion: Fall 2026

The Mobile Resource Units will be used to conduct statewide Rapid Response and Layoff Aversion activities, especially in rural and high demand areas needing workforce reduction support due to mass layoffs, business closures, disasters, or demographic shifts.

The MRU Project consists of 11 Phases broken into 100 Project Tasks.

- 4 Phases are 100% complete

- DES officially took possession of the two units on June 17, 2025
- MRUs are currently in the technology and outfitting phases
- Online reservation system to request units be brought and operated on-site will go live Summer 2026 (State staff to operate)

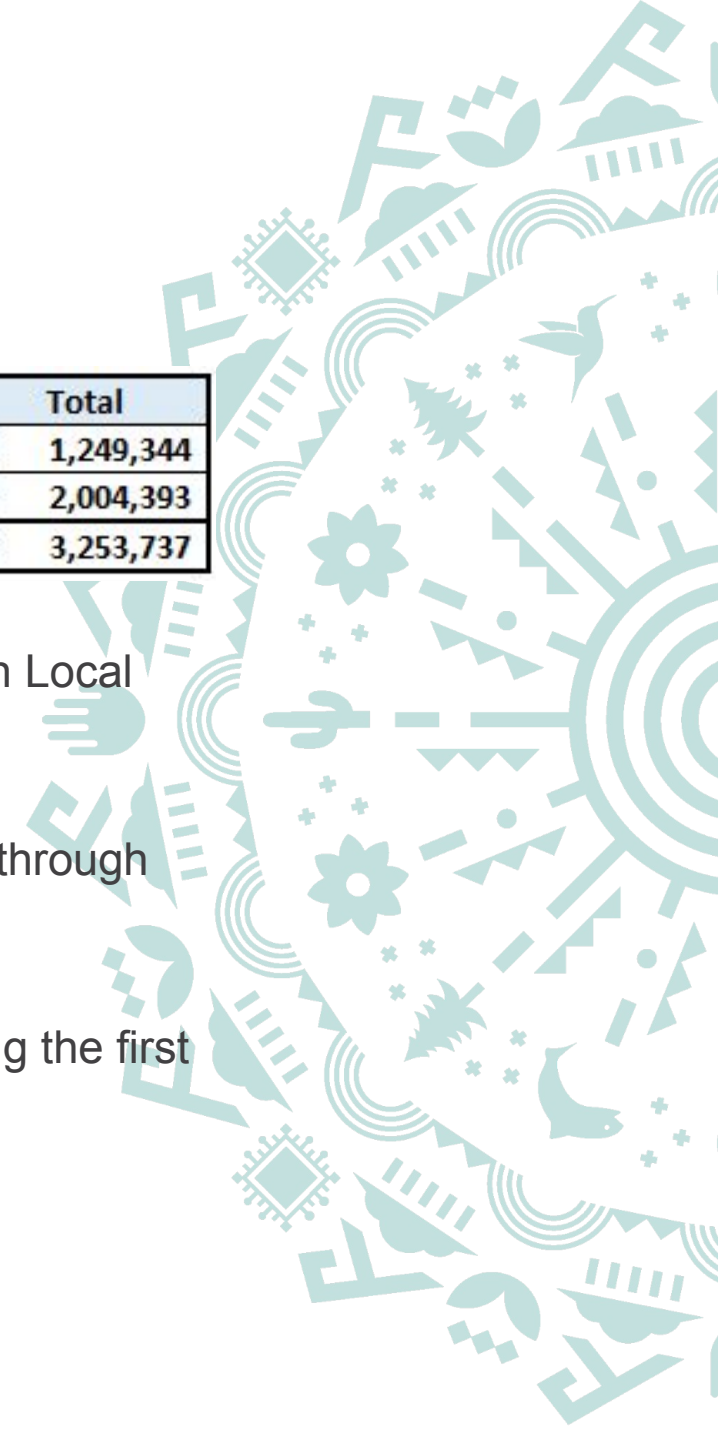


# Recapture Estimate

- Projections as of 08/01/2025 for PY23/FY24

Program	Youth	Adult	Dislocated Worker	Dislocated Worker to Adult	Administration	Total
City/County	\$ 349,014	\$ 1,288	\$ 150,992	\$ 552,902	\$ 195,148	\$ 1,249,344
Tribal	\$ 847,847	\$ 759,717	\$ 333,110	\$ 23,716	\$ 40,003	\$ 2,004,393
Total	\$ 1,196,861	\$ 761,005	\$ 3,601,645	\$ 576,618	\$ 235,151	\$ 3,253,737

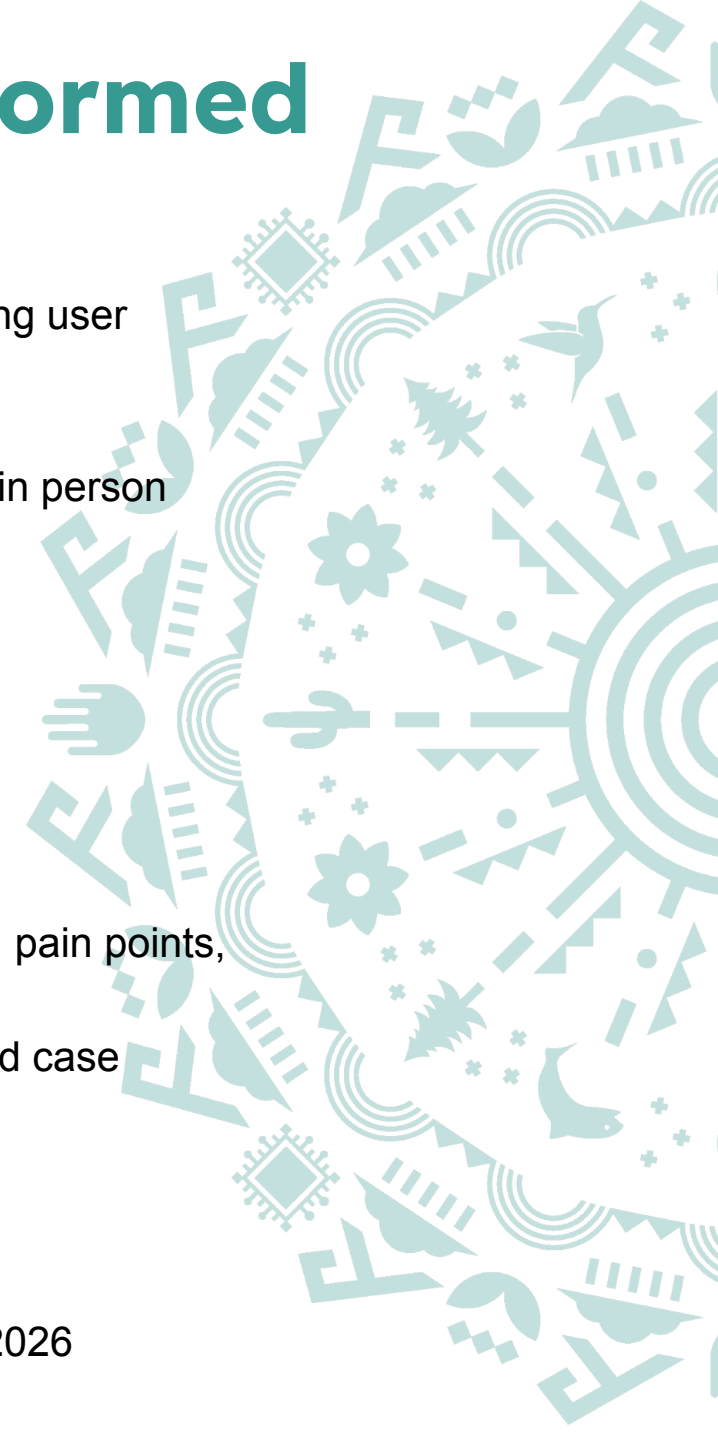
- These are **preliminary projections** based on a consistent formula applied based on Local Workforce expenditure data.
- Local Workforce Development Areas (LWDAs) had the opportunity to expend funds through June 30<sup>th</sup>, final reports are due to DES by August 15<sup>th</sup>.
- Recent years have seen recaptured funds declining, with this year's projections being the first time we have seen an increase in projected recapture since PY19/FY20.





# RSA/VR Modernization Update - *inFormed*

- **Developing system**
  - 22+ months refining system and business requirements, designing modules, conducting user acceptance testing and operational readiness testing
- **Training and support prior to go live**
  - Initial asynchronous and self led training (Bootcamp) followed by role specific training in person and/or virtually
  - Nearly 500 staff members trained
  - Developed Change Agent and Super User groups to support field staff
- **7/1/2025 GO LIVE**
  - Over 31,000 cases migrated from old system to *inFormed*
  - Over 1 million documents transferred to *inFormed*
- **Training and support post go live**
  - First two weeks after launch hosted daily tiered huddles to understand what's working, pain points, and successes and daily open staff support sessions
  - Continue to offer staff support sessions throughout the week to support purchasing and case management learning
- **Next steps**
  - Continue defect remediation & troubleshooting
  - Implementing enhancements
  - Start design and development for Business Enterprise Program - projected go live in 2026



# Unemployment Insurance (UI) Modernization Update - CACTUS

- **Go Live date moved from August 3rd to September 7th**
  - We are prioritizing usability and stability because we care deeply about providing a smooth and effective experience for those we serve. We continue to believe in the value CACTUS will bring and are committed to launching only when it fully meets our standards for performance.
- **DERS Focus on Preparation for CACTUS implementation**
  - ADES has hosted focus groups with both claimants and employers to gather real user feedback on the new system
  - In depth training provided for all agency users
  - Dedicated training site - Sandbox environment allows staff to continue training ahead of the CACTUS launch and the ability to work through real life scenarios
  - Refresher training and added group specific trainings are ongoing
- **Communication & support are key**
  - Communications going to all UI claimants to ensure they are well-informed about the upcoming system transition and understand the key dates and actions needed.
  - Resources providing ongoing support for claimants are now live on the ADES website



# DES Strategic Plan

#	Agency Five-Year Outcomes	Start Year	Statewide Strategic/ Operational Priority
1	By June 2029, DES will have one client facing site (A-to-Z Arizona) providing 24/7 access to all services and programs; reducing risk of fraud, waste, and abuse; and improving the client experience.	2023	Housing and Human Services Boost the Economic Well-Being of Arizonans
2	By June 2029, DES will reduce the average time from application to eligibility decision by 50% while maintaining or improving accuracy of determinations.	2023	Housing and Human Services Boost the Economic Well-Being of Arizonans
3	*By June 2029, DES will increase the availability and quality of providers by 50%.	2024	Housing and Human Services Boost the Economic Well-Being of Arizonans
4	By June 2030, to meet the needs of Arizona employers, DES will increase the number of individuals gaining employment by 30% by leveraging participation in workforce development programs.	2026	Improving Education Develop Arizona's Future Ready Talent
5	Through continuous quality improvement activities, DES will reduce the size of service delivery queues and past dues by 10% per year.	2024	Housing and Human Services Boost the Economic Well-Being of Arizonans



# DES Annual Initiatives

4	<p>4.1 30% of justice involved individuals participating in Reentry Programs will gain employment by June 30, 2026.</p> <p>4.2 Increase the number of individuals gaining employment with a baseline beginning in September 2025, aligned to federal metrics.</p>	<p>4.1 Percent of justice involved individuals gaining employment</p> <p>4.2 Number of individuals gaining employment who participate in workforce programs</p>	<p>4.1 Process Map the Reentry Job Seeker experience, increase opportunities through the Second Chance Centers, engage with Arizona Correctional Industries to enhance cross collaboration.</p> <p>4.2 Improve data analytics, establish baselines, and engage across ARIZONA@WORK partners to improve outcomes.</p>
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# Questions?

# Membership Update

Giselle Retana, Workforce Arizona Council  
Administrative Coordinator



# New Council Members!

## Business Representatives:

- Chet Samuelson, BOK Financial
- Scott Holman, Amkor Technology Arizona, Inc
- Skylie Estep, South32
- Zenji Reynolds, Southwest Shoulder Elbow and Hand Center



# REMINDER:

- **Full Council Meeting 9/18/2025**  
Hybrid Meeting (Zoom) & In-Person:  
1700 W Washington Street  
2nd Floor Conference Room  
**\*\* *quorum required***
- **Executive Committee Meeting 10/16/2025**  
Virtual via Zoom

# Thank You!





Innovative Workforce Solutions

## **WORKFORCE ARIZONA COUNCIL Q2 Executive Committee Meeting Minutes**

Thursday, April 17, 2025 | 1:00 pm – 3:00 pm

Virtual Meeting

<https://us02web.zoom.us/j/81455687758?pwd=CvBhbTZlkaVICTEQW9lY3DDS4iluQh.1>

Meeting ID: 814 5568 7758

Passcode: 557163

### **Welcome & Call to Order**, Chair Mark Gaspers

Welcome Executive Committee members and the public to the first quarter Executive Committee meeting. As a reminder, only members of the Executive Committee are permitted to vote.

Please be respectful and remember to mute your microphones. The Workforce Arizona Council Q2 2025 Executive Committee Meeting is called to order.

Chair Gaspers welcomed new Executive Committee members, Second Vice-Chair Michelle Bolton, Alex Horvath, and Jenna Rowell and thanked them for their dedication to the Full Council and lending their additional time and expertise to the Executive Committee as well.

### **Roll Call**, Governance and Compliance Advisor Deseret Romero

Deseret Romero conducted the roll call with the following in attendance: Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisehart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: None)

### **Call to the Public**, Chair Mark Gaspers

Chair Gaspers opened the call to the public. No members of the public spoke.

### **Approval of Q1 February 13th, 2025, Executive Committee Meeting Minutes (Vote)**, Chair, Mark Gaspers

**Motion:** Chair Gaspers called for a motion to approve the February 13, 2025 Executive Committee meeting minutes. Second Vice-Chair Michelle Bolton made a motion; Vice-Chair John Walters seconded the motion.

**All in Favor Vote Held:**

**In Favor:** Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisehart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell

**Opposed:** None

Motion Passed

### **Chairman's Report**, Chair Mark Gaspers

Chair Gaspers shared a few updates related to the expected Recapture and Reallocation Policy future agenda item and Council's efforts to fill a few vacancy membership seats.

### Recapture and Reallocation Update

After the successful approval of the Funding Allocation methodology and policy, the Continuous Improvement workgroup has been focused on directing the work towards creating a Funding Recapture and Reallocation policy that will ensure the Council fulfills the role of reallocating WIOA funds that are reverted back to the State. This initiative is especially important to ensure that the Council directs any

returned funds toward Council priorities and statewide initiatives that will create a meaningful impact in communities in an open, objective, and transparent manner.

The Workgroup has directed Council staff to conduct best practice research across the nation and develop a draft Funding Recapture and Reallocation policy. Next steps are providing guidance and feedback on the policy to be able to release it for stakeholder and public comment in the upcoming weeks. The Executive Committee and the Full Council will also have an opportunity to provide comments and feedback. The timeline to accomplish this task is very tight, but the workgroup is confident that they will get this accomplished in time for the next Council meeting. In closing, note the meeting invitation for a special Executive Committee meeting on Thursday, May 22nd, at 1:00 pm to hear a detailed presentation on the Funding Recapture and Reallocation policy and ensure that the policy is ready for approval consideration at the Council meeting on May 29th.

In addition, Vice-Chair Walters shared the Continuous Improvement Workgroup's progress on the two-phase goal to strengthen Council's policy and process around allocation and reallocation in alignment with WIOA requirements.

#### Phase 1:

Currently in Phase 1, actively ensuring that the policy will include clear, data-driven formulas and procedures for reallocation. This policy will better reflect both statewide and local needs. Our target is to finalize the policy by early May, with Council approval in late May and full implementation following approval. This timeline ensures that the Workgroup is on track with the Workgroup's phase 1 goals.

#### Collaboration:

Working closely with key partners, including DES, to ensure comprehensive input. Stakeholder engagement will continue through targeted meetings and an upcoming public comment period.

#### Special Meeting:

As noted by Chair Gaspers, the Workgroup plans to bring forward the recapture and reallocation policy for consideration at the Special Executive Committee Meeting on May 22nd.

#### Membership Update

Chair Gaspers shared that the Council currently has five business applicants pending appointments that have completed the paperwork for Boards and Commissions, and are in various stages of the approval process. With the addition of our three new Executive Committee Members, there are no vacancies for the Committee at this time. Lastly, extending an opportunity to the members of the Executive Committee to refer individuals in their networks to apply for membership on the Full Council.

**OEO and Council Staff Updates**, Office of Economic Opportunity Director Carlos Contreras  
Office of Economic Opportunity Director Carlos Contreras shared updates on the following updates:

#### Arizona Workforce Summit

Annual Arizona Workforce Summit is scheduled for June 17-18, 2025 at the Mesa Convention Center.

#### Build ItAZ

BuildItAZ is a federally funded program focused on building Arizona's skilled construction workforce. The major objectives include 8,700 additional construction apprentices by 2026 and 20,000 construction jobs filled by 2030.

Goals are focused on doubling registered construction and trades registered apprentices by the end of 2026, increasing and creating pathways to effective pre-apprenticeship programs, especially for women and other underrepresented learners in the trades, updates existing registered programs' rules and regulations to reflect current market trends and best practices, creating an apprenticeship grants office to secure funding that expands apprenticeship programs, and direct agencies for the first time to actively apply for federal apprenticeship funds, increasing funding and develop strategies for meeting increasing green

economy workforce demands and filling green jobs, and increasing the number of adults in Arizona with industry-recognized credentials.

The education and outreach campaign is designed to raise awareness about construction careers for women, by highlighting the benefits of construction careers, address industry misconceptions, and encourage women’s participation in construction.

**Governance and Compliance**, Governance and Compliance Advisor Deseret Romero

Governance and Compliance Advisor Deseret Romero provided the Executive Committee with a brief compliance overview and next steps. The timeline below included in the presentation, outlines the key LWDB 2024/2025 compliance requirements, including the Job Center Certification, 2025-2028 Local Plans, and 2025 Recertification. While also noting the upcoming 2027 LWDB Local Plan Modification requirement and 2026 Title IA Monitoring and Compliance Requirements Review best practices.

COMPLIANCE REQUIREMENTS			
2023	2024	2025	2026
2024 LWDB JOB CENTER CERTIFICATION (3-Year Requirement)			
2025 - 2028 LWDB LOCAL PLANS (4-Year Requirement)			
	2025 LWDB RECERTIFICATION (2-Year Requirement)		
		2026 TITLE IA MONITORING (2-Year Best Practice)	
		COMPLIANCE REQUIREMENTS REVIEW (2-Year Best Practice)	
		2027 LWDB LOCAL PLAN MODIFICATION (2-Year Requirement)	

Additionally shared was a status update on the LWDB Compliance requirements. It was noted that challenges many local areas faced with staffing turnover as employees pursue other opportunities. This led to some delays and the need for extension requests, most of which the Executive Committee will review at its next meeting.

LOCAL WORKFORCE DEVELOPMENT BOARDS			
2024 JOB CENTER CERTIFICATION			
COUNCIL APPROVED		EXTENSION REQUESTS	
Arizona Tribal Workforce City of Phoenix Coconino County Maricopa County Mohave/La Paz Counties Pima County	Pinal County Northeastern Arizona Santa Cruz Southeastern Arizona Yuma County	Yavapai County	
2025-2028 LOCAL PLANS			
COUNCIL APPROVED		EXTENSION REQUESTS	
City of Phoenix Coconino County Maricopa County Mohave/La Paz Counties Pima County	Pinal County Santa Cruz Southeastern Arizona Yuma County Yavapai County	Arizona Tribal Workforce Northeastern Arizona	
2025 RECERTIFICATION			
COUNCIL CONSIDERATION TODAY		EXTENSION REQUESTS	
Maricopa County Mohave/La Paz Counties Pima County	Pinal County Southeastern Arizona Yuma County	Arizona Tribal Workforce City of Phoenix Coconino County	Northeastern Arizona Santa Cruz Yavapai County
2027 LOCAL PLAN MODIFICATION			
*PLANNING IN PROCESS*			

a. **LWDB Recertification (Vote)**, Governance and Compliance Advisor Deseret Romero

Governance and Compliance Advisor Deseret Romero provided the Executive Committee with a presentation on the LWDB 2025 Recertification for Committee's consideration. The following are the highlights of this presentation.

- LWDB Recertification Overview

The brief overview highlighted the requirements for Local Workforce Development Boards (LWDBs) completion of the WIOA recertification process by submitting key governance and compliance documents to confirm adherence to WIOA regulations and state policies. This process ensures accountability, transparency, and proper oversight of workforce programs through compliance with requirements such as board membership, financial management, and open meeting laws.

- LWDB Recertification Submission Policy

Provided overview of the key policy and compliance requirements per Council's LWDB Recertification Submission Policy.

- 2025 LWDB Recertification Timeline

A detailed overview of the 2025 LWDB Recertification timeline was provided.

- 2025 LWDB Recertification Recommendation

Recommendation for 2025 LWDB Recertification was recommended for Maricopa County, Mohave/LaPaz Counties, Pima County, Pinal County, Southeastern Arizona, and Yuma County.

**Motion:** Chair Gaspers called for a motion to approve the LWDB 2025 Recertifications for Maricopa County, Mohave/La Paz Counties, Pima County, Pinal County, Southeastern Arizona, and Yuma County moving to Full Council for consideration. Second Vice-Chair Michelle Bolton made a motion; Beverly Wilson seconded the motion.

**Roll Call Vote Held:**

**In Favor:** Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisheart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell

**Opposed:** None

Motion Passed

b. **LWDB Membership Vacancy Waiver Request**, Governance and Compliance Advisor Deseret Romero

Governance and Compliance Advisor Deseret Romero provided the Executive Committee for consideration with a presentation on the LWDB Membership Vacancy Waiver Request for Yavapai County. The following are the highlights of this presentation.

- Council's Local Board Governance Policy

Council policy requires that a local board submit a membership vacancy waiver request if that local board is unable to fill a membership vacancy within 120 days. This approval by the Council is also a requirement for the local board's recertification, specific to their membership roster requirement.

- Yavapai County Workforce Development Board

Yavapai County submitted a formal membership vacancy waiver request with the expectation to fill the vacancy by May 30, 2025.

**Motion:** Chair Gaspers called for a motion to approve the Yavapai County Workforce Development Board Membership Waiver Request moving to Full Council for consideration. Jenna Rowell made a motion; Karla Moran seconded the motion.

**Roll Call Vote Held:**

**In Favor:** Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisheart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell

**Opposed:** None

Motion Passed

c. **LWDB Job Center Certification (NEW CENTER)**, Governance and Compliance Advisor Deseret Romero

Governance and Compliance Advisor Deseret Romero provided the Executive Committee for consideration with a presentation on the LWDB Job Center Certification for Pima County's Youth Center's new location. The following are the highlights of this presentation.

- LWDB Job Center Certification  
Policy ensures ARIZONA@WORK job centers meet performance and operational standards while promoting continuous improvement and innovation in service delivery. Local Workforce Development Boards must complete a certification assessment and submit a signed letter verifying that their job centers meet key requirements, including accessibility, service quality, youth engagement, and ongoing improvement efforts.
- Pima County's New Youth Center Location  
In alignment with WIOA and Council policy requirements, a recommendation was made for the new location of Pima County's Youth Center at 175 W. Irvington, Tucson, Arizona.

**Motion:** Chair Gaspers called for a motion to approve the Pima County Workforce Investment Board's new Youth Center Job Center Certification moving to Full Council for consideration. Karla Moran made a motion; Jenna Rowell seconded the motion.

**Roll Call Vote Held:**

**In Favor:** Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisheart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell

**Opposed:** None

Motion Passed

**Annual PY23 State Performance Assessment**, DES Strategic Operations Manager Matt Smith

DES Strategic Operations Manager Matt Smith provided the Executive Committee with a presentation on the Annual PY23 State Performance Assessment. The following are the highlights of this presentation.

- Overview  
WIOA state performance is assessed annually under Section 116 to evaluate how well core programs meet key performance indicators set by the U.S. Departments of Labor and Education. The results, including data tables and statistical adjustments, determine whether Arizona must implement a performance improvement plan or face potential financial sanctions for Program Year 2023.
- Guidance (TEN 04-24)  
DOL ETA Advisory TEN 04-24 outlines the PY23 performance assessment approach for WIOA core programs, with DOL assessing select indicators under Titles I and III, and the Department of Education assessing indicators under Title IV. Assessment of Title II and remaining indicators for Titles I, III, and IV were delayed to support a smooth transition from WIA to WIOA, as allowed under Section 503(a) of WIOA.
- Arizona PY23 State Assessment Results  
Performance failure under WIOA occurs if any individual indicator score for a core program falls below 50% of its adjusted target, or if the overall state program or indicator scores fall below 90%. These thresholds help determine whether a state is meeting required performance levels or may face corrective actions.

- Arizona PY23 State Assessment Results

In PY23, Arizona successfully met 19 of the 20 assessed indicators, but failed the Overall Program score for the Wagner-Peyser Employment Service Program. Arizona was one of two states with at least one indicator failure in PY2023.

- Overall Program Score (Title II Wagner-Peyser Employment Service)

The average of the individual indicator scores for a single WIOA core program across all performance indicators. (All individual indicator scores above the 50% threshold. Average of the three indicator scores is below the 90% threshold.)

Indicator	Negotiated Level	Model Adjustment Factor	Adjusted Level (Negotiated + Adjustment Factor)	Actual Level	Indicator Score (Actual / Adjusted Level)
Q2ER	68.0%	6.9%	74.9%	60.3%	80.5%
Q4ER	63.0%	6.5%	69.5%	59.2%	85.2%
Q2ME	\$5,900	\$2,580	\$8,480	\$8,398	99.0%
<b>Overall Program Score (Average of all Program Indicator Scores)</b>					<b>88.2%</b>

- Next Steps

Technical Assistance

- Section 116(f)(1)(A) of WIOA requires DOL to provide technical assistance to states when a performance failure occurs.
  - DOL and DES met 3/27/2025 to initiate this process
  - Summary and recommendations:
    - Supplemental Wage collection and reporting
    - Establish processes to review data/results earlier in the process and more routinely
    - Investigate performance anomalies by local area
- DES has identified a technical issue with the automated wage collection
  - Impacted over 2,000 participants across the performance indicators
  - Vendor has been made aware and implemented fix

- Summary

- 19 of the 20 assessed indicators were successfully met
- For the first time, Arizona failed to achieve an assessed indicator, the “Overall State Program Score” indicator, for Title III Wagner-Peyser Employment Service program, which fell below the required threshold of 90% (88.2%)
- US Department of Labor is providing technical assistance in accordance with section 116(f)(1)(A) of WIOA

The council discusses the importance of identifying leading measures to prevent future failures and adding this topic to the Continuous Improvement Work Group agenda for further review and discussion.

**Adjournment,** Chair Mark Gaspers

Chair Gaspers provided the following reminders for upcoming meetings and events.

- Thursday, May 22, 2025: Special Executive Committee meeting focused on the Recapture and Reallocation Policy.
- Thursday, May 29, 2025: Next Full Council meeting. This meeting will be in person and available via Zoom. The in person location will be at: 1700 W. Washington Street, Room 200, Phoenix 85007

- June 17-18, 2025: Annual Workforce Summit at the Mesa Convention Center.

**Motion:** Chair Gaspers called for a motion to adjourn the meeting. Vice-Chair John Walters made a motion; Second Vice-Chair Michelle Bolton seconded the motion.

**All in Favor Vote Held:**

**In Favor:** Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Angie Rodgers as Delegate to Michael Wisheart, Beverly Wilson, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell

**Opposed:** None

Motion Passed

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DRAFT