



Innovative Workforce Solutions

## **WORKFORCE ARIZONA COUNCIL**

### **Full Council**

Thursday, September 18th, 2025 || 2:00 p.m. - 4:00 p.m.

Hybrid Meeting

In-Person Location: 1700 W Washington Street Phoenix, AZ 2nd Floor Conference Room

Zoom: <https://us02web.zoom.us/j/89868719530?pwd=rbPoyZchFVeHY8ceM6FDvV2uOIXRA2.1>

Meeting ID: 898 6871 9530 Passcode: 284748

---

- 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. Welcome: New Council Members and Staff, Chair Mark Gaspers (5 minutes)**
  - a. New Council Members:**
    - i. Chet Samuelson, BOK Financial**
    - ii. Scott Holman, Amkor Technology Arizona, Inc**
    - iii. Skylie Estep, South32**
    - iv. Zenji Reynolds, Southwest Shoulder Elbow and Hand Center**
  - b. New Staff:**
    - i. Mary Foote, OEO Director**
    - ii. Amie Dorman, Sector Workforce Strategies and Grants Administrator**
    - iii. Patrick Brown, Workforce Council Administrator**
- 5. Success Story, Chair Mark Gaspers (5 minutes)**
- 6. Consent Agenda, Vote Chair Mark Gaspers (5 minutes)**
  - a. Approval of minutes from May 29th, 2025 Full Council meeting**
  - b. 2025 LDWB Recertifications**
  - c. 2026 Executive Committee & Full Council Meeting Dates**
- 7. Governor's Workforce Cabinet Update, Ian O'Grady and Erin Hart (10 minutes)**
- 8. OEO Updates, Director Mary Foote (15 minutes)**
  - a. OEO Strategic Plan Update**
  - b. Labor Market Update - OEO Labor Market Info Team**
  - c. BuildItAZ Apprenticeship Program Outreach Campaign Update - Gina Flores, Dep. Dir.**
- 9. State Plan Modification Update, Patrick Brown, Janice Garza and Deseret Romero (10 minutes)**
- 10. Workgroup Updates, Janice Garza (8 minutes)**
- 11. DES Agency Updates, Anna Hunter (20 minutes)**
  - a. WIOA & Federal Funding**
  - b. Rapid Response Update**
  - c. Recapture**
  - d. TEGL 2-25**
  - e. System Modernization**
  - f. DES Strategic Plan**

## **12. PY24/FY25 WIOA Performance Measures (20 minutes)**

- a. Title IB and Title III, Matt Smith**
- b. Title II, Beverly Wilson**
- c. Title IV, Kristen Mackey**

## **13. Adjournment**

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council and to the general public that the Council will hold a meeting open to the public, on Thursday, September 18th, 2025 at 2:00-4:00pm, via Zoom and/or in-person.*

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

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

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



OFFICE OF  
**ECONOMIC**  
OPPORTUNITY

# Workforce Arizona Council Meeting

Full Council  
September 18, 2025

# Welcome & Call to Order

Mark Gaspers, Chair



# Roll Call

Giselle Retana, Workforce Arizona Council  
Administrative Coordinator



# Call to the Public

Mark Gaspers, Chair



# Welcome New Council Members and Staff

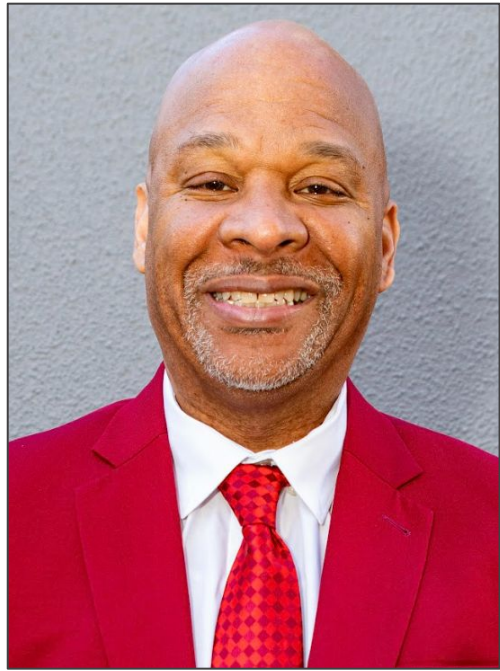
Mark Gaspers, Chair



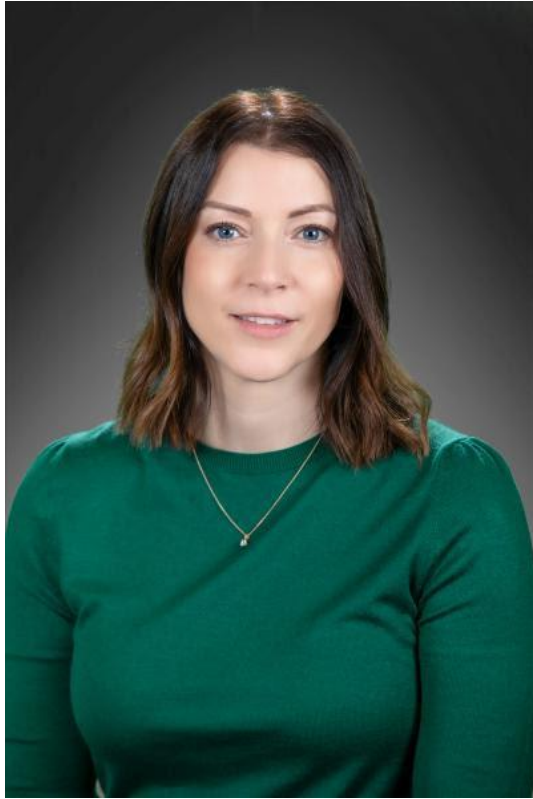
# New Council Members!

## Business Representatives:

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



# Welcome, New OEO and Workforce Arizona Council Staff



**Mary Foote**  
Director, Office of  
Economic Opportunity



**Amie Dorman**  
Sector Workforce  
Strategies and  
Grants Administrator



**Patrick Brown**  
Workforce Council  
Administrator

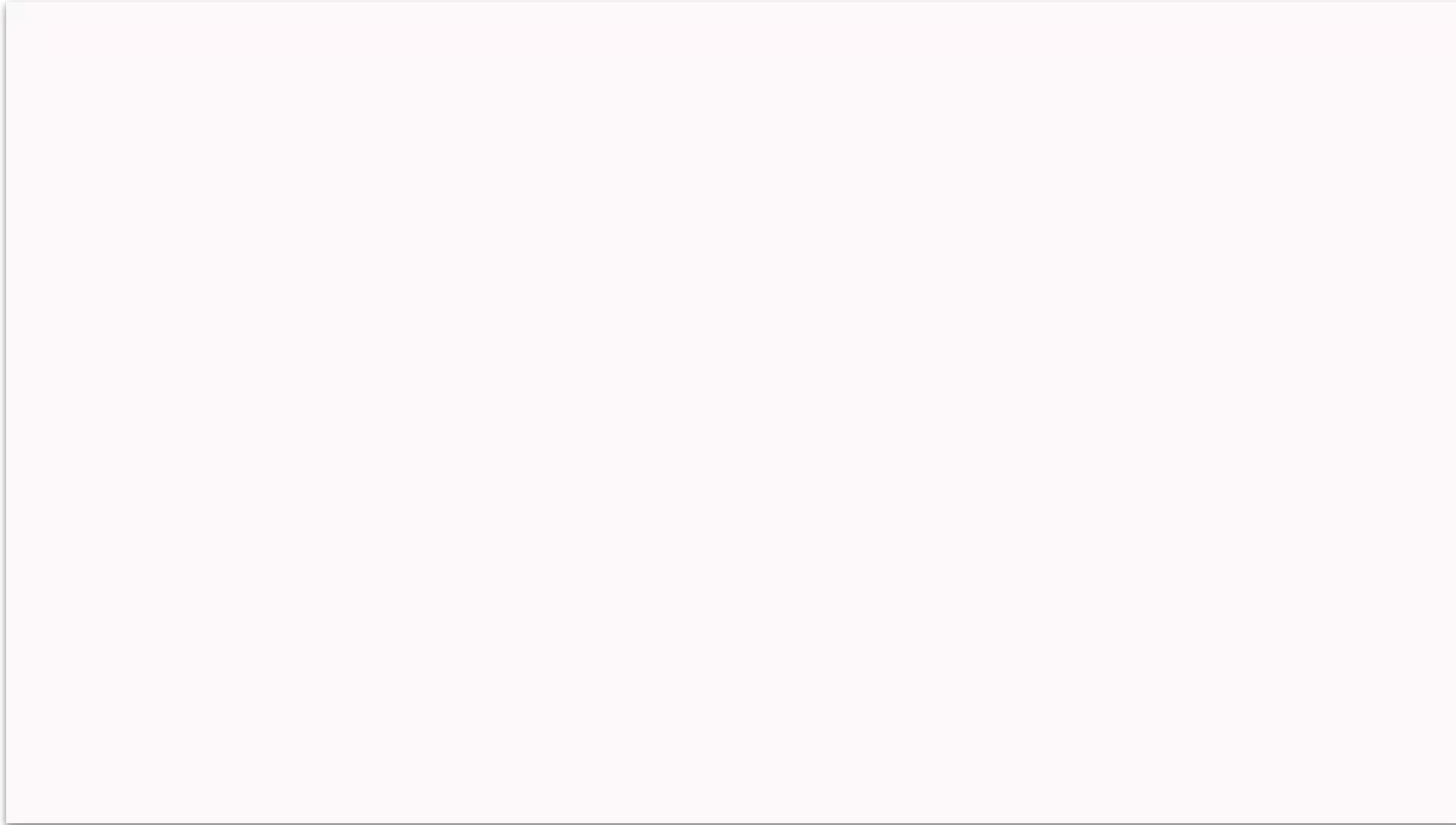


# Success Story

Mark Gaspers, Chair



# Success Story: BuildItAZ



# Consent Agenda

- Meeting Minutes: Q2 May 29, 2025
- 2025 LDWB Recertifications
- 2026 Executive Committee & Full Council Meeting Dates



# Governor's Workforce Cabinet Update

Ian O'Grady, Policy Advisor & Erin Hart, Director, Office of Strategic  
Initiatives

Policy Advisor, Higher Education & Early Education





# Governor's Workforce Cabinet

September 18, 2025

GOVERNOR KATIE HOBBS

STATE OF ARIZONA



EXECUTIVE ORDER

**Executive Order 2024-04**

**Creating the Governor's Talent Ready AZ Workforce Cabinet**

**WHEREAS**, Arizona's strong and growing economy is creating thousands of new jobs in the State, and more Arizonans are currently employed than at any point in our State's history; and

**WHEREAS**, Arizona is a leading state for critical industries and private investment; our State's continued growth and rise as the epicenter of America's manufacturing resurgence and innovation economy means more Arizonans will need newer and updated skills to meet industry demand and make the most of these economic opportunities—from making leading-edge chips to implementing

# Talent Ready AZ



**Objective:** To achieve the Governor’s workforce goals... meet demand in Arizona’s growing and critical industries, provide Arizonans with good-paying jobs, and connect Arizonans to the jobs of the future, for long-term success across their careers.

- Workforce Initiatives
- Bright Futures AZ / Child Care
- Higher Education initiatives
- Governor’s Workforce Cabinet

# Governor's Workforce Cabinet

Implements and coordinates actions, policies, programs, and engagement across 18 state agencies to meet Arizona's workforce needs.

- Leading working groups in 8 industry and 5 population focus areas, including early education
- Creating goals and initiatives
- Creating a comprehensive list of the state's workforce programs
- Sharing data/tracking impact towards goals
- Talent Ready AZ Data Dashboard



**Governor Katie Hobbs Launches Talent Ready AZ Initiative, Announces Workforce Cabinet**

# Governor's Workforce Cabinet & Workforce Arizona Council

- The Workforce Cabinet is created to enhance the work of the WAC by coordinating state agencies to achieve the state's workforce mission and goals
- WAC's priorities will guide the work of the Cabinet who will work with state agencies to develop strategies and metrics to meet workforce needs in in-demand industries



# Workforce Cabinet Members

- Office of Economic Opportunity (OEO)
- Arizona Department of Economic Security (ADES)
- Arizona Commerce Authority (ACA)
- Arizona Health Care Cost Containment System (AHCCCS)
- Arizona Department of Health Services (AZDHS)
- Arizona Department of Homeland Security (AZDOHS)
- Industrial Commission of Arizona (ICA)
- Arizona Registrar of Contractors (ROC)
- Arizona Department of Transportation (ADOT)
- Arizona Office of Tourism (AOT)
- Arizona State Broadband Office (SBO)
- Governor's Office of Resiliency (OOR)
- Arizona Department of Corrections, Rehabilitation, and Reentry (ADCRR)
- Arizona Department of Veterans' Services (ADVS)
- Governor's Office on Tribal Relations (GOTR)
- Governor's Office of Youth, Faith and Family (GOYFF)
- Arizona Commission of African-American Affairs
- Governor's Office of Opportunity and Impact



# Workforce Needs by 2030

According to Arizona's Office of Economic Opportunity, by 2030 Arizona will need to fill at least **400,000 jobs**, including:

- 6,000 new **manufacturing jobs**
- 20,000 new jobs in **construction trades**
- 12,000 new **clean energy jobs**
- 16,000 new **broadband, telecommunications, and information technology jobs** as well as jobs supporting cybersecurity
- 1,500 new jobs in **early childhood education and childcare**
- 3,000 new jobs in **aerospace and defense**
- 76,000 new jobs in **healthcare**



## Governor Hobbs Agenda

### Improving Education

**Funding public education** so that every Arizona student receives a high-quality education and so that we are building a workforce pipeline for Arizona companies to hire Arizona workers for the good-paying jobs available right here in our state.

### Housing and Human Services

**Making housing affordable** so that middle class families can afford to stay here, live near their jobs and their relatives, and live in a community with high-quality schools for their kids.

### Reproductive Freedom and Healthcare

**Healthy communities and Restoring reproductive freedom** that was taken away from Arizonans when *Roe v. Wade* fell and women lost the ability to make personal healthcare decisions for themselves. Gov. Hobbs believes these deeply personal decisions are best left to women and medical professionals without interference from the government or politicians.

### Resilience, Water and the Environment

**Tackling the water crisis** head on to protect water for Arizonans now and for years to come. Gov. Hobbs is focused on solutions to secure and modernize our water supply and to protect our water from special interests.

### Public Safety, Border Security, and Corrections Reform

**Securing Arizona's southern border** from unlawful crossings, drug smuggling, and human trafficking, and providing law enforcement and our border communities with the resources needed to prevent lawlessness and chaos at our border.

### Affordable and Thriving Economy

**Supporting policies that grow our economy** by growing the middle class. Gov. Hobbs' making investments in Arizona to create new, good-paying jobs and to lower the cost of living so the middle class will have the tools they need to thrive – which grows our economy and is good for all of us.

### Infrastructure

**Advancing accessible, safe, and cost-effective infrastructure** to connect Arizonan families to good jobs, quality healthcare, and education while positioning Arizona to continue its dynamic growth for years.

# Target Industries & Populations

## Industries

- Advanced Manufacturing
- Construction Trades
- Clean Energy Jobs
- Broadband, Telecommunications, and Information Technology
- Early Childhood Education & Child Care
- Aerospace and Defense
- Healthcare
- Cybersecurity

## Populations

- Tribal Communities
- Justice-Impacted Arizonans
- Veterans
- Arizonans Living with Disabilities
- Women in the Workforce





# Example – Arizona Commerce Authority

## ***FY26 Strategic Plan***

<b>Outcome</b>	<i>1) Attract and grow business in Arizona creating 100,000 projected new jobs by June 2029</i>
<b>Annual Objective</b>	<i>1.3) Increase Semiconductor Apprenticeship commitments from 117 to 200 by June 2026</i>
<b>Metrics</b>	<i>1.3) # of apprenticeship commitments</i>
<b>Initiatives</b>	<i>1.3) Continue growing and promoting SCAN Initiative</i>

# Goals (examples)

- Double the number of construction apprentices by 2026 (OEO)
- Create one Regional Security Operations Center by 2025 (Homeland Security)
- Increase veterans' employment by 25% by 2030
- Partner with the disability community to create best practices, a toolkit and other resources to support employers





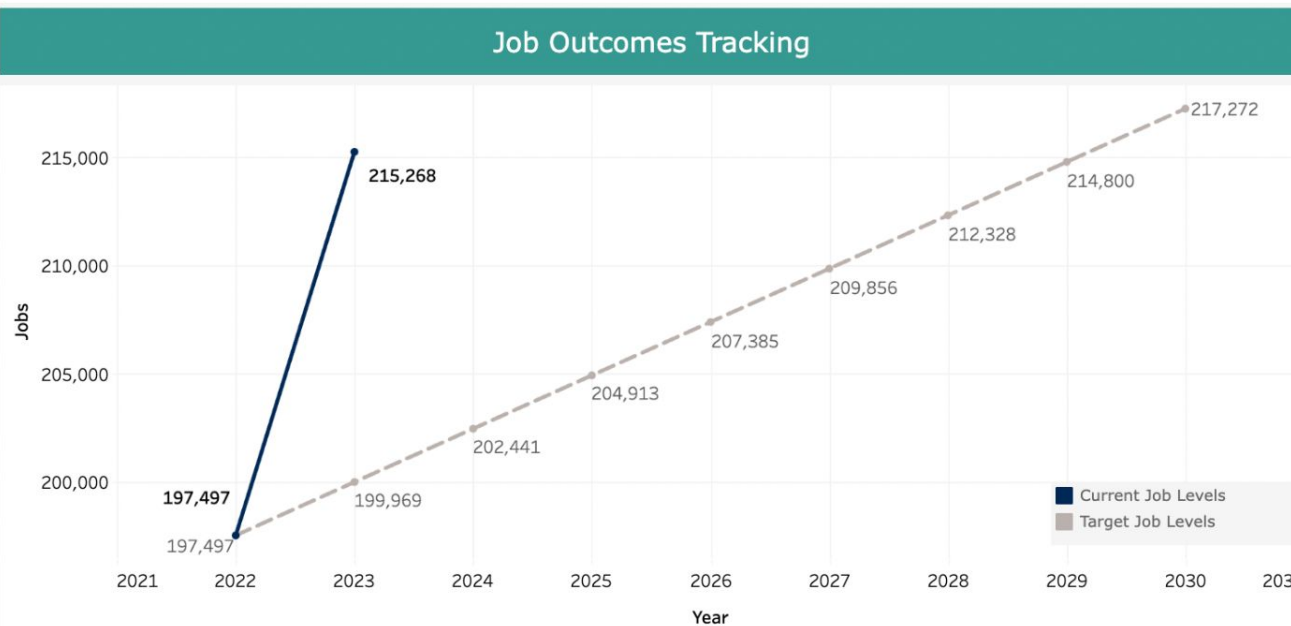
## Job Outcomes Tracking

Industry:

- Total Jobs
- Aerospace and Defense
- Broadband, Telecommunication...
- Construction
- Early Childhood Education and ...
- Health Care
- Manufacturing
- Clean Energy

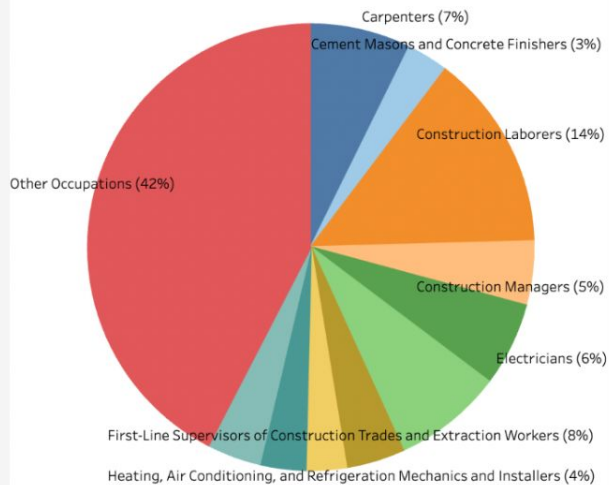
Source: Employment level data in this dashboard is based on the Arizona Office of Economic Opportunity Long-Term Employment Projections. For more details, visit

[QEO Employment Projections](#)



## Occupation Breakdown

Employment Shares in Construction



Construction Top-ten Core Occupations Projected Growth

Occupation Name	2022 Estimates	2023 Estimates	Avg. Annual Percent Change	2023 Outcomes
Carpenters	16,954	17,816	1.0%	18,341
Cement Masons and Concrete Fin..	6,605	7,381	0.6%	6,916
Construction Laborers	33,336	34,905	1.3%	36,849
Construction Managers	8,429	11,332	1.1%	9,230
Electricians	13,562	14,849	1.7%	15,552
First-Line Supervisors of Constru..	17,036	19,409	1.1%	18,599
Heating, Air Conditioning, and Re..	7,877	10,395	1.7%	9,007
Operating Engineers and Other C..	6,242	7,144	0.7%	6,605
Painters, Construction and Maint..	7,877	8,119	1.1%	8,597
Plumbers, Pipefitters, and Steam..	10,550	9,534	1.3%	11,732
Other Occupations	98,976	103,746	1.1%	108,393



# Highlights of Key Initiatives

# BuildItAZ



# 2024 National Apprenticeship Week



# Future48 Workforce Accelerators



# Workforce Accelerator Groundbreaking in Yuma



# Arizona Community College Workforce Scholarship Program



# AZ Healthy Tomorrow



# 2024 Girls in Cyber Summit



# Reentry 2030 Executive Order



# Governor's Bright Futures Initiative (Child Care)



# Cyber Security Operations Centers





NATIONAL  
**GOVERNORS**  
ASSOCIATION

# Workforce Strategies For New Industrial Policies: Governors' Emerging Solutions

Oct. 23, 2024 | Publications

Emerging strategy	Overview	State example
Set a coherent, integrated workforce vision and goals	Communicate a clear, strategic vision and targets to ensure alignment across agencies.	Arizona: Executive Order 2024-04
Convene stakeholders regularly	Periodically bring together stakeholders across government and the broader business and education community to share work and provide support.	West Virginia: Biweekly infrastructure meetings and quarterly infrastructure summits
Invest in workforce system infrastructure	Establish additional workforce centers and fund facility development and equipment acquisition to scale training.	New York: ON-RAMP workforce centers

# OEO Agency Updates

Mary Foote, OEO Director





OFFICE OF  
**ECONOMIC  
OPPORTUNITY**

# **Five-Year Strategic Plan**

Mary Foote, Director

# Mission Areas and Initiatives



Workforce Planning



Economic & Labor Market



Population & Data



Grants Office



Arizona Finance Authority



Tax & Regulatory

# Executive Summary

Five outcomes integral to the Agency's mission to be completed by June 2029.

1

**Develop  
In-Demand  
Skills**



2

**Provide  
Capital to  
Microbusinesses**



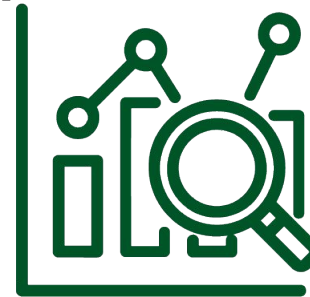
3

**Train Workforce  
for  
High-Quality  
Jobs**



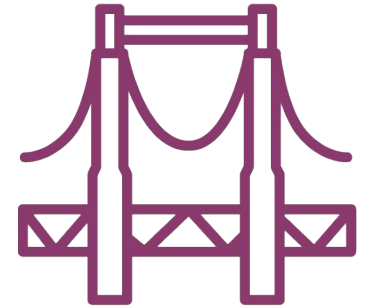
4

**Strengthen  
Arizona's  
Workforce  
System**



5

**Grow Economy,  
Build  
Infrastructure**



# The Outcomes

1

## **Develop In-Demand Skills**

Increase the number of individuals earning at least one industry-recognized credential in target in-demand industries (Construction, Healthcare, Advance Manufacturing, Finance and Cybersecurity) by 20% by June 2029.

2

## **Provide Capital to Microbusinesses**

Connect 450 microbusinesses to \$4.5 million in loans by June 2029.

3

## **Train Workforce for High-Quality Jobs**

Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by at least 60%.

4

## **Strengthen Arizona's Workforce System**

Publish 15 workforce evaluation reports by 2029.

5

## **Grow Economy, Build Infrastructure**

Develop a minimum of two finance programs within the Arizona Finance Authority to support economic development and job creation by June 2029.

# 1 - Develop In-Demand Skills

## Objectives

- Increase the number of construction/trades active apprentices from 7,200 to 8,700 by June of 2026.
- Enroll 1,100 Arizonans and expand ReadyTechGo advanced manufacturing training program network from 3 to 6 by June 2026.
- By June 2026, establish a statewide methodology to accurately track the attainment of industry-recognized credentials by Arizonans in target in-demand industries, thereby informing strategic workforce development initiatives.



## Metrics

- # of construction and trades registered active apprentices.
- # of students enrolled through ReadyTechGo.
- # of community college partners in the ReadyTechGo network.
- Percent completion of methodology for five target in-demand industries.

# 2 - Provide Capital to Microbusinesses

## Objectives

- Fund a total of 150 microbusiness loans by June 2026.
- Increase the percentage of microbusiness loans issued to childcare businesses from 2% to 20%.

## Metrics

- # of microbusinesses loans funded.
- % of microbusiness loans issued to child care businesses.



# 3 - Train Workforce for High-Quality Jobs

## Objectives

Increase the percentage of eligible Arizonans enrolled in high-impact ARIZONA@WORK adult training programs that lead to high-quality jobs from 21% to 31% by June 2026.

## Metrics

% of eligible Arizonans enrolled in high-impact ARIZONA@Work adult training programs.



# 4 - Strengthen Arizona's Workforce System

## Objectives

Publish three workforce evaluation reports and a demographic report by June 2026.

## Metrics

- % of reports published.
- # of OEO webinars and presentations to key audiences on report data/results.



# 5 - Grow Economy, Build Infrastructure

## Objectives

- Finance at least \$5 M in public infrastructure for rural cities, towns, special districts and tribes.
- Finance one project through a new statewide Brownfields revolving loan fund by June 30.

## Metrics

- \$ financed in public infrastructure.
- \$ financed through Brownfields revolving loan fund.





# Labor Market Update

OEO Labor Market Info Team

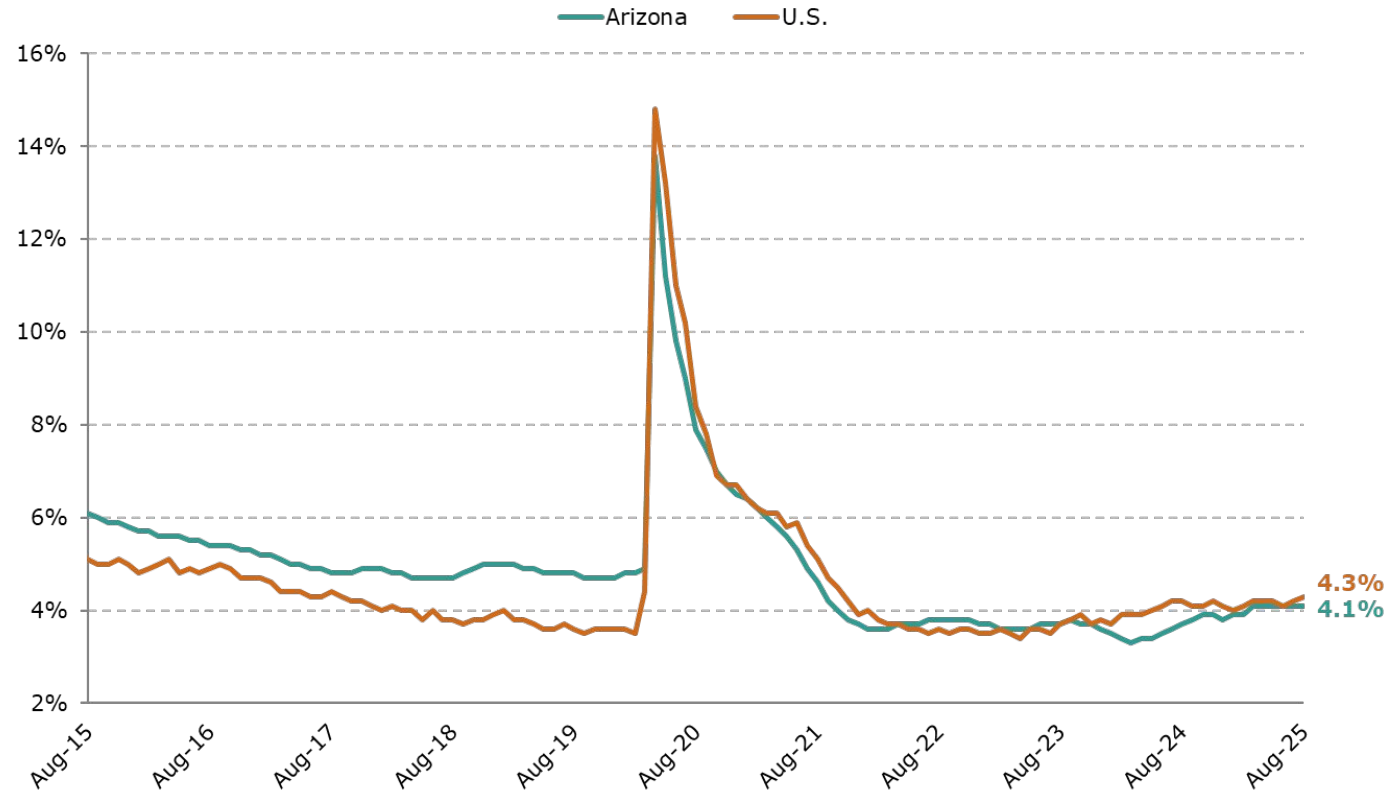
# Arizona Jobs Highlights: August 2025

- **Broad-Based Job Gains:** Positive momentum has translated into employment growth across 8 of Arizona's 12 major industry sectors and in 5 of the state's 7 metro areas
- **Optimism Among Job Seekers:** More individuals are entering or re-entering the labor force, a sign of confidence in finding work opportunities
- **Stable and Low Unemployment:** Arizona's unemployment rate remains historically low, and initial unemployment insurance claims have held steady
- **Fewer Job Openings:** The job openings rate dropped from nearly 8% in May 2022 to 6.3% in Feb. 2025 to 4.5% in July 2025



# U.S. AND ARIZONA UNEMPLOYMENT RATES

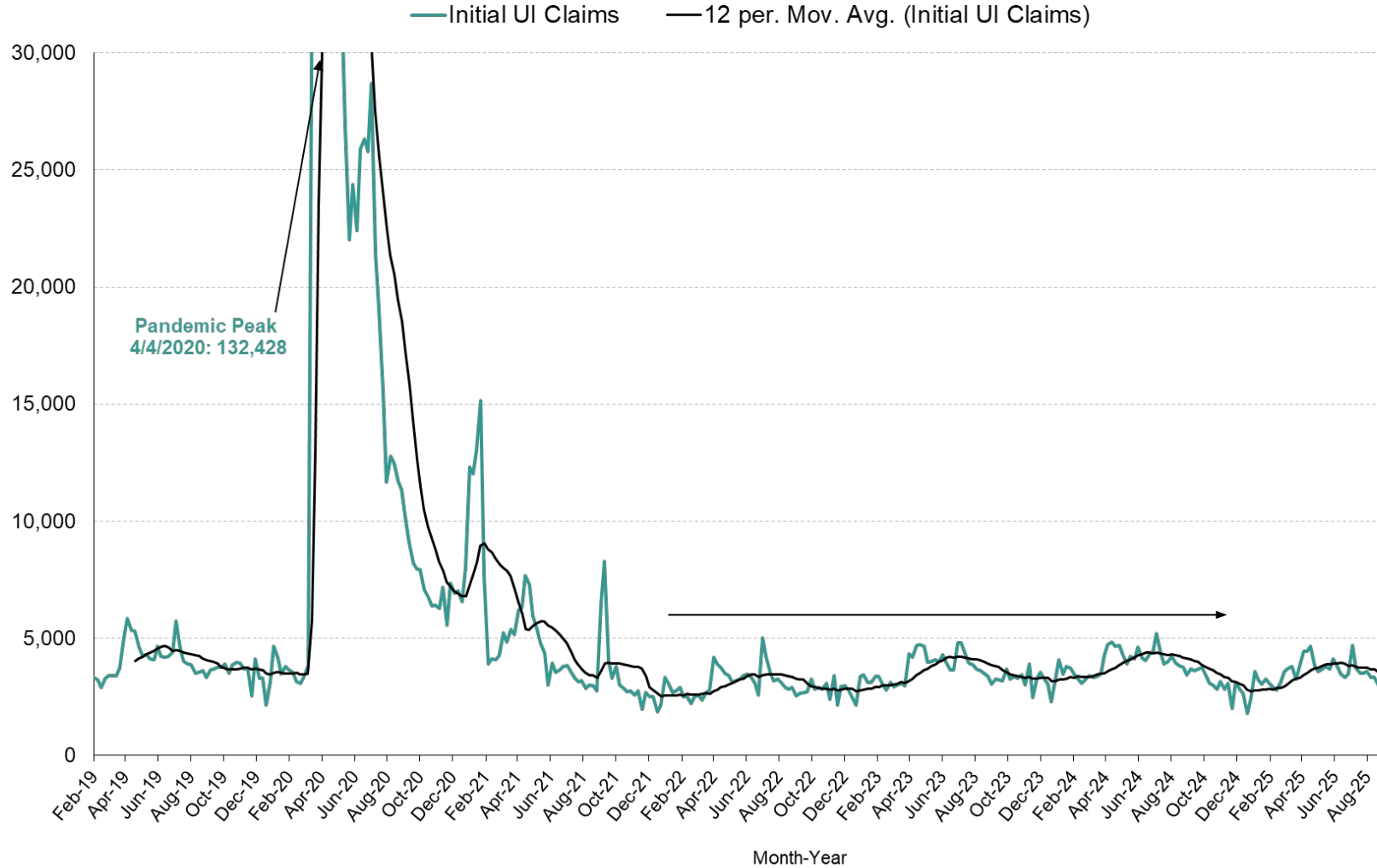
Seasonally Adjusted, Rounded to Nearest Hundred



PERIOD	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
<b>Aug-25</b>	<b>3,802,400</b>	<b>3,645,200</b>	<b>157,100</b>	<b>4.1%</b>
<b>OTM CHANGE</b>	3,900	2,800	1,100	0.0
<b>OTY CHANGE</b>	50,200	32,900	17,300	0.4

# ARIZONA INITIAL WEEKLY UI CLAIMS

## Not Seasonally Adjusted

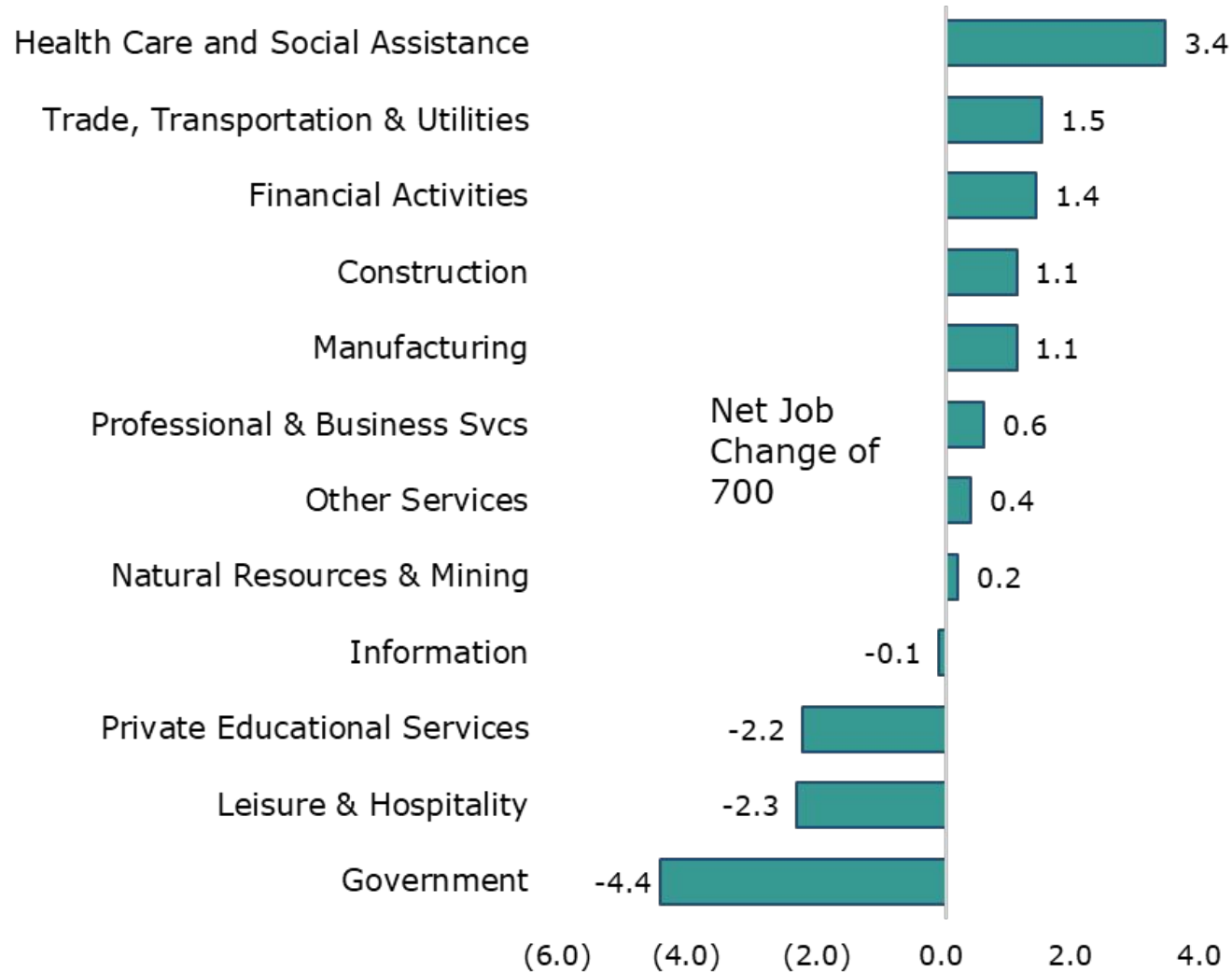


\*Initial claims refers to the number of workers applying for unemployment benefits for the first time following job loss.

Source: Produced by the Arizona Office of Economic Opportunity

# Arizona Month-Over-Month Employment Change

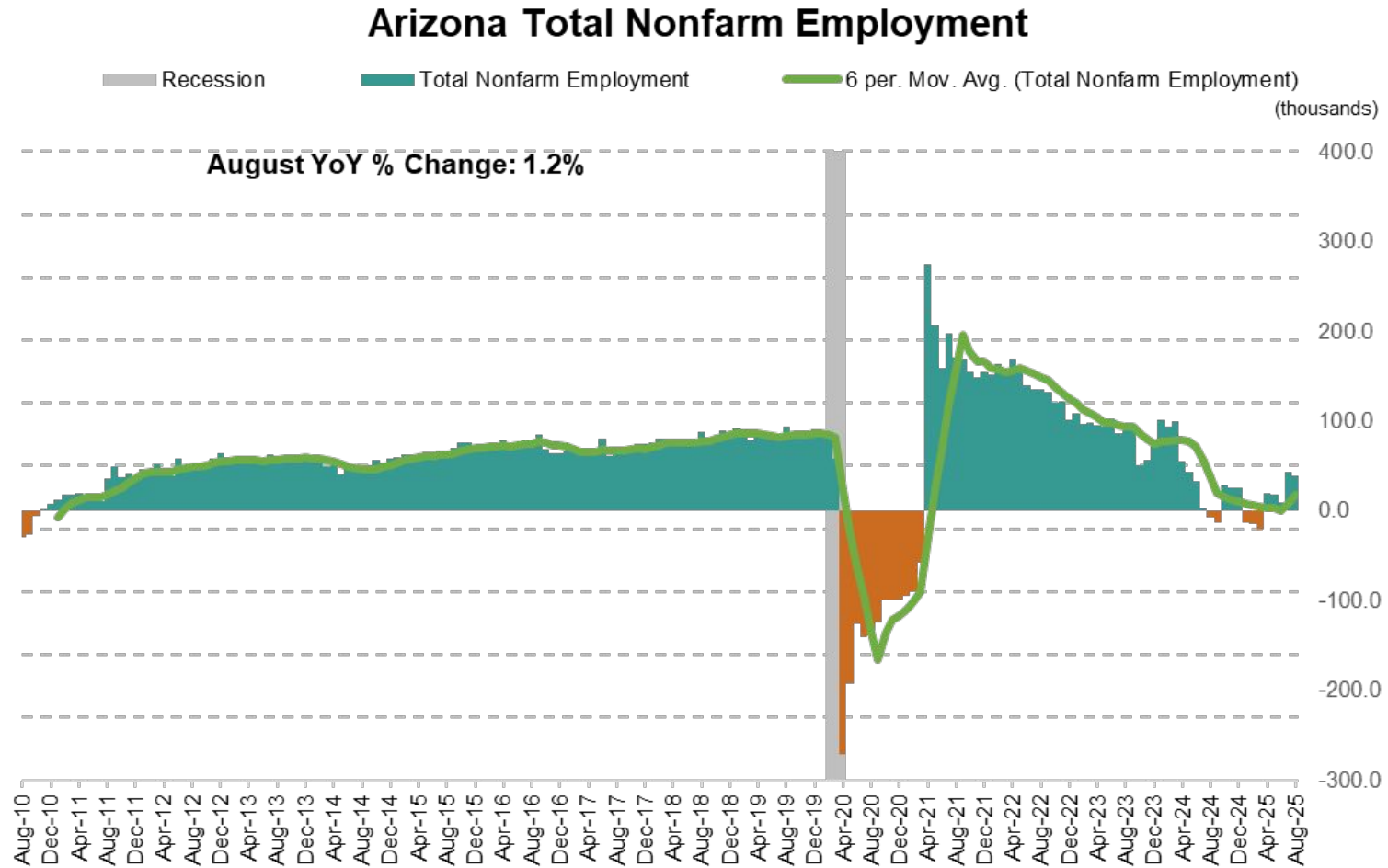
August 2025, Seasonally Adjusted, Thousands



Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS.

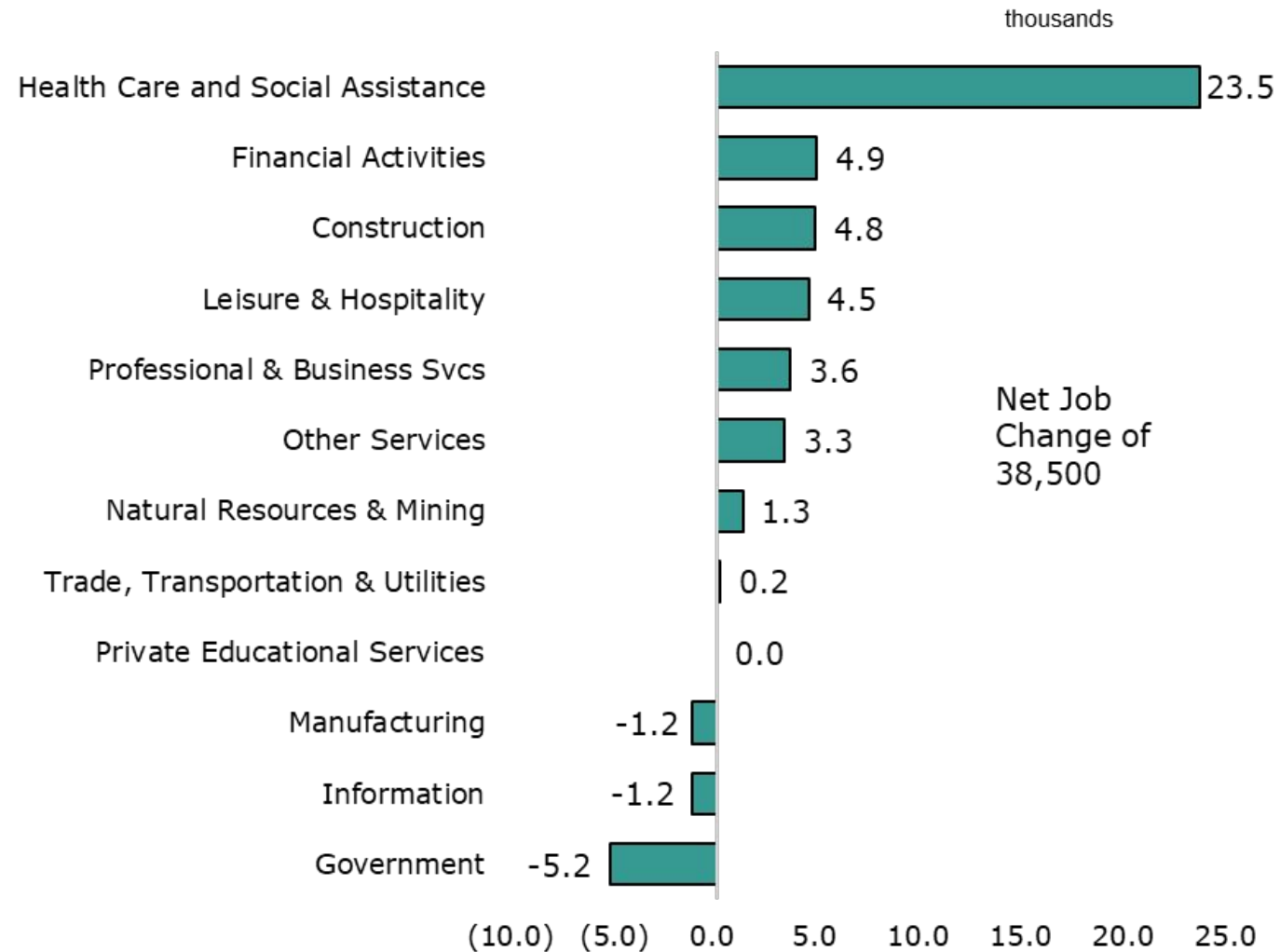
# YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted



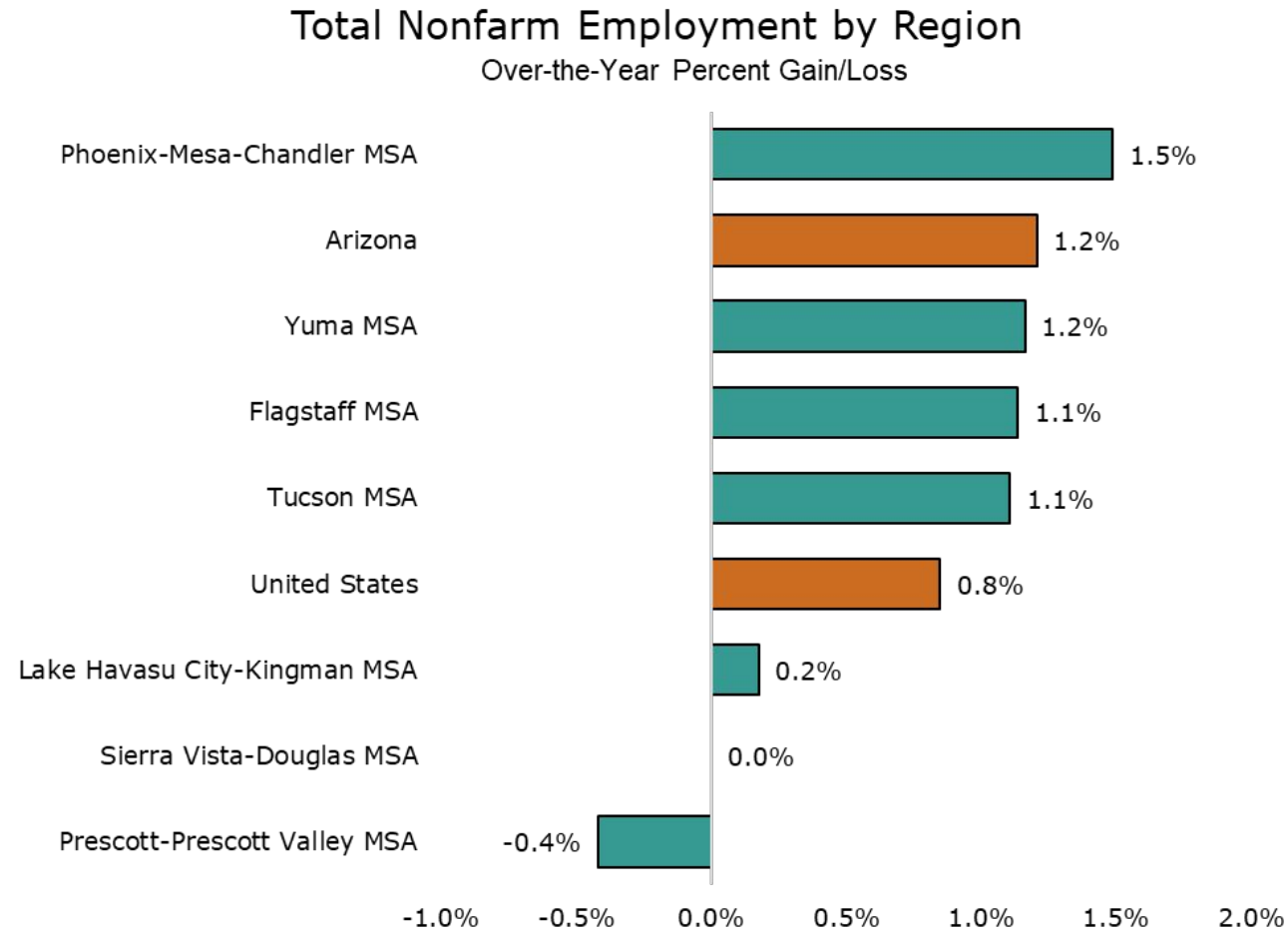
# YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, August 2025



# YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, August 2025





+



# BuildItAZ Apprenticeship Initiative Campaign Update

Gina Flores, Deputy Director

# BUILD IT AZ

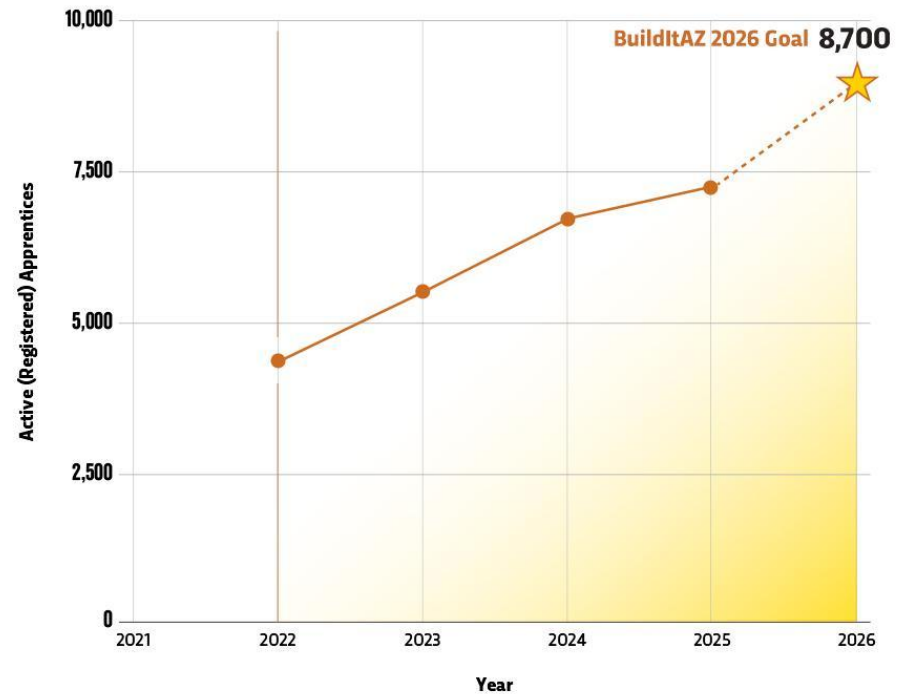
## Apprenticeship Initiative

### Campaign Overview

**BUILD IT AZ**

**AZ** OFFICE OF ECONOMIC OPPORTUNITY

Registered Construction and Building Trades Apprentices from 2022 - 2025



**GOAL: Double the number of apprentices by 2026.**

● Construction Apprentices (#) ★ BuildItAZ Target

# Public Relations

## Media Outreach

### From April through September:

- Leveraged media events, apprentice stories and grant implementation
- 65 positive news stories
- 4.5 million Arizonans reached
- \$254,831 of ad value



# Public Relations

## Media Outreach

### Statewide Impact

- Diverse Spokespeople and Success Stories
- 2nd Chance and ReCareering Apprentices
- Spanish-Language Programs
- Apprentices Overcoming Barriers such as homelessness, illness, lack of childcare, financial, etc.



# Public Relations

## BuildItAZ Speaker's Bureau



### Empowering BuildItAZ Spokespeople through Speaker's Bureau Toolkit

- Leverage Grantees and Industry/Business leaders to share BuildItAZ messaging
- Provide tools & talking points for media interviews, speaking engagements and informal networking
  - BuildItAZ Key Messages & FAQ
  - Apprentice success stories, quotes, videos
  - Data points and research
  - Campaign successes and grant dollar implementation

# Paid Media Overview

Launching by the end of  
September

- Multi-platform digital strategy
  - High-reach awareness tactics + targeted engagement tactics
  - Google Search
  - Streaming Video & Audio (Over-the-Top, YouTube, Spotify)
  - Behavioral & Geographic Targeted Display
  - Facebook & Instagram
- Nearly 10 million impressions estimated

# Creative Overview

Backed by Research

- Industry Situation Analysis
- Marketing Campaign Case Study Analysis
- Target Audience Research
- Collaboration with Industry Partners
- Message & Visual Testing - current and prospective apprentices

# Display Ads & Video Storyboard



**YOUR RESOURCE FOR A CAREER IN CONSTRUCTION.**  
START BUILDING

Construction offers endless pathways to fulfilling careers. And they all begin with a paid registered apprenticeship.

**BUILD IT AZ** | **AZ OFFICE OF ECONOMIC OPPORTUNITY**  
Your construction career resource.



**CONSTRUCTION BUILDS OPPORTUNITY.**  
START BUILDING

Construction offers endless pathways to fulfilling careers. And they all begin with a paid registered apprenticeship.

**BUILD IT AZ** | **AZ OFFICE OF ECONOMIC OPPORTUNITY**  
Your construction career resource.



**APPRENTICESHIPS: THE MOST POWERFUL TOOL IN CONSTRUCTION.**  
START BUILDING

Construction offers endless pathways to fulfilling careers. And they all begin with a paid registered apprenticeship.

**BUILD IT AZ** | **AZ OFFICE OF ECONOMIC OPPORTUNITY**  
Your construction career resource.



**BEING PAID TO LEARN BEATS PAYING TO LEARN.**  
START BUILDING

Construction offers endless pathways to fulfilling careers. And they all begin with a paid registered apprenticeship.

**BUILD IT AZ** | **AZ OFFICE OF ECONOMIC OPPORTUNITY**  
Your construction career resource.



I've been in construction for a while now.



I've built hospitals, homes, schools, skyscrapers.



I've built character, discipline, skills, my pay grade.



But most importantly, I've built a career that letting me build my dreams.



And it all started with a registered apprenticeship.  
What are you building?

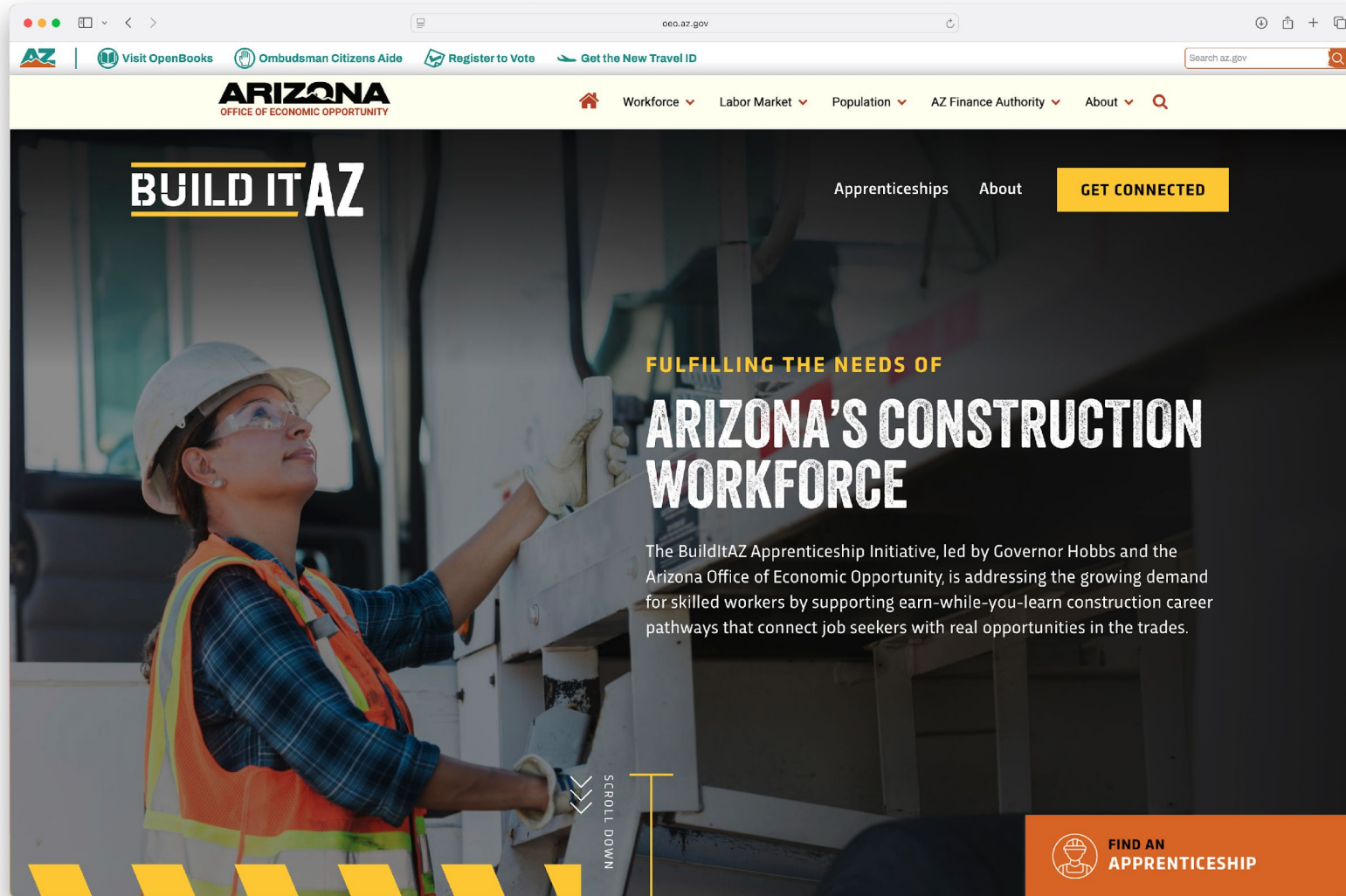
# Website Overview

BuildItArizona.com

## New Features

- Expanded messaging supporting careers in construction by way of registered apprenticeships
- Myth-busting content
- Females featured visually
- Well-paid, earn-while-you-learn training
- Career versus job - Aspirational path
- Characteristics of those in construction trades - “They are me”

# BuildItArizona.com



# BuildItArizona.com





The infographic is set against a yellow background with a vertical ruler on the right side. The ruler has numbers from 2 to 13, with a red highlight on the number 10. A yellow hard hat is positioned at the top of the ruler.

**APPRENTICESHIPS TIP THE PAY SCALE IN YOUR FAVOR**



Completing an apprenticeship often results in earning **\$240,000<sup>1</sup>** more than peers without apprenticeship experience over a full career.

**AVERAGE APPRENTICESHIP PAY<sup>2</sup>**  
**\$30–\$35 PER HOUR**

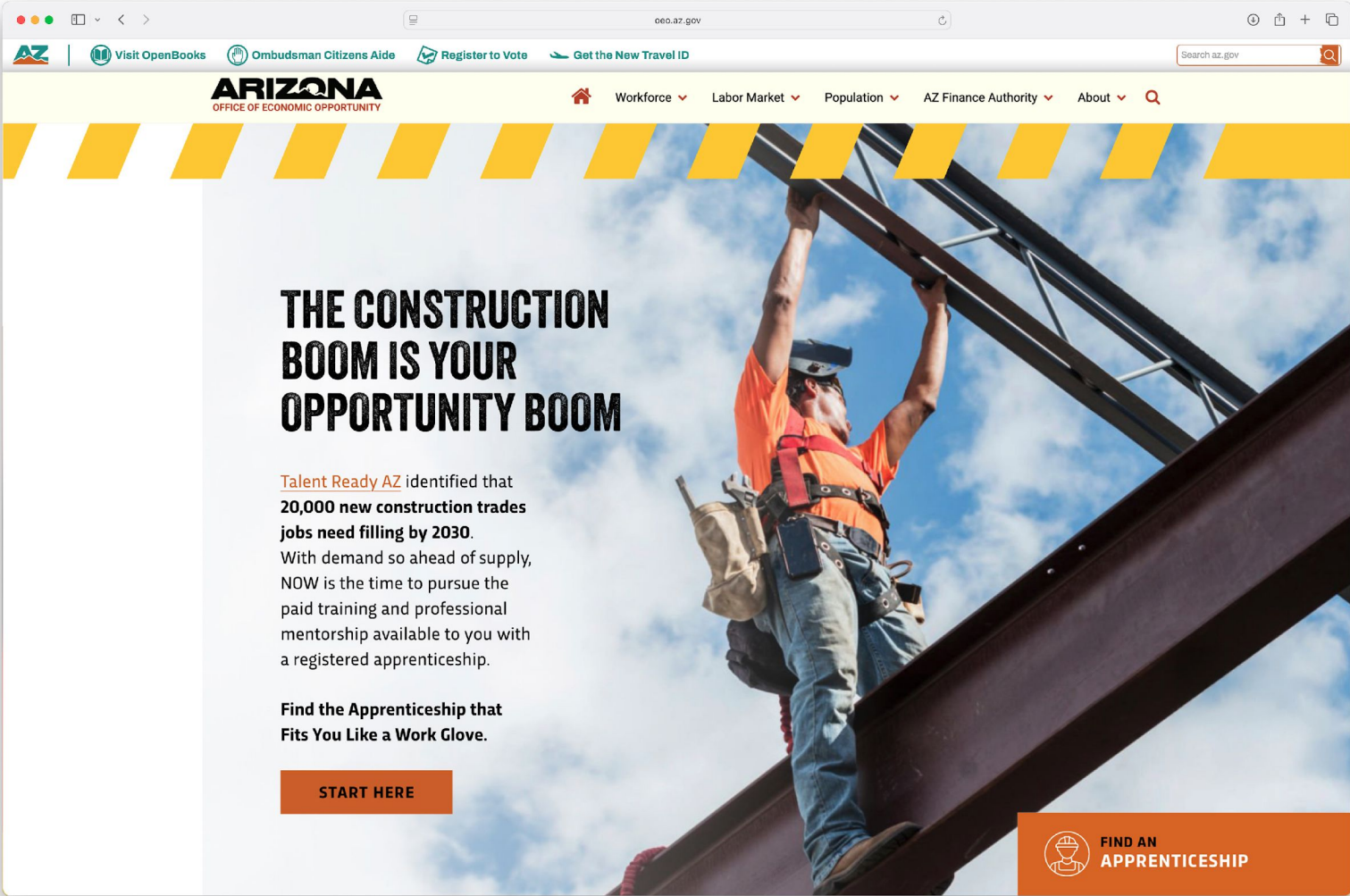
**TOP PAYING APPRENTICESHIPS<sup>3</sup>**

	<b>ELEVATOR INSTALL/REPAIR</b> <b>\$48.11/HOUR</b>
	<b>BOILERMAKER</b> <b>\$35.50/HOUR</b>
	<b>PLUMBER/PIPEFITTER</b> <b>\$32.62/HOUR</b>
	<b>ELECTRICIAN</b> <b>\$32.60/HOUR</b>

**FIND AN APPRENTICESHIP**

1 [Mathematica study, 2012](#)   
2 OEO estimates based on data made available by the Department of Labor as of December 2024.  
3 [Department of Labor, December 2024](#) 

# BuildItArizona.com




The screenshot shows a web browser window with the URL `oeo.az.gov`. The page header includes the Arizona logo and the text "ARIZONA OFFICE OF ECONOMIC OPPORTUNITY". Navigation links include "Workforce", "Labor Market", "Population", "AZ Finance Authority", and "About". A search bar is located in the top right corner. The main content area features a large background image of a construction worker in an orange shirt and safety harness working on a steel beam against a blue sky with clouds. The text on the page reads:

## THE CONSTRUCTION BOOM IS YOUR OPPORTUNITY BOOM

**Talent Ready AZ** identified that **20,000 new construction trades jobs need filling by 2030.** With demand so ahead of supply, NOW is the time to pursue the paid training and professional mentorship available to you with a registered apprenticeship.

**Find the Apprenticeship that Fits You Like a Work Glove.**

[START HERE](#)

 **FIND AN APPRENTICESHIP**

# BuildItArizona.com


The screenshot shows a web browser window with the URL oeo.az.gov. The page header includes the Arizona Office of Economic Opportunity logo and navigation links for Workforce, Labor Market, Population, AZ Finance Authority, and About. The main navigation features the 'BUILD IT AZ' logo, 'Apprenticeships', 'About', and a 'GET CONNECTED' button.

## APPRENTICESHIP PROGRAMS

The following programs are currently accepting applications. Click LEARN MORE for more information about a specific program or to request program information via email.

**SORT BY:** OCCUPATION **SORT BY:** COUNTY

SPONSOR PROGRAM NAME	OCCUPATION(S)	SPONSOR COUNTY	
ABA Education Trust Fund	Carpenter, Construction Equipment Mechanic, Electrician/Interior Electrician, Form Builder Carpenter, Heating & A/C Mechanic Installer, Heavy Construction Equipment Mechanic, Operating Engineer, Pipe Fitter (Construction), Plumber, Sheet Metal Worker, Sign Erector I	Maricopa County	<a href="#">LEARN MORE</a>
Arizona Heat & Frost Insulators & Allied Workers	Composite Plastic Fabricator / Insulation Worker, Pipe Coverer & Insulator	Maricopa County	<a href="#">LEARN MORE</a>
Arizona Masonry Council Central	Bricklayer (Construction), Bricklayers & Mason, Industrial	Maricopa County	<a href="#">LEARN MORE</a>

 **FIND AN APPRENTICESHIP**

# What's Next

[BuildItArizona.com](https://BuildItArizona.com)

- Partner Engagement
  - Interested Apprentice List
- Upcoming Events
  - Construction Workforce Town Hall

# 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 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**
  - Submitted 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
  - [Continuous Improvement Workgroup](#)
  - [Training Effectiveness Workgroup](#)
  - [Increasing Apprentices Workgroup](#)



# Proposed Workgroup Meeting Schedule: Continuous Improvement

## Continuous Improvement Schedule

Meeting	Date	Time
Kick-Off Meeting/Relaunch	Thursday, October 30	1pm-2pm
Continuous Improvement Meeting #2	Thursday, December 11	1pm-2pm
Continuous Improvement Meeting #3	Thursday, January 22	1pm-2pm
Continuous Improvement Meeting #4	Thursday, March 5	1pm-2pm
Continuous Improvement Meeting #5	Thursday, April 16	1pm-2pm
Continuous Improvement Meeting #6	Thursday, May 28	1pm-2pm



# Proposed Workgroup Meeting Schedule: Training Effectiveness

## Training Effectiveness Schedule

Meeting	Date	Time	
Kick-Off Meeting/Relaunch	Monday, October 20	2pm-3pm	Q4 2025
TE Meeting #2	Tuesday, December 16	1pm-2pm	
TE Meeting #3	Tuesday, January 27	1pm-2pm	Q1 2026
TE Meeting #4	Tuesday, March 10	1pm-2pm	
TE Meeting #5	Tuesday, April 21	1pm-2pm	Q2 2026
TE Meeting #6	Tuesday, June 2	1pm-2pm	
TE Meeting #7	Tuesday, July 14	1pm-2pm	Q3 2026



# Proposed Workgroup Meeting Schedule: Increasing Apprentices

## Increasing Apprentices Schedule

Meeting	Date	Time
Kick-Off Meeting/Relaunch	Wednesday, November 12 (TBD)	TBD
Increasing Apprentices Meeting #2	Wednesday, January 14 (TBD)	TBD
Increasing Apprentices Meeting #3	Wednesday, February 25 (TBD)	TBD
Increasing Apprentices Meeting #4	Wednesday, April 8 (TBD)	TBD
Increasing Apprentices Meeting #5	Wednesday, May 20 (TBD)	TBD
Increasing Apprentices Meeting #6	Wednesday, July 8 (TBD)	TBD



# DES Agency Updates

Anna Hunter, Anna Hunter, Assistant Director, Division of  
Employment and Rehabilitation Services





# 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 8/4/2025 - \$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 - NOA received 8/18/2025
- Workforce Information Grants to States (WIGS): \$667,272 - NOA received 8/26/2025

## **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 Appropriations Committee passed their budget 9/9/2025 which reduced funding levels for WIOA and consolidated other workforce programs.
  - Eliminates WIOA Youth Formula Funding, WIOA Title II Adult Education Funding, SCSEP.
  - Registered Apprenticeship program equal to the FY25 enacted level.

# PY25 WIOA Title I Funding Allocations

Alert Published 8/13/2025; Rapid Response Funding Update Alert Published 9/8/2025



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	\$41,836	\$154,161	\$891,525
<b>Total</b>	<b>\$307,033</b>	<b>\$57,787</b>	<b>\$36,040</b>	<b>\$239,145</b>	<b>\$132,805</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$968,807</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	\$41,836	\$154,161	\$1,320,086
<b>Total</b>	<b>\$337,054</b>	<b>\$70,021</b>	<b>\$117,854</b>	<b>\$289,772</b>	<b>\$434,286</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$1,444,984</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	\$41,836	\$154,161	\$969,435
<b>Total</b>	<b>\$416,111</b>	<b>\$45,518</b>	<b>\$44,692</b>	<b>\$188,368</b>	<b>\$164,687</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$1,055,373</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	\$41,836	\$154,161	\$11,292,290
<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>\$41,836</b>	<b>\$154,161</b>	<b>\$12,525,209</b>

Mohave County - MoP	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	\$41,836	\$154,161	\$1,517,293
<b>Total</b>	<b>\$484,473</b>	<b>\$112,478</b>	<b>\$86,593</b>	<b>\$465,472</b>	<b>\$319,090</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$1,664,103</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	\$41,836	\$154,161	\$7,845,865
<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>\$41,836</b>	<b>\$154,161</b>	<b>\$8,695,851</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	\$41,836	\$154,161	\$5,596,753
<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>\$41,836</b>	<b>\$154,161</b>	<b>\$6,196,836</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	\$41,836	\$154,161	\$2,107,490
<b>Total</b>	<b>\$636,477</b>	<b>\$152,365</b>	<b>\$150,376</b>	<b>\$630,540</b>	<b>\$554,125</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$2,319,880</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	\$41,836	\$154,161	\$934,463
<b>Total</b>	<b>\$344,404</b>	<b>\$56,840</b>	<b>\$39,285</b>	<b>\$235,226</b>	<b>\$144,763</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$1,016,515</b>

OEO - AZ Tribal Workfor	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	\$41,836	\$154,161	\$2,917,100
<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>\$41,836</b>	<b>\$154,161</b>	<b>\$3,219,445</b>

Yavapai County - Yav	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	\$41,836	\$154,161	\$1,212,614
<b>Total</b>	<b>\$359,075</b>	<b>\$80,153</b>	<b>\$76,553</b>	<b>\$331,702</b>	<b>\$282,092</b>	<b>\$41,836</b>	<b>\$154,161</b>	<b>\$1,325,572</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	\$41,836	\$154,161	\$8,297,192
<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>\$41,836</b>	<b>\$154,161</b>	<b>\$9,197,325</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
- MRUs will primarily function in a Rapid Response capacity - supporting local area activity statewide
- Online system to request units be brought and operated on-site will go live Fall 2026 (State staff to operate)
- Public launch is scheduled for November 2026



# Recapture Estimate

- Projections as of 09/01/2025 for PY23/FY24

Program	Youth	Adult	Dislocated Worker	Dislocated Worker to Adult	Administration	Total
City/County	\$ 68,032	\$ -	\$ 83,771	\$ -	\$ 49,593	\$ 201,396
Tribal	\$ 624,993	\$ 581,198	\$ 327,143	\$ 23,716	\$ 24,230	\$ 1,581,280
<b>Total</b>	<b>\$ 693,025</b>	<b>\$ 581,198</b>	<b>\$ 410,914</b>	<b>\$ 23,716</b>	<b>\$ 73,823</b>	<b>\$ 1,782,676</b>

- 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 were due to DES by August 15<sup>th</sup>, DES is processing these reports and will have everything finalized by October 1.

# TEGL 02-25 Industry-Driven Skills Training Fund Grant Program

- DES, as the State Workforce Agency who is responsible for developing statewide policy and administering the state WIOA Title I program, is eligible as to the lead applicant for this grant.
- Funding to address critical workforce needs for in-demand skilled trade careers and in high-growth and emerging industries, in support of Executive Order 14278, Preparing Americans for High-Paying Skilled Trade Jobs of the Future and America's AI Action Plan.
- Priority industries included, but were not limited to, in-demand skilled trades including shipbuilding occupations, occupations essential to the buildout of artificial intelligence (AI) infrastructure, advanced manufacturing, nuclear energy, domestic mineral production, and information technology including AI.
- DOL anticipates awarding 5-10 grants to states, ranging from \$3 million to \$ 5 million.
- 90% of the grant must be used to reimburse employers for allowable training costs.
- Arizona was one of 44 states that applied for this opportunity, DOL plans to issue awards by 9/30/25.

# RSA/VR Modernization Update - *inFormed*

- **7/1/2025 Successful GO LIVE**
  - Over 31,000 cases migrated from old system to *inFormed*
  - Over 1 million documents transferred to *inFormed*
  - Over 300 staff members were able to log in and start using the system
- **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
  - Offering staff support sessions throughout the week to support purchasing and case management learning
- **Ongoing work**
  - Defect remediation & troubleshooting, hot fixes, planned incremental fixes
  - Identifying and prioritizing remaining functionality to implement
  - Strategizing system enhancements
- **Business Enterprise Program development kick off completed**
  - Projected go live in 2026



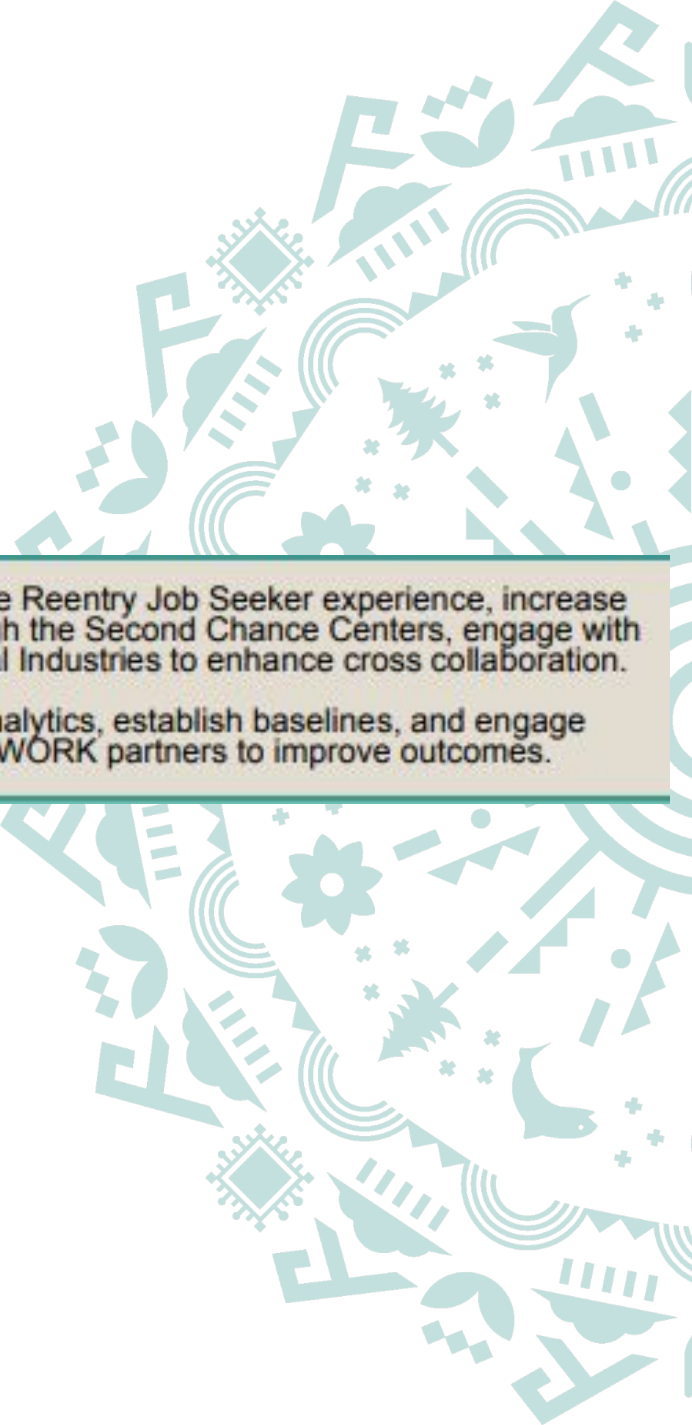
# Unemployment Insurance (UI) Modernization Update - CACTUS

- **Go Live achieved on September 7th, meeting the revised timeline**
  - We prioritized usability and stability to ensure a smooth and effective experience for those we serve.
  - CACTUS is delivering as anticipated.
- **Clear communication and strong support ensured a smooth transition**
  - Timely communications from DES kept claimants informed of the change and prepared for the new system launch.
  - The ADES website has been updated and dedicated support resources remain available for ongoing use.
- **DES Focus shifts to ensuring sustained CACTUS success**
  - Leadership - Leaders provide team level support to ensure continued success. Leaders gather feedback, answer questions, share tips and elevate employee concerns.
  - Feedback gathered from users and focus groups continues to help shape future improvements and system enhancements.
  - In depth training and sandbox practice enabled staff to successfully navigate CACTUS on day one, refresher and role-specific trainings are ongoing, further supporting CACTUS' continued success.
  - Dedicated support for each area of focus - Super Users provide focused and ongoing real time support for each area.





# 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>
---	---	---	--



# Questions?

# PY24/FY25 WIOA Performance Measures

Core Agency Title Partners





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

# PY2024 Preliminary WIOA Performance Report (Titles I and III)

# Preliminary PY2024 WIOA Performance

Individual Indicator		Title I			Title III
		Adult	Dislocated Worker	Youth	Wagner - Peyser
Employment Rate 2nd Quarter after Exit	PY23	72.7%	78.6%	74.0%	60.3%
	<b>PY24*</b>	<b>71.7%</b>	<b>81.5%</b>	<b>77.2%</b>	<b>62.7%</b>
Median Quarterly Earnings 2nd Quarter after Exit	PY23	\$9,573	\$10,127	\$6,970	\$8,398
	<b>PY24*</b>	<b>\$9,190</b>	<b>\$9,923</b>	<b>\$7,349</b>	<b>\$8,750</b>
Employment Rate 4th Quarter after Exit	PY23	69.1%	73.8%	74.4%	59.2%
	<b>PY24*</b>	<b>67.7%</b>	<b>75.8%</b>	<b>74.5%</b>	<b>58.1%</b>
Credential Attainment Rate	PY23	72.6%	70.7%	63.3%	N/A
	<b>PY24*</b>	<b>72.7%</b>	<b>72.9%</b>	<b>59.0%</b>	
Measurable Skill Gains Rate	PY23	74.4%	78.6%	67.6%	N/A
	<b>PY24*</b>	<b>74.6%</b>	<b>82.2%</b>	<b>69.4%</b>	

\* PY24 performance is unofficial until certification (10/1/2025)

# Preliminary PY2024 WIOA Performance

Individual Indicator		Title I			Title III
		Adult	Dislocated Worker	Youth	Wagner - Peyser
Employment Rate 2nd Quarter after Exit	PY24 Actual*	71.7%	81.5%	77.2%	62.7%
	PY24 Negotiated	72.9%	77.5%	75.0%	63.0%
	<b>Unadjusted Indicator Score</b>	<b>98.4%</b>	<b>105.2%</b>	<b>102.9%</b>	<b>99.5%</b>
Median Quarterly Earnings 2nd Quarter after Exit	PY24 Actual*	\$9,190	\$9,923	\$7,349	\$8,750
	PY24 Negotiated	\$9,100	\$9,600	\$6,188	\$8,175
	<b>Unadjusted Indicator Score</b>	<b>101.0%</b>	<b>103.4%</b>	<b>118.8%</b>	<b>107.0%</b>
Employment Rate 4th Quarter after Exit	PY24 Actual*	67.7%	75.8%	74.5%	58.1%
	PY24 Negotiated	68.5%	73.5%	73.0%	57.8%
	<b>Unadjusted Indicator Score</b>	<b>98.8%</b>	<b>103.1%</b>	<b>102.1%</b>	<b>100.5%</b>
Credential Attainment Rate	PY24 Actual*	72.7%	72.9%	59.0%	N/A
	PY24 Negotiated	73.0%	74.0%	61.0%	
	<b>Unadjusted Indicator Score</b>	<b>99.6%</b>	<b>98.5%</b>	<b>96.7%</b>	
Measurable Skill Gains Rate	PY24 Actual*	74.6%	82.2%	69.4%	N/A
	PY24 Negotiated	74.0%	75.0%	65.0%	
	<b>Unadjusted Indicator Score</b>	<b>100.8%</b>	<b>109.6%</b>	<b>106.8%</b>	
<b>Unadjusted Overall State Program Score</b>		<b>99.7%</b>	<b>104.0%</b>	<b>105.4%</b>	<b>102.4%</b>

\* PY24 performance is unofficial until certification (10/1/2025)



**ADULT EDUCATION  
SERVICES**

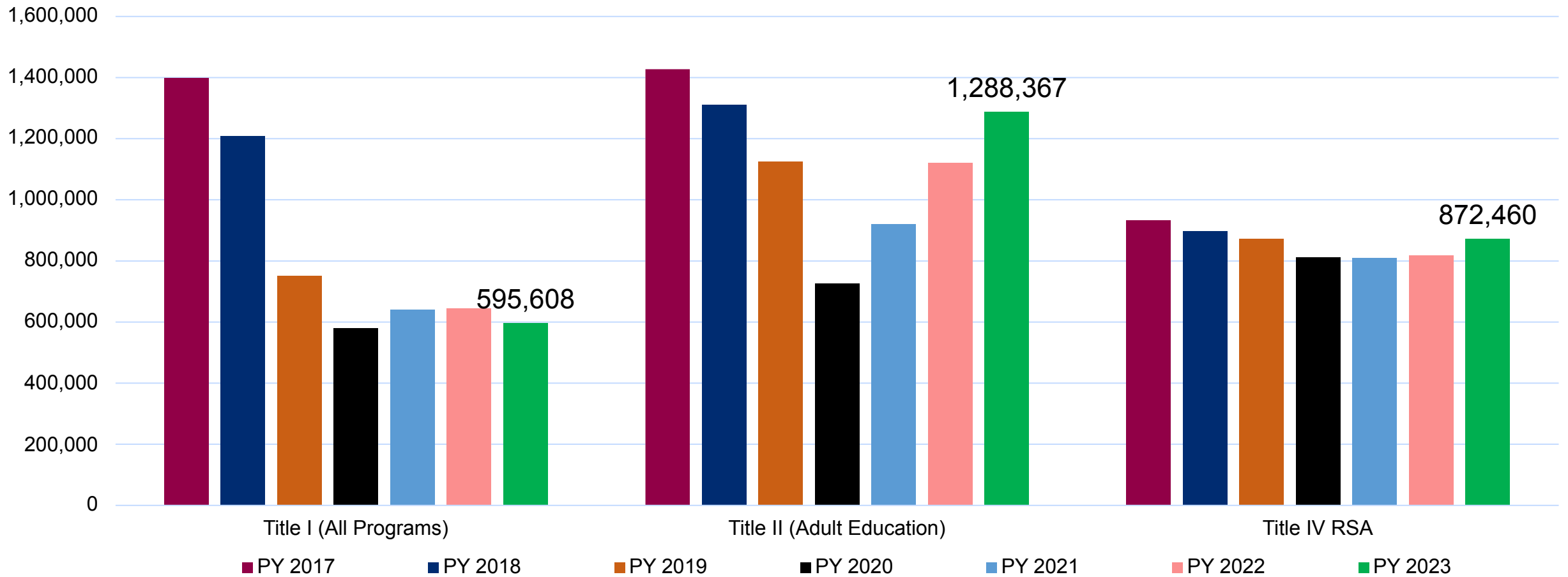
# **Title II-Adult Education Performance Measures**

**Beverly Wilson**

Deputy Associate Superintendent

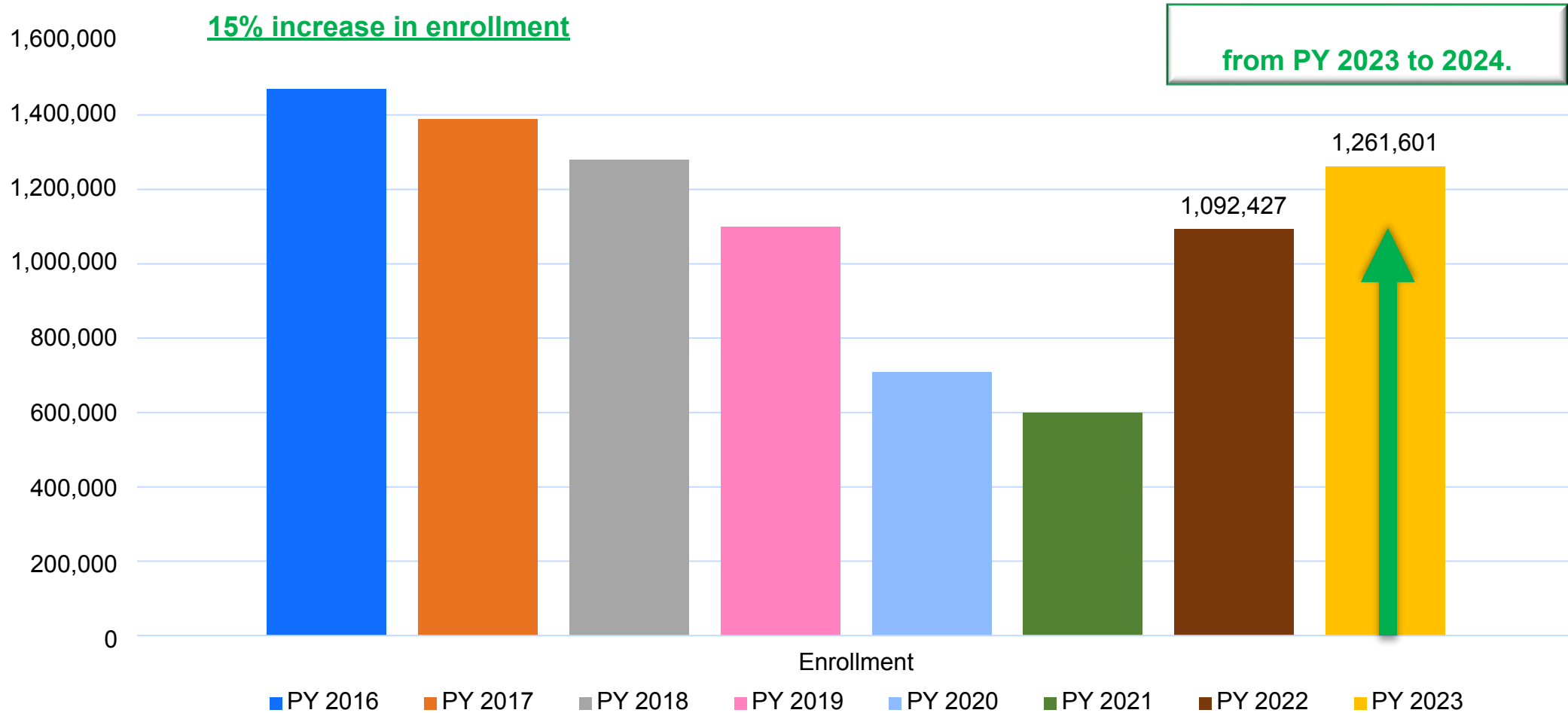
Adult Education and High School Equivalency Services

# National – Total Participants Served in Title I, II, and IV Programs PY2017 to PY2023

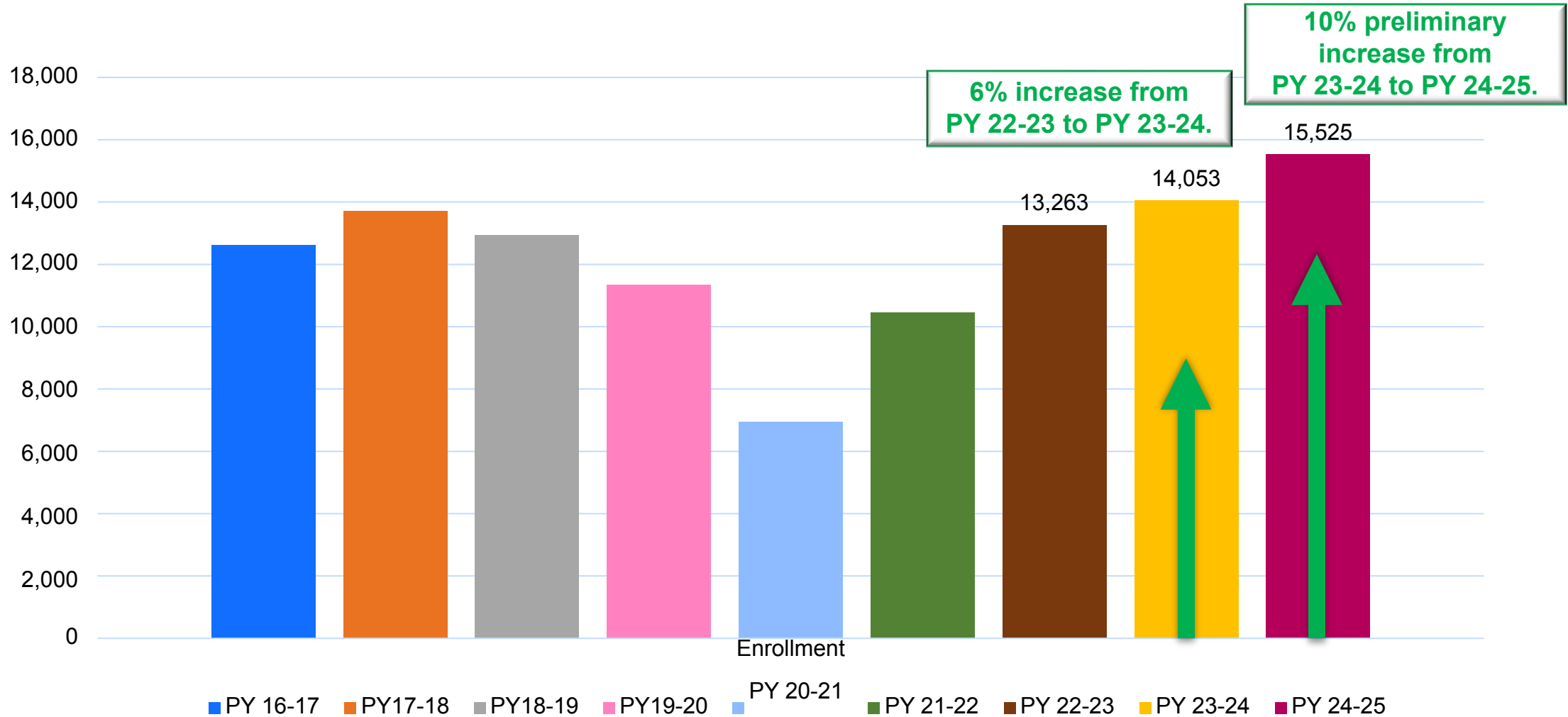


Source: WIOA Year 8 Data Webinar 5-12-25.

# National Title II Adult Education Program Participants - Unduplicated Count



# Arizona Title II Adult Education Program Participants - Unduplicated Count



# National MSGs Across Core Partner Programs

	Total Participants in the MSG Numerator	MSG Rate	Total Participants in the MSG Denominator (inferred calculation)	PY 2023 Total Participants	Percentage of Participants in the MSG Denominator
Title I Adult	73,273	71.20%	102,912	278,770	36.92%
Title I Dislocated Worker	21,991	70.40%	31,237	185,436	16.85%
Title I Youth	44,828	63.20%	70,930	131,402	58.98%
<b>Title II Adult Education</b>	<b>604,363</b>	<b>46.91%</b>	<b>1,288,367</b>	<b>1,288,367</b>	<b>100%</b>
Title IV Vocational Rehabilitation	120,121	52.10%	230,559	872,460	26.43%

Source: WIOA Year 8 Data Webinar 5-12-25.



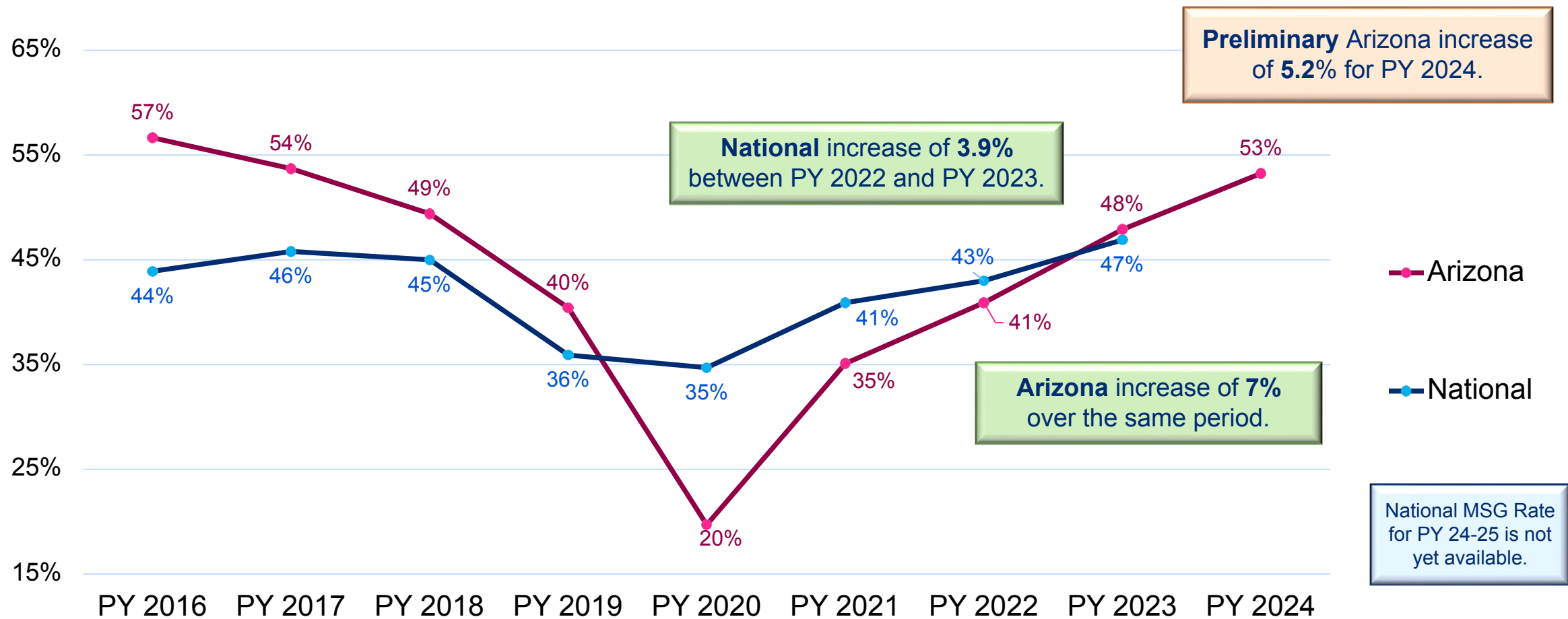
# Arizona MSGs Across Core Partner Programs

	Total Participants in the MSG Numerator	MSG Rate	Total Participants in the MSG Denominator (inferred calculation)	PY 2023 Total Participants	Percentage of Participants in the MSG Denominator
Title I Adult	2,790	74.4%	2,076	8,121	25.6%
Title I Dislocated Worker	305	78.6%	240	1,030	23.3%
Title I Youth	1,403	67.6%	948	3,707	25.6%
Title II Adult Education	6,776	47.9%	14,146	14,146	100.0%
Title IV Vocational Rehabilitation	1,043	25.3%	264	12,517	2.1%

Source: WIOA Year 8 Data Webinar 5-12-25.

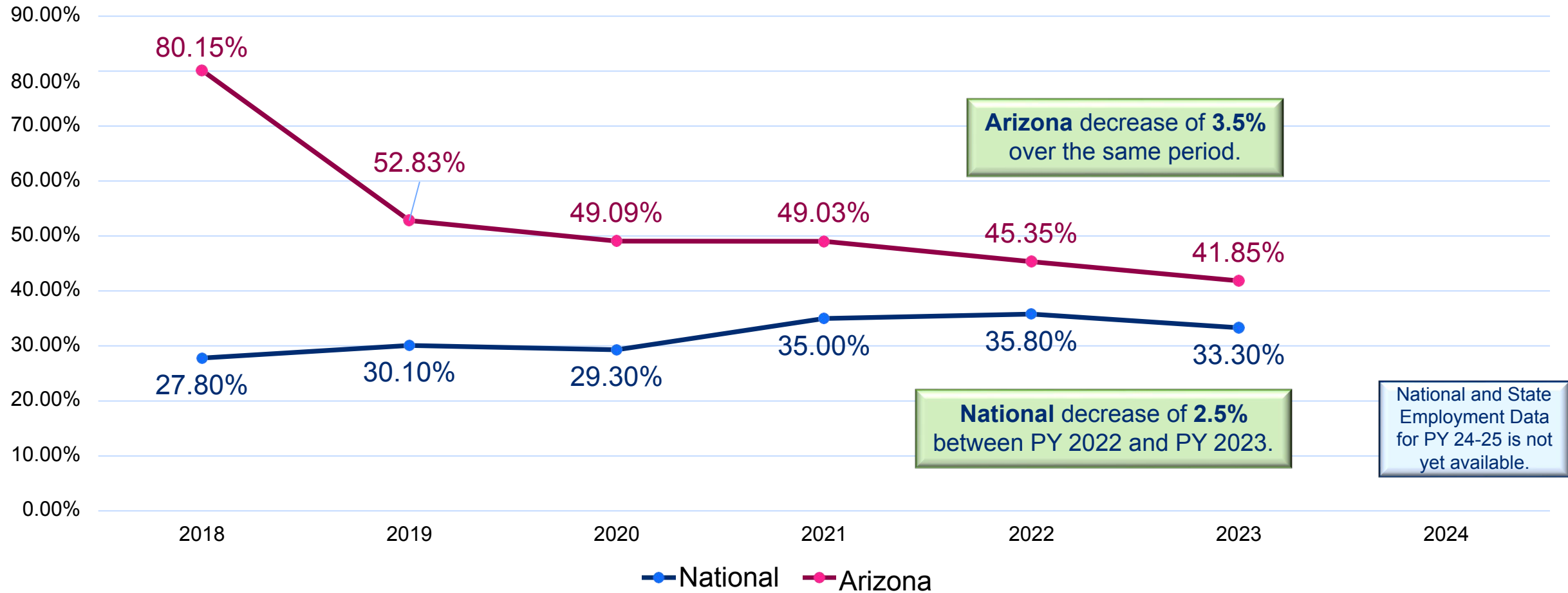


# National vs. Arizona MSG Rate for All Participants



Source: NRS Table 4, Arizona. PY24-25 Preliminary Data and WIOA Year 8 Data Webinar 5-12-25.

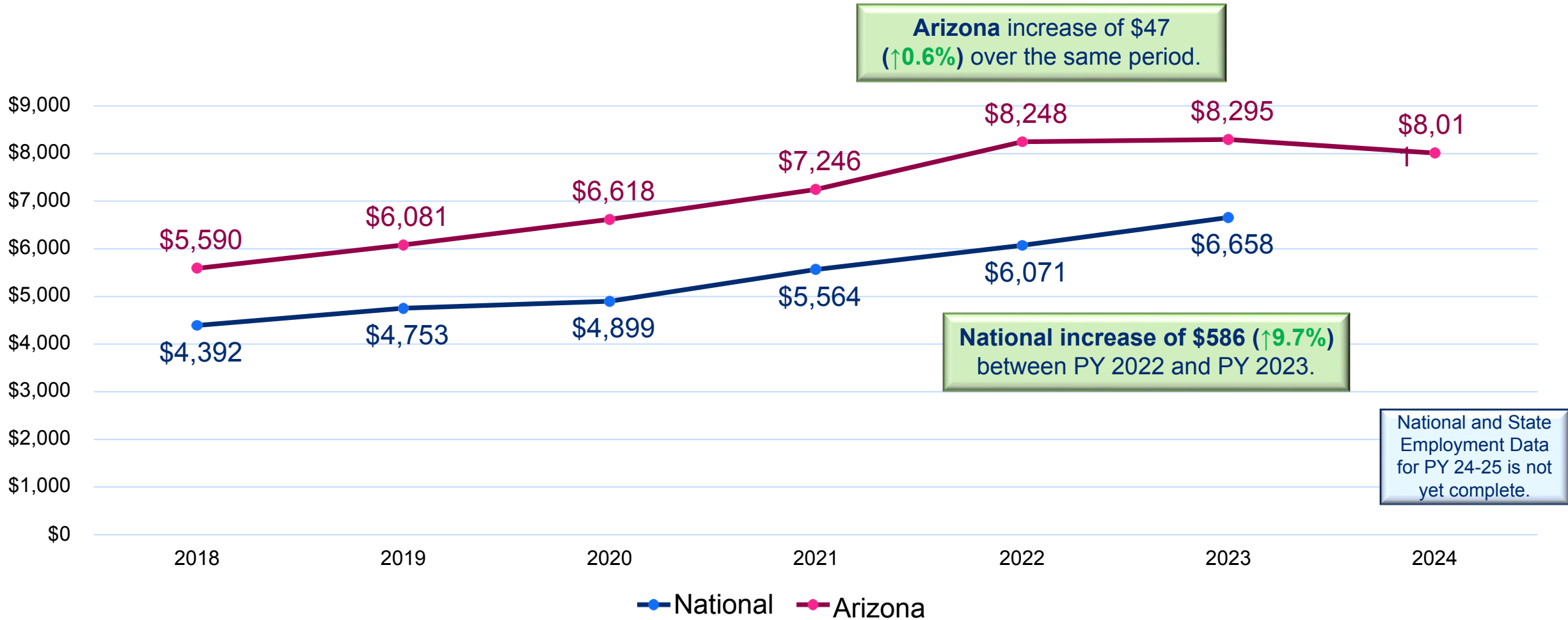
# Arizona vs. National Employment, 2<sup>nd</sup> Quarter After Exit



Source: NRS Table 5, Arizona (historical), WIOA Year 8 Data Webinar 5-12-25.

# Arizona vs. National

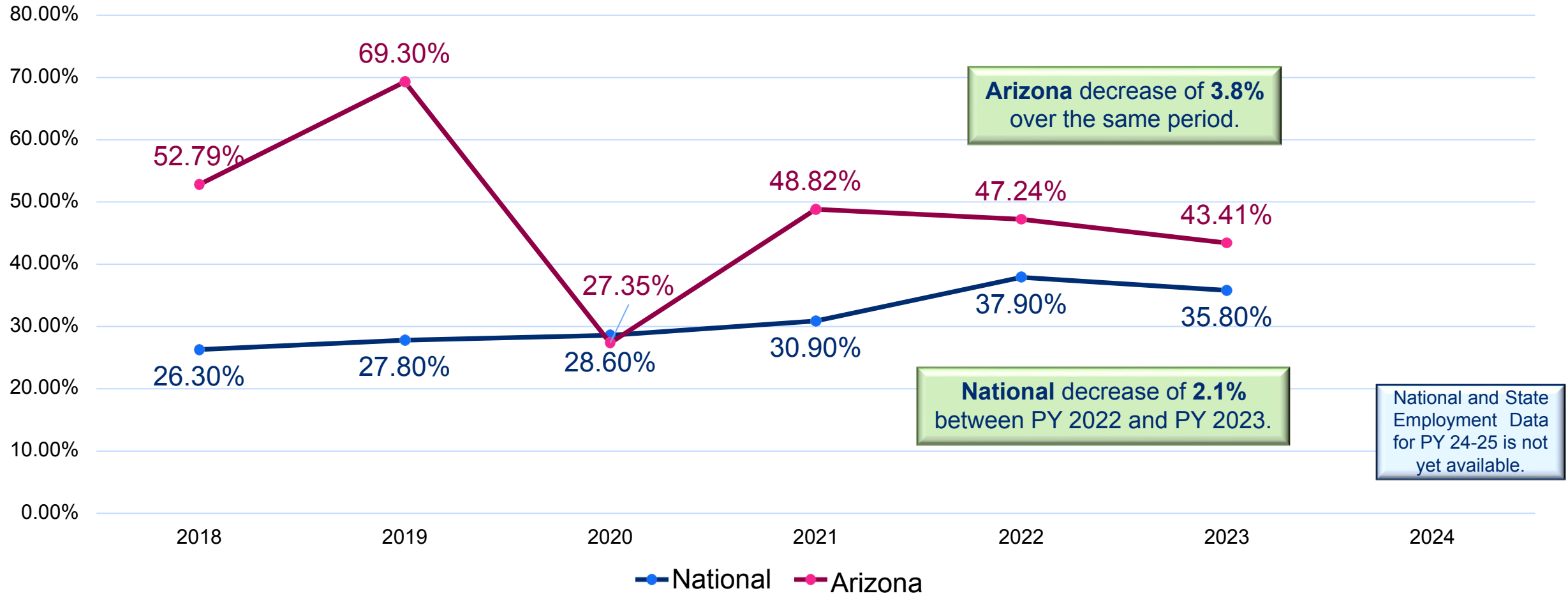
## Median Earnings, 2<sup>nd</sup> Quarter After Exit



Source: NRS Table 5, Arizona (historical), WIOA Year 8 Data Webinar 5-12-25.

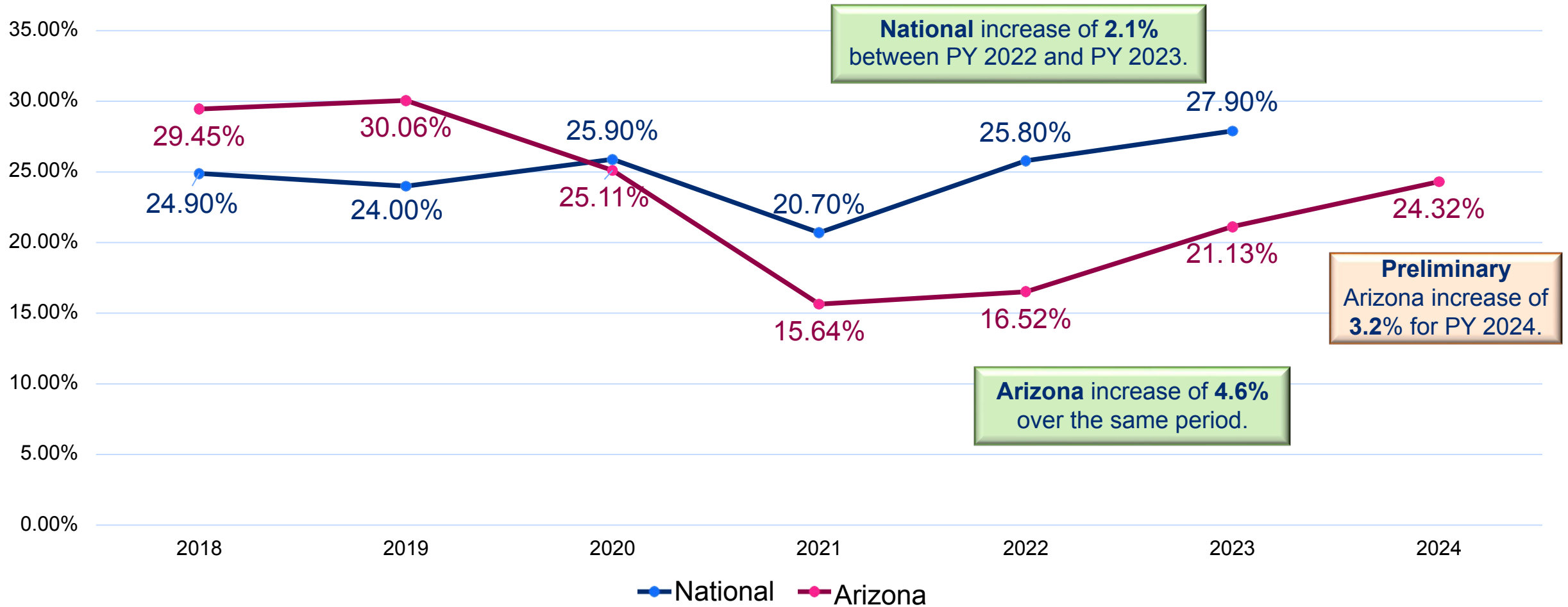


# Arizona vs. National Employment, 4<sup>th</sup> Quarter After Exit



**Source: NRS Table 5, Arizona (historical), WIOA Year 8 Data Webinar 5-12-25.**

# Arizona vs. National Credential Attainment (HSE Diploma)



Source: NRS Table 5, Arizona (historical), WIOA Year 8 Data Webinar 5-12-25.





**ADULT EDUCATION  
SERVICES**

**Questions??**

**Beverly.Wilson@azed.gov**



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

# PY2024 Preliminary WIOA Performance Report (Title IV)

# Title IV - PY24 Performance

Individual Indicator	Title IV - Vocational Rehabilitation	
Employment Rate 2nd Quarter After Exit	PY23	53.0%
	<b>PY24*</b>	49.0%
Median Quarterly Earning 2nd Quarter After Exit	PY23	\$4,706
	<b>PY24*</b>	\$5,103
Employment Rate 4th Quarter After Exit	PY23	49.6%
	<b>PY24*</b>	47.2%
Credential Attainment	PY23	34.4%
	<b>PY24*</b>	28.4%
Measurable Skill Gains	PY23**	25.3%
	<b>PY24*</b>	27.4%

*\*PY24 performance is unofficial until certification (~10/1/2025)*

*\*\*PY23 MSG performance not formally assessed for WIOA I and*

*IV*

# Preliminary PY24

Preliminary PY2024 Performance	Title IV - Vocational Rehabilitation	
Employment Rate 2nd Quarter After Exit	PY24 Actual*	49.0%
	PY24 Negotiated	49.0%
	Unadjusted Indicator Score	100%
Median Quarterly Earning 2nd Quarter After Exit	PY24 Actual*	\$5,103
	PY24 Negotiated	\$5,200
	Unadjusted Indicator Score	98%
Employment Rate 4th Quarter After Exit	PY24 Actual*	47.2%
	PY24 Negotiated	42.7%
	Unadjusted Indicator Score	110.0%
Credential Attainment	PY24 Actual*	28.4%
	PY24 Negotiated	30.0%
	Unadjusted Indicator Score	94.6%
Measurable Skill Gains	PY24 Actual*	27.4%
	PY24 Negotiated	37.0%
	Unadjusted Indicator Score	74.0%
Unadjusted Overall State Program Score		95.3%

\*PY24 performance is unofficial until certification

6/10/1/2025



# **REMINDER:**

# **Full Council Meeting 11/20/2025**

Hybrid Meeting (Zoom) & In-Person:  
**1700 W Washington Street**  
**2nd Floor Conference Room**



# Thank You!





Innovative Workforce Solutions

**WORKFORCE ARIZONA COUNCIL  
Q2 2025 Full Council Meeting Minutes**

Thursday, May 29th, 2025 | 1:00 pm – 3:00 pm

**Hybrid Meeting**

**In-Person Location:** 1700 W Washington Street Phoenix, AZ 2nd Floor Conference Room

**Zoom:**

<https://us02web.zoom.us/j/89868719530?pwd=rbPoyZchFVeHY8ceM6FDvV2uOIXRA2.1>

Meeting ID: 898 6871 9530

Passcode: 284748

<p><b><u>Council Members Present:</u></b>  Alexander Horvath, Tucson Medical Center  Beverly Wilson, AZ Dept of Education, Title II  Bill Ruiz, Western States Regional Council of Carpenters  Debra Margraf, NECA  Dennis Anthony, Arizona Public Services  Ian O’Grady, Policy Advisor, Governor Hobbs  Jackie Elliott, Central Arizona College  Jeffrey McClure, CEO, Pinal County  Jenna Rowell, Local First Arizona  Jim Corning, Novakinetics Aerosystems  John Walters, Vice Chair, Comparion Insurance Agency  Karla Moran, Salt River Project  Kristen Mackey, Dept of Economic Services, Title IV  Mark Gaspers, Chairman, Boeing  Michael Wisehart, Dept of Economic Security, Titles I &amp; III  Michelle Bolton, Second Vice-Chair, Tenet Healthcare  Regina Romero, Mayor, City of Tucson  Rose Castanares, TSMC  Shawn Hutchinson, Phoenix Electrical</p>	<p><b><u>Council Members Absent:</u></b>  Alisa Wren, Freeport McMoRan  Daniel Witt, Lucid  Danny Seiden, AZ Chamber of Commerce &amp; Industry  Josh DeSpain, IBEW Local 570  Sandra Watson, Arizona Commerce Authority  Thomas Winkel, Arizona Coalition for Military Families</p>
---	--

**1. Call to Order**

Chairman Gaspers welcomes all members of the Workforce Arizona Council and the public to the Q2 2025 Full Council meeting. The meeting is called to order at 1:02pm.

**2. Roll Call**

Deseret Romero, Governance and Compliance Advisor conducted roll call, a quorum was present.

**3. Call to Public**

Chairman Gaspers opens the call to the public. No one spoke. (\*Public comment received via email during the meeting. Due to technical difficulties the individual was unable to verbalize during public comment.

[Email Communication](#))

**MEMBER OF PUBLIC**

**COMMENT**

LaSetta Hogans\*  
LWDB City of Phoenix

Good afternoon Chair, Council Members, and staff,  
On behalf of the ARIZONA@WORK City of Phoenix Business and Workforce Development Board and local area, I want to acknowledge and thank the Council and staff for their continued efforts to refine a data-driven allocation methodology.

In particular, we appreciate that preliminary estimates were provided much earlier in the calendar year than ever before. This proactive communication significantly improved our ability to forecast, plan, and engage our workforce providers earlier in the process.

While we commend this progress and recognize that Arizona's economic performance has improved, which may influence funding levels under USDOL's formulas, we remain concerned about the sustained decline in WIOA Title I allocations to urban areas, particularly Phoenix. As Arizona's most populous city and the workforce anchor within Maricopa County, the state's largest local area by population and labor force, Phoenix continues to experience high demand for workforce services across a diverse and growing community.

Phoenix continues to serve a significant share of Arizona's most vulnerable populations, including youth living in poverty, long-term unemployed adults, and individuals navigating structural barriers to employment. With WIOA funding, we have implemented innovative, high-impact programs that benefit both job seekers and employers. These include the launch of our Mobile Career Unit, initially supported by Bloomberg Philanthropies, which now brings career services and hiring events directly into historically underserved neighborhoods. We became the first local workforce board in the nation to sponsor a registered apprenticeship program in semiconductor manufacturing and have developed strong partnerships with employers like TSMC to build equitable talent pipelines into this critical industry. WIOA-funded staff also played an instrumental role in implementing cross-sector initiatives that expand access to education and training, even where direct WIOA service funding was not used. Continued reductions in WIOA allocations place real limits on our ability to sustain and scale these efforts, efforts that are vital to our community's economic mobility, equity, and long-term competitiveness.

We respectfully ask the Council to:

- Continue refining the discretionary weighting methodology to ensure it reflects the demographic intensity and economic realities of Arizona's urban centers.
- Maintain transparency on year-over-year changes in methodology application, a practice we are glad to see already in motion, as it allows Local Workforce Development Areas to plan and adapt responsibly.
- Ensure recaptured funds and statewide initiatives prioritize scalable, high-performing local areas like Phoenix, where the need is high and the infrastructure is ready.

We also encourage the Council to engage directly with local boards on the design and intent of statewide initiatives funded through recapture, particularly those launched under PY23/FY24. Collaborative planning and shared accountability will ensure these efforts are both innovative and responsive to local workforce needs. Thank you again for your leadership and for considering this feedback.

#### **4. Success Story**

Council Member Shawn Hutchinson shared an apprenticeship focused success story. ([Full Success Story](#))

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

##### **a. March 13, 2025 Full Council Meeting Minutes**

- b. 2025 LWDB Recertification
- c. LWDB Membership Vacancy Waiver Request (Yavapai County)
- d. LWDB Job Center Certification (Pima County - New Center)

**MOTION:** Chair Gaspers called for a motion to approve the Consent Agenda. Alex Horvath made a motion; Dennis Anthony seconded the motion.

**ALL IN FAVOR:** Alexander Horvath, Beverly Wilson, Bill Ruiz, Debra Margraf, Dennis Anthony, Ian O’Grady, Jackie Elliott, Jeffrey McClure, Jenna Rowell, Jim Corning, John Walters, Karla Moran, Kristen Mackey, Mark Gaspers, Michael Wisehart, Michelle Bolton, Regina Romero, Rose Castanares, Shawn Hutchinson

**OPPOSED:** None

**ABSTAINED:** None

**MOTION PASSES**

## 6. OEO Updates

Carlos Contreras, OEO CEO provided updates on the following agenda items.

### Welcome New Council Staff

- Janice Garza, Workforce Council Policy Manager
- Giselle Retana, Workforce Arizona Council Administrative Coordinator

### Director Update

#### BuildItAZ

Announcement: 80% to goal of doubling - 8,700 apprentices by 2026

- \$2.5M invested in 9 Awardees covering whole state
- \$3M additional funding - Capacity grants & new RAP creation will be released this summer.
- Outreach campaign to attract more construction apprentices

### Grans & Funding Requests Submitted

- Southwest Border Regional Commission (SBRC) (EID) Grant: *ReadyTechGo scholarships (Maricopa, Pima, Pinal, Santa Cruz)*
- Congressional directive spending (CDS) - *BuilditAZ & ReadyTechGo expansion - Yavapai, Mohave & Coconino*
- WDQI US DOL Grant - State longitudinal data systems

### OEO Hiring

- Sector Workforce Strategies & Grant Administrator

### Arizona Employment Report Highlights

- The Arizona seasonally adjusted (SA) unemployment rate remained unchanged at 4.1% in April 2025 from March 2025, while the U.S. rate remained unchanged at 4.2%
- Arizona not-seasonally adjusted (NSA) nonfarm employment increased by 20,900 jobs (0.6%) month-over-month
- Arizona NSA nonfarm employment increased by 18,100 jobs (0.6%), year-over-year
- Month-over-month, Arizona’s SA labor force increased by 2,409 individuals, or 0.1%
- Year-over-year, the SA labor force increased by 51,777 individuals, or 1.4%

### 2025 Arizona Workforce Summit

## Sustaining Growth in a Shifting Landscape

Arizona's Workforce Post-Pandemic

June 17-18, 2025 | Mesa Convention Center

Chair Gaspers thanked Mr. Contreras for the OEO Updates. It was noted that Council staff would send the Council details to the upcoming 2025 Arizona Workforce Summit.

### 7. PY 25 Final Funding Allocations, Janice Garza (10 minutes)

#### a. Funding Allocation Policy for WIOA Title IB Adult, Dislocated Worker and Youth Programs

Janice Garza, Workforce Council Policy Manager provided a brief refresher on the Council's new Funding Allocation Policy. Below are the highlights of Ms. Garza's presentation.

## Funding Allocation Policy - WIOA Title IB Adult, Dislocated Worker & Youth Programs

### History

#### ● Policy Key Points

- Effective Date: March 13, 2025
- Funding allocation formula factors will remain in effect for three years beginning PY25/FY26. A review and approval of the funding allocation formula will occur every two years thereafter. The Workforce Arizona Council reserves the right to review its voted-upon methodology annually.

#### ● Implementation

- TEGL issued May 20, 2025
- Council and DES notify Local Areas of funding allocations.
- DES issues Notice Of Award expected in July, 2025

#### b. PY25 Funding Allocations

Manny Estrella, OEO Regulatory Economist provided an overview of the PY25 Title IB Funding Allocations. Below are the highlights of Mr. Esstrada's presentation.

## DOL Funding Allocation Methodology

- U.S. Department of Labor (DOL) Methodology:
  - States' funding is based on unemployment levels and disadvantaged population levels.
    - States with higher unemployment receive more funding.
- DOL total allocations for Arizona for PY25 (July 1 2025 - June 30 2026)
  - **\$65,630,154**
    - **10%** decrease in funding statewide from PY24
- Arizona's economy has improved (e.g., lower unemployment) compared to other states, and has therefore received a smaller share of funding
  - Statewide unemployment decreased by approximately 3,000

## Year-Over-Year Unemployment Change

State	Unemployment change	Rank
Pennsylvania	-13,326	1
Mississippi	-6,234	2
Connecticut	-4,566	3
<b>Arizona</b>	<b>-3,043</b>	<b>4</b>
Tennessee	-2,314	5

- Arizona’s share of national unemployment decreased to 2.1% in FY 24 from 2.3% in FY 23.
  - This decrease in unemployment share ranks 4th among all states

### Planning Estimates vs. Actual Allocations

- Adult
  - Planning Estimates: \$19,519,800
  - Actual Allocation: \$19,520,972
- Youth
  - Planning Estimates: \$20,785,827
  - Actual Allocation: \$20,629,527
- Dislocated Worker (DW)
  - Planning Estimates: \$25,484,180
  - Actual Allocation: \$25,479,655

Unemployment data and Exhausted Claimants data (DW only) were updated in the time frame between Planning Estimates and Actual Allocations.

### PY25 Funding Allocations: Adult

Local Workforce Development Area	PY 24 Allocation	PY 25 Allocation	Over-the-Year Change	Over-the-Year Percent Change
North Eastern Arizona (Apache/Navajo/Gila)	\$330,949	\$296,932	-\$34,016	-10.3%
South Eastern Arizona (Cochise/Graham/Greenlee)	\$400,630	\$359,793	-\$40,837	-10.2%
Coconino County	\$262,129	\$233,886	-\$28,243	-10.8%
Maricopa County	\$3,793,096	\$3,533,180	-\$259,917	-6.9%
Mohave/La Paz	\$637,526	\$577,950	-\$59,576	-9.3%
Navajo Nation	\$994,442	\$865,658	-\$128,783	-13.0%
City of Phoenix	\$3,189,348	\$2,613,160	-\$576,188	-18.1%
Pima County	\$2,249,228	\$1,921,543	-\$327,685	-14.6%
Pinal County	\$804,927	\$782,905	-\$22,023	-2.7%
Santa Cruz County	\$374,794	\$292,066	-\$82,729	-22.1%
Arizona Tribal Workforce	\$1,311,072	\$1,163,739	-\$147,334	-11.2%
Yavapai County	\$438,211	\$411,855	-\$26,357	-6.0%
Yuma County	\$3,649,015	\$3,540,161	-\$108,853	-3.0%
Distribution 85%	\$18,435,367	\$16,592,826	-\$1,842,541	-10.0%
<b>Total Funds</b>	<b>\$21,688,667</b>	<b>\$19,520,972</b>	<b>-\$2,167,695</b>	<b>-10.0%</b>

PY 24 Allocation: Discretionary Formula, 100% weight on excess poverty

PY 25 Allocation: Discretionary Formula, 100% weight on excess poverty

PY 25 Allocations listed in TEGL 11-24, May 20, 2025

### PY25 Funding Allocations: Youth

Local Workforce Development Area	PY 24 Allocation	PY 25 Allocation	Over-the-Year Change	Over-the-Year Percent Change
North Eastern Arizona (Apache/Navajo/Gila)	\$350,343	\$307,033	-\$43,310	-12.4%
South Eastern Arizona (Cochise/Graham/Greenlee)	\$412,629	\$337,054	-\$75,575	-18.3%
Coconino County	\$455,383	\$416,111	-\$39,273	-8.6%
Maricopa County	\$4,091,816	\$3,751,240	-\$340,576	-8.3%
Mohave/La Paz	\$573,224	\$484,473	-\$88,751	-15.5%
Navajo Nation	\$1,076,742	\$929,814	-\$146,928	-13.6%
City of Phoenix	\$3,354,762	\$2,761,109	-\$593,653	-17.7%
Pima County	\$2,345,255	\$2,113,708	-\$231,547	-9.9%
Pinal County	\$716,034	\$636,477	-\$79,558	-11.1%
Santa Cruz County	\$432,564	\$344,404	-\$88,161	-20.4%
Arizona Tribal Workforce	\$1,381,558	\$1,230,759	-\$150,799	-10.9%
Yavapai County	\$381,087	\$359,075	-\$22,012	-5.8%
Yuma County	\$3,887,785	\$3,863,843	-\$23,942	-0.6%
Distribution 85%	\$19,459,183	\$17,535,098	-\$1,924,085	-9.9%
Total Funds	\$22,893,156	\$20,629,527	-\$2,263,629	-9.9%

PY 24 Allocation: Discretionary Formula, 100% weight on excess poverty

PY 25 Allocation: Discretionary Formula, 100% weight on excess poverty

PY 25 Allocations listed in TEGL 11-24, May 20, 2025

### PY25 Funding Allocations: Dislocated Worker

Local Workforce Development Area	PY 24 Allocation	PY 25 Allocation	Over-the-Year Change	Over-the-Year Percent Change
North Eastern Arizona (Apache/Navajo/Gila)	\$197,336	\$168,845	-\$28,492	-14.4%
South Eastern Arizona (Cochise/Graham/Greenlee)	\$654,992	\$552,140	-\$102,852	-15.7%
Coconino County	\$251,895	\$209,379	-\$42,516	-16.9%
Maricopa County	\$5,125,049	\$5,044,793	-\$80,256	-1.6%
Mohave/La Paz	\$475,131	\$405,683	-\$69,448	-14.6%
Navajo Nation	\$424,579	\$342,308	-\$82,270	-19.4%
City of Phoenix	\$3,263,208	\$3,125,587	-\$137,621	-4.2%
Pima County	\$2,342,201	\$1,965,588	-\$376,613	-16.1%
Pinal County	\$806,957	\$704,501	-\$102,456	-12.7%
Santa Cruz County	\$224,596	\$184,048	-\$40,548	-18.1%
Arizona Tribal Workforce	\$776,438	\$628,950	-\$147,488	-19.0%
Yavapai County	\$393,842	\$358,645	-\$35,197	-8.9%
Yuma County	\$2,053,228	\$1,597,326	-\$455,903	-22.2%
Distribution 60%	\$16,989,453	\$15,287,793	-\$1,701,660	-10.0%
Total Funds	\$28,315,755	\$25,479,655	-\$2,836,100	-10.0%

PY 24 Allocation: 80% weight on unemployment concentration, 5% weight on long-term unemployment, 10% weight on declining industry

PY 25 Allocation: 35% weight on unemployment concentration, 15% weight on long-term unemployment, 15% weight on declining industry

PY 25 Allocations listed in TEGL 11-24, May 20, 2025

### PY25 Funding Allocations: Rapid Response

- Total Rapid Response funding (25% of Dislocated Worker funding): \$6,369,914
  - Department of Economic Security (15%): \$3,821,948
  - LWDA's (10%): \$2,547,966
    - Each local area receives \$195,997

### PY25 Funding Allocations: Total

Local Workforce Development Area	PY 24 Allocation	PY 25 Allocation	Over-the-Year Change	Over-the-Year Percent Change
North Eastern Arizona (Apache/Navajo/Gila)	\$878,628	\$772,810	-\$105,818	-12.0%
South Eastern Arizona (Cochise/Graham/Gree	\$1,468,251	\$1,248,986	-\$219,265	-14.9%
Coconino County	\$969,407	\$859,375	-\$110,031	-11.4%
Maricopa County	\$13,009,962	\$12,329,213	-\$680,749	-5.2%
Mohave/LaPaz	\$1,685,881	\$1,468,106	-\$217,774	-12.9%
Navajo Nation	\$2,495,762	\$2,137,780	-\$357,982	-14.3%
City of Phoenix	\$9,807,318	\$8,499,855	-\$1,307,463	-13.3%
Pima County	\$6,936,685	\$6,000,839	-\$935,846	-13.5%
Pinal County	\$2,327,918	\$2,123,882	-\$204,036	-8.8%
Santa Cruz County	\$1,031,955	\$820,517	-\$211,437	-20.5%
Arizona Tribal Workforce	\$3,469,068	\$3,023,447	-\$445,621	-12.8%
Yavapai County	\$1,213,141	\$1,129,575	-\$83,566	-6.9%
Yuma County	\$9,590,028	\$9,001,330	-\$588,698	-6.1%
Total Distribution to Local Areas	\$54,884,003	\$49,415,717	-\$5,333,712	-9.7%
Total Funds	\$72,897,578	\$65,630,154	-\$7,107,771	-9.8%

PY 25 Allocations listed in TEGL 11-24, May 20, 2025

Local Workforce Development Area	PY 25 Allocation with Rapid Response Funding
North Eastern Arizona (Apache/Navajo/Gila)	\$968,807
South Eastern Arizona (Cochise/Graham/Greenlee)	\$1,444,984
Coconino County	\$1,055,373
Maricopa County	\$12,525,210
Mohave/LaPaz	\$1,664,104
Navajo Nation	\$2,333,778
City of Phoenix	\$8,695,853
Pima County	\$6,196,837
Pinal County	\$2,319,879
Santa Cruz County	\$1,016,515
Arizona Tribal Workforce	\$3,219,445
Yavapai County	\$1,325,572
Yuma County	\$9,197,328

Chairman Gaspers thanked Ms. Garza and Mr. Estrella for their presentation.

## 8. National Governors Association Update

Mr. Jack Proter and Ms. Malena Dailey with the National Governor's Association provided a detailed National Governor's Association update. Below are the highlights of Mr. Porter's future policy review.

### a. Federal Update

#### Federal Updates

- Reconciliation Package's Status & Notable Provisions
- Workforce Innovation and Opportunity Act (WIOA) Reauthorization
- Recent Executive Orders

#### Governors Reshaping Workforce Development: Turning WIOA Challenges into Workforce Solutions ([Full Report](#))

#### Methodology

State descriptors	Categories	No. of states interviewed (total = 34)
Political distribution	Republican Governors	16
	Democratic Governors	18
	Republican-led Legislature	17
	Democratic-led Legislature	15
	Split Legislature	2
Population size	Over 7 million	13
	3 million–7 million	12
	Under 3 million	9
Regional distribution	Northeast	4
	South	11
	Midwest	7
	West	12

- 34 states interviewed between April and December 2024
  - Interviewees consisted of Governor’s advisors and workforce system administrators at state Departments of Labor and Commerce
- 17 states participated in surveys
- Data was analyzed in coordination with partners at the Harvard Project on Workforce to identify key themes and trends

### Key Findings ([Full Report](#))

1. States are **shifting organizational structures** to improve workforce governance.
2. States are adopting **stakeholder-driven approaches to WIOA planning**.
3. States are investing in workforce services to **attract and retain businesses**.
4. **WIOA funding challenges** are prompting states to seek alternative solutions.
5. States are expanding **training programs and supportive services** to engage new workers.

### NGA Technical Assistance in Arizona ([Referenced Memo](#))

#### Eligible Training Provider List (ETPL) Governance

- NGA memo provides an overview and examples of innovative processes and procedures governing eligibility and maintenance for the eligible training provider list through a comprehensive scan of state board ETPL policies

#### Registered apprenticeship

- NGA memo outlines best practices for developing and scaling nursing apprenticeship programs as well as industry-agnostic policy opportunities to consider based on an inquiry to NGA’s state network

#### Sector Partnerships

- NGA memo provides research on best practices to develop, fund and scale sector partnerships

### Eligible Training Provider List Governance ([Memo](#))

- States are required to host and maintain a public list of training providers approved for federal funding under the Workforce Innovation and Opportunity Act
- Trends Across State Workforce Board Policies:
  - Eligibility Criteria and Performance Metrics
  - State versus Local Governance Structures
  - ETPL Format and Platforms

- Arizona High Impact Training Dashboard

### Policy Opportunities: Eligible Training Provider List

1. **Establish a definition** for “quality” training programs
2. Align ETPL criteria with **labor market data**
3. Set clear expectations for delivering programs to **individuals with barriers to employment**
4. Develop a proactive process for including **Registered Apprenticeship programs**
5. Establish ETPL **performance metrics** that support quality outcomes for participants
6. Clearly **define the roles** of the state workforce development board, local workforce development boards, and the state workforce agency in ETPL governance
7. Designate an **ETPL Coordinator or Office** within the workforce agency.
8. Use the ETPL to display **additional data** related to program quality and outcomes for participants.

### Developing and Scaling Nursing Apprenticeships ([Memo](#))

- Apprenticeship is supported through federal funding streams including annual appropriations through the Higher Education Act and Workforce Innovation and Opportunity Act, as well as additional grants through USDOL
- **Best Practices to Develop Nursing Apprenticeships**
  - Identify regulatory barriers and requirements for desired occupation
  - Work with employers to create clear pathways to full time employment
  - Coordinate with academic institutions and local partners
- Alabama Student Nurse Apprentices

### Policy Opportunities: Apprenticeship

1. Consider offering **tax credits or financial support** to encourage employers to engage in the registered apprenticeship system
2. Where allowable, consider using **WIOA and other federal funding** to support training, placement in apprenticeships and supportive services
3. Consider designating **local staff** to coordinate with employers and create talent pipelines in the region
4. Consider encouraging academic institutions to recognize **apprenticeships for credit towards postsecondary credentials** and degrees
5. Consider **aligning education systems and the CTE system** with apprenticeship opportunities to create occupational pathways, including youth apprenticeship
6. Consider **modernizing existing regulations** to remove barriers to work-based learning opportunities
7. Consider creating **educational tools for employers** to raise awareness of the value of apprenticeship programs.
8. Consider expanding opportunities for apprenticeships to fill open positions in **public sector** agencies

### Sector Partnerships

- Per WIOA, state workforce boards assist the Governor in developing “strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations”
- **Themes Across State Sector Partnerships**
  - Identification of high-demand or high-growth industries in the state
  - States engage and convene industry, education, workforce development, and community partners in the process
  - Investment in local and regional workforce development solutions can meet unique needs of individual regions
- North Dakota Regional Workforce Impact Program
- Minnesota Drive for Five

## Policy Opportunities: Sector Partnerships

1. Utilize WIOA **Governor's Reserve funds** to seed innovative sector partnerships
2. Identify opportunities to **braid funding to support sector partnerships**
3. Leverage sector partnerships to **validate career pathways, training programs, and credentials**
4. Empower a **diverse range of intermediaries** to convene sector partnerships
5. Provide TA to **local workforce boards** to replicate best practices

Chairman Gaspers thanked Mr. Jack Porter and Ms. Malena Dailey for their presentation.

### 9. Workgroup Updates

Chairman Gaspers provide a brief refresher of the Council's Strategic Priorities for the workgroups.

## Council Strategic Priorities

- Priority 1: Increasing Registered Apprentices
  - 5-year Goal: Increase the number of apprentices in in-demand industries by 20% by June 2029.
- Priority 3: High-Impact Training
  - 5-Year Goal: Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by at least 60%.
- Priority 4: Continuous Improvement
  - Goal: Efficiently allocate funds to high-impact programs annual and develop dashboards to display programmatic funding across the State.

#### a. Training Effectiveness

Council Member Kristen Mackey provided a brief summary of the Training Effectiveness Workgroup activities. Below are the highlights of Ms. Mackey's presentation.

## #3 - Training Effectiveness Workgroup

- Workgroup goal:
  - FY25: Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by 5% by June 2025.
  - 5-Year: Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by 60% by June 2029.
- Key Accomplishments:
  - Stakeholder engagement on both job seeker and local areas ARIZONA@WORK Adult Training Program Performance Rating Dashboards
  - Several feedback sessions and a comment period with LWDB Directors, ETPL Coordinators, Title I Service Providers, and Training Providers resulted in the following areas
    - Improved communication of definitions and methodology
    - Improved formatting for soon to be released dashboards.
- Next Steps:
  - Launch dashboards at Arizona Workforce Summit - June 17-18, 2025
  - ETPL governance best practice research from NGA and explore statewide policy - Workgroup will discuss NGA findings after summer break

#### b. Continuous Improvement

Council Vice-Chair John Walters provided a brief summary of the Continuous Improvement Workgroup activities. Below are the highlights of Vice-Chair Walters presentation.

#### #4 - Continuous Improvement Workgroup

- Workgroup goal: Efficiently allocate funds and increase transparency.
- Recapture and Reallocation Policy Development
  - Drafted policy starting in December 2024
  - Three rounds of workgroup comments inc.
    - Public Comment closed May 6, 2025
  - CI Workgroup discussed May 13, 2025
  - Policy not moving forward at this time
- Next Steps
  - DES to provide Recapture and Reallocation Overview for PY23/FY24.
- Funding Allocation Policy for WIOA Title IB Adult, Dislocated Worker, and Youth Programs
  - Effective Date: March 13, 2025
  - Funding allocation formula factors will remain in effect for three years beginning PY25/FY26. A review and approval of the funding allocation formula will occur every two years thereafter. The Workforce Arizona Council reserves the right to review its voted-upon methodology annually.
- Implementation
  - TEGE issued May 20, 2025
  - NOA expected in July, 2025
  - DES notifies Local Areas of funding allocations July, 2025

Chairman Gaspers thanked Vice-Chair Walters and Council Member Mackey for their Council Workgroup Updates. No questions were presented.

#### 10. Recapture and Reallocation Briefing for PY23/FY24 Statewide Initiatives

Tarry Haynie, Acting Compliance Team Manager (DES) provided an overview of the Recapture and Reallocation Briefing for PY23/FY24 Statewide Initiatives. Below are the highlights of Mr. Haynie's presentation.

#### Timeline

May Through October 1<sup>st</sup>

- Reverted funds analysis - Conduct analysis on expenditure data for LWDBs to identify which LWDBs are at risk of not fully expending their allocation.
  - The analysis is started in May and runs through the end of the grant cycle until final reports are received by August 15th. The grant runs through June 30<sup>th</sup>, and
  - A final reverted funds amount is determined based on the expenditures of LWDBs after closeout and by October 1st.
- Once the amount of non- expended funds has been determined on a LWDB basis, the recapture process begins.

October 1<sup>st</sup> Through January 1<sup>st</sup>

- The State determines the amount of funds to be reallocated by no later than Oct. 1.
- Identify the funding needed for statewide activities and projects, including Workforce Arizona Council endorsed projects and Governor initiatives (i.e. Registered Apprenticeship, Re-Entry, AJC)
- Council votes on the plan to re-allocate to eligible LWDBs within 60 days of fund recapture.
- DES distributes re-allocated funds to LWDBS no later than Jan. 1
- Recaptured funds must be spent by June 30th of the third year of availability

#### Projected Surplus

- Projections as of 05/21/2025 for PY23/FY24

Program	Youth	Adult	DW	Admin	Total
City/County	\$ 298,067	\$ 25,637	\$ 3,274,613	\$ 304,793	\$ 3,903,110
Tribal	\$ 791,223	\$ 735,445	\$ 327,032	\$ 35,640	\$ 1,889,340
<b>Total</b>	<b>\$ 1,089,290</b>	<b>\$ 761,083</b>	<b>\$ 3,601,645</b>	<b>\$ 340,432</b>	<b>\$ 5,792,450</b>

- These are **preliminary projections** based on a consistent formula applied based on Local Workforce expenditure data.
- These projections can, and will change significantly over the rest of the life of the grant (06/30/25).
- LWDAs will have the opportunity to expend until June 30<sup>th</sup> with final reports being required 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.

### Statewide Initiatives

To strengthen the workforce development system in Arizona, we support multiple initiatives focused on creating a skilled and adaptable workforce in order to meet the current and future needs of employers and the state's economy.

- Reentry program and Second Chance Centers provide incarcerated and recently-released Arizonans with a variety of employment supports to prepare reentry job seekers for Arizona's workforce through pre- and post-release workforce readiness preparation. (Council Priority #5)
- The WIOA Registered Apprenticeship Program is an industry-driven, high-quality career pathway program that provides participants with a combination of technical classroom instruction and on-the-job learning for a range of positions, from entry-level to management. (Council Priority #1)
- Arizona Job Connection (AJC) is a web-based job-matching and labor market information system that provides job seekers, employers, and training providers with tools that support a wide range of activities. (Council Priority #2 and 4)
- The WIOA State-Wide Rapid Response Program provides prompt layoff transition support and reemployment services to employers and employees affected by workplace layoffs and closures. (Council Priority #4 and 5)
- OEO provides support for staffing and various OEO managed projects, including a Economic, Demographic, and Labor Market Summit and an Annual Workforce Summit.

### Reentry Program and Second Chance Centers

<b>Council Strategic Priority Alignment:</b>	Priority 5: Enhance Services to Priority Populations
<b>Funding Requested:</b>	\$3.2M
<b>Funding Period:</b>	SFY 2026; July 1, 2025 - June 30, 2026
<b>Summary of Planned expenditures:</b>	Headcount is expected to increase from 27 staff to 32 staff members to allow for improved program efficiency and greater number of individuals obtaining employment.
<b>Metrics:</b>	Strategy effectiveness is measured by percentage of individuals served that obtain employment; specifically, the current goal is to maintain 50% success rate employing individuals served through Reentry.
<b>Long-Term Goal(s):</b>	Reentry 2030 initiatives expanding bring potential for Arizona Department of Corrections to increase participation at Second Chance Centers (SCC) - an increase in SCC enrollment would lead to increased participation in Community Reentry, requiring continued planning for service scalability.
<b>Objective(s) for funding period:</b>	Increase headcount to maintain employment placement goals; collaborate with Arizona Department of Corrections to launch a youth program at Lewis Prison.

## Registered Apprenticeship Program

<b>Council Strategic Priority Alignment:</b>	Priority 1: Increasing Registered Apprentices
<b>Funding Requested:</b>	\$350K - \$950k
<b>Funding Period:</b>	SFY 2026; July 1, 2025 - June 30, 2026
<b>Summary of Planned expenditures:</b>	Develop collaborative events to facilitate enrollment in the Registered Apprenticeship program; maintain current staffing levels for efficient and effective service delivery.
<b>Metrics:</b>	Overall enrollment; job placement outcomes as a percentage of overall enrollment
<b>Long-Term Goal(s):</b>	Expand the number of active apprentices to 9,300 while supporting high quality, sustainable programs; develop new non-traditional programs in key industries
<b>Objective(s) for funding period:</b>	Retain high-quality Registered Apprenticeship staff for exceptional service delivery and program management

## Arizona Job Connection (AJC)

<b>Council Strategic Priority Alignment:</b>	Priority 2: Workforce Evaluations; Priority 4: Continuous Improvement
<b>Funding Requested:</b>	\$200K
<b>Funding Period:</b>	SFY 2026; July 1, 2025 - June 30, 2026
<b>Summary of Planned expenditures:</b>	System and hosting costs for the Arizona Job Connection (AJC), which is a web-based job-matching, labor market information, and case management system that provides job seekers, employers, and training providers with tools that support a wide range of activities.
<b>Metrics:</b>	
<b>Long-Term Goal(s):</b>	Maintain compliance with the Single System of Record for all Workforce Program as required by the US Department of Labor.
<b>Objective(s) for funding period:</b>	This provides for the automated system and covers the required function for the Local Workforce Development Areas without impacting their Administrative funds.

## WIOA Statewide Rapid Response Program

<b>Council Strategic Priority Alignment:</b>	Priority 4: Continuous Improvement; Priority 5: Enhance Services to Priority Populations
<b>Funding Requested:</b>	\$750K
<b>Funding Period:</b>	SFY 2026; July 1, 2025 - June 30, 2026
<b>Summary of Planned expenditures:</b>	Staffing and operational costs of the 5 member ADES RR team, plus 2 additional staff to support the two Rapid Response Mobile Resource Units
<b>Metrics:</b>	Utilization of the Rapid Response Mobile Resource Units.
<b>Long-Term Goal(s):</b>	Increase utilization of the Rapid Response Mobile Resource Units, which will be used to conduct statewide Rapid Response and Layoff Aversion activities, especially in areas in high demand for workforce reduction support due to mass layoffs, business closures, natural disasters, or demographic shifts.
<b>Objective(s) for funding period:</b>	Carries out statewide rapid response activities and oversees rapid response activities undertaken by designated entities, which includes the Local Workforce Development Boards (LWDBs). Provides prompt layoff transition support and reemployment services to employers and employees affected by workplace layoffs and closures.

## Office of Economic Opportunity (OEO)

<b>Council Strategic Priority Alignment:</b>	Priority 1: Increasing Registered Apprentices; Priority 2: Workforce Evaluations, Priority 3: High-Impact Training; Priority 4: Continuous Improvement; Priority 5: Enhance Services to Priority Populations; Priority 6: Governance and Compliance.
<b>Funding Requested:</b>	\$1.1M
<b>Funding Period:</b>	SFY 2026; July 1, 2025 - June 30, 2026
<b>Summary of Planned expenditures:</b>	Planned expenditures will cover OEO's staff support for the Workforce Arizona Council, business linkage to the Public Workforce System, and the development of industry-sector partnerships, coordinating with local workforce areas on regional labor market needs. Includes (\$175K) for workforce summit and \$78.5K for council budget.
<b>Metrics:</b>	Industry-recognized credentials in in-demand industries by 20%; Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by at least 60%; Publish 15 workforce evaluation reports.
<b>Long-Term Goal(s):</b>	Grow the number of individuals earning industry-recognized credentials in in-demand industries by 20%; Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs by at least 60%; Publish 15 workforce evaluation reports.
<b>Objective(s) for funding period:</b>	The objectives are to strategically implement and administer statewide workforce development. This includes supporting the creation and execution of the state workforce plan (with OEO data and staff assistance to the Workforce Arizona Council), continuously improving the workforce system through performance accountability, coordinating the one-stop delivery system, and developing a comprehensive labor market information system. Additionally, the objectives cover administering WIOA Title I activities and deploying Rapid Response services for dislocations and reemployment.

Chairman Gaspers thanked Mr. Haynie for his presentation. Below are the Council's discussion points.

### Discussion Points

- The Council also addressed questions about funding for prison-based workforce development programs.
- Council to consider prioritizing the moderation of the state's workforce data collection and case management system, noting that the Arizona Job Connection currently does not charge local boards for its use.

### 11. Annual PY23, Title III, State Performance Assessment

Anna Hunter, Assistant Director and Matt Smith Strategic Operations Manager (DES) provided an overview of the Annual PY23, Title III, State Performance Assessment. Below are the highlights of Ms. Hunter and Mr. Smith’s presentation.

#### PY2023 WIOA State Performance Assessment

##### Overview

- WIOA state performance is assessed annually (WIOA Section 116)
- Measure success or failure to meet the primary indicators of performance
- Assessment results provided via web-based report ([Arizona PY23 State Performance Assessment](#))

##### PY2023 Assessment Summary (Training and Employment Notice 04-24)

- Titles I, III and Title IV
  - 2nd and 4th Quarter after Exit Employment Rates
  - Median Quarterly Earnings, 2nd Quarter after Exit
- Title I and IV only
  - Credential Attainment Rate
- Title III only
  - Overall State Program Score
- Title II: Not assessed

#### Arizona PY2023 State Assessment Results

Individual Indicator		Title I			Title III	Title IV
		Adult	Dislocated Worker	Youth	Wagner - Peyser	Vocational Rehabilitation
Employment Rate 2nd Quarter after Exit	Actual Level	72.7%	78.6%	74.0%	60.3%	53.0%
	Adjusted Level	79.9%	81.2%	82.7%	74.9%	43.7%
	<b>Indicator Score</b>	<b>90.9%</b>	<b>96.7%</b>	<b>89.4%</b>	<b>80.5%</b>	<b>121.2%</b>
Median Quarterly Earnings 2nd Quarter after Exit	Actual Level	\$9,573	\$10,127	\$6,970	\$8,398	\$4,706
	Adjusted Level	\$8,653	\$9,796	\$5,780	\$8,480	\$5,220
	<b>Indicator Score</b>	<b>110.6%</b>	<b>103.3%</b>	<b>120.5%</b>	<b>99.0%</b>	<b>90.1%</b>
Employment Rate 4th Quarter after Exit	Actual Level	69.1%	73.8%	74.4%	59.2%	49.6%
	Adjusted Level	77.2%	79.2%	79.5%	69.5%	43.4%
	<b>Indicator Score</b>	<b>89.5%</b>	<b>93.1%</b>	<b>93.6%</b>	<b>85.2%</b>	<b>114.4%</b>
Credential Attainment Rate	Actual Level	72.6%	70.7%	63.3%	N/A	24.7%
	Adjusted Level	74.3%	67.5%	68.2%		34.4%
	<b>Indicator Score</b>	<b>97.7%</b>	<b>104.7%</b>	<b>92.8%</b>		<b>71.8%</b>
<b>Overall State Program Score</b>		Not assessed	Not assessed	Not assessed	<b>88.2%</b>	Not assessed

#### Title III: Wagner-Payser Employment Service

**Employment Service** provides basic and individualized career services to job seekers and recruitment services to Arizona employers through self-service, facilitated self-help services, and staff-assisted services at job centers. No specific eligibility requirements; services are available at no cost to the public.

**Services Offered to Employers:** Employer information and support services, Workforce recruitment assistance, Access to untapped labor pool, Access to work-based learning, Workforce reduction assistance

**Services Offered to Job Seekers:** job search assistance, resume preparation, interview preparation, one-on-one employment assessments, job referral and placement assistance, labor market information

**Served (PY2023):** 53,000+ participants (includes Reemployment Services and Eligibility Assessment, Jobs for Veterans State Grant, and Reentry)

## Performance Factors

### Statistical Adjustment Model

- Negotiations and Adjustment
  - Adjusted Level = Negotiated Level + Adjustment Factor
  - Adjustment Factor = Post-program model estimate - Pre-program model estimate
- Economic Conditions
  - Pre-program model: Unemployment Rate = 6.6% (Ave. of July 2020 - June 2021)
  - Post-program model: Unemployment Rate = 3.9% (2022 - 2023)

### System Issue

- Automated UI Wage Matching issue identified
- Impacted over 2,000 individuals
- Resolved (April 2025)

### Supplemental Wage Collection

- Manual wage data when automated process unavailable
- Any unsubsidized employment can be counted

## Performance Improvement Plan and Actions

### Quality of Service

- “Better-than-before” jobs
- Business Services and Job Retention
- Development opportunities and career preparation

### Data Quality

- Resolved automated wage matching issue
- Quarterly performance data review
- Supplemental Wage Collection

### Targeted Outreach

- Allocate resources to individual cohorts impacting performance
- Early identification of potential negative outcomes

Chairman Gaspers thanked Ms. Hunter and Mr. Smith for their presentation. Below are the Council’s discussion points.

## Discussion Points

- DES to implement quarterly performance data reviews with program teams for the Wagner-Payser employment services.
- DES to explore ways to increase supplemental wage data collection for more accurate reporting of employment outcomes.
- DES to implement targeted outreach plans using available data tools to allocate resources strategically for the WagnerPayser program.

### 12. Council Member Roundtable

Chairman Gaspers opened the Council Member Roundtable by recognizing the impact of AI and automation in the workforce and suggested that this topic be discussed at a future Council meeting.

### 13. Adjournment

Dennis Anothymotions to adjourn the meeting. John Walters seconds the motion. The meeting is adjourned at 3:00 pm.

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council and to the general public that the Council will hold a meeting, open to the public, on Thursday May 30th 2024, 1:00 pm in person at 1700 W. Washington Street Phoenix, AZ and via Zoom. For more information, please call (480) 798-4809.*

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

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

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

DRAFT

# 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

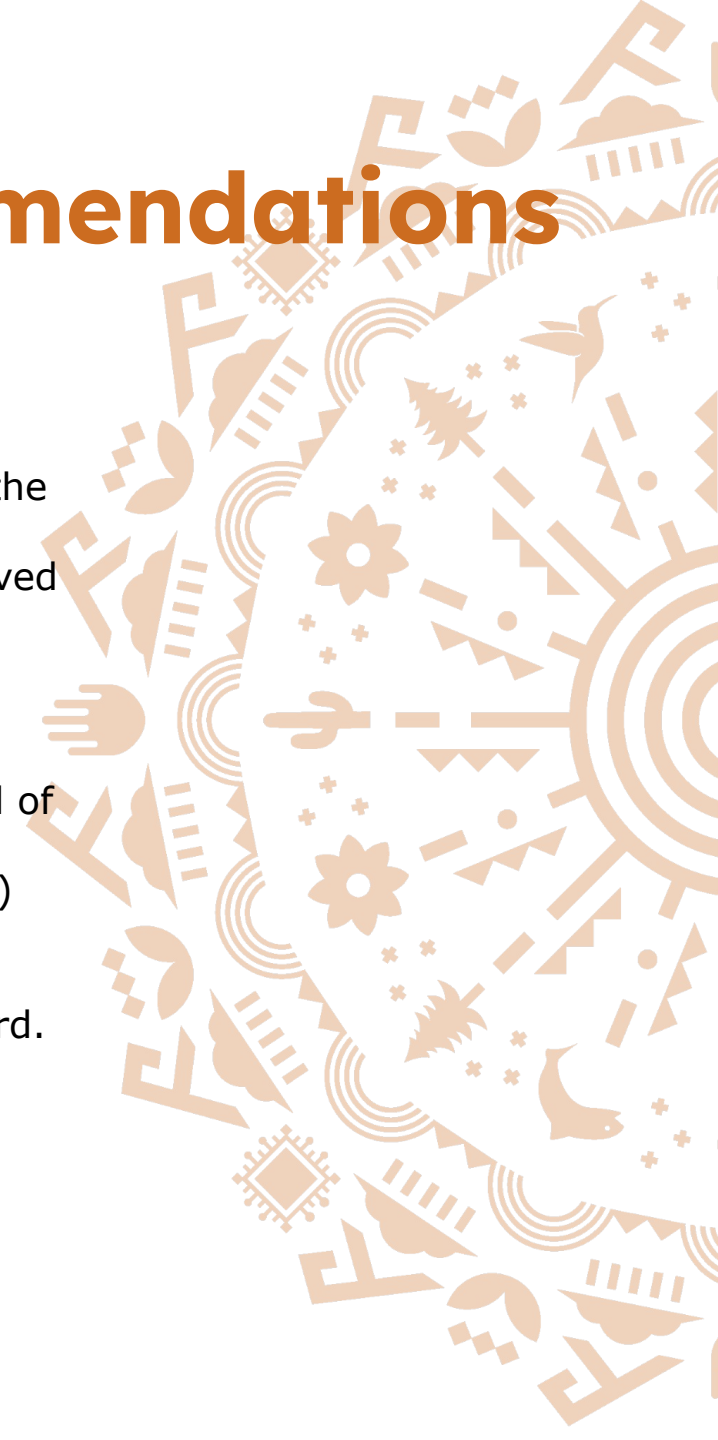
- Recommend 2025 LWDB Recertification contingent upon the City Council's approval of the following agreements:
  - Memorandum of Understanding/Infrastructure Agreement (Update: Council Approved on September 3, 2025)
  - One-Stop Operator Contract (Update: Council approved on September 17, 2025)

## 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 (Update: BOS approved at August 20, 2025 meeting.)

## 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)
- MOU/IFA
  - Under final review with expectation to be complete by Council’s October/November 2025 meetings.

## Coconino County Workforce Development Board

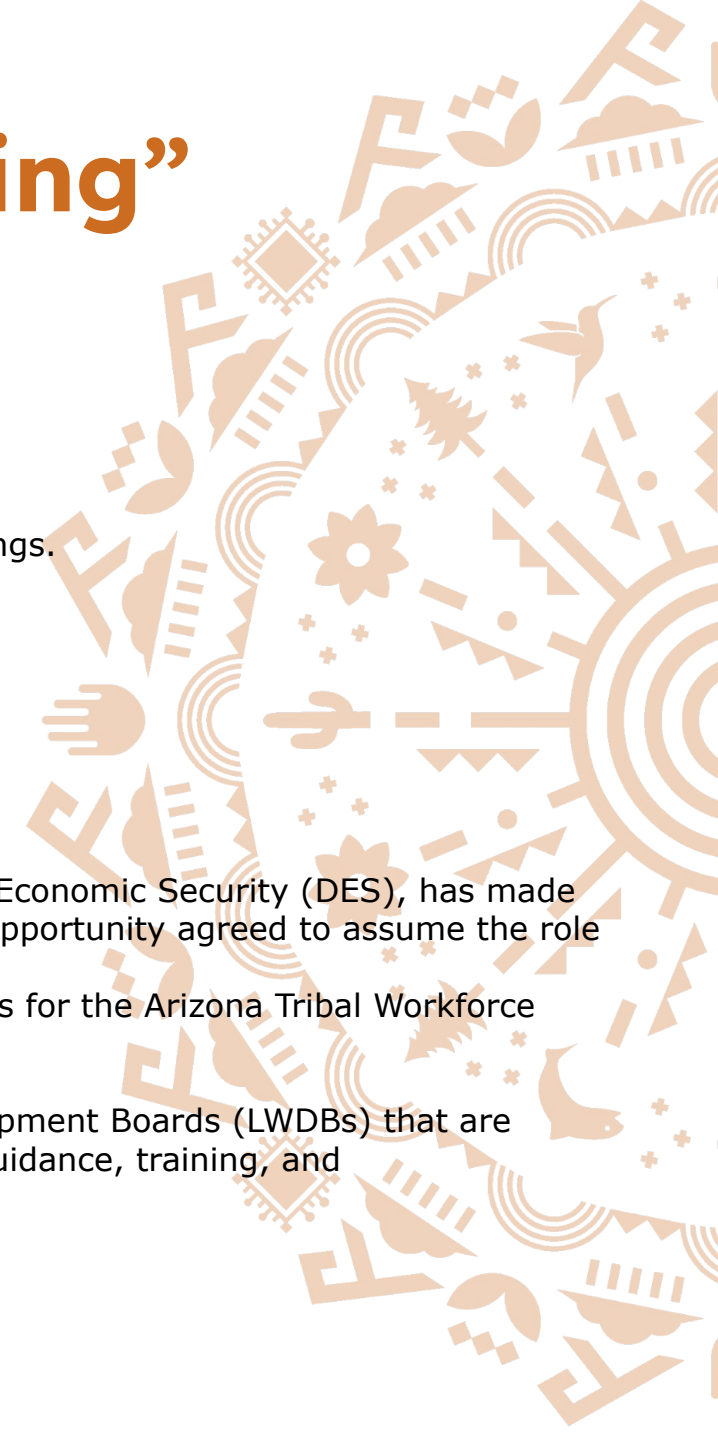
- Recertification Review Complete
  - Pending Board of Supervisors approval at their September 23rd meeting.
  - Council Consideration for Approval (October - November 2025 Meetings)

## 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 Santa Cruz County Yavapai County	

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



# 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 as presented for approval.

